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America's Largest Weekly for Public Employees

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See Page 12

# 10,000 \$50 U. S. JOBS OPEN; STUDY AID FOR TEST

## Temporary State Workers Will Get Paychecks on Time

ALBANY, Oct. 18 — Now it's definite and official. If you're a temporary or provisional employee working for the State, you won't have to eat your heart out wondering when your paycheck will come around. You'll get it on time. The various agencies that have to play around with the payroll have finally gotten together and worked out a streamlined system

for paying you off fast. For one thing, the Civil Service Department will O.K. pay for more than a single payroll period. **Temporary Paychecks** State payroll procedures up to the present have provided that payrolls containing the names of permanent employees are certified by the Payroll Section at the beginning of each fiscal year. This annual certification, which was

first put into effect in 1944, has assisted materially in speeding up payments to State employees. **The Former Practice** For some months representatives of the Civil Service Department have been working with the Department of Audit and Control and the representatives of other state departments, to simplify the work of paying provisional employees. The practice heretofore has been to require certification of payrolls for these employees twice each month.

**New Plan** Under the new plan, provisional employees will be certified for a period of six months, or until an eligible list is established, whichever is the shorter period. This longer term certification will enable their salaries to be paid more promptly than in the past. **Less Work, Too** J. Edward Conway, president of the State Civil Service Commission, pointed out that one advantage of this plan is that without loss of controls, considerable work is eliminated for the operating departments for the Department of

Audit and Control, and for the Civil Service Department, since an audit of all provisional employees' payrolls need not be made on a semi-monthly basis.

**When a New List Comes Up** "Provisional employees are constantly being replaced by eligibles certified from lists," explains President Conway. "When a new list is established, the Civil Service Department, by notice to the Department concerned, and to the Department of Audit and Control, will direct the termination of the services of provisionals within the thirty-day period provided by the civil service rules."

**To Start This Month** It is expected that the plan will become effective for non-institutional employees in practically all State departments by the end of October 1948. The plan will also be extended to the state institutions probably during the month of November.

The Civil Service Employees Association had fought for years to obtain a simplified payroll procedure for temporary and provisional employees.

The U. S. examination for Clerk, CAF-2 and CAF-3, \$2,284 and \$2,498 a year, is now open and will remain so until Tuesday, November 2, for jobs in Washington, D. C., Alexandria, Va., Arlington county, Va., and Montgomery and Prince Georges county, Md.

The test, No. 125, is open to citizens of the U. S., 18 to 62 years old. Jobs will be filled generally in the order of relative standing, except that vacancies in the field service in the Washington area will be filled by residents of Maryland, Virginia, West Virginia, North Carolina and the District of Columbia. All told, 10,000 jobs are expected to be filled.

Blanks may be obtained at the Second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., in person or by mail, but filled-in forms must be sent to the U. S. Civil Service Commission, Washington 25, D. C. Post offices except New York, N. Y., also have blanks for distribution.

### Where Tests Will Be Held

The pass mark in the written test is 70 for non-veterans, 65 for non-disabled veterans and 60 for disabled veterans.

Age limits are waived for veterans and to a limited extent for war service employees seeking permanent status.

In New York State the written test will be given at the following places:

Albany, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glen Falls, Hamilton, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Malone, Newburgh, Manhattan, Ogdensburg, Olean, Oswego, Plattsburgh, Poughkeepsie, Rochester, Schenectady, Syracuse, Troy, Utica, Watertown, Yonkers, Batavia, Hempstead, Middletown, Ontario, Riverhead, Saranac Lake.

Two registers will be established as a result of this examination, one for Grade CAF-2 and one for Grade CAF-3. Names of applicants may be placed on one or both of these registers if they attain appropriate eligibility. In filling Clerk positions paying \$2,086 a year (Grade CAF-1), certification will be made from among those eligibles who indicate a willingness to accept the lower salary.

Below is a sample of the kind of test you can expect if you plan

(Continued on Page 9)

## 31 Police Lieut. Promotions Now; Delay on Patrolmen

The appointment of another group of Patrolmen (P.D.) is being held in abeyance, Budget Director Thomas J. Patterson told THE LEADER. He wasn't sure whether it could be authorized by next month. But he said that the Police Department has received a budget certificate for the promotion of 31 Sergeants to Lieutenant. These promotions, it was learned later at Police Headquarters, will be made probably this week, date not yet decided, and will be effective at once.

Asked why the Patrolman appointments were being deferred, Mr. Patterson answered that it was a matter of money. He felt that the department did not have too many present budget vacancies in the title and that the appointments already made under the present budget have run ahead of schedule. He was referring to the 500 appointed on July 1, instead of the scheduled 50.

Police Commissioner Arthur W. Wallander is trying to get au-

thority to make 500 more Patrolman appointments as soon as possible, even before the end of this month.

## U. S. Attorneys Fear Loss Of Jobs, Come January 20

WASHINGTON, Oct. 18— During New Deal days, lawyers prided themselves that Congress put over a plan which enabled them to get government jobs without the "rigmarole" of civil service. All attorney positions in Federal service are in effect patronage jobs. "You'll be sorry!" some of the more knowing civil service people told them.

Now the lawyers are sorry. Here's the setup:

### Enter Patronage

During the Roosevelt regime, Congress forbade the use of funds to test any lawyer by legal examiners. Reason was obvious: by for-

bidding the funds for such a purpose, the whole field of attorney positions was opened to patronage.

However there are two kinds of legal jobs in government service: (1) those requiring entrance to the bar; (2) those whose duties can be done by non-lawyers. The second group, including such jobs as adjudicators, legal investigators, etc., comes under civil service. Those holding such jobs have classified civil service status.

### Enter Mr. Dewey

Now, come Jan. 20, suppose a new administration takes office. Those attorney jobs are wanted by a lot of anxious political workers. The

lawyers who got into their government jobs without civil service don't have civil service status. They have no protection at all. So they are plenty worried. They wish they had the protection their legal assistants — who aren't members of the bar — have.

### Some Exceptions

However, those lawyers who had obtained civil service status before Congress made its ruling still have that status. This would apply only to those lawyers who have been in Federal service many years. An employee with status who gets promoted into an exempt legal job also retains his status. But these two groups are relatively small.

## 160 Probed For Jobs With State Police

ALBANY, Oct. 18—The Division of State Police has completed a series of oral and physical tests conducted last week for some 160 candidates for 100 positions on the gray-clad State Police force.

Division representatives said those passing the oral and physical test will be investigated as to moral character before being placed on an eligible list.

Earlier this fall, 650 candidates took a written examination for State Trooper in various centers throughout the State. Of these, 160 were called for further examination. The job pays an annual salary of \$1,380, plus lodging, food and service clothing.

## Prospect Arises That War-Service Employees May Be 'Covered-in'

WASHINGTON, Oct. 18 — If "underground" talk in Washington has any validity, war service employees have some hope of being covered into their jobs.

The LEADER has determined that 20 per cent of all U. S. workers have "war service" status — which means they can't get civil service protections or permanent rights to their positions.

Important pressure is being exerted in Presidential quarters to have Mr. Truman cover-in the war service employees by execu-

tive order. There is precedent for such action. The President has the right by law to take action; also the Legislature may do so, as it did in one of the largest actions of its kind ever taken, the Ramspeck Act.

**Many Long-Time Workers** Many war service appointees have been on the job since before March 15, 1942. It is pointed out that the long experience of these people, and their six years of satisfactory work during a trying period of American history,

is ample justification for covering them in; and this experience certainly is the equivalent of a "test." It might even be possible to arrange non-competitive tests for these people.

### Political Situation

The troubling feature is the political situation. If Mr. Truman were to cover in these employees, the GOP would undoubtedly make hay of the situation, and accuse the President of attempting to keep thousands of New Dealers on the job.

## Contrast

Recently, The Civil Service Employees Association raised the dues for State workers to \$5 a year.

Last week, the United Mine Workers, in convention, voted to double the dues of its members to \$48 a year; and the initiation fee was raised from \$10 to \$50.

The 3,000 miner-delegates cheered the higher dues. To reporters, they pointed out that it will put them in a position to fight much more strongly for the 7-hour day, 35-hour week, time-and-a-half for work on Saturday, and other advances.

Employees of the State of New York are probably getting the most comprehensive public employee representation service in the United States—for the least money.

STATE AND COUNTY NEWS

Text of Resolutions Assn. Adopted

The LEADER continues this week the serial publication of the text of the 81 resolutions adopted by The Civil Service Employees Association at its recent annual meeting in Albany. Last week 14 were published. Another installment will appear next week.

15. SUITABLE ALLOWANCE FOR RETIRED EMPLOYEES WHEREAS, Changed economic conditions have so affected the costs of essentials of life and maintenance of health of citizens, and

WHEREAS, This situation has caused and is causing particular distress in the case of former employees of New York State and its sub-divisions who have contributed to the upbuilding of the Retirement Systems of the State, and who are now retiring on meager pensions,

THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the Legislature an immediate study of the conditions referred to and provision for payment of suitable and appropriate amounts to pensioners now receiving yearly allowances which are inadequate for the maintenance of decent health and social standards.

16. EXEMPTIONS OF PENSIONS FROM FEDERAL INCOME TAX

RESOLVED, That the Association appeal to Congress to act promptly to relieve public employees receiving pensions from the State Retirement or other public pension systems from Federal Income Tax on such pensions to at least the extent of \$2000.

17. LIBERALIZED CORRECTION RETIREMENT SYSTEM

RESOLVED, That the Association urge upon the Governor and the Legislature the enactment of a measure to grant to beneficiaries of members of the Correction Department Retirement System options like to those provided for members of the State Retirement System at no additional cost to members.

18. RETIREMENT CREDIT FOR ALL VETERANS

WHEREAS, Time service for retirement purposes is allowed veterans of both World Wars who were residents of the State of New York at the time of entering service, and,

WHEREAS, The purpose of the present law is to reward veterans in consideration of their loyalty to their country.

THEREFORE, We believe a cer-

tain discrimination is being shown others, who entered service in World War I and World War II and are now legal residents of New York State and have been in State Service for many years and who upon retirement receive no such benefit, and,

WHEREAS, An amendment to the retirement law could rectify this injustice,

RESOLVED, The Association sponsor and support an amendment giving credit for retirement purposes, upon retirement, to all veterans for service time rendered during World War I and World War II.

19. PREVENT LOWER STANDARDS IN PUBLIC SERVICE

WHEREAS, the tremendous increase in governmental activities and the advances in technical and skilled services call for personnel of the highest character and ably fitted by training and experience in the public service on all levels,

THEREFORE, BE IT RESOLVED, That the Association condemn with all vigor any and each action by civil service commissions or administrators which in any way would lower the high standards long accepted for public service.

20. SUPPORT MITCHELL AMENDMENT ON VETERANS PREFERENCE

WHEREAS, experience of the past four years indicates plainly that the present Constitutional preference granted to veterans is inimical to the best interests of the State and unfair to many veterans and to all non-veterans within the Civil Service or who may seek to enter the Civil Service, and,

WHEREAS, the Legislature of 1948 did approve amendment to the Constitution known as the Mitchell Proposal, which would provide a preference more equitable to the veteran and the non-veteran alike, and which would serve to expedite recruitment of better trained and experienced men and women for public service within our State under the Civil Service system,

THEREFORE, BE IT RESOLVED, That the Association hereby directs its officers and committees to use all proper means and necessary resources of the Association to secure the adoption of the Mitchell Proposal by the

Govt. Group To Meet In Albany

ALBANY, Oct. 18—Leander Query, public relations manager, New York Telephone Company, New York City, is scheduled to be the guest speaker this week at the first fall meeting of the Capital District Chapter of the American Society for Public Administration.

His topics will be "employee communications." Others taking part in the program include Edith Avery, associate examiner of methods and procedures, DPUI; William E. Tinney, personnel officer, Conservation Department; Charles L. Campbell, administrative director, Civil Service Department; John E. Holt-Harris, assistant counsel, The Civil Service Employees Association. Mrs. Helen Esray Chase, associate personnel analyst, State Personnel Council, will be moderator.

The meeting will be preceded by a dinner at 6 p.m. Oct. 19 at McCaffrey's restaurant in Albany. President of the chapter is Philip E. Hagerty.

1949 Legislature and to seek by all proper efforts to secure the adoption of that proposal by the people at the next general election in 1949.

21. COMPETITIVE CIVIL SERVICE CLASSIFICATION FOR DANMORA, ALBION AND WESTFIELD EMPLOYEES

WHEREAS, the constitution of the State requires that appointments and promotions shall be made upon basis of merit and fitness to be determined as far as practicable by competitive examination, and,

WHEREAS, the positions of persons guarding prisoners at Danmora State Hospital, Matteawan State Hospital, Albion Training School and Westfield State School are readily and properly subject to classification and competitive examination as is well evidenced by the fact that similar positions in State service and in many other public jurisdictions are filled through competitive tests,

THEREFORE, BE IT RESOLVED, That the Association demand prompt action by the State Civil Service Commission on the request now before it for competitive classification for the custodial positions at the institutions mentioned, the inclusion in the competitive class of all present employees involved, and the filling of future custodial positions on the basis of merit system tests under the civil service law.

22. PROMOTE RESPECT FOR MERIT SYSTEM

RESOLVED, That the Association initiate a broad campaign to promote public and official respect for the merit system, and,

BE IT FURTHER RESOLVED, That the President is hereby directed to appoint a Committee to develop promptly a definite and complete plan to effectuate the purpose herein stated.

23. WORKING CONDITIONS OF INSTITUTION TEACHERS

RESOLVED, That this Association urges adoption of salary scales, hours of work, holidays and vacations for teachers in state institutions, comparable with salaries and leaves common in the public school system of the State.

24. REVITALIZE CIVIL SERVICE ADMINISTRATION

WHEREAS, It is a constitutional mandate that appointments and

promotions in the civil service of the State and of all civil divisions thereof shall be made according to merit and fitness to be ascertained by competitive examinations, so far as practicable, and,

WHEREAS, This mandate is essential to efficient and economical government and also to recognition of the natural rights of public employees as civil servants and as citizens, and,

WHEREAS, The present administration of the civil service agencies of the State and of various of its sub-divisions fails to provide effectively or promptly for recruitment or promotion of all civil servants on the basis of merit and fitness, and, as a result of this failure,

- (1) many thousands of positions are filled without benefit of competitive tests; (2) thousands of employees are discouraged and dismayed by delays in promotion opportunities; (3) appointing officers and citizens are thus led to doubt the efficiency of the merit system; (4) the processes of classification and of salary allocation are interfered with, and, (5) the efficiency of governmental services are seriously undermined,

THEREFORE, BE IT RESOLVED, That this Association urge upon the State Civil Service Commission and upon officers of local governments, prompt action to reinvigorate and revitalize the administration of the civil service system in all its phases and on all levels of government within our State so that recruitment and promotion and direction of public employees shall be carried out fully in accord with the principles and practices clearly outlined in Article V of the Constitution and in the civil service laws implementing that bill of rights.

25. CIVIL SERVICE STATUS FOR EMPLOYEES OF GENEVA EXPERIMENTAL STATION

RESOLVED, That non-teaching employees of the New York State Colleges, Schools and New York State Agricultural Experimental Station do hereby urge that the Civil Service Employees Association immediately take such action as is necessary to incorporate the above mentioned employees under New York State Civil Service, this incorporation to definitely include mandatory payment of increments; similar holidays, vacation, sick and other leaves; uniform rules of appointment; pro-

motion and classification under the Feld-Hamilton Career Act, and provisions of the present State salary schedule, and,

BE IT FURTHER RESOLVED, That under such action all employees of said Station and Schools be automatically placed under Civil Service in their respective positions and be allocated proper grades within classes of the Feld-Hamilton Law as determined by the nature of their specific duties.

26. CIVIL SERVICE FOR INSTITUTION STORE MANAGERS

RESOLVED, That in State institutions where community stores are operated by institutions, the store managers be given civil service status, rights and privileges.

27. EXTENSION OF FULL FELD-HAMILTON COVERAGE TO PARKS EMPLOYEES

RESOLVED, That the Association urge the immediate placing under Feld-Hamilton services all grades all employees of State Parks, Authorities and Commissions throughout the State now so covered.

28. PAY FOR LEGAL HOLIDAYS FOR PER DIEM EMPLOYEES

WHEREAS, most of the per diem and hourly employees of the Department of Public Works and other agencies, authorities and departments are employed on an all-year basis; and,

WHEREAS, employees paid on an annual basis receive compensation for legal holidays,

THEREFORE, BE IT RESOLVED, That the Association urge upon the Department of Public Works and other agencies, authorities and departments, that per diem and hourly employees be paid for the eleven legal holidays, or such of these holidays as may occur during their period of employment.

29. OUTLAW FEES FOR PROMOTIONAL EXAMINATIONS

RESOLVED, That the Association urge that the Civil Service Law be amended to provide that all persons entitled to compete in promotional examinations in State service may do so without payment of an examination fee.

30. EXTENSION OF FELD-HAMILTON TO PUBLIC SERVICE REVOLVING FUND EMPLOYEES

RESOLVED, That the Association urge approval of inclusion in the Career Service Law and salary scales of the revolving fund employees of the Department of Public Service.

(Continued Next Week)

Panel Hears Discussion Of Probationary Promotion

ALBANY, Oct.—18—A wide range of subjects was discussed by experts at a panel conducted in the State Education Building by The Civil Service Employees Association.

John T. DeGraff, counsel to the Association, who presided, said that the De Marco case is soon to be argued in the Court of Appeals, and on the outcome hinges between \$2,500,000 and \$3,000,000 for 8,500 State employees, in the form of increments. The Association was successful in Special Term of the Supreme Court and in the Appellate Division. About 231 titles would be affected.

William J. Dougherty, director of the State Retirement System, answered questions on pensions, while Joseph Schechter, counsel to the State Civil Service Department, explained to interroga-

tors interpretations of rules and procedures of the Civil Service Commission.

Promotion Methods Discussed

William F. McDonough, field representative of the Association, argued against probationary periods in promotion examinations, and said that satisfactory passing of a probationary test did not prove qualification for a job.

Mr. Schechter explained that the Commission had decided not to change the present policy of no probationary period for promotion tests, except for inter-departmental promotions. Promotion vacancies in a departmental unit would be filled by eligibles from that unit, he added, and when there were none of these, by department eligibles, and only when these two sources were exhausted would the general inter-departmental list be used. When the probationary period is in effect for interdepartmental promotions, the probationer's old job will be held open for him, so that if he doesn't meet the probationary requirements he goes back to where he has been working.

Jesse B. McFarland, 1st vice-president of the Association, spoke of veteran preference and President Frank L. Tolman induced round-table discussion of pensions, and public employee labor-relations.

Culyer and Cohen Heard

Charles R. Culyer told of progress in County Division Organization and of help rendered to such groups by the Association, while Irving Cohen related county salary increases obtained through raising the tax rate.

The LEADER BOOKSTORE is open Saturdays between 9 a.m. and 12 noon for the convenience of those seeking study material.

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McDonough to Address New Englanders

ALBANY, Oct. 18—William F. McDonough, executive representative of The Civil Service Employees Association, will address the New England State Employees Conference October 23 in Hartford, Conn. His subject: "The Part the Employees Association Plays in the State Service."

Mental Hygiene Group Deplores Split Shift

ALBANY, Oct. 18—Elimination of the split shift was stressed as one of the primary objectives by employees of the Mental Hygiene Department, meeting in conjunction with the 38th annual session of The Civil Service Employees Association, of which they are members. The Mental Hygiene group pointed out that the split shift often results in an employee quitting work for the day 11 or 12 hours after he started. The three or four hours represent the gap that stretches the day into the deplored "long day," even though the normal number of working hours themselves are not exceeded. The dining room and kitchen employees, and some of the matrons or house mothers, were reported especially hard hit by the split shift.

A decision from Commissioner Frederick MacCurdy is sought. The employees have been informed by him that he plans the elimination of the split shift as soon as feasible, but points to shortage in help. As that situation is expected to improve, the Commissioner's early action is sought.

Want Meal Tickets

The meal ticket plan was also discussed favorably. At present employees are charged for meals, whether they eat them or not, and as many go home for week-ends, they miss as many as seven or eight meals a week. The employees favor a meal ticket system whereby a ticket would be pre-

pared by them only for each meal actually eaten. Commissioner MacCurdy was reported to have in mind some attempted solutions which he is planning to try out, and the employees hoped that the report on these tested measures would be expedited.

A 30-service-year retirement plan, with age limit removed, was favored. The cost of the gain would be borne equally by the State and the employees. The objective is to be sought through The Civil Service Employees Association.

Some employees favored an opportunity to return to the Hospital Retirement System, from which they were transferred to the N. Y. State Employees Retirement System.

Speakers favored freezing the present cost-of-living bonus into base pay and the granting of an additional 15 per cent cost-of-living bonus, effective April 1 next.

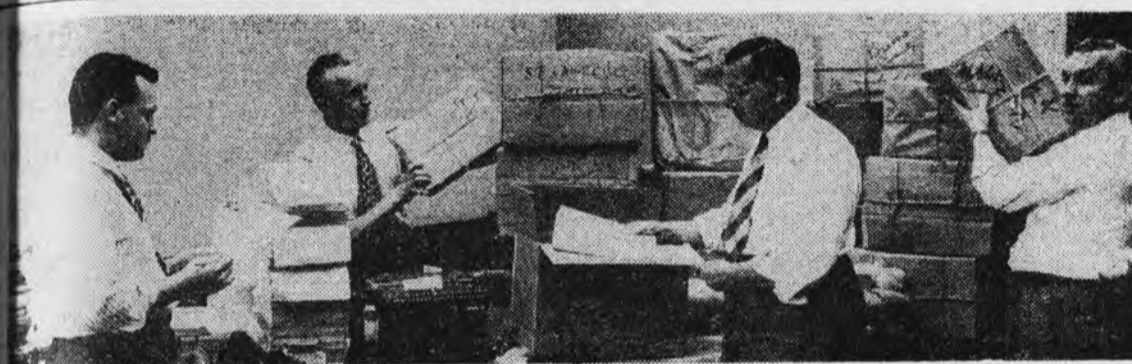
The Mental Hygiene group favored co-operation with The LEADER on a long-range basis.

APTITUDES—What are yours? Perhaps you can do better than Telling away for small pay I'm something you dislike working at Test your aptitudes today Under trained staff of Experts. Do the things you prefer and Earn your full capacity. Start Right, Visit us Now! For Free Consultation APTITUDE TESTING LABORATORIES OF Reesen Co. 130 W. 42 St., N. Y. Longacre 4-3970 Backed by 15 Years' Establishment

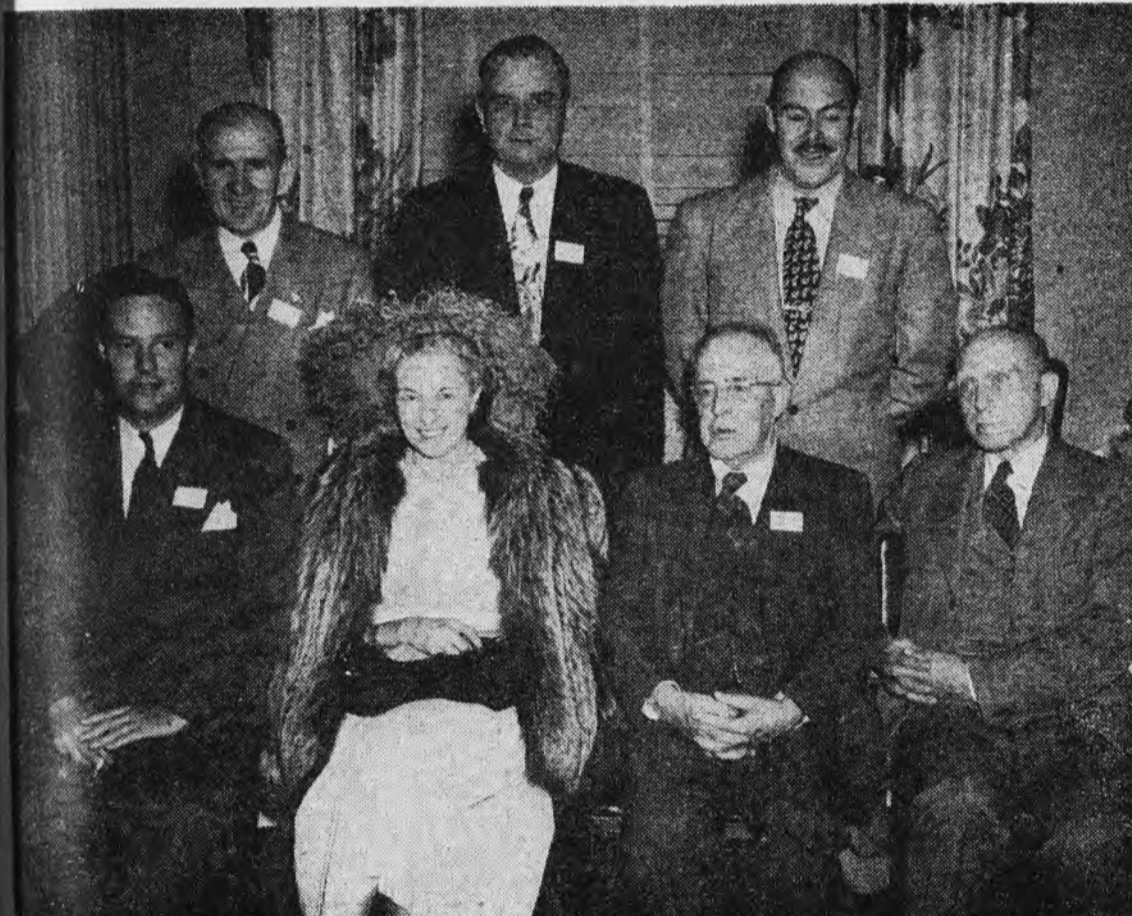
# STATE AND COUNTY NEWS



Group of officials at notable Ogdensburg banquet (standing, l. to r.), Fire Chief Francis R. Cadieux, Sealer of Weights and Measures Oscar King, Mayor Max J. Miller, and City Engineer Charles H. Lord. Seated, left to right: Alderman Henry J. Gokey, Chairman of the Police Committee, and Alderman Henry J. Bouchard, Chairman of the Fire and Lights Committee. The banquet was held by the St. Lawrence (county) chapter of The Civil Service Employees Association.



Some of the voluminous membership campaign material and official ballots for the recent election of the Association were made ready for distribution to each chapter of The Civil Service Employees Association. The work began September 13 and ran to October 6. The headquarters staff worked around the clock over a period of weeks. Left to right: Joseph D. Lochner, Executive Secretary; William F. McDonough, Executive Representative; Charles R. Culyer, Field Representative, County Division, and Laurence J. Hollister, Field Representative, State Division.



The new officers of The Civil Service Employees Association. First row: Harry G. Fox, treasurer; Janet MacFarlane, secretary; Dr. Frank L. Tolman, president; Jesse B. McFarland, first vice-president. Standing: John F. Powers, second vice-president; Ernest L. Conlon, fifth vice-president; and J. Allyn Stearns, fourth vice-president. Frederick J. Walter, third vice-president, was on his way back to his job at Middletown State Hospital when this photo was taken.

## The Public Employee



By Dr. Frank L. Tolman

President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.

### The Association Power Plant

**H**OW MANY cylinders has the Association Power Plant? The answer is — a good many: the Staff, Counsel, the Directors, the Officers, the Committees, the Conferences and the Chapters, not to mention the members. How much power do these many pistons generate? A good deal at times, but not even a fraction of their potential power, and usually less than is required to make the grade on high.

I wish today to say something about our standing committees and special committees and their work. It is a standing joke that, in most organizations, standing committees mostly stand and wait. Our standing committees mostly get out and work at their job. The Chairmen of such committees as the Salary, Finance, Publicity and Education Committees have important and time-consuming jobs. They render essential advice and information almost constantly to the officers, members and the Board of Directors. They are called in frequently on important conferences with the administrative and personnel officers.

#### What Special Committees Do

Special Committees are established to undertake some essential emergency study or investigation. Examples are: Public Employee Labor Relations, Committee, which produced the Association's Labor Relations bill, the Special Publicity Committee, charged with recommending an enlarged publicity program for the Association, the Service Ratings Committee and the Association Building Committee, charged with finding and recommending a site and building for a permanent home and headquarters for the Association.

One of the largest and most important standing committees is the Membership Committee. It consists of the Presidents of all of the chapters and functions chiefly through the chapter membership committee in each chapter, department or institution. The Committee never meets in formal session. It is tied together chiefly by the Association Field Representatives and the Headquarters Business Staff.

The new Association year of 1948-49 has opened. The first fruits of the interest and activities of the many membership committee workers are already evident. We are already ahead of last year or of any year in new or renewal membership as of this date.

#### Membership Objective for 1949

If the Association is to continue its proud record of serving your best interests intelligently and efficiently it must be recognized everywhere as the official representative of the great majority of the State and local public employees. We should have, as paid-up members, well over 90 per cent of all eligibles in every department, institution, State college, agency and local subdivision. Unless we have a safe margin in every such unit, we fail in our first essential and we seriously impair our influence.

As a margin of safety and an essential to continued success, I give you as our objective for 1949 an increase of membership of 10 per cent for the State Division, 100 per cent for the County Division, and majority membership everywhere.

Continued success is ours if we work hard enough for it. My personal thanks and best wishes go to every member of every membership committee everywhere. More power and unparalleled success to every one of you.



Members of the newly-elected State Executive Board, The Civil Service Employees Association. First row: Lee P. Mullen, Audit and Control; Charlotte Clapper, Health; Isabelle M. O'Hagen, State; Mildred O. Meskill, Commerce; John M. Harris, Mental Hygiene; Charles J. Hall, Public Works; Arnold W. Wise, Taxation & Finance; Francis C. Maher, Law; Walter J. Nolan, Judiciary. Second row: James V. Kavanaugh, Conservation; P. Raymond Krause, Banking; Robert B. Corey, Education; Charles Foster, Executive; Theodore Becker, Civil Service; Charles H. Davis, Social Welfare; Harry Fritz, Correction. Others on the Board not present in the photograph include William F. Kuehn, Agriculture & Markets, Kenneth A. Valentine, Public Service, and William J. King, Legislative.

# STATE AND COUNTY NEWS

## Education Workers Voice Grievances

ALBANY, Oct. 18—Grievances of employees of the Department of Education were voiced at a conference of members of The Civil Service Employees Association who work for that department. Dr. Albert E. Corey presided.

Employees at Cornell and at the State Teachers' College at Cortland complained that their jobs are one or two grades below classification rates, that employees in lower grade titles do higher grade work, as Stenographers, Grade 1, performing Grade 2 duties, and that reclassification and reallocations are much needed.

Discussion of Cornell problems included the question of jurisdiction. The employees maintain that they are State employees in every sense of the word, that their salaries are paid by the State, but

that they are denied benefits accorded to other State employees. They have two weeks' sick leave, without leave to accumulate leave, and three weeks vacation.

### Payroll Delays Cited

Steps are being taken to interview the Director of Finance at Cornell in an effort to obtain a reclassification; and hope was expressed that results would be successful. Dr. J. D. Bruhner, vice-president of the Cornell chapter of the Association, was to represent the employees.

Delay in receipt of pay checks by the temporary employees was mentioned. Now a month's delay is reported. Also, employees on the machinery payroll reported delay of two or three weeks, especially at the Veterans Vocational School at Troy.

## Employees Of Suffolk Inch Forward

The sorry salary situation in Suffolk County came a small step closer to solution last week.

That county's pay scales, considerably below those considered normal in 1948, were the subject of discussion between Charles Culyer, representing the employees, and the Finance Committee of the Board of Supervisors. Charles H. Duryea, chairman of the Board of Supervisors, was present.

### To Attend Meetings

County employees came out of the meeting with one gain: they will be permitted to attend future meetings of the Finance Committee to discuss salary adjustments.

So far, county officials have been adamant, circumventing all efforts of the employees to obtain what they deem reasonable wage adjustments. The local chapter of The Civil Service Employees Association is now trying to develop a level of relations with the officials such as exists in Westchester and various other counties.

## Top Pension Needs Cited by Stearns

Following is the final installment of the text of Mr. Stearns' speech to the St. Lawrence county chapter of The Civil Service Employees Association. The previous installments were published in the October 5 and 12 issues.

By J. ALLYN STEARNS  
4th vice-president, The Civil Service Employees Association;  
Chairman Board of Directors,  
Westchester County Competitive Civil Service Association

The benefits provided by the State Retirement System are not in step with the more modern systems.

The Civil Service Employees Association has been trying for some time to have this system liberalized. One of the most important matters, we feel, is the establishment of an equitable minimum retirement allowance after a reasonable number of years of service. At present, there are instances of employees working for 25 or 30 years at low salaries, and when they are ready for retirement they can get only 400 to 600 a year allowance.

This is, of course, entirely inadequate; and as a result less than 8 per cent of the employees of the system ever take their retirement allowance. What happens is that due to the inadequate allowance which they can receive, they continue working far beyond the time they should, and they drop in their tracks. Due to economic circumstances most people continue to work even when in poor health, and so, many of them die and their estates receive nothing but the contributions which the employee himself has made, plus accumulated interest.

This is because there is a 30-day notification clause in the retirement law requiring that an employee apply for retirement at least 30 days before the effective date, and which prevents a person who suddenly collapses from making what is called a deathbed application. We are trying also to have the present death benefit, of a maximum of six months salary after six years service, increased to at least one year's salary after 12 years' service. We want to have the ordinary retirement age reduced from 60 years to 55 years, with only a small increase in the cost of the premium payments by the employees.

Everyone knows that a person retiring at 55 will normally have some very good years of life left. But in too many cases, by the time 60 rolls around there are few good years left to enjoy whatever retirement allowance we may get. Yet as the present time, in order to enjoy the 55-year plan, an employee must pay an almost prohibitive rate, which is very unfair. There are a number of other retirement benefits which we are also trying to have liberalized. There are some which we have been able to accomplish during the last couple of years. But the ones which I have just enumerated are the most important, I think, at the present time.

The Conference Method  
There is one major element which should be in every person-

nel plan; and that is a provision for the employees to discuss with a Board of his fellows and superiors, his conditions of work, pay gripes—if you will have so—or any of the other matters which are bound to come up in any jurisdiction and which cause upset and unrest both to the employee and to the employer. The State has now set up a Personnel Council, which is intended to operate along these lines, and in Westchester are working on a Staff Relations Board which will be purely advisory, but which I think will be able to iron out many personnel problems which arise.

### Information

And finally, an item which all too often neglected: The dissemination of information, to the employee on matters in which he is vitally interested. This follows the practice which the American Army decided was necessary in the last war if the best results were to be obtained—that was to brief every individual soldier as to why he was doing or why he was to do any job, and keep him informed as to what was going on. With full information and understanding, any American works better. This is as true in public employment, as in private business or in the Army.

## Chapter Activities

### Dannemora

Newly-elected officers to head the Dannemora State Chapter The Civil Service Employees Association, are: Charles Fitzpatrick, president; Charles Cayhee, vice-president; Leonard Welsh, secretary; Lawrence Fitzpatrick, treasurer; Albert Foster, delegate and Arthur Tacy, alternate delegate.

The chapter agenda for the year will include: promotion of the prison pay scales by virtue of the 'Equal Pay for Equal Work' Law; competitive status to eliminate job control by local county bosses and fraternal influence; revision of retirement and pension programs; guarantee of hearings in dismissal procedure; guarantee of continuation of the approximate 35% temporary salary earned through overtime and cost of living bonus; bonus for workers on night shifts; cost of living increase to keep up to inflationary trends; proper job characterization of employee prim-

ary duties that society and administrators will be without doubt as to the injustice of monetary denial suffered by Dannemora State Hospital this last half century.

The chapter hopes to offer facts and opinions to provide defense of employees' basic rights, which might help free the average employee from injustice that is wrapped in the robes of legal sanction.

The membership committee, appointed by the retiring president, consists of Bernard Racette, Albert Foster, Arthur Tacy Leonard Welsh, Charles Layhee and Lawrence Fitzpatrick. It will accept dues for transmission to Albany.

### Matteawan

The Matteawan State Hospital Chapter will meet the first Wednesday of each month in St. Rocco Hall, Beacon.

Harry W. Phillips, president since 1942, declined nomination and was succeeded by Fred Haight, vice-president during the past year.

All the employees appeared in new uniforms. The style is the same as that of the prison guards, the official uniform of the correction department.

Charles Bennett, night supervisor and employed since 1931 died.

William McCarroll has again been re-elected representative and will be the delegate to all meetings of the State body at Albany.

## Dongan Guild to Receive Communion on Oct. 31

The Dongan Guild, consisting of State employees who work in the Metropolitan District, will receive corporate communion at St. Patrick's Cathedral on Sunday, October 31, at the 9 A. M. Mass at which Cardinal Francis J. Spellman will officiate. It will be the tenth annual mass at which the Dongan Guild has assisted in a body.

The Dongan Guild always chooses the feast of Christ the King as the day of its annual event. This time, because of the anniversary, many additional State officials and departmental employees will be invited to join in the Mass and the communion breakfast at 10 A. M. at the Henry Hudson Hotel, 57th Street, near Eighth Avenue.

Carl J. Muller is chairman of the corporate communion committee, while John F. Powers heads the publicity committee.

## State Insurance Fund Club To Hold Annual Dinner

The 20-Year Club of the State Insurance Fund, of which James F. Mahony, Sr., is president, will hold its annual dinner to-night (Tuesday) at the 32 Club, East 32d Street, near Madison Avenue. The club's members have been in State service a minimum of 20 years.

The guest of honor will be Edward J. Powers, Executive Director of the Fund.

### CHAPTER HOLDS ELECTION

The Department of Social Welfare Chapter, the Civil Service Employees Association, recently elected the following officers: president Rendell Fussell, 1st vice-president, Mandel Schwartz; 2nd vice-president, A. L. Russell; treasurer, Harold Davis; secretary, Anne M. Gallagher.

## 1 Out of 4 Male State Workers Is a Vet

ALBANY, Oct. 18.—About 25 per cent of all male employees working for the State of New York are war veterans. In view of the interest in pending veteran preference measures—and in view of the overwhelming number of employees who have shown that they prefer the Mitchell point system bill—these figures are considered significant.

Here's the breakdown of positions in State service, and how they're filled:

Class	FILLED POSITIONS — MALES			Disabled Vet
	Permanent appt.	Temporary	Non-Vet	
Competitive	16,791	5,180	12,128	8,429
Non-Competitive	5,396	215	3,657	1,722
Exempt	522	90	396	200
Exempt Labor	1,622	121	1,224	460
Unclassified	1,499	51	1,046	476
Other	2,611	2	1,551	991
Class	FILLED POSITIONS — FEMALES			Disabled Vet
	Permanent appt.	Temporary	Non-Vet	
Competitive	15,130	4,773	19,560	306
Non-Competitive	3,315	160	3,389	81
Exempt	92	26	114	4
Exempt Labor	853	18	867	3
Unclassified	591	46	619	18
Other	636	4	634	6

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# STATE AND COUNTY NEWS

## Civil Service in Monroe County 'On the Griddle'

ALBANY, Oct. 18—Stanley Kollin, municipal inspector with the State Civil Service Department, is scheduled to be in Rochester this week to "review examining methods" of the Monroe County Civil Service Commission.

Public attention was centered on civil service procedures in Monroe County recently when the county commission was charged with failure to conduct a fair promotional examination for the

position of Director of Probation of Children's Court.

### 'Automatons'

In a decision, Supreme Court Justice Lewis A. Gilbert held the commission acted as "automatons" in conducting the examination for which no written or oral tests were given.

In announcing that Mr. Kollin had been directed to visit Rochester, J. Edward Conway, president

of the State Civil Service Commission, told The LEADER: "He will inspect all examinations conducted by the county commission during the past year and report to the State Commission."

It was indicated that the inspection, following closely the court decision, would include a normal review of county examining procedures as regularly conducted throughout the state by the Municipal Inspection Unit.

## 'Westchester Relations Fine'—Gerlach

ALBANY, Oct. 18—Herbert C. Gerlach, County Executive of Westchester, has gone all out for a system of give-and-take relationships between government officials and employees.

Speaking before the annual meeting of the Civil Service Employees recently, Mr. Gerlach explained that the process of negotiation had worked excellently in the County of Westchester. He gave credit to the Westchester County Competitive Civil Service Employees Association, and men-

tioned by name J. Allyn Stearns, a director of the county group, fourth vice president of the State-wide Civil Service Employees Association.

Mr. Gerlach explored the history of public employee relations in Westchester and told the origins of the famed Westchester flexible pay plan. Minimum pay under the plan has risen from \$1050 to \$2055 a year.

Said Mr. Gerlach: "The establishment of uniform pay scales, the adoption of rules

and regulations, the fixing of a definite policy assuring the uniform treatment of all employees throughout municipal service, I believe to be essential for the proper and efficient management of municipal functions. Our County employees association has been most helpful in disseminating information, interpreting rules, making surveys, straightening out grievances, obtaining group life insurance plans, and arranging social get-togethers. There is a most cordial relation existing between the County Executive and the representatives of the Association."

## DPUI Plans Greater Use Of Committee

ALBANY, Oct. 18—DPUI members of The Civil Service Employees Association, at a conference held at the Hotel DeWitt Clinton in conjunction with the annual meeting of the Association, favored closer co-operation with the Association's DPUI committee and hoped for more frequent meetings and reports. Members were encouraged by speakers to send news to The LEADER, to get their messages delivered promptly throughout the State.

The plan of operation favored was to have the local grievances reported to the DPUI Committee, which would take up with Association headquarters such matters as required prompt action.

Conferences are to be held with Harry Smith, Personnel Director, on assignment of placement personnel to insurance offices, especially to find out the method applied, and for discussion of the holding of a promotion examination for Assistant Claims Examiner, under the rule that permits such action after an open-competitive list has existed for at least a year. The rub is that some of the members are on the open-competitive list.

Objections were voiced to examinations taken after a training course for Assistant Claims Examiner and Senior Claims Examiner. Supervisors, it was said, were unduly influenced by such results.

Martin Duignan, of NYC, introduced a resolution which was adopted favoring eligibility of DPUI employees for unemployment insurance, when dropped, on leave with pay, as is done in private industry.

## Southern Conference Meeting Held

ALBANY, Oct. 18—The Southern Conference of The Civil Service Employees Association held an enthusiastic session in the DeWitt Clinton Hotel at which opinion was voiced to officers vct on candidates for membership on the Board of Directors. Chairman Francis A. MacDonald, president of the Warwick chapter, pre-

ed. A resolution was adopted backing the highway engineers in their drive for upward reallocation of positions and higher rates of pay. The conference passed a resolution regretting the illness of Nellie Innocent, of Wassaic, and sent her a bouquet of flowers and wishes for speedy recovery. In addition, many voiced personal regret that she was unable to be with them, and they habitually looked to her for guidance.

**ASSOCIATION CAPTER ELECTS Mount Morris Chapter**—President, Cecelia Connor; vice-president, John Barrett; secretary, Baby Bryson; Treasurer, Cora Bryant; official delegate, Elmer Peil; alternate delegate, Nicholas Tannant.

## Memo

**From: THE CITY'S FIREFIGHTERS**  
**To: FELLOW CITY EMPLOYEES**  
**Subject: PROPOSITION NUMBER ONE**

*We Like Our Working Hours...  
 So Do Our Wives...  
 So Do Our Children...  
 So Does The City Administration...  
 We Ask Your Help To Keep These Hours...*

Please Remember to Pull Down the "YES" Lever on Proposition Number One When You Vote This Year. Tell Your Neighbors About It, Too.

You Can Legalize Our Present Working System. We'll Appreciate Your Support.

**(Start at the TOP and VOTE DOWN)**

**UNIFORMED FIREMEN'S ASSOCIATION OF GREATER NEW YORK, Local No. 94**  
 I.A.F.F. — A.F.L.

## Nurses' Pay Appeal Still Pending

ALBANY, Oct. 18—Nothing new on the appeal of nurses to the Salary Standardization Board. Officers of the Civil Service Employees Association will meet with officials of the Board on October 22 to back up the nurses' case.



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# STATE AND COUNTY NEWS

## Civil Service LEADER

Tenth Year

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TUESDAY, OCTOBER 19, 1948

### Get Behind The Fire-fighters

ALL of the public employees in the City of New York have an obligation to the City's firefighters. It's the kind of obligation that can be discharged effectively before November 2.

After many years, the working hours of the firemen have reached a level considered fair and decent by all sides. The firemen and the fire officers have voted to accept the schedules; the Fire Commissioner considers the revised working hours as necessary to good administration in his department.

But because amendment to the City Charter is involved, the new level of working hours must be approved by the voters in a referendum. The voting machines will carry the referendum to legalize the new schedule. Every public employee — City, State and Federal — who works in New York City must see to it that all persons whom he can influence vote Yes upon this non-controversial item.

### What's It Like To Be a Pensioner?

LAST week 50 retired members of a municipal government met, and their leader said: "These men face virtual starvation because their meager pensions, granted them decades ago, fail to provide them with enough money to cover barest essentials."

Here were men expected to live, with their families, on as little as \$700 a year.

One essential in the State of New York and in its municipalities is a minimum annuity of \$1,200 a year. Another is to relieve these small annuities from income tax payments.

### LEADING PUBLIC OFFICIALS HAIL LEADER ON ITS ANNIVERSARY

Last week The Civil Service LEADER carried letters from Governor Dewey, Mayor O'Dwyer and many other public officials upon the beginning of this newspaper's tenth anniversary. The letters emphasized The LEADER's contributions to good government. Letters from other public figures have been coming into The LEADER's office. Below are an additional group, addressed to Jerry Finkelstein, The LEADER's publisher:

#### 'Sound and Newsy'

From Nathaniel L. Goldstein, State Attorney General

Your selection of "Good Government" as the theme of the 10th anniversary of the Civil Service Leader gives a crisp summary of its purpose and policy.

The newsy pages and the sound editorial comment of the past decade provide their own proof that the Leader has never swerved from its basic principles.

You and your staff are to be congratulated, not only by every civil service worker whose interests have been so closely watched by you but by every citizen who profits from the good work of good public servants.

I hope that your publication will long be the Leader and will always perform the "Service" which is its middle name.

With kind personal regards —  
NATHANIEL L. GOLDSTEIN,  
Attorney General,  
New York State

#### 'Job Well Done'

From Oswald D. Heck, Speaker of the Assembly

It has been during the period I have served in the Legislature that the Civil Service Leader came into existence and climbed to the heights which it has now achieved. I have watched its progress from a humble beginning and, therefore, it is with genuine pleasure that I congratulate the Civil Service LEADER upon its birthday, and you and your staff on a job well done.

The LEADER has been of great help to our loyal Civil Service workers. I wish you join me in wishing continued growth for this fine newspaper.

OSWALD D. HECK,  
Speaker of the  
State Assembly

#### 'Role of Great Value'

From Elliott V. Bell, State Superintendent of Banks, himself a former newspaperman.

Please accept my warm congratulations on the tenth anniversary of the founding of Civil Service Leader. As a newspaper it is very skillfully written and edited. The role it plays in keeping civil service employees informed of news affecting their work-a-day interests is of great value.

I wish you success in full measure in the years ahead.

ELLIOTT V. BELL,  
State Superintendent of Banks  
The hearty congratulations of

Don't Repeat This!

#### Dewey Stuff

DEWEY'S speeches are written with great care by his staff, every word and every statistic carefully weighed. But when the GOP candidate is on the platform, the ghostwriters often can't recognize their handiwork. He edits, rewrites, interpolates and puts his own personality into everything he delivers . . .

THE "old Dewey boys" are still doing a lot of confidential troubleshooting in the campaign. These men, who started with Dewey back in 1935, have been taken out of their law offices and their various jobs, to go on important "inside" missions for the Presidential candidate. They know how Dewey thinks, and they know how to work together to accomplish their objectives. The teamwork that flabbergasted the GOP convention in Philadelphia is being utilized on a smaller scale in communities everywhere . . .

LOOK for these additional appointments, if the GOP wins: In the event J. Edgar Hoover resigns (he won't be fired) John O'Connell, who heads the NY State Liquor Authority, can have the post . . . Frank Hogan, NYC D. A., is another possibility for the position . . . Harold Keller, State Commerce Commissioner, and Bernard Katzen, Brownell aide, slated for administrative posts under the President . . . Campaign brain-truster Herbert Brownell may be offered the position of Attorney General, if he cares to leave his Lord, Day, Lord law practice . . . Al Goodrich, long a Deputy Comptroller, took the post of State Tax Commissioner in order to be ready for an important Washington tax job . . .

ALL the downtown NYC lawyers are hungry for the job of United States Attorney, a juicy plum. Top contender is still Phi Beta Kappa man Arthur Schwartz, for many years a loyal top-flight trouble-shooter for Dewey. But Schwartz has a substantial law practice, and would have to consider carefully before giving it up for a comparatively low-pay Federal post . . . If Schwartz rejects the post, other possibilities are three former Dewey men: resourceful Sol Gelb, Murray Gurlin, William B. Herlands . . . These men also possibilities for



Here is one of the most informal pictures ever taken of Governor Dewey. He was caught while walking toward the ball to take a shot on the right just after he had driven a long one down the fairway. The unusual photos were taken by Charles Carlisle, who ran into Governor and his aide at the Cloister Hotel Golf Links, Sea Island.

the top FBI post, if Hoover resigns.

BY the way, ex-U. S. Civil Service Commissioner Arthur S. Flemming referred in a recent speech before The Civil Service Employees Association to the fact that low Federal pay prevents many topnotch men from joining government service. You can look confidently for the pay range to reach at least \$15,000 under Dewey. It's now \$10,330 . . . If the pay scale for top jobs goes up, salaries will rise all along the line, too . . .

TO succeed Daniel A. Bolich as head of the U. S. Tax Fraud Intelligence Bureau in NYC, these names stand out: Lou Forer, former chief accountant in Manhattan D. A.'s office, whose lucrative practice might make him unavailable; Nat Mitchell, State Tax Dept., right hand of State Tax Chief Spencer Bates; Al Finkelstein, of the Manhattan D. A.'s office, an Al Goodrich protege who started with Dewey in the beginning . . .

ALLAN DULLES, brother of John Foster Dulles, will get the task under Dewey of coordinating all the nation's intelligence agencies. His chief assistant to be Bernard Yarrow, formerly of the New York County D. A.'s office. William Graefnecker, in charge of the Manhattan D. A.'s cops, and Joe Kaitz, Deputy Commissioner in the State Liquor Authority, in line for top jobs with the intelligence services. Kaitz is considered one of the brilliant naval investigators in the country. He served with Naval Intelligence during the war, performed fabulous exploits . . .

Frank Nhlida, Dewey's personal bodyguard, likely to remain with him in Washington . . . John Burton, State Budget Director, and a top research man for Dewey, is killing himself with work. His aides are seriously worried.

THE true reason for Dewey's pardon of Charles "Lucky" Luciano has never been made public. The Democratic National Committee is playing around with an idea on the matter — but Don't Repeat This can tell them authoritatively their idea is all wet. Not one of the rumors has come close to the truth. If the story is ever revealed, it'll probably be by a biographer after the Dewey days are over . . .

#### State Politics

THERE'S talk about Reuben Lazarus, who used to be LaGuardia's infant terrible in Albany, becoming counsel to Governor Hanley . . . Comptroller Frank C. Moore's office plagued by loss of its best men. Why not Charlie Foster, of the Budget Director's

Office, for one of those Deputy Comptroller vacancies, Frank William Groat, always a power Albany and Queens, emerging one of the real GOP strongmen in the national picture . . . politicians are watching son William moving up in the Queens picture. They say he's got what it takes . . . Talk about Dewey-baiting, Paul Lockwood for Governor 1950 is heard with increasing frequency around Albany . . . Up civil service sources are boosting a New Yorker, State Senator Seymour Halpern, for the next Lieutenant Governor, in case the candidate is an upstart. Point out that Si is a terrific getter, has a good civil service record, and has avoided many political enemies. Halpern's name also being mentioned for Queens Borough President. While Max Mitchell's is also being mentioned for Lieutenant Governor.

#### Around NYC's City Hall

Manhattan D. A. Frank S. Hogan is strong for Mullen to win the hotly-contested NYC Surrogate post. Democrat Mullen, together with Republican Dewey, "M. Hogan . . .

HOTTEST races in NYC: Falco vs. Crawford for Supreme Court, and Mullen vs. Frankenthaler for Surrogate. There's very much more any of these candidates can do for themselves. Their chances now depend on Truman-Dewey vote. Too many still vote the straight party . . . Then there's the Paul O'Dwyer Jacob K. Javits contest for Congress, with the O'Dwyer doing most of the doorbell ringing . . . No predictions being made the Marcantonio - Ellis - Morton fight up in Harlem. The Marcantonio forces are doing most of the work for their candidate. Here, too, the vote for President will strongly influence the outcome.

#### They Don't Die Rich

MOST citizens think of politicians as fat-bellied, cigar-smoking gentlemen with their hands in the public trough. The strange fact, however, is that most politicians are far from rich. The leaders of Tammany Hall, for example, few of them are of means. The notable exception is former Supreme Court Justice Jeremiah T. Mahoney, whose practice has brought him millions. ATTENTION Dr. Hilleboe, Health Commissioner: An asthmatic cure from bronchial asthma and hay fever is said to have been quietly developed by Frank Gay, N. D., of Biloxie, Miss. Many New York sufferers who've had to go to Colorado and other lenient areas swear they've been completely cured by the Montana plan.

# STATE AND COUNTY NEWS

## WHAT EMPLOYEES SHOULD KNOW

Promotion Without Examination

By THEODORE BECKER

How would you like to get a title descriptive of the duties you have been performing for the past year — and without any examination? If you have been doing work over and above that called for by your present title you would, no doubt, jump at such a chance.

But, if you are working for a governmental unit such as the state, which has a continuous reclassification service to conform titles to duties, you cannot obtain such reclassification without going through the usual promotion examination channels.

This was not always the case in the State service. Ten years ago, when it was recognized that something would have to be done to rectify the chaotic condition of job titles, a wholesale reclassification program was instituted under an act of the Legislature. One of its main provisions, designed to permit the State service to "straighten out and fly tight" without interruption in essential services, permitted employees who had been performing their jobs satisfactorily for one year prior to the effective date of the law, to be covered into such jobs without examination. The special law, however, set up a Classification Board to review jobs in the future, so that no such wholesale covering-in would be needed again. Under this continuous classification program, reclassification of jobs based on changes in duties could be achieved; but the incumbent of the job would have to compete against others eligible for promotion.

### Available Remedies

Municipalities that have found their classification of titles in a confused condition have had the opportunity to obtain, and in some instances have availed themselves of the classification survey services offered by the Municipal Service Division of the State Department of Civil Service. Here, again, provision is made for the covering-in of incumbents under new titles, provided they have worked therein for one year prior to the agreement for the classification survey. This one year "grandfather clause," held by the courts to be reasonable, is designed to prevent "maneuvering" by officials to give favorites duties calling for higher titles just before the reclassification date. It is felt that if the date by which the duties must have been performed is a year before it is decided to start a reclassification survey, this type of juggling of duties could be avoided.

Highlights of New Law  
This statute (Chapter 575 of the Laws of 1948) contains the following highlights:

1. It contemplates a general classification survey of all positions in the Buffalo civil service to be conducted by the State Civil Service Commission and/or the Buffalo Civil Service Commission.

2. Incumbents of positions reclassified to a higher or different title may, without examination, be covered into such position by the Buffalo commission, subject to the State Commission's approval, if they have satisfactorily served in their positions as permanent employees for at least one year immediately prior to the effective date of the statute — March 27, 1948.

3. No employee reclassified will have any claim for back pay on the basis of a difference in salary between the old title and the new title.

4. No employee will be deprived, by reason of reclassification, of any rights previously acquired under the Civil Service Law for appointment, transfer, reinstatement or promotion.

5. Nothing in the statute is to be construed to transfer an employee to the competitive class who was not previously in such class.

6. Nothing in the statute is to be construed to grant permanent status to emergency, war emergency, temporary, provisional or substitute appointees.

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122 EAST 42nd ST. (Rm. 443), N.Y.C.  
Open Saturdays MU 3-1029  
Sales Representatives Wanted

## FRESH CIGARETTES

**\$1.47** ALL POPULAR BRANDS  
Carton  
3 Carton Lots Plus Shipping Costs  
Shipping Costs for Quantity Cartons  
3 5 10 15 20 25 50  
15c 19c 26c 30c 39c 43c 69c  
N. Y. State Residents limit 5 cts. per mo.  
SEND CHECK—MONEY ORDER TO  
BERGEN SALES CO. (Dept. C-23)  
P. O. BOX 1643 WILMINGTON, DEL.

## COAL ON CREDIT

NO CASH NEEDED  
USE OUR  
**BUDGET PLAN**  
STANDARD PRICES  
—NO EXTRA CHARGE  
—NO APPLICATIONS  
—No Signatures  
—No Red Tape  
JUST PHONE AND  
ORDER YOUR COAL  
**CHRYSLER COAL CO.**  
EV 6-1661-2

## OCTOBER COST OF LIVING BONUS SALES

Following Merchants Are Offering Substantial Savings To Civil Service Employees

### Special SALE for Civil Service Employees

On Major Appliances  
Gas Ranges, Washing Machines  
**GAS RANGES**

Made to Sell for **NOW**  
\$204.95 Famous Brand Gas Range... **139.50**  
176.95 Famous Brand Gas Range... **119.50**  
194.95 Famous Brand Gas Range... **135.00**

**Washing Machines**  
Made to Sell for **NOW**

\$149.95 Famous Brand Washers with Electric Pump... **107.50**  
139.95 Famous Brand Washers with Electric Pump... **95.00**  
129.95 Famous Brand Washers with Electric Pump... **90.00**

**IRONERS**  
Made to Sell for **NOW**

\$49.95 Famous Brand Electric Table Ironers... **27.50**  
99.50 De Luxe Ironers... **57.50**  
179.95 De Luxe Cabinet Ironers... **119.50**

For Immediate Delivery

Sinks, Cabinets at Special Prices  
Oil Heaters—Oil and Gas Combination ranges  
Oil and Coal Combination Ranges

Free Delivery to These Areas—  
Manhattan—Brooklyn—Bronx  
Queens—Westchester County  
The House of Service

### BEST HOUSEKEEPING CO.

Radios, Washing Machines  
Gas Ranges, Electrical Appliances  
174 FIRST AVENUE  
Near 11th St. N. Y. CITY  
TIME PAYMENTS AL 4-1280-1  
Open Evenings THU 8 P.M.

### BEST SERVICE

WHOLESALE PRICES  
Radios, Watches, Gifts, Furniture, Washing Machines, Refrigerators, Baby Carriages, Gas Ranges, Pressure Cookers, Household Appliances.  
TIME PAYMENTS ARRANGED  
Mon.-Fri. 9:30 - 6 Sat. 9:30 - 5:30  
Closed Oct. 13th

### CIVIL SERVICE MART

64 Lafayette St. BE. 3-6554  
(Worth St. Sta., IRT Lex. Line)

### 1,000 LADIES' WORSTED SUITS

cab'dine, grey, green, wine, black, brown  
sharkskin grey, brown  
glen plaid grey, brown  
SIZES 10 to 18  
PRICE \$29.75  
4 DIFFERENT STYLES  
Buy a blouse and shoes with what you save by taking advantage of this opportunity  
ROOM 301, 251 W. 40th ST.  
LO 4-1396—OPEN SATURDAY

### 15% TO 30% OFF

on  
Television, Washing Machines  
Refrigerators, Gas Ranges, Ironers  
(Convenient Terms)  
CAM ELECTRIC APPLIANCE CO.  
2 Locations  
249-1st Av. (14 St.) 573-3 Av. (38 St.)  
OR 4-6980 MU 7-3542-3

### GENERAL MERCHANDISE

**LADIES' RAINCOATS**  
Suits, Coats, Capes, Skirts  
Jackets formerly to \$14.75—  
Sizes 9 to 15 & 10 to 20  
Black, Coral, Green, Red Blue  
"Get That Needed Extra Coat Now"  
Joseph H. Fein Leon Sitkin  
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"IF OTHERS CAN'T, SIT-KIN"

### Oscar's Inc.

176 Greenwich St. N. Y. 7, N. Y.  
BARclay 7-2295  
SPECIAL DISCOUNT  
CIVIL SERVICE EMPLOYEES  
On hard-to-get items—Toasters, Mixers, Refrigerators, all household items, electrical appliances, radios, television sets, as well as typewriters, jewelry, etc.  
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All types of gift suggestions!

### Webster Phonograph

Standard and Long Playing  
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Guaranteed Radio Servicing  
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204 EAST 170th STREET  
Next to Luxor Theatre JE 8-4960

### LADIES

We invite you to a complimentary demonstration and free instruction on complexion care and individual make-up and color chart. You are not obligated nor will you be asked to buy.  
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Manufactures Mouton Lambs, \$50  
ANY SIZE: ANY STYLE  
SEE THEM MADE!  
**JUDLU FURS**  
134 WEST 29th ST., N. Y. C.  
10th Fl., Rm. 1010 LA. 4-8829

### Buy Direct from Manufacturer Save 50% On Our Famous Quality Aeroplane Luggage

Genuine top grain cowhide leather bindings, brass hardware, 3 pockets, rayon linings, padding and tie tapes.  
  
15", 18", 21" overnitters... 4.75  
26" pullman... 8.50  
29" pullman... 10.00  
Ladies' wardrobe... 12.00  
Men's two sniter... 12.00  
Ladies' hat & shoe box... 12.00  
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MAIL ORDERS ACCEPTED... add 50 cents for postage plus 20% Federal tax... Sorry no C.O.D.  
**TRAVEL-WIDE LUGGAGE CORP.**  
132 Spring St., N. Y. C.  
Hours: Mon. to Fri. 8 A.M. to 6 P.M.  
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UP TO 50%  
ON ALL STANDARD BRAND MERCHANDISE  
Special A.C.-D.C. Automatic Pop-Up Toaster... \$13.49  
RADIO, TELEVISION, REFRIGERATORS, VACUUM CLEANERS, FURNITURE, SPORTING GOODS, Etc.  
Many Specials for October Only to Civil Service Personnel  
Extraordinary Savings on All Purchases Made This Month  
**MUNICIPAL EMPLOYEES SERVICE**  
41 PARK ROW, NEW YORK CITY : : COrtlandt 7-5390

## UP TO 30% Discounts!

Television, Washing Machines, Refrigerators  
Exclusively for Civil Service Members  
EASY CREDIT TERMS AT CUT PRICES

HEADQUARTERS FOR  
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186 EAST 125th STREET (Near Lexington Ave.)  
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We Carry a Complete Line of Pressure Cookers, Radios, Heaters, Aluminum Ware, Vacuum Cleaners, Electric Irons, Lamps, Refrigerators, Washing Machines, and 1,000 other items.  
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Room 507

INVEST CALL MU 6-8771  
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AND HOUSEHOLD  
APPLIANCES

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**REFRIGERATORS**  
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Dresses . . . Coats . . . Suits . . . Gowns  
**SMART CLOTHES**  
Styled by foremost designers  
From Our Wholesale Department  
Selling Direct to the Retail Trade  
**KILTON MODES**  
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Wisconsin7-7295 at 39th St. 8th Floor

**JEWELRY**  
Watches, Engagement and Wedding Rings, Ladies and Men's Birthstone Rings, Silverware & Men's Ensembles  
Special Discount to Civil Service Employees and Their Families  
**GEM JEWELRY & WATCH CO.**  
125 West 45th St., N. Y. (8th Fl.)  
LO 4-2079 Open Saturdays 10-6

DISCOUNTS—From 20% to 40%  
Everything in the way of Nationally Famous Household Appliances. Such items as: Pressure Cookers; Sandwich Grills; Electric Trains; Washing Machines; Refrig.; Radio; Television; Fountain Pens; Jewelry, etc.  
Automatic (Pop-Up Toasters)  
Reg. \$22, HERE \$17.60  
**VEEDS**, 25 East 26th St.  
MU 6-4443, 4 New York





# FEDERAL NEWS

## Signal Corps Opens Exams For Photo Jobs in NYC

The Signal Corps Photographic Center has announced nine examinations for which filing closes on Wednesday, October 27. The tests are for the following department jobs:

- Motion Picture Animator, CAF-8 through CAF-11, \$4,103 through \$5,232.
- Motion Picture Animator Assistant, SP-7, \$3,351.
- Motion Picture Animation Background Artist, CAF-9 and CAF-10, \$4,479 and \$4,855.
- Motion Picture Animation Background Artist Assistant, SP-5, \$2,724.
- Motion Picture Animation Inker and Painter, SP-3, SP-6 and SP-8, \$2,284 through \$3,727.
- Motion Picture Animation Checker, CAF-7, \$3,727.
- Motion Picture Animation Photographer, CAF-9 and CAF-10, \$4,479 and \$4,855.
- Hot Press Operator, CAF-8, \$4,103.

Jr. Printer, Ungraded, Grade 7, \$1.04 per hour.

Federal employees who are serving at the Signal Corps Photographic Center, as well as incumbents in other Federal Government agencies located in the five boroughs at NYC and in Nassau, Suffolk, Rockland, and Westchester in the positions listed, should apply for this examination if they do not have a competitive status and wish to qualify for permanent appointment.

To apply, get (a) Application Form 57; and (b) Card Form 5001 from the Executive Secretary, Board of U.S. Civil Service Examiners, Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City 1, N.Y., or from the Director, Second U.S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

Applicants must send these forms to the Executive Secretary, Board of U.S. Civil Service Examiners, at above address.

## Leeway Allowed in Hiring Typists and Stenographers

WASHINGTON, Oct. 18 — The U. S. Civil Service Commission, upon agency request, will consider authorizing agency recruitment for probational appointment to Stenographer and Typist positions, CAF-1 to CAF-3, located in Washington, D. C. area. The shortage of stenographers and typists still continues.

A general policy was approved several months ago permitting individual agencies to enter into agreements with the Commission under which the agencies would recruit, test, and make probational (permanent) appointments in shortage occupations. Soon after the general policy was announced, the Commission stated that agreements calling for recruitment of stenographers and typists would not be considered until all persons who had applied for the Stenographer-Typist examination, open continuously since October 1946, had been examined. Only a few persons, whose applications have been received recently, now remain to be examined.

Agencies still have the authority to grant temporary indefinite appointments to Stenographers and Typists, CAF-1 to 3. The new plan will permit the agencies to hold the rate examinations for stenographers and typists, under Commission standards, and to give immediate probational (leading to permanent) appointments to persons who pass.

## Half of Workers in Vet Category

WASHINGTON, Oct. 18—Just 45 of every 100 U. S. employees have seen military service or are female relatives of servicemen entitled to veteran preference. August 1948, 846,001 or 1,895,443 U. S. employees earning veteran benefits.

## SCHOOL DIRECTORY

**AMERICAN ART SCHOOL**—Day—Evening and Saturday morning classes. Drawing & Painting from Life. Advertising Design. Approved for Veterans. Broadway, N. Y. 31. FOUNDATION 8-1350.

**SHOWCARD WRITING** and lettering for advertising uses. Expert individual instruction. Est. 1922. Vets Eligible. REPUBLIC SCHOOL, 287 W. 17th St., N. Y. 11.

**BORO HALL ACADEMY**—Flatbush Ext. Cor. Fulton St., Bklyn. Regents Approved. MA. 2-2447.

**A. L. B. DRIVING SCHOOL**—Expert Instructors. 630 Lenox Ave. AUdubon 9-4000.

**LEARN BARBERING**. Day-Eve. Special Classes for women. GI's welcome. Barber School, 21 Bowery. WA 5-0933.

**MANHATTAN BUSINESS INSTITUTE**, 147 West 42nd St.—Secretarial and Bookkeeping, Typing, Comptometer Oper., Shorthand Stenotype. BR 9-4181. Open 10-6.

**ADAMS BUSINESS INSTITUTE**, 155-10 Jamaica Ave., Jamaica, L. I. Specializing in stenograph (machine shorthand). Day & Even. courses. Only school offering both pencil and machine shorthand.

**WASHINGTON BUSINESS INST.**, 2105—7th Ave. (cor. 125th St.). Secretarial and civil service training. Moderate cost. MO 2-6086.

**GOTHAM SCHOOL OF BUSINESS**. Secretarial, accounting, comptometer, Spanish shorthand. Individ. training. Day - Eves. Co-ed. 505 Fifth St. (42nd St.) YA 6-0034.

**MERCHANT & BANKERS**. Co-ed. 57th Year—230 east 42nd St., New York 17. MU. 2-0986.

**HEFFLEY & BROWNE SECRETARIAL SCHOOL**, 7 Lafayette Ave. cor. Flatbush. Brooklyn 17. NEVINS 8-2941. Day and evening. Veterans Eligible.

**MONROE SCHOOL OF BUSINESS**. Secretarial, Accounting, Stenotypy. Approved for Veterans under G.I. Bill. Day and evening. Bulletin C. 177th St. Road (R K O Chester Theatre Bldg.) DA 3-7300-1.

**RIVERSIDE BUSINESS SCHOOL**, 2061 B'way. (72 St.). Intensive. Approved for Veterans. Registered by Regents. TR. 4-2191.

**LATIN AMERICAN INSTITUTE**—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA. 4-2835.

**THE AMERICAN CRAFTSMAN SCHOOL, Inc.**, 224 West 4th Street. ALBANY 5-4488. Approved for Veterans. Cabinet making. Day-evening.

**COLUMBUS TECHNICAL SCHOOL**, 130 W. 20th bet. 6th & 7th Aves. draftsman in for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. WA. 9-6625.

**NATIONAL TECHNICAL INSTITUTE**—Mechanical, Architectural, job estimation. Manhattan, 56 W. 42nd Street LA 4-2929. in Brooklyn, 60 Clinton St. Hall). TR 5-1911. In New Jersey, 116 Newburg Ave., BERGEN 4-2250.

**THE BOLAN ACADEMY**, Empire State Bldg.—JAMES S. BOLAN, FORMER FBI COMMISSIONER of N. Y. offers men and women an attractive opportunity to prepare for a future in Investigation and Criminology by Comprehensive Study Course. Free placement service assists graduates to obtain jobs. Approved under G.I. Bill of Rights. Send for Booklet L.

**THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY** (Founded 1920). Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-4081. NEWARK: 138 Washington St. MI 2-1908 (15 min. from Penn Sta.) DE 4-1100.

**THE COOPER SCHOOL**—315 W. 139th St., N.Y.C., specializing in adult education. Mathematics, Spanish, French-Latin Grammar. Afternoons, evenings. AU 9-4000.

**FAUROT FINGER PRINT SCHOOL**, 299 Broadway (nr. Chambers St.), NYC. Most equipped school (lic. by State of N. Y.). Phone BE 3-3170 for information.

**ATLANTIC MERCHANT MARINE ACADEMY**, 44 Whitehall or 3 State St., Bowling Green 9-7086. Preparation for Deck and Engineering Officers' Licenses ocean coastwise and harbor, also steam and Diesel. Veterans eligible for GI Bill. Send for catalog. Positions available.

**BROOKLYN YMCA TRADE SCHOOL**—1119 Bedford Ave. (Gates), Bklyn., MA 9-4000. Eyes.

**GEORGETTE PALMER MUSIC STUDIO**, 675 West End Ave. NYC. Piano instruction. Coaching; Accompanying. Write or telephone SC. 4-5700.

**NEW YORK COLLEGE OF MUSIC** (Chartered 1878) all branches. Private instruction. 114 east 85th Street. BU 8-9377. N. Y. 28, N. Y. Catalogue RI 9-7430.

**THE PIERRE ROYSTON ACADEMY OF MUSIC**—19 West 99th Street, N. Y. G. I.'s allowed full subsistence (appr. N. Y. State Bd. of Ed.) Details RI 9-7430.

**STREET VOCAL STUDIO**—Rates persons can afford. Beginners or Advanced. Open for Radio, Concerts, etc. 401 West End Ave., N. Y. 34. SC. 4-1781—after 7 P.M.

**RADIO-ELECTRONICS SCHOOL OF NEW YORK**, 62 Broadway, N. Y. Approved for Veterans. Radio, Television, F.M. Day-evenings. Immediate enrollment. LI 9-1120.

**RADIO-TELEVISION INSTITUTE**, 480 Lexington Ave. (46th St.), N. Y. C. Day-evening. PL 3-4555.

**COMBINATION BUSINESS SCHOOL**—Preparation for all Civil Service Examinations. Individual instructions. Shorthand, Typewriting, Comptometer, Mimeograph, Filing, Clerks, Accounting, Stenographic, Secretarial. 139 West 125th St. New York 7, N. Y. UN 4-3170.

**DRAKES**, 154 NASSAU STREET. Secretarial Accounting, Drafting, Journalism. Day-Night. Write for catalog. BE 3-4840.

**STANDARD WATCHMAKERS INSTITUTE**—1091 Broadway (68th St.) NYC. Lifetime paying trade. Veterans invited.

## Civil Service Means Constant Security

Good Salaries—Promotion—Vacation—Sick Leave—Pension  
Delehanty Training Will Help You to Succeed!

Classes Starting — New Examination Expected in 1949

# PATROLMAN

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for FREE Illustrated  
Booklet

"NEW YORK'S  
FINEST  
In The Making"

Starting Salary \$60.50  
Annual Increases To \$80 A Week  
At End Of 3 Yrs.

NO EDUCATIONAL REQUIREMENTS

CLASSES MONDAY and WEDNESDAY  
at 10:30 A.M., 1:15, 5:30 and 7:30 P.M.

FREE MEDICAL EXAMINATION  
By Staff Physicians at Convenient Hours

Examinations Expected in January

POST OFFICE  
CLERK and CARRIER  
and  
RAILWAY POSTAL CLERK

ENTRANCE SALARIES \$51.60 & \$53 A WEEK

Increases up to \$73 a Week

40-Hour Week — Many Vacancies

No Educational or Experience Requirements  
Liberal Age and Medical Standards

TUES. & FRI., 1:15 and 7:30 P.M.

ATTENTION  
**VETERANS!**  
You Can Train for  
Post Office and  
Other Civil Service  
Positions  
WITHOUT COST  
Under G. I. Bill  
Inquire for Details

**FREE  
MEDICAL EXAM.**  
By Our Staff  
Physicians for All Tests  
Having Medical Requirements.

### MOTOR VEHICLE LICENSE EXAMINER

Liberal Age and Medical  
Requirements

SALARY RANGE \$58 to \$70 A WEEK

Classes MON. & WED.  
At 1:15, 6 and 8 P.M.

### INVESTIGATOR

N. Y. City Departments  
Classes Meet  
WED. & FRI. at 7:30 P.M.

### MASTER ELECTRICIAN'S LICENSE

Classes Meet  
MON. & WED. at 8 P.M.

### PROBATION OFFICER

Men & Women—NYC Courts  
Applications Now Open

Class WED. at 8:15 P.M.

Attend as Our Guest

### FEDERAL CLERK

CAF 5 and CAF 6  
Classes Meet  
TUES. & FRI. at 6:30 P.M.

### INSURANCE COURSE

Qualifying for New York State  
BROKER'S LICENSE  
EXAMINATIONS  
Accredited by N. Y. State  
Insurance Department  
Approved for Veterans

N. Y. CITY LICENSE COURSES

- Statonary Engineer
- Master Plumber

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RADIO . . . TELEVISION . . . COMMUNICATIONS  
DRAFTING — Architectural - Mechanical - Structural  
Blueprint Reading & Building Estimating — New Classes Forming

Moderate rates—payable in installments. Most of our courses are available under the provision of the G.I. BILL. Consult our advisory staff.

**The DELEHANTY Institute**  
115 E. 15 St., N. Y. 3  
GRAMER 3-6900

OFFICE HOURS—Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 a.m. to 3 p.m.

## Orthopedic Technician

WASHINGTON, Oct. 18—An examination for Orthopedic Technician positions with beginning salaries of \$2,284 through \$3,727 was announced by the Board of U. S. Civil Service Examiners, Military District of Washington.

Probational appointments will be made to Orthopedic Technician positions at the Army Medical Center, Walter Reed General Hospital.

Applicants will not be required to take a written test, but will be rated on their experience and training.

Applications will be accepted by the Executive Secretary, Board of U. S. Civil Service Examiners, Military District of Washington, Room 2E-1030, The Pentagon, Washington 25, D. C., until the needs of the service have been met.

## ATLANTIC MERCHANT MARINE ACADEMY

CAPT. A. J. SCHULTZ, Dir.

Any enlisted man or officer who has sufficient time of sea duty, in the deck or engine department of the U. S. Armed Forces or Merchant Marine, can become an officer in the Merchant Marine, within a short period of time. No educational requirements. Classes start weekly.

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Bowling Green 9-7086

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RADIO — F.C.C. Lic.  
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Our After-Business Sessions are very popular, as they permit the student to come to school directly after business.

**GREGG PITMAN STENOTYPE**  
Speeds up to 175 words a minute. This is an excellent class for those desiring CIVIL SERVICE appointment.

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Spanish Shorthand (Gregg or Pitman), Commercial Spanish, Translation Technique, Import, Export Documents. [Day, Eve., After Business Sessions]

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154 NASSAU STREET  
BE 3-4840 Opp. N. Y. City Hall  
There is a DRAKE School in each Borough

FEDERAL NEWS

Post Office Workers Seek Wide Changes

As a result of the legislative program adopted at the recent...

The major program will be to concentrate action on the passing of the Postal Reclassification Act...

LEGAL NOTICE

CITATION

The People of the State of New York, By the Grace of God, Free and Independent...

Send GREETING:

Upon the petition of The Public Administrator of the County of New York...

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County...

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

Witness, Honorable William T. Collins, Surrogate of our said County, at the County of New York, the 5th day of October...

GEORGE LOESCH, Clerk of the Surrogate's Court.

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GEORGE LOESCH, Clerk of the Surrogate's Court.

of 1949 as proposed during the special session of the 80th Congress by Senators William Langer of North Dakota and Olin D. Johnston of South Carolina.

Unfinished Business

In an interview with the LEADE, Ephraim Handman, former president of the New York Feds, and newly elected national vice-president of the Federation, said: "To a great extent the program agreed upon at the Miami Convention is unfinished business of the 80th Congress."

An analysis of the Feds plans was outlined by Otto Gottlieb, who succeeded Mr. Handman to the presidency. Mr. Gottlieb grouped the plans into the following five categories:

- 1. Salary Matters
a) First: bringing postal salaries into line with prices.
b) Langer-Teague-Vursell bills

providing salary credit for World War II Veterans for time spent in the armed forces.

- c) Longevity credit for past service.
d) Time and one-half overtime pay for subs, for hours beyond 8 in one day or 40 a week.
e) Elimination of first four grades.
2. Hours of Work, and Conditions on Job.
a) 26 days annual leave.
b) 15 days sick leave.
c) Correction of inequities of Public Law 134.
d) 35 hour work week.
e) Sick leave credit for time spent in armed forces.
f) 90 min. comp. for each hour of service on Sat., Sun. or holiday.
3. Grievance Machinery, and Employee Rights.
1) Union recognition by U. S. Gov't.
2) Seniority, with merit promotion system.

3) Repeal of Sections of Hatch Act affecting employee citizenship rights.

- 4. Liberalization of Retirement Law.
-1) 25 year optional retirement.
2) Elimination of 3% reductions, or reduction for option of widow's annuity.
3) Tax exemption of annuities.
4) Liberalized increases for those retired before April 1, 1948.
5) Return to 5% deductions.
5. Liberalized Compensation Law in Line with Present Pay Scales.

The foregoing program represents a concise and practical goal for all postal employees. It now becomes the job of the National Executive board to present this program to the Government Employees Council of the AFL, and it becomes the job of the constituent locals to bring this program to the new Congress, and to the public.

CAF 1-3 \$1

CAF 5-6

STUDY BOOK \$1

NYC INVESTIGATOR... \$1.00
COVERS ALL SUBJECTS LISTED IN OFFICIAL CIVIL SERVICE ANNOUNCEMENT

To purchase, call at Room 500 or check books wanted and send this ad with \$1.00 in cash, check or money order (plus 10 cents for handling for each book) to

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Prepare Now For The Future Study Building and Plant Management and Maintenance at Night License Preparations Qualified Veterans Accepted AMERICAN TECHNICAL INST. 44 Court Street, Brooklyn, N.Y. MA 5-3714

WELDING

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Qualified technicians in demand! Day or Evening courses. Write for free booklet "C." Register now! Veterans Accepted Under GI Bill ST. SIMMONDS SCHOOL 2 East 54th St., N.Y.C. El 5-3688

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NEW YORK CITY NEWS

TYPIST ELIGIBLE LIST

There are 1,181 eligibles on the open-competitive list for Typist, Grade 2, nearly all of whom are women. There are four disabled veterans and 55-non-disabled

veterans among the eligibles. The list was published by the NYC Civil Service Commission on Thursday. It will be promulgated, so that appointments can be made from it, as soon as all veteran

claims are cleared and investigations completed. The list follows in the prospective order of appointment, with relative standing by percentages in parentheses for the first 100:

Table of typist eligibles with columns for rank, name, and percentage score. Includes categories for Disabled Veterans and Non-Disabled Veterans.

Continuation of typist eligibles table, listing names and scores for ranks 50 through 100.

Naomi P. Fine, Rose Holmes, Catherine P. Tuohy, Dorothy B. Bradley, Rosalyn Epstein, Florence C. Wollins. 201 to 250 (86.6 to 85.2 P. C.) Beatrice Zeidman, Violet A. Mitcham, Frances C. Curtis, Viola B. Miller, Frances Knopf, Esther Tash, Bernice O. Sells, Evelyn Mc Crea, Dominic N. Miscitelli, Louise C. Jackson. Florence Brown, Jane T. Reilley, Mary T. Murphy, Enid Wilkinson, Theresa R. Pascocello, Roslyn H. Rawlins, Delphine P. Dimeglio, Ethel M. Rasmussen, Elsa B. Tau-riello, Sandra Blackman, Helen M. Browne. Adele C. McCue, Gertrude Eaton, Lenora Godfrey, Sadiq Mirel, Annette Shanhouse, Rose M. Catalano, Nina J. Gross, Dorothy Robertson, Joseph C. Stock. Fannie Downey, Reva Labelson, Gloria E. French, Katherine O'Brien, Marguerite Jefferson, Toddy A. Minakakis, Catherine Brady, Gloria B. Debarcis, Mary H. Vaughn, Louise C. Burke. Elizabeth Woods, Evelyn Nanton, Doris E. Walters, Margaret D. Decker, Etta Shapiro, Irella D. McKoy, Beatrice Liskoff, Marilyn Martin, Mary C. Wrynn, Clementine Slattery. 251 to 300 (85.0 to 83.4 P. C.) Margaret A. Madigan, Nelly Weissberg, Irene G. Forbes, Mary C. Fitzgerald, Victoria L. Carr, Pauline Wolf, Lucille M. Patinella, Ruth Krantz, Jean Karp, Anita Doughty. Celeste F. Evans, Andrew F. Lenahan, Mildred E. Grossman, Concetta S. Callagiron, Constance Brown, Estella M. Nanton, Eleanor Bonas, Antoinette Mafried, Margaret A. Harrigan, Carmen Cooper. M. P. Rosenberg, Maxine Cooper, Gertrude J. Gill, Lucille Woods, Etta M. Darrell, Anne I. Dummer, Beulas Hecker, Catherine Adams, Inger H. Brice, Sarah Horn. Doris Finkelstein, Anna R. Barbera, Hazel E. Gruby, Angelina C. Tartaro, Muriel A. Jermain, Eleanor Berry, Helene L. Cohen, Lenore L. Glass, Ruth B. Singleton, Irene E. Coarthes. Lily Cohen, Lillian Peloso, Julia M. Kelly, Helen Ruffini, Ruby A. Jackson, Beatrice Schwartz, Grace M. Sabato, Beverly Jacobson, Irene G. Roberts, Claire K. Goldman. 301 to 350 (83.4 to 82.4 P. C.) Lucy T. Lettieri, William J. Schuessler, Beatrice Small, Frances P. Kent, Joyce White, Evelyn D. Burke, Nannette R. Silverman, Betty Feinman, Martha Strauss, Rita C. Johnson. Seymour Lapides, Marianne Gold, Angelina Sagginario, Rosalind Koenig, Mary M. Gillen, Margaret E. Hamilton, Essie H. Odle, Dorothy M. Redding, Margaret MacSwiney, Lillian McNamara. Henrietta Goldstein, Marjorie E. Paul, Hazel A. Kalter, Helen A. Farina, Sarah Apstein, Diana Lasko, Ruth B. Semler, Florence J. Hoff, Evelyn M. Pesek, Honor F. Redding. Ruth S. Quarles, Ruby C. Sandridge, Gussie Bolotin, Sarah J. Silber, Dorothy Miller, Beatrice Charson, Tillie Gittler, Miriam Joseph, Elizabeth Deering, Ruth Morton. Shirley A. Benjamin, Dorothy M. Roche, Vivian A. Moore, Nancy C. Irwin, Esther F. Charap, Beatrice Sturman, Marion E. Stenson, Caroline P. Diaz, Clorinda Franco. 351 to 400 (82.4 to 81) Pauline Behr, Dolores E. Pelaez, Sally Dycweld, Elizabeth Mleczkowska, Dorothy M. Rosenberg, Lillian Thorpe, Rosalind Janov, Rita Epstein, Dorothy M. Brown, Sidney Binder. Mildred Jacobs, Irene E. Francis, Anne I. Deleo, Alice C. Gillingham, Marie T. Dilieto, Mary A. Tucker, Dorothy Kaplan, Dorothy L. Butts, Ida Doman, Mary D. Harvey. Eula W. Crider, Gloria A. Corbin, Marjorie H. Nedd, Margaret M. Clark, Alice M. Hendershott, Helen Reyes, Dorothy C. Schukal, Amelia B. Branch, Beverly Yentis, Marie L. McBreom. Claire J. Delehanty, Frances Kalman, Esther Berger, Muriel Troughton, Rita Hastings, Mildred Peterman, Birdie Ruderman, Ethel S. Steward, Eleanor Guarino, Anna K. Jaeger, Reene J. Bock, Rae Shapiro, Rita Curtis, Helen G. Patrick, Louise A. Kenne, Gladys Laffredo, Elaine, Menter, Jean S. Kaufman, Beatrice Cavanagh, Iris A. Maynard. 401 to 450 (81 to 80) Lucy M. DiSalvo, Violet L. Dash, Fay Simmons, Emily Wallace, Dorothy Folkoff, Rosalind A. Glover, Marianna Castiglia, Gloria Bertulis, Hilda M. Rando, Gertrude Zackim. Roslyn Swing, Josephine Carretta, Lois V. Porter, Ruth Berg, Mary C. Gilmore, Gertrude M. Weinberg, Germaine Hill, June D. Gresser, Ann Dellavatura, Theresa E. Forrest. Lucille Humphrey, Margaret Lewis, Mary Smith, Alice L. Bauer, Jane Pecherski, Schneck, Evelyn A. Alleyne, Richard A. Feige, Mary Finken, Frances Corngold. Evelyn Weiner, Bella Theresa J. Quattro, Ida M. Zione, Mildred F. Winfield, M. Washington, Isabel T. Mary Melin, Florence Lupi, Beth Melin. Agnes M. Farrell, Margaret Bell, Florence Schulberg, Olga Green, Evelyn M. Hart, Claire Blane, Steller Kerner, Janice Sherman, Gertrude Abraham, Pauline Troia. 451 to 500 (80 to 79) Helen T. Mueller, Helen L. strong, Hylda E. Baran, Elsie Cranston, Pauline Levy, Pittaro, Minnie A. Babino, P. Lamberson, Marjorie E. Anne Bronstein. Clara I. Turner, Cathryn Owens, Charles A. Palumbo, Lupi, Evelyn L. Fontana, Sullivan, Ida Abrahams, Fishman, Constance Ruth Ebenholtz. Marie White, Mary R. Genevieve Derauf, Virginia Marie J. Schiele, Ruth Elaine A. Thompson, Doris Lang, Helen Weld, Katha Dorning. Helen M. Campbell, Gloria Cipolla, Thelma Harrison, Nora M. Lippman, Mildred Helen B. Visgaitis, Mary E. Erick, Winifred M. Anner, Evelyn Lishnoff, Eileen T. Halpin. Vivian Caruso, Gertrude Mulhern, Dorothy Adams, Belinkoff, Margaret Bryant, Thomas, Stephanie Troy, Green, Henrietta Hochner, Elaine Larkin. 501 to 550 (79 to 78.2) Anthony C. Drungis, Jr., nice I. Reape, Anna M. Catherine Woodard, Betty Wit, Kathleen McCauley, Frank Adams, Dorothy Rosen, Julia Sardy, Robert E. Feigel. Camelia Gumbs, Esther Evelyn M. Kells, Mildred T. son, Margaret M. McKenna, Margaret M. Finnerty, Libby Esther E. Ruttkay, Anne R. way, Sara W. Goins Watkins. Mary M. Mahoney, Margaret VanProyen, Hazel L. Gloria G. Damico, Ruby H. Helen G. Watkins, Norma L. ker, Mildred G. Varney, Charles Cannon, Harriet Gerber. Bernice Landau, Muriel Gitter, Enid T. Davis, Nariel Dorothea A. Belgrave, Lillian Cowen, Gladys S. Harfenist, seph Bonvicino, Jean A. Mildred A. Sloan. Anna Mon, Etta Green Irene J. Dixon, Mabel Sim Ann M. Lenart, Hattie K. Dorothy G. Nichamoff, Mary Lata, Evelyn M. Siggins, C. Goldenhirsh. 551 to 600 (78.2 to 77.4) Sylvia E. Thompson, Beaul Leslie, Sydel Herman, Marga A. Hamner, Lee Bittel, Sandy ano, Margaret Burke, Frances Iversen, Irene S. Anderson, Cohn. Mary A. Riccardi, Nellie P. ley, Laura Moskowitz, Greenberg, Veronica E. Florence Romano, Dorothy Gorham, Alice G. Grell, Marie Reine, Gladys V. Daly. Ruth Conner, Esterina D. torelli, Margita Molnar, Araba C. Wilson, Marion J. Pinata Anna B. Levy, Mary D. John Rosaria E. Gimma, Antoina Boutelle, Etta H. Shapiro. Grace Oakes, Mary T. Ger Marian Steiner, Alice Brad Gertrude W. Kelling, Florence Johnson, Fay Bensman, Carm I. Fiore, Naomi A. Blackett, seph A. Naumo. Helen Schwartz, Frances W man, Gloria A. Legall, Mil V. Gastman, Rita H. Feller, F. Ozer, Ruth V. Somerville, D. Drobni, Marilyn F. Schreck, M. M. Schmitt. 601 to 650 (77.4 to 76.6) Marian E. Moore, Yvonne Brown, Yvonne M. Alston, S Gelfand, Sarah E. Cross Lenora Peek, Mary M. Shirley Kaplan, Marilyn R. ner, Yvette B. Dere, Nora Rosta, Catherine Knowles, belle E. Pelletiere, Helen B. roll, Gertrude Brand, Celia (Continued on Page 13)

DISABLED VETERAN WINS

A candidate for a permanent teaching license in the NYC high schools, who had two years of substitute experience in the job, but was refused permanent appointment because he had a 100 per cent disability rating by the Veterans Administration, was successful on appeal to the Board of Examiners. A. Mark Levien is his attorney.

The candidate, who asked that his name be withheld, passed all save the physical test and relied on section 246, subdivision D, of the State Military Law, which provides that a veteran shall not be disqualified because of his disability, unless the disability prevents him from filling the job properly. The candidate's experience as a substitute was cited.

101 to 150 (90.6 to 98.1 P. C.)

Marie R. Joyce, Gertrude Steinberg, Linelda S. Beach, Regina Briller, Marie Pasculli, Sophie T. Kielczewska, Doris B. White, S. Barbara Fessmann, Esther Sulzer, Adele E. Brandenstein. Anastasia Peters, Sadye Domroe, Minnie M. Young, Josephine White, Veronica Kennedy, Theora Carey, Caroline W. Gresser, Minnie Abeles. Sarah J. Shapiro, Margaret C. Heger, Sydelle Kalman, Mary C. Halpin, Dorothy E. Larosa, Mary Osborne, Dorothy P. Gappa, Bettie V. Emory, Thelma R. Walters, Florence U. Bub. Walter F. Moran, Ruth O. Brooks, Celia S. Sirlin, Sylvia Lazansky, Doris Rosenberg, Rita Newsom, Ruth Whitmore, Julia A. Shaw, Edith Turkel, Carolyn Dockery. Fanny Heller, Lucille A. Gottlieb, Florence Eisman, Sylvia R. Fogelman, Lillian Rubin, Esther Fiebert, Ruth J. Weinberger, Elsa Gatter, Etta Gelles, Elizabeth Feltranagan. 151 to 200 (89.00 to 86.6 P. C.) Helen R. Masia, Mary Kirshstein, Doris F. Rosa, Marion I. Keene, Bernice A. Ford, Pauline Waller, Rose Zinn, Julia V. Nagle, Helen M. Lamake, Nora Soler. Margaret R. Rumker, Josephine Rocco, Rose C. Smith, Margaret Hestericz, Ethelyn Bruck, Beatrice E. Lewis, Gladys S. Hammett, Anna T. Burns, Ruth E. Smith, Anna E. Borg. Victoria Lubiniecki, Eleanor C. Pletsch, Olga I. Payne, Doris Krellner, Dorothy R. Kowalsky, Evelyn Ebenholtz, Lucy O. Vadurro, Lillian Goldstein, Kathryn D. Busacco, Caroline Dunst. Herbert E. Johnson, Lottie Alterman, Mary V. Miller, Wilma D. Milkun, Rose C. Cardona, Clyne U. Morris, Mildred S. Taubman, Vera Lowe, Claudine F. Mills, Celia L. Breslaw. Florence Kane, Jean B. Levy, Frieda Abrams, Bernice Thomas.

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NEW YORK CITY NEWS

Artist List

Continued from Page 12

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Mandra, Betty L. Moore, Tillie S. Koppelman, Fay K. Sommers, Verona O. Taylor, Theodore B. Greene, Jane K. Larkin, Wilma M. Fondel, Marion J. Reighard, Marg...

Antoinette DeLauro, Beatrice P. Carlton, Ethel Wasson, Mary T. Hamill, Irene Vandunk, Madeline F. Faulkner, Leonora E. Harvey,

Iner L. Arrobbio, Ida R. Mryant, Ruth O. Canter, Rose D. Mendel-son, Thelma Nixon, Juliana A. Zukaitis, Carl A. Sohn, Jeanette Meltzer, Devera I. Johnson, Gladys A. Harnig, Anna L. Howe, Rose M. Tufano, Phoebe Bienstock, Lucille Dressler, Millicent Pease, Ruby P. Punter, Marjorie V. Hen-

571 TO 800 (75 TO 74.6)

Dorothy Tashman, Sylvia Reid, Edith L. Henderson, Anne Berger, Helen R. Peskin, Margaret Riley, Alma Greenbaum, Mildred S. Al-leyne, Anne Willshaw, Helen M. Sidler, Eleanora L. Fernandez, Paula Gaines, Esther Newman, MaMrien Grossman, Marie G. Ca-

801 TO 850 (74.6 TO 73.8)

Corrine C. Esposito, Alice L. Thompson, Doris L. Lemelle, Raymond H. Strack, Gertrude Jacken-thal, Victoria H. Garland, May E. Smart, Shirley Greenblatt, Ethel Howell, Palmira N. Iacono, Elean-or C. Mullen, Viola M. McCarthy, Kathleen M. McDermott, Ruth M. Stiff, Josephine Corbo, Mamie E. Lawrence, Rita E. Katruk, Hen-rietta Wittenberg, Josephine Let-tieri, Mary T. Egan, Marguerite Roberts, Bernice J. Driver, Matilda Wessler, Marie T. Klinck, Dulcie A. Tarshes, Solomon Genshaft, Urla A. Lindesay, Bella Leibo-witz, Euthila M. Wilson, Agnes Avakian, Alice M. Stanton, Frieda M. Imp, Miriam Stein, Bessie M. Brown, Faita R. Carroll, Nancy Guzzo, Rurean Davis, Anita Wei-cholz, Clara Rishkin, Nettie Weiser, Joan M. Heffran, Minerva P. Carey, Lillian Smith, Enid V. McNeil, Janet M. Matthews, Bea-

trice A. Nicholson, Gwendolyn Jones, Mary Loft, Gwendolyn Senior, Julia F. Ryder. Thelma Hill, R. Sobelsohn, D. D. Birnbohm, S. M. DeMarco, 850 TO 900 (.3.8 TO 73.2)

Helen L. Riley, Elizabeth Jack-son, Hazel B. Chapman, Ruby A. Bailey, Ann E. McEneaney, Iona A. Attmore, Regina Sucher, Ruth Michaelson, Mytheline Gurley, Glendora E. Tonge, Josephine Iaconetti, Mercedes K. Smallwood, Mary P. Batey, Anna T. A. Dun-levy, Harriet Goldberg, Clementine Hercules, Regina Frohlinger, Maria V. Zupa, Mary A. Conlan, Florence Schulman, Muriel L. Sealy, Marie M. Tully, Mollie Waldman, Augusta M. Dunlop, Margaret T. Herbert, Daisy Gel-band, Ruth E. Vanellen, Virginia E. Kelley, Lucy Ferrara, Marie D. Galassi, Catherine Blaney, Gloria M. Preli, Doris E. Burn-ham, Helen M. Moore, Marianne Velardi, Florence Shandelman, Marie Schatz, Catherine Rindos, Katherine Knapp, Gladys M. Ed-wards, Theresa M. Lombardo, Helen L. Sames, Nettie Zwickel,

Corressia Madison, 901 TO 950 (73.2 TO 72.4) Helen Owensby, Raffaella Vali-ante, Sarah E. Brown, Madeline Hunter, Sophie Gurska, Helen E. Heverin, Vera D. Wilkinson, Esther Fleischer, Florence A. Donohue, Anne Neuborn, Ann C. Abrams, David J. Brennan, Con-stance Perez, Earlzetta Williams, Rose Woltag, Biagio Dimauro, Ethel Days, Thelma A. Burney, Josephine Micara, Thelma King, Evelyn H. Thomas, Estelle Orin-ger, Theresa Anastasi, Ilane Prescott, Roslyn Kurtzberg, Emma L. Rivers, Anna N. Bergman, Lucille C. Goodenough, Esther E. Gelband, Sylvia Podell, Isabel Strawn, Evelyn Grant, Marion T. Flynn, Helen Nazarkewich, Reva Wolbrom Coochs, Mary-Ann Cal-kins, Edna M. Rand, Helen M. McKeown, Muriel B. Moore, Rose Marie Golletti, Lillian Palomino, Susie M. Hunter, Evelyn P. Mit-chell, Catherine Brown, Gloria A. Winkle, Esther J. Garnett, Cath-erine Misso, Frederica Goldsmith, Caroline L. Darcy, Ruby E. Ren-wick, ONE — LEADER .....

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# NEW YORK CITY NEWS

## UFOA Members Pledge Full Aid for Adoption of Hours Referendum

Uniformed Fire Officers Association, which is co-operating with the Firemen's Association in the drive to the referendum on hours at the polls, has sent to its members, urging personally to devote every hour to that end, and also to the aid of their families and friends. Assurances from headquarters that the referendum will be carried out with and enthusiasm.

The UFOA has unanimously adopted the proposition, which is the only one that will be on the ballot in the election on November 2," said Battalion Chief D. Rooney, president of the UFOA.

### Confident of Public Support

The organization is backing up the drive solidly. We now feel more than ever that the voters on any day will vote Yes on Proposition No. 1. This is a very important proposal, and its adoption is a prime requisite for the efficient administration of the uniformed force of the Fire Department. Adoption of the legal hours which the men now work, and which the voters, thanks to Mayor William O'Dwyer and Commissioner Frank Quayle, will soon share. The present factual situation, which the men and Fire Officers alike would gain a legal day.

The voters have always been ready to approve similar proposals in the past and it is fully expected that they will go along with us this time."

### Leading Business Men Aid

Forty leading NYC businessmen accepted membership on the Partisan Citizens Advisory Committee backing the referendum. Frank Lee Donoghue, City Commissioner of Commerce, is the committee chairman. The committee's program calls for support of Proposition No. 1 on the voting machines on November 2. Passage of the Proposition will permit Fire Commissioner J. Quayle to make permanent the new system of duty hours, which has been found to increase fighting efficiency and to have improved the health and family life of the City's firemen.

The Uniformed Fire Officers Association, the Firemen's Association and other Fire Department organizations already have approved the new system. Commissioner Quayle and Mayor P. Crane, president of the

UFA, will serve as honorary chairmen of the committee. Campaign headquarters have been opened in the Hotel Claridge, Broadway and 44th Street.

**Frank Donoghue Explains Change**  
"Both systems of hours require that firemen do not work more than 50 hours during any one week," Mr. Donoghue said. "City firemen were first guaranteed an eight-hour day with the adoption of the Three-Platoon System in 1937. During World War II, the fire-fighters returned to a Two-Platoon System, working as many as 84 hours a week, due to the reduction of the Department's personnel as a result of the war."

"When Fire Commissioner Quayle took office he initiated a gradual return to the Three-Platoon System. It was found, however, that in certain divisions of the Department, fire fighting conditions could best be met with an extended Two-Platoon System, which while requiring firemen to work more than eight hours a day provided for a work week of less than fifty hours. Introduction of this system was approved by the memberships of the various line organizations."

## Junior Civil Engineer Study Aid Is Offered

The Municipal Reference Library has study material for the examination for Junior Civil Engineer.

The Library has a complete collection of previous examination questions and answers which are open for inspection. The hours are 9 to 5 on weekdays and 9 to 1 on Saturdays, Room 2230 Municipal Building, Chambers and Centre Streets.

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PAUL O'DWYER

## Paul O'Dwyer Cites Full Civil Service Program

Paul O'Dwyer, Democratic candidate for Congress in NYC's 21st Congressional District, last week expanded his program of civil service.

Having already espoused a liberalized retirement system with minimum pensions, he additionally calls for a proper grading of civil service positions and more adequate salaries for public workers. His campaign is being managed by former Senator Abraham Kaplan, who for 13 years had been President of the NYC Municipal Civil Service Commission.

## Teacher Exam Ends Oct. 22

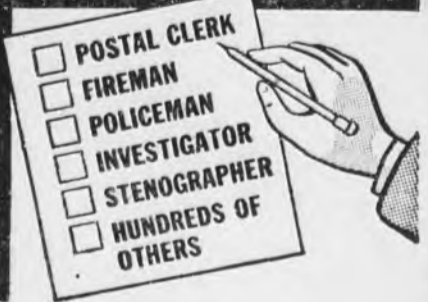
Examination applications for Teacher of Industrial Arts in the Junior High Schools will be issued until Friday, October 22, by the Board of Examiners, NYC Board of Education, 110 Livingston Street, Brooklyn. The original closing date was October 8. The written test will be given on Thursday, November 11, Armistice Day.

**NEW WRITTEN TEST DATES**  
The date of the written tests for promotion to Actuary and Senior Actuary has been changed by NYC from December 21 to January 20.

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# NYC to Adopt Liberal Rules To Protect Drafted Employees

By H. J. BERNARD

The administration of Mayor William O'Dwyer will construe the rights of drafted city employees liberally. The LEADER was officially informed today, so that, so far as legally practicable, no draftee will have to make any sacrifice in his city employ record and advantages because of having been drafted. Also, it was learned, some of the provisions of the Military Law which either are none too clear or which fail to extend benefits believed to be desirable probably will be the subject of proposed amendments to be presented to the Legislature when it meets in January.

Keen interest was displayed by employees within the draft prospects, either now or in the next few years, as to what they may expect. The basis of present NYC intentions is the Military Law, which applies statewide. However, special problems arise in NYC and the Municipal Civil Service Commission will consider them soon. Already informal discussions have been held.

### City-Wide Pay Pension Change

A set of regulations covering draftees is to be enacted.

Aside from seniority, pay, service rating, eligibility, additional examination privileges and extended eligibility, the prospective draftees were interested in the effect that induction would have on their pensions. Under the Quinn-Steingut law of last year the draftees' annuity charges will be borne by the city. This is the amount that the draftees would have had to contribute to the retirement system from salary had they not been drafted. In other words, the city pays its own share and the draftee's also, for the duration of the military service.

This important factor of annuity payments by the city was not generally known until The LEADER called it to the attention of city officials, who verified its legal correctness.

The protection to draftees is in general the same as that which was and is accorded to war veterans, but legislation is expected to enlarge them, and regulations will cover special local problems.

### Guaranteed Leave

The draftees will be on leave of absence, to which they are en-

titled as a matter of law, for the duration of their military duty. During this period their service rating record will be the average of the previous three years, their military service will count as city service, and they are entitled, as a matter of right, to be reinstated on request within 90 days after discharge from military duty, or, as a matter of administrative discretion, within a year after such discharge.

Their positions are to be kept open for them during the absence on military duty, and substitutes shall fill them. These substitutes would be other city employees familiar with the same or similar work who would not, however, gain any permanency in their temporary positions, nor any increase in pay merely on account of the substitution.

### Increments Protected

The increments that would have been earned had the draftee remained in city service without interruption would be credited to him, not paid, for no salary is drawn during military absence from the city, except in the case of Guard or other reserve members, who get 30 days' pay, and thus for a month draw two pays. But the draftee's salary includes increments after his return. But on such return the draftee cannot elect to receive the money the city is obliged to contribute for him toward the pension system; the payment is made on his behalf, actually, on his retirement, so he gets the benefit then; or, should he die, his beneficiary reaps the added advantage.

### Promotion Rights

The rights concerning promotion lists are, briefly:

If an examination is held in the draftee's absence, in which he would have been entitled to compete, a comparable examination shall be given to him after his return to city work, and if he passes, his name is inserted on the original eligible list. If the list then has less than two years to run, upon expiration of the old list, his name goes on a special list which has two additional years to run.

His seniority in grade is determined by the promotion date of the eligible next lower down on the list who was promoted.

Under a ruling of Corporation Counsel John P. McGrath designation of the person next lower down is a literal direction by the Legislature, and modification of standing by veteran preferences does not apply in this particular instance.

Even absentee promotions of draftees may be made, but not with any pay benefit until the employee returns to city work.

As for open-competitive candidates, if they passed a written test, and were drafted before they could take the medical or physical test, they would be given the opportunity to take a medical or physical after their discharge from military duty. Heads of police, fire and correction departments could refrain from appointing prospective draftees, because of imminence of being drafted, but after such refusal the eligible is construed as being in military service.

Some Federal Selective Service act benefits would also apply to draftees.

Age requirements in examinations will be waived for draftees to the extent of allowing them to deduct from actual maximum age the length of time spent in the military service.

## 7,740 Candidates Applied, 1,166 for Investigator J

Joseph Zweig, chief of the Examining Service Bureau of the NYC Civil-Service Commission, reported that 7,740 applications were received from September 15 to 30, the filing period for 30 examinations. Investigator applications totaled 1,166, the highest figure. The list follows:

OPEN-COMPETITIVE		PROMOTION	
Asst. Director of Laboratory (Bacteriology) .....	8	Asst. Direc. of Stores, Dept. of Purchase .....	
Asst. Medical Examiner, Gr. 4 .....	33	Bridge Operator, Dept. of Public Works .....	
Auto Mechanic (Diesel) .....	204	Bridge & Tunnel Maintenance Authority .....	
Bridge Painter .....	86	Triborough Bridge & Tunnel Authority .....	
Director of Bureau of Tuberculosis, Grade 4 .....	1	Chlorinator Operator, Dept. of Water Supply, Gas & Electricity .....	
Direc., Psychiatric Div., Gd. 4 .....	4	Examiner (Law Dept.), City of New York .....	
Electrician (Automobile) .....	190	3, Law Dept. .....	
Inspector of Blasting, Gr. 3 .....	15	Medical Superintendent, Department of Hospitals .....	
Investigator .....	1,166	Medical Supt. (Tuberculosis and Communicable Diseases), Dept. of Hospitals .....	
Junior Civil Engineer .....	288	Senior Storekeeper, Dept. of Purchase .....	
Jr. Civil Engr. (Sanitary) .....	36	Stationary Engr. (General)	
Jr. Electrical Engineer .....	369		
Jr. Mechanical Engineer .....	198		
Lineman's Helper .....	175		

## Decision in December On New Patrolman Test

Asked what were the prospects of the Patrolman (P.D.) examination being held this year, President MacNamara of the NYC Civil Service Commission replied that no decision would be made by the Commission until December.

"There are nearly four thousand names on the present list," he said, "and whether there will be need for an examination in 1949 will depend on what Patrolman appointments are made by the end of this year, and what the prospective appointments

would be during the first half of next year. Certainly if no Patrolman examination is held next year, one will be held in 1950."

Police Commissioner Arthur W. Wallander, on his return to work after several weeks of absence because of an operation on his spinal column, took up the question of Patrolman appointments. He would like to make 500 appointments as soon as possible, but is meeting with difficulties because of the cost involved. (See P. 1).

The last eligible appointed on the Patrolman eligible list was No. 1198 on the list.

## Stern Elected Commander of Welfare Legion Post

Midtown Post, No. 115, American Legion, composed of employees in the NYC Dept. of Welfare, elected S. Clinton Stern, of Elming year. The following jobs were also announced:

First vice-commander, Jacob Weber; 2nd vice-commander, Charles Weinstein; 3rd vice-commander, Jesse Battalen; Adjutant, Yvon D. Guillaume; Finance Officer, Leonard Rella; Judge Advocate, Jack Solomon; Sergeant-at-Arms, John C. Goldner; County Delegates, S. Clinton Stern and Leo Soskind, P.C.; alternate delegates, Yvon D. Guillaume and

Charles Weinstein; and Robert P. Melton, Member of executive committee.

Mr. Stern holds the following decorations: Conspicuous Service Cross; Silver Star Medal; Purple Heart Medal with two Oak Leaf clusters; French Croix de Guerre with Palm. He has five Bronze battle stars for campaigns in the European Theatre, plus the Bronze Arrowhead for participating in the D-Day invasion of Normandy.

Midtown Post meets on the first Monday of each month at St. Peter's Lutheran Church, 54th St. and Lexington Avenue.

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