

Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, July 10, 1945

Price Five Cents

NYC Sanitation, Police And Fire Lists to Last 2 Years

See Page 3

TRUMAN CUTS 826,000 TO A 44-HOUR WEEK

Aviation Career Opportunities Top Job List

Thousands of jobs in private industry and civil service are waiting to be filled in the metropolitan area. Many opportunities are available for unskilled workers, and there are plentiful opportunities for persons who want to learn a trade while being paid for their work. An especially attractive opportunity for a career in aviation, with preliminary training right in NYC, and you get paid while a trainee.

Trainees Needed

Mechanic learners, men and women who can pass a mechanical aptitude test, will be trained for maintenance and repair work on airplanes for two months at LaGuardia Field and then will be transferred to Presque Isle, Me. These are civil service jobs with a base salary of \$1,836 per year, plus \$550.80 overtime for working 48 hours a week, a total of \$45.90 a week. Twenty-six days vacation leave and 15 days sick leave are allowed yearly. Proof of citizenship is required. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City, or at 90-01 Sutphin Boulevard, Jamaica.

Electricians, mechanics' helpers, skilled mechanics, laborers. (Continued on Page 15)

Director Job In State Goes To Hagerty

Special to The LEADER

ALBANY, June 10—A career man in the New York City Civil Service, Philip E. Hagerty, personnel expert with years of experience, has been appointed to the important State post of Director of Salary Standardization at \$6,700 a year.

The appointment came to him unsolicited. He was recommended to the State Commission, which was seeking the best available man in the State for the job. Mr. Hagerty will play an important role in establishment of salary scales for many State employees. A large part of his duties will consist of research for the Salary Standardization Board.

Mr. Hagerty moves into his new and bigger position from the NYC Municipal Civil Service Commission, where he was an engineering examiner. Several months ago he returned to the Commission after having been granted leave to assist Manhattan Borough President Edgar J. Nathan, Jr., on personnel procedures in the office. He served in an exempt position at that time.

Has Wide Experience

Mr. Hagerty's total experience with the City covers fifteen years. Before going to the Municipal Ci- (Continued on Page 15)

Overtime Halved For 31 P.C. of All U. S. Employees

By HAL MILLER

Special to The LEADER

WASHINGTON, July 10—Another pay raise battle is coming if and when the U. S. Government moves to cut working time to 40 hours a week.

This was indicated following the cutback this week from 48 to 44 hours a week, affecting about 126,000 Government white-collar employees in Washington and 700,000 of the 2,879,000 throughout the country, or 826,000 total on shorter hours. This is 31 per cent.

Employee groups have indicated that they will again seek more pay to meet increased living costs. Employees going on the 44-hour week won't lose now, as the cut in pay will be offset by the Federal Employees Act of 1945, signed recently by President Truman. And, of course, those who continue to work the 48 hours, will get the overtime and the raise, if they are paid under the schedules of the Classification Act.

Six Groups Exempted

Exempted from the 44-hour week order as approved by the President were six departments and agencies employing 126,000 of the 252,000 Federal workers in Washington. The staffs of the War, Navy and Treasury Departments, and of the Veterans Administration, TVA and the Panama Canal will work eight hours overtime weekly. However, the President has asked even these agencies to adopt the 44-hour weeks as soon as possible.

The President warned that reductions in hours should "not constitute a basis for requests for additional funds and personnel." He also explained that heads of departments and agencies affected by the change can apply to the Budget Bureau for exemption, if they still believe they should be on 48 hours.

Not all employees on the 44-hour week will get Saturday afternoon off. Several agencies are still debating whether to close Saturday afternoon, or stay open for six full days and stagger the half-day off.

More agencies than the six exempted war groups are expected to continue on 48 hours. An appeal is likely from the Federal Bureau of Investigation and the (Continued on Page 15)

U. S. Holiday Rule Stays

Special to The LEADER

WASHINGTON, July 10.—Government employees, to whom July 4 was just another workday, can look forward to a laborious Labor Day.

Christmas is still the only official holiday on the Federal work calendar. Employees had hoped that shortening of the work-week might lead to relaxation of the wartime holiday rules, but the White House said no.

Conway Grants Increments To Clerical Assistants

Special to The LEADER

ALBANY, July 10.—A memorandum from J. Edward Conway, president of the State Civil Service Commission, to all appointing officers, gave a nice break to former junior clerks, stenographers and typists who had been working in the higher title of assistant, as substitutes, then were reclassified on April 1, 1945.

Because of a technicality in the law, these employees faced the loss of increments, but Judge Conway's action restored them to permanent status with full increment rights.

The notice read in part:

"Under the provisions of the Civil Service Law, as amended, an employee who has been continuously employed under a temporary military substitute appointment in a Feld-Hamilton position, is entitled, upon appointment on a permanent basis, to the same or

similar position, to be paid the salary which he would have received in his temporary employment on the date of such permanent appointment. Accordingly, substitute Clerks, Stenographers, and Typists who received permanent appointments, either by way of open competitive or promotion eligible lists, to the same positions which they were filling on a substitute basis would be entitled to receive the same salaries, including earned increments. However, the possibility of such 'appointment' was removed for many Junior Clerks, Junior Stenographers, and Junior Typists serving under Rule VIII-12 as substitute Clerks, Stenographers, and Typists by the reclassification of their positions on April 1, 1945.

"This reclassification will be treated as an 'appointment' and in every case where a substitute

Clerk, Stenographer, or Typist is restored to his permanent status in the same or similar position (not to a dissimilar position in the same salary grade) he shall retain his substitute salary and for the purpose of computing future increments he shall be credited with number of years of service in such position which corresponds with such rate of compensation."

100,000 Denied Raise In Pay Still Hope

Special to The LEADER

WASHINGTON, July 10.—A hundred thousand or more of the government workers not covered by the Jackson-Downey pay raise act are expected to get basic salary increases.

While procedure is now being worked out, it is not likely they will get the same raise granted to Classification Act employees. Employees believe that the

whole problem could be cleared if President Truman ordered a raise for those not covered in the bill similar to that granted under the bill.

Don't Repeat This!

Politics, Inc.

COLORFUL DOINGS are expected in the NYC Mayoralty campaign, especially from Judge Jonah Goldstein, since Brig. Gen. William O'Dwyer follows very conservative counsel in his campaigns by natural bent.

Everybody knows how colorless a fund-raising campaign can be. Judge Goldstein was the speaker at an event to raise money for charity. He had each person in the audience stand up, one by one, give his name, and declare how much he would contribute. Then he went around and got their signatures.

On another occasion he made a rousing story out of the accidental recovery of a family heirloom—a three legged beaten-copper pot found in an antique shop in NYC by a relative. The pot had originated in the family in Europe years and years ago. As he told it, the story was very touching. Really.

As recounted here recently, there's no love lost between Mayor LaGuardia and Judge Goldstein. The Mayor tells friends that Judge Goldstein was for Tammany whenever Tammany was for Goldstein. The Mayor cites the early attempt by Judge Gold- (Continued on Page 15)

Truman Signs Bill For Postal Pay Raise

Special to The LEADER

WASHINGTON, July 10—The Postal Pay Raise Bill (H.R. 3035) has been signed by President Truman, effective as of July 1, 1945.

Working hours, time off, night differential, overtime, annual leave, and pay rates are affected.

The new law was explained in detail in last week's LEADER (July 3, 1945, issue).

More State News Pages 6, 7, 8, 9, 10, 14

Thousands to Get Added Pay Raise

Pay Problem Is Put Up to Truman Aide

The reduction of the Federal work week from 48 hours to 44 meets with the approval of employees, but the resultant reduction in take-home pay requires final adjustment, said the United Federal Workers of America (CIO) in a letter to George J. Schoeneman, assistant to President Truman.

Eleanor Nelson, president of the union, wrote:

"We believe that the long-term objective ought to be a reduction in the Federal work week even below the present basic standard of 40 hours. However, Federal workers feel very strongly that elimination of overtime work must be accompanied by pay increases beyond those which have been established by the Federal pay law.

"All Federal workers, except those in the lowest brackets, will receive a reduction in their total pay below the amount which they are now getting if the Federal work week should be reduced to 40 hours. Federal workers could not afford such a reduction.

An Eye to the Future

"The seriousness of the problem is highlighted if one considers the effect of the increased living costs on an average Federal worker's pay check. In 1940 a government worker making \$1,620 per annum had \$1,490 left to live on after deducting his taxes and retirement. Now this worker has had his base pay increased to \$1,902 per annum, but taxes and retirement deductions will take \$366, and if the remainder, \$1,536, is corrected for a 30 per cent increase in living costs, which the War Labor Board admits has occurred since 1940, this worker will have only \$1,180 to live on in terms of 1940 dollars.

"Overtime payments at the true time and one-half rates will help Federal workers to maintain decent living standards as long as these continue. However, I think we must begin to consider what further increases in Federal pay scales should be made to protect Federal workers' living standards when elimination of overtime becomes possible."

Meeting Dates Set By NYC Commission

Following are the summer dates when the Municipal Civil Service Commission will hold

WASHINGTON, July 10.—Thousands of classified Federal workers will get immediate "within-grade" increases, in addition to basic salary increases provided for white-collar workers in the new pay act.

The within-grade increases average from \$60 to \$200 and will help to offset President Truman's order cutting back all except six government war agencies and some 126,000 of the 253,000 government workers in Washington to the 44-hour work-week.

The U. S. Civil Service Commission reveals tens of thousands of Uncle Sam's workers will be eligible for the new benefits, but it would not specify who would receive them.

Liberalized Policy

The raises are coming under the New Pay Act's liberalization of the promotion set-up. Both the waiting time and efficiency rating levels have been reduced for workers awaiting qualification for such raises.

This waiting time was slashed from 18 to 12 months for those eligible for \$60 within-grade raises up to the \$2,200 salary level and for \$100 increments up to \$3,800, while for those above \$3,800 eligible for \$200 raises, waiting time was cut to 18 months. The efficiency ratings were lowered from "very good" to "good" for all classes.

Many thousands of workers already have completed their reduced waiting time, according to Gertrude M. McNally, secretary-treasurer of the National Federation of Federal Employees.

Still Take Home More

The new law gives many classified workers about 24 per cent more take-home pay than they received before June 30 for 48 hours, when both basic boosts and increased overtime pay are included. Overtime pay is halved for workers cut to 44 hours. But they still will get an aggregate of about 8 per cent more take-home pay than before, and will, in many cases, be taking Saturday afternoon off.

[See full analysis of the Pay Act, p. 10.—Ed.]

Vet's Reinstatement Suit Aided by U. S.

Miles F. McDonald, U. S. Attorney for the Eastern District of New York, has assigned two of his men to aid a discharged veteran in a court case testing whether a union seniority contract prevails over the Selective Service law.

Col. Arthur V. McDermott, NYC director of Selective Service had induced the test case on behalf of Abraham Fishgold of 2925 West 28th Street, Brooklyn, who was employed as a welder by the Sullivan Dry Dock and Repair Corporation, Brooklyn, before his induction.

meetings on eligibility of candidates for City posts and handle other Commission activities: July 10, July 24; August 7 and 21.

Many Jobs Now Filled By Ex-Unemployables

Experiences of interviewers at local offices of the United States Employment Service, War Manpower Commission, with respect to selective placement of the handicapped have proven that in the majority of cases there is no such terms as "unemployable," the WMC said.

A revised selective placement manual was introduced at the recent WMC conference on the handicapped held at Ann Arbor, Mich.

The manual is now in the hands of local USES interviewers, but because of its significance to employers, especially as it concerns the hiring of disabled service men, arrangements are being made for public distribution through the Government Printing Office later this summer.

At present, blind workers are sorting mica because of their extraordinary sense of touch, deaf workers are doing riveting work in noisy war plants, and those without arms or legs are doing many types of jobs heretofore thought impossible for anyone but the able-bodied.

No lists of jobs adaptable to the handicapped are now being maintained by the USES, the WMC said, because handicapped placement has become a highly individualized process.

The WMC said that many millions of persons termed unemployable during the depression have been and are now productive workers in the nation's war program.

A competitive industry in New York State (a toy factory) is run completely by persons all of whom were previously not considered feasible for rehabilitation.

V. A. Day by Day

CONTACT OFFICER John Green sent out invitations to the opening of the new contact office at 1 Hanson Place, Brooklyn Mr. Green is Past Commander of the United Spanish War Veterans. This reporter covered the new office and was himself interviewed by one of the contact representatives. Efficient and courteous treatment was the key-note.

This, however, was not always the case at the New York Regional Office, 215 West 24th Street, Manhattan, where some reception clerks were kind and helpful; others abrupt. A veteran queried about a folder that hadn't been brought down for an hour or so from the file room. The answer was, "Sorry you'll just have to wait, Bub!" Observed at this same office was the handling of veterans by several contact representatives that were no more contact representatives than the man in the moon. The veteran doesn't want inexperienced men to practice on him. The contact men at the office must have qualified knowledge on all of the problems that may confront the veteran and his dependents, otherwise the intent of the Veterans Administration is lost in the shuffle. This reporter suggests that all of the contact men be given special training courses to help them to grasp the procedure for aiding veterans and that those on the staff not qualified be weeded out.

Mabel Hazard and her Correspondence Section are back in the limelight again with rules on no talking, no smoking, and no leaving the desk without permission.

Lt. Colonel Henry Taylor, LEADER merit man, is certainly living up to that award. He handles Personnel excellently, and all who come in contact with him have a word of praise. How about all others in the Personnel Department getting on the beam also?

Charles Reichert, manager, let the staff go home at 3 p.m. on Saturday, June 30, and 2 Park Avenue followed suit at 3:30 p.m.

The complaints at 2 Park Avenue seem to be echoed throughout Vets. They concern promotions which do not come through.

The bigwigs at 346 Broadway and 2 Park Avenue are talking about installing communication machines between the various V.A. offices similar to the ones now operating between the New York Regional Office and Brooklyn and the Contact Division and Files. The machine serves as a direct communicative system, similar to the teletype.

Maeleine Sachs on the Employees' Appeals Board is helping employees with grievances.

That group of employees who recently transferred to the V.A. from other agencies are discovering that chiefs don't like them to appeal to the Federal Civil Service Commission.

What's this about some of the gals listening in on the switchboard?

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FEPC Employees Vote To Stay As Congress Squabble Snarls Pay

Special to The LEADER

WASHINGTON, July 10—Important war agencies are jeopardized by current Congressional quabbling over the Fair Employment Practices Committee. Meantime, FEPC employees have voted to stick to their jobs, although they might not be paid. They took this action at a meeting sponsored by the United Federal Workers.

House Rules Committee decreed that funds for most of the agencies would be subject to simple points of order by which a single member could strike them from the bill.

Marcantonio Leads Fight

The committee had refused to grant special floor consideration to a bill, which provides nothing for FEPC, but appropriates \$752,000,000 for the War Production Board, Office of War Information, Office of Economic Stabilization and other agencies.

Representative Marcantonio, (ALP-NY), leading FEPC forces in the House, said he would raise such points unless the House has a chance to vote on funds for FEPC. Representative Cannon, (Dem.-Mo.), chairman of the Appropriations Committee, said the bill would be introduced in the House despite Marcantonio's warning. However, the Senate is virtually certain to restore the cuts.

Union Explains Stand

WASHINGTON, July 10—Employees of the FEPC, many of whom are members of the United Federal Workers of America, CIO, unanimously agreed at a meeting called by the Union to stay on their jobs even though Congress has not appropriated money to pay their salaries. This pledge of support was conveyed to Malcolm Ross, Chairman of the FEPC, by a Union delegation led by Thomas Richardson, executive vice-president. Mr. Richardson stated:

"This position conforms with the basic CIO policy on the question of the FEPC. The employees recognize the importance of their work and the value of the agency to the country's war effort. It helped us to defeat Nazi Germany and it can and must help us to defeat Japan. The people who are trying to kill this agency are consciously attempting to weaken our country's war effort and peace-time program."

14,000 V.A. Jobs Unfilled, Says Hines Report

WASHINGTON, July 10.—In summing up the activities of the Veterans Administration since Public Law 346, which was approved June 22, 1944, provided a high priority for personnel and material, General Frank T. Hines pointed out today that one of the major problems—personnel—is being partly overcome.

When the G.I. Bill was passed, he pointed out, there were approximately 47,000 employees on the payroll. In the past year the roll has grown to 55,000 with a total of 69,000 jobs authorized. A nation-wide recruitment program gained 8,349 employees.

To handle the loan provisions of the bill, 26 specialized offices have been established in centers of population. These offices have guaranteed a total of 10,640 loans amounting to \$17,241,455.743 for all purposes. Of that number, 9,798 were home loans, 233 for farms and 609 business.

In the expansion of activities, contact offices have been opened in 165 communities, with 49 of them authorized to expand into branch offices. Branch offices are operating now in 48 communities and 29 others have been authorized. In addition, 115 new contact offices have been authorized and will be opened as rapidly as personnel can be recruited and trained. There are 17 regional offices in urban centers and 36 regional offices attached to facilities, which allows veterans to contact the agency with a minimum of delay or travel.

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Nathan Puts Colonel In \$8,000 Job

The appointment of Lieutenant-Colonel Kenneth A. Campbell to the post of Secretary to the President of the Borough of Manhattan, at \$8,000, was announced by President Edgar J. Nathan, Jr.

By shifting around exempt jobs in his office and abolishing one, President Nathan managed practically to create for Colonel Campbell the third-highest paid appointive job in the office and reduce the total payroll by \$300.

Here's how it was done:
1. The position of Secretary to the Commissioner of Borough Works, a vacant exempt position, was dropped from the budget. This saved \$5,560. This position was formerly filled by Theodore B. Richter, now Assistant Commissioner of Borough Works.

2. A vacant position of Confidential Examiner was trimmed down from \$4,450 to \$1,800 and this post won't be filled. If it isn't filled, \$1,800 more is added to the saving, totalling \$2,100.

Served Overseas

Colonel Campbell was retired on June 27 from the United States Army Air Forces. He served with the 1st Division in the assault landing at Oran, Algeria, and as Civil Affairs Officer for the Department of Constantine, Algeria. Later he joined the staff of Lieut. General Ira C. Eaker, commanding general of the Mediterranean Allied Air Force, in Italy. He also served overseas in the first World War.

Before entering the Army in March, 1941, Mr. Campbell was on the news staff of The New York Times. He is forty-four years old, is married and has a daughter of thirteen. He lives at 610 West 116th Street, NYC.

President Nathan, a Republican, is a candidate for re-election. He is opposed by Capt. Hugo Rogers, Democrat.

Employees Prepare For Meeting Burke

Borough President Burke of Queens, before leaving for his vacation, made arrangements for hearing the grievances of employees of his office, probably next week, including laborers and clerical staff. The members of the local of the American Federation of State, County and Municipal Employees (AFSE) reported that he was most cordial. They recalled as they prepared their case, that their relations with President Burke had always been very pleasant.

Henry Feinstein, who helped to arrange the meeting, refused to say what the grievances were. It is known, however, that some of them deal with out-of-title duties performed by employees.

Due to war conditions unions don't complain very much about out-of-title jobs, except when there are additional points, such as men being bossed by out-of-title employees who get paid far less than their subordinates and where men in the proper title are available.

2-Year Lists to Mark Sanitation, Police And Fire Exams



Police, fire and sanitation tests given by the Municipal Civil Service Commission call for extra-good physical condition. Physical examiners recommend that those planning to try the next examinations, in 1946... begin getting into condition now. The climbing test (left) and the hurdle jump are typical of the requirements for candidates for such jobs.

36 Stokers Get Raise of \$258 In Fire Dept.

Thirty-six marine stokers of the NYC Fire Department, who work on the City's fireboats, came in for an increase of \$258 last week.

They had been overlooked in the bonus and they are above the salary brackets for automatic increments under the McCarthy Increment Law, so the Department got together with the Budget Bureau.

The men were increased from \$2,491 to \$2,750 a year. They are Charles E. Caraccioli, Nicholas Chanelli, John Keating, Anton V. Kruszynski, George J. Laut, Patrick Leddy, Peter Cooke, Peter Crilly, Thomas Gogarty, Terrence P. Hearn, Thomas Naughton, James H. Wilson, John Coyne, Thomas A. Glenn, Hubert Goode, Edward Jones, Lewis Kibler, Michael McGuigan, Martin Malloy, Frank J. Brennan, Stephen McShane, Cyril J. Mahady, Patrick Pryor, Thomas M. Dowling, William J. O'Brien, Bernard J. Doherty, Hugh Hanratty, Joseph W. McBrien, Fred Wehden, George A. Finkle, Julius Gorin, Lewis E. Kehn, James McDonnell, William Rogers, Patrick J. Ryan and William F. Wangerien.

President Harry W. Marsh of the NYC Civil Service Commission said today that when the Patrolman, Fireman and Sanitation man examinations are held next year, the resultant lists will have a life of only two years, instead of the usual four. He cited the commission's legal authority thus to limit the life of a list.

"We want to be able to hold such examinations more frequently," he said, "to spread out the opportunities for returning veterans, and also to improve the recruitment by the wider base of candidates."

"If we promulgated four-year lists for such big exams we might be doing an injustice to those who are mustered out of the armed services later, and who thereby would be precluded for a prohibitive period from taking such examinations."

"The need of filling the positions in the three departments is great. As soon as we are convinced, from data supplied by the USES, the U. S. Department of Labor and other sources, that the prospects are good, we shall prepare for holding the examinations."

Most Popular Exams

Patrolman, Fireman and Sanitation Man examinations are the most popular ones offered by the commission.

The last examination for Sanitation Man, held in February, 1940, drew the amazing number of 85,454 candidates for jobs paying \$1,860 a year.

With higher standards, the open-competitive examination for Patrolman and Special Patrolman drew 18,112 candidates. The test started with a written examination held on June 6, 1942, and was followed by medical and physical examinations.

Positions with the NYC Fire Department are always in demand, and when the commission issued a call for candidates in May, 1941, applications were filed by 26,854.

Bernecker 30 Years In Hospital Dept.

Hospital Commissioner Edward M. Bernecker celebrated 30 years in the department last week. He began as an interne in Metropolitan Hospital on Welfare Island, rose to medical superintendent of that institution, then filled the same position in Kings County Hospital and later was appointed medical superintendent. His appointment as Commissioner was in recognition of his career service and his accomplishment.

During the last war Dr. Bernecker served in the Army Medical Corps.

City Court Clerk Promotion Test Closes July 24

The promotion examination to Court Clerk, Grade 4, is the only test for which applications will be accepted during July by the Municipal Civil Service Commission.

Open to employees of the City Court, the promotion examination will be held on August 14, 1945. Applications may be filed until 4 p.m., July 24, at the Commission's Application Bureau, 96 Duane Street, Manhattan.

Court Clerks, Grade 3, with one year's service in the title and six months' experience in the City Court, are eligible to try for the job, which pays \$3,000 a year and over. Vacancies are expected to occur from time to time during the life of the eligible list.

Vet Rehabilitation Centers Opened

Two centers for the rehabilitation of returned veterans have been opened by the Board of Education in NYC. Several others will be opened in the near future.

Operating under the G. I. bill of rights, the school board is offering vocational instruction in radio work and aviation trades to more than 150 veterans under a contract signed by the board with the United States Veterans Administration recently. Radio maintenance and construction is being taught at P. S. 20, on Rivington Street, and aviation trades at a special center at Pacific Street and Third Avenue, Brooklyn.

For each veteran enrolled the Board of Education receives from Uncle Sam \$14.70 a week.

Making the Rounds

By Peter V. O'Rourke

NYC EMPLOYEES raise Cain whenever a job is opened to non-residents of the City. Guess they figure that only New Yorkers can stand the hardships of working for Father Knickerbocker.

Male employees of the NYC Civil Service Commission are looking sad, and not because of the hot weather, or because they are getting an increment and miss the bonus. Trouble is that blond Mary Schmidt, Commission glamour gal and City winner in The LEADER 1944 Miss Civil Service Contest, has just resigned.

After seeing newsreels of the Eisenhower ceremonies at City Hall, this reporter has an idea for LaGuardia. His antics rolled the theatre audiences in the aisles. Why doesn't His Honor go into the movies?

NYC employees drew a blank at the last Council meeting. Council members considered the OPA regulations, election procedures, change of street names, stoopstands, cemeteries and fees for awnings and marquees, but didn't touch any of the civil service legislation on the calendar.

Personal Briefs of NYC

Health

Matthew A. Byrne, secretary of the department, is spending his vacation in Philadelphia, anxiously awaiting the birth of his second grandchild. His daughter, Mary Golden, is the wife of a sailor, and Grandfather Byrne is walking the hospital corridors.

Correction

The NYC Department of Correction's service men's paper went to town for July Fourth. A special edition of the publication, which goes to Correction employees in

military service, came out with a magazine cover illustration of the famous flag-raising scene on Mount Suribachi on Iwo Jima. Twenty-four pages were devoted to news and gossip of the City's penal institutions.

The magazine is edited by Samuel Goldstein, telephone operator at the Rikers Island prison, and is called *Goldie's Global Gabby Gab Gazette*. Henry O. Schlath, First Deputy Commissioner, and Edward F. Johnson, Commandar of James J. Brogan Post 623, American Legion of the Department of Correction, wrote messages to the service men.

Transportation Board Needs Unskilled Help

Transit Workers

Bus and Street Car Operators, Laborers, and Maintenance Helpers are sought for the NYC transportation system in Brooklyn. Women, as well as men, will be considered for the operator jobs, which pay 80 cents an hour to start and 90 cents an hour in 6 months. No experience is required. Foreign-born applicants must present naturalization papers. Only men are wanted as Laborers and Maintenance Helpers, and no experience is needed. Helpers will be assigned as assistants to mechanics in the substations of power houses. The wages for both jobs are 80 cents an hour, with an annual increment. Applicants for Helper must be citizens, but aliens will be accepted for Laborer. Work is for 6 days, 48 hours, a week. Bus Operators must have a chauffeur's license. Apply at the Brooklyn Industrial Office, 205 Schermerhorn Street.

Jobs on Troop Ships

Experienced Cooks, Bakers, Butchers, Pantrymen, Storekeepers and Stewards can get jobs with the War Shipping Adminis-

tration on troop ships bringing soldiers from Europe to the United States and from the United States to the Western Pacific. First cooks are offered \$182.50 a month; stewards, \$140; storekeepers, \$97.50 and the other workers from \$100 to \$137.50. Maintenance is furnished, and a bonus of 33 1-3 to 100 per cent is paid while away from port. Men in 4-P and 1-C draft classification are acceptable, and 1-A's who have not yet received their induction notices. Several hundred men are urgently needed immediately. Applications should be made at the USES at 40 East 59th Street, Manhattan.

Assemblers and Coil Winders

Electrical Assemblers and Transformer Coil Winders can get work in a Newark, N. J., war plant. Winders are paid 80 to 90 cents an hour, and Assemblers, who will work on heavy transformers, earn 75 cents to \$1 an hour. Learners, with a knowledge of simple arithmetic, will be considered for both jobs at 70 cents an hour. Apply at 87 Madison Ave., Manhattan.

Bill Adds Employees To Increment Group

A Council bill to extend increments to NYC employees not covered by the McCarthy Increment Law has been introduced by Councilman Schick. The State, County and Municipal Workers of America, CIO, which sponsored the measure, presents the following arguments why the bill should be enacted into law by the Council.

Laborers, for the most part, have received no permanent increase in 22 years. The great majority of laborers have a base pay of either \$1,500 a year (\$28.84 a week) or \$1,620 a year (\$31.15 a week), for a 48-hour week.

Laboratory Helpers, Cleaners, Hospital Helpers, etc., have a base salary of \$1,200 a year (\$23.07 a week) for a 48-hour week.

After pension and tax deductions, these employees' take-home pay is obviously inadequate. Employees in the Competitive

Class, in the inspectional, technical, legal and upper grades of the Clerical Service, have also suffered from serious neglect. Employees doing responsible supervisory work, in most instances, receive \$1 per year more than the employees they supervise. Employees in these services have received no increases for 17 years. Professional employees in the legal and technical services receive salaries much lower than employees doing comparable work in private industry.

State Orders Firemen To Pay Assessments

UFO May Protest; Also Acts on Promotions

Bills received last week from the State Insurance Department, asking payment of back dues in the liquidating old-line fire organizations, will be the top subject on the agenda of the meeting of the newly recognized Uniformed Fire Officers Association, on Thursday, July 12, at the American Legion Hall, 35 West 43rd Street, Manhattan. The Executive Board will convene at 3 p.m. and will remain in session until 8 p.m., when the regular meeting will open.

The letters from the Liquidation Bureau of the Insurance Department explained that the bills were sent out in accordance with an order of the Supreme Court. In many cases the sum asked ranged between fifteen and twenty-one dollars. It is expected that the officers will be advised against payment of the money.

Liquidated Groups
Groups which are being liquidated are The Officers Association, Firemen's Endowment 3rd, Allied Endowment, Firemen's Cooperative 4th, Uniformed Firemen's 1st, Lieutenants Association and Chief Officers Association.

In addition to the business of the day, the meeting of the Uniformed Fire Officers Association will include a talk on Civil Service by Paul Brennan, medical director of the Municipal Civil Service Commission, who has spoken to many employee groups on this subject. Refreshments and a program of talent will conclude the meeting, which will celebrate the recent official recognition of the UFO by Fire Commissioner Patrick Walsh.

Want 25 Captains
The Uniformed Fire Officers Association last week stated its views upon (1) the consequences flowing from liquidation of old-line organizations; (2) the pending promotion of 25 lieutenants to captaincies; (3) the proposed creation of a new rank—that of Acting Battalion Chief.

Old-Line Groups
The UFO Board said: "The UFO has always contended that the liquidation papers of the old-line associations clearly stated the financial obligations of everyone concerned, and that in time to come even the ex-members would be assessed further by the New York State Insurance De-

partment. Although the liquidated associations tried to deny the facts by quoting 'legal opinion,' the hard truth is that we all are now receiving assessment notices. Incidentally this is one of the major reasons for the formation of the UFO, an association bound by no State Insurance Department restrictions.

"All members are hereby advised that the UFO will ascertain just what our rights and obligations are in the matter of those additional assessments for the liquidated associations and will notify all the members when we have learned all the facts and legalities.

Lieutenant Promotions
"The UFO favors promotions and would like to suggest that the quota of Captains be increased legally and permanently in order to promote all of the Lieutenants remaining on the list for promotion to Captain. A permanent increase of 25 could easily be utilized by placing a Captain in charge of units now commanded by Lieutenants and by assigning Captains where required in the various Fire Department Divisions and Bureaus.

Battalion Chief Rank
"On the other hand the UFO is opposed to the possible creation of a new rank of Acting Battalion Chief and the moving of the budget line of Battalion Chiefs down by 25 names and thereby creating 25 more vacant lines in the budget for the rank of Captain as proposed in the Board of Estimate hearing of April 26, 1945. This proposal could easily become another attack on the merit system and possibly permit the promotion of Captains into a new rank of Acting Battalion Chief without an examination and subsequently with that precedent into the full rank of Battalion Chief."

Eligible Lists Of City Agencies

Junior Statisticians	
1 Gail Salomon	14 Max Jaffe
2 Robert Chaut	15 Joseph Rubin
3 Herbert Rich	16 Arnold Eitelberg
4 Martin W. Weiss	17 S. M. Oppenheim
5 Herbert Solomon	18 J. P. Lichtenberg
6 Bernard J. Stein	19 Jane E. Shea
7 Dora Mandell	20 E. R. Overton
8 Judith G. Costin	21 J. Labowitz
9 Stanley Goodman	22 Harold Steiner
10 Sylvia Leifler	23 E. Kirschbaum
11 Mully H. Landau	24 Irving Ginsberg
12 Franklin Westlock	25 Frances Galles
13 Ann Robbins	26 M. J. Streifer

Promotion to Senior Probation Officer, Magistrates' Court	
1 Joseph J. Resnick	8 Louis B. Keiser
2 Joseph T. Cullen	9 Sidney Fisher
3 Max Blustein	10 Louis L. Millman
4 Dorothy B. Ross	11 Grace M. Pisano
5 Pat. P. Hogan	12 D. Donlinger
6 Anna F. Levy	13 Erwin P. Brender
7 Dorris Clarke	

NYC Transit Supervisors Get More Pay

New pay rates for supervisory employees of the NYC Board of Transportation have been established to provide for changes in titles after reclassifications made by the Municipal Civil Service Commission, and to distribute the July 1, 1945, bonus.

Following are the new pay rates:

Eliminated Title
Assist. Foreman (Power Distrib.)
Assistant Foreman (Third Rail)
Assistant Foreman (Turnstiles)

Reclassification Title
Foreman (Power Distribution)
Foreman (Power Distribution)
Foreman (Turnstiles)

The rates of pay for Assistant Foreman titles were hourly rates while the rates of pay for Foreman titles are per annum rates as follows:

For 48-Hour Scheduled Work Week
\$2,940 per annum, if paid prior to May 24, 1945, at the rate of \$1.17 per hour; \$2,880 per annum, if paid prior to May 24, 1945, at the rate of \$1.15 per hour; \$2,820 per annum, if paid prior to May 24, 1945, at the rate of \$1.12 per hour; and \$2,760 per annum, if paid prior to May 24, 1945, at the rate of \$1.10 per hour.

For 45-Hour Scheduled Work Week
\$2,760 per annum, if paid prior to May 24, 1945, at the rate of \$1.17 per hour; \$2,700 per annum, if paid prior to May 24, 1945, at the rate of \$1.15 per hour; \$2,640 per annum, if paid prior to May 24, 1945, at the rate of \$1.12 per hour; and \$2,580 per annum, if paid prior to May 24, 1945, at the rate of \$1.10 per hour.

Since annual rates are established retroactively, and since the employees above referred to will have been paid at their previous hourly rates of pay for work performed during the period from May 24, 1945, to June 30, 1945, both dates inclusive, before they can be transferred to the semi-monthly payroll, a supplementary payroll will be prepared. It will provide for the payment to each such employee of the amount, owed on the new basis in the last period.

B.P.M. Legion Post Presents Awards

The last meeting of the season of Borough President Manhattan Post 84, American Legion was held last week at the Terminal Restaurant.

A gold star citation was awarded posthumously to Walter Seward, son of Frank Seward, retired engineer of 45 years' service in the office. The father has seven sons and one daughter. Everyone of the sons was in the service.

The semi-annual presentation of gold medal awards for history and civics was made by Joseph A. McCarthy, Adjutant of the Post, as follows: P. S. 29, Stephen Svac and Marg Dereopnik; St. James School, George Patrick Fallon and Rita Theresa Peggiali; Transfiguration School, Arthur Verdi and Margaret D. Demm.

News Delivery Strike Keeps WNYC Busy

The New York City newspaper delivery strike brought more work to the employees of WNYC, the Municipal radio station. Seven extra news broadcasts were added to the daily schedule and twice a day the papers' comics were read to the children.

In addition, the switchboard was busy with people calling in to find out what was happening in the world.

Cranemen's Dispute With City Settled

Long-standing differences between the Crane Engineers in the Department of Public Works and officials of NYC have been settled in conferences between Budget Director Thomas J. Patterson and the employees. "The solution is completely satisfactory," said Henry Feinstein, president of the City Districts Council, AFL, which took part in the negotiations. The Budget Bureau was pleased with the results of the meetings, which avoided litigation.

Conflict had been caused by the fact that increases in salary set by the Comptroller after prevailing wage hearings had resulted in fewer working days for the men, thus keeping their annual salary at the previous level.

The agreement signed by the crane men provides that they receive an annual salary of \$4,000 for 313 8-hour working days or \$3,200 for 250 days. In return for not claiming the prevailing per diem wage, the men receive full pension, sick leave and paid vacation privileges.

In return the men agree:
1. To withdraw any pending prevailing wage claims filed with the Comptroller;
2. To waive rights to receive per diem prevailing wage rates;
3. To refrain from signing payrolls under protest.

WHAT A HORSE?
Want a horse? Did you know that the Police Department gives retired police horses away to people who will provide a happy home?

Board of Education Gives Bonus Hearing

The Board of Education has invited employees to present their views on the bonus which is now under consideration. Law and Finance Committees of the Board meet today and asked Henry Feinstein, president of the City Districts Council of the American Federation of State, County and Municipal Employees (AFL) to explain the requests of administrative employees for bonus inclusion.

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What NYC Employees Should Know

By ARTHUR LIEBERS

City Employees Have No 'Right' To Leaves for War Job Service

THERE is still some confusion as to the obligation of heads of departments in the municipal services to grant leaves of absences to their subordinates to accept appointments to Federal war agencies or war jobs in industry. Contrary to the belief of many employees, they have no "right" to such leaves of absence, as have employees called to military duty. Whether or not they shall be granted them is entirely within the discretion of the department head.

At present there is considerable interest on this point, particularly among social workers and other employees of the City Government whose services are being sought by the Federal Agencies engaged in reconstruction work overseas.

If the employee can be spared and leave is given, under Chapter 857 of the Laws of 1942 the time during which he is absent from his civil service position between March 1, 1940, and six months after the termination of the war is allowed in computing his total service for pension purposes.

Conditions to be Met
He must meet the following conditions:

(1) Notify the Comptroller in writing within one year after he goes on leave of absence of his intention to take advantage of the provisions of this chapter of the law;

(2) Either regularly, or within six months after termination of his leave of absence, pay into the annuity savings fund such amounts as would have been if the fund to his credit had he remained in the civil service position he was occupying when he went on leave, and also pay into the pension accumulation fund such further amounts as would have been in the fund had he remained in such position.

If Job's Abolished
A number of cases have come to light in which the positions formerly filled by employees given leaves of absence to take Federal or industrial war jobs were abolished or dropped because of no appropriation of funds during

their absence. During the period of their leave they are entitled to continue their regular contributions to the retirement fund and receive credit therefor.

Chapter 857 provides:
"If, while such member (of the retirement fund) is on leave of absence, his position is abolished or made unnecessary through no delinquency or misconduct on his part he shall nevertheless be entitled to continue his contributions and receive credit therefor as herein provided, until six months after the termination of the war, and his leave of absence shall be deemed to continue for such period."

Casual reading of the statute might lead some to an interpretation that such "leave of absence" for war duration shall continue as a leave of absence entitling him to reinstatement in his position upon his return even where the position held was abolished. Patently the intention of the statute is only to continue the employee in the status of "war duration leave" for the purpose of protecting his pension rights and privileges—not to give him any additional or preferred civil service status. Otherwise, the Legislature would appear to have given some employees a greater privilege than accorded to persons in the military service, and to have impaired the rights of City employees senior in the service who remained in the City's employ.

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NYC Study Material For Clerk Grade 2 Test

Here are more of the typical questions used by the Municipal Civil Service Commission to test candidates for promotion to Clerk, Grade 2. Answers will appear in next week's LEADER.

Answers to last week's questions appear at the end of this article.

Appointments To NYC Service

Department of Housing and Buildings

Bernard J. Gilroy, Deputy Commissioner at \$7,850. Provisional Borough Superintendents: Arthur J. Benline at \$6,500 and Carroll Blake at \$6,500, Edward P. Leonard at \$6,500, George T. Loubran, Jr., Provisional Inspector of Elevators at \$2,401. Provisional Clerks at \$1,201: John Weir, Helen C. Axton and Patricia A. Cuzan; Marion D. Krauss, Dorothy M. Anderson, Provisional Stenographer at \$1,201. Richard C. Murphy and Patrick E. Waldron, Inspectors of Carpentry and Masonry at \$2,401.

Department of Markets

Harry J. DeGrazia, Temporary Laborer at \$1,440.

Department of Sanitation

Sanitation Men at \$2,040: Michael J. Giordano, Charles P. Bariseno.

Board of Education

Temporary Clerks at \$1,200 per annum—Office of the Superintendent of Schools: Peter Vilella, Jr. and Georgia M. Deo, George Norman and Gloria Bartolotti, Bureau of Supplies; Shirley Robinson, Avelina Morgano, Bureau of Reference, Research and Statistics; Margaret M. Tano, Louise G. Haselbach.

Temporary Stenographers at \$1,201 per annum—Office of the Secretary: Blanche Brooker, Shirley Baron, Veronica A. Schwarz, Bureau of Finance; Julia T. Kelly.

Bureau of Finance: Saul Lissa, Temporary Junior Accountant at \$1,801. Loretta B. Keough, Temporary Clerk at \$1,200. Bureau of Plant Operation and Maintenance: John Francis Gleason, Temporary Door Stop Maintainer at \$1,740; Harvey H. Chasman, Temporary Wireman at \$9 a day, Bureau of Supplies; Walter E. Hauck, Temporary Buyer at \$3,500.

Department of Public Works

Josephine J. DarConte, Elevator Operator at \$1,200. Kermit A. Abrahamson, Elevator Mechanic's Helper at \$1,900. Cornelius D. Curtin, Stationary Engineer (Electric) at \$11 a day. Jeremiah Donovan, Able Seaman at \$120 a month. William E. Myers, Laborer at \$1,800. Lillie Johnson, Cleaner at \$1,040. Pantaleone E. Russo, Carpenter at \$12.20 a day; Joseph M. McNamee, Brice Tender at \$1,440; Norman Schuster, Stationary Engineer at \$10 a day; Ernst Godfrey, 2d Mate at \$190 a month; Geraldine Owen, Junior Architect at \$2,400; Herman A. Pritika, Laborer at \$1,050; James Cirolo, Cleaner at \$1,350; Anna F. McOlvin and Mary Mulvey, Cleaners at \$1,040. Nora Mahoney and Elizabeth Flynn, Elevator Operators at \$1,350; Thomas J. McGuckien, Licensed Fireman at \$7.84 a day.

Conductor's Duties Described by Board

The duties of Conductor require a thorough knowledge of subway operations. As described by the Civil Service Commission, the duties include ability to be responsible for the safety, regularity and proper care of trains, in accordance with the rules, regulations and special instructions governing the employees.

When assigned as conductor of trains the employee must take charge of trains; when assigned to secondary position of trains, to assist conductor in charge in the performance of his duties; when assigned to stations, to handle passengers, assist in the safe dispatch of trains, watch exit gates, patrol stations and perform special duties for the protection of passengers. When yard or work-train service is necessary the conductor must operate hand-throw switches, assist in making couplings, serve as flagman; turn in lost property; make detailed reports of unusual occurrences. Such other duties as the Board of Transportation is authorized by law to prescribe in its regulations must be performed.

Three Sanitation Promotions Approved

Three promotions to District Superintendent, Department of Sanitation, have been approved by the Municipal Civil Service Commission.

In addition, one vacancy will be held open pending determination of the disabled veteran preference claim of Joseph J. Floyd. If his claim is granted, he will be promoted to the position, retroactively with the date of the other promotions.

Welfare Will Pay Employee Witnesses

Welfare employees subpoenaed as witnesses in court will now receive pay for time spent in the courtroom.

A notice sent around late last week advised employees that on submitting a certificate from a Court Clerk that they were subpoenaed, they'll be granted absence with pay.

- The endorser of a note usually signs his name on the _____ of it.
 - Back.
 - Upper left hand corner.
 - Upper right hand corner.
 - Across the face.
- The person to whom a shipment of goods is addressed is called the _____.
 - Assignee.
 - Consigner.
 - Router.
 - Shipper.
- The Post Office _____ parcel post packages.
 - Delivers and calls for.
 - Delivers but does not call for.
 - Always delivers and in some cases calls for.
 - In special cases delivers and calls for.
- In giving a number such as FRanklyn 2-6300 to the telephone operator, one should say FRanklyn _____.
 - sixty-three hundred.
 - six-three-0-0.
 - six-three-hundred.
 - Sixty-three-0-0.
- A standard size record card is _____.
 - 3x6.
 - 3 1/2 x 6.
 - 3 1/2 x 5.
 - 3x5.
- "Legal-cap" is a kind of _____.
 - Lawsuit.
 - Paper.
 - Salutation.
 - Legal citation.

Answers to last week's questions: 1. E; 2. A; 3. B; 4. D; 5. B; 6. E.

Key Answers In NYC Test

In the examination for Stationary Engineer the NYC Civil Service has announced tentative key answers for written test held June 28, 1945, Part I.

Candidates who wish to file protests against these tentative key answers have until July 13, 1945, to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted after July 13, 1945. The answers:

- 10, 2D, 3C, 4D, 5B, 6C, 7D, 8A, 9A, 10D, 11C, 12B, 13B, 14C, 15C, 16C, 17B, 18A, 19B, 20D, 21A, 22B, 23D, 24C, 25B, 26D, 27A, 28B, 29B, 30B, 31B, 32C, 33B, 34C, 35B, 36D, 37B, 38A, 39B, 40A, 41B, 42A, 43D, 44B, 45C, 46B, 47C, 48D, 49A, 50C.

Welfare Employees Named for Course

Four Welfare employees will be chosen to attend a course in disaster relief given by the American Red Cross and the New York School of Social Work.

Those nominated by the department for the course are: Edith B. Harris, J. T. Zukerman (Alternate); Myra Shimberg, Mildred Mann (Alternate); Jean L. Murphy, Celia Wolsky (Alternate); Edward Wilson, Angelina Gentile (Alternate).

Each of the four staff members who will be given first preference will be interviewed by the Administrator of Training, Mrs. Eleanor Mayer.

Wage Rate Decision Put Off Until Fall

Final wage determinations of five groups of NYC employees who have filed protests under the State Labor Law will be made in the fall. Hearings were held by Morris Paris, Assistant Deputy Comptroller.

Men involved are working as wiremen plumbers, window shade repairmen, carriage upholsterers and painters.

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Here's one reason why jobs with the NYC Fire Department are so popular. There are girls in the Department, like Lorraine McIntyre, radio operator, which helps to explain why thousands apply when fire jobs are open.

Vets' Study Aid For Promotion To Sergeant

Some of the patrolmen returning from military service missed the last promotion examination to sergeant and have filed for a special military examination. In addition, many of the men on the force are looking forward to the next regular sergeant examination which will be given after the war.

Here are some typical questions. Next week, the answers will appear.

- "A sergeant is also a patrolman." What is the meaning of this statement from a police standpoint?
 - The functions of a sergeant in a patrol precinct are constantly changing. Enumerate the two most significant changes which have occurred in the functions of a sergeant in recent years.
 - A certain patrol precinct is divided into three radio patrol sectors. Another patrol precinct of approximately the same area and population is divided into five sectors. What are the most likely reasons for this difference?
 - What fundamental principles of conduct should guide a sergeant in supervising picketing in labor differences?
 - A store owner complains to the precinct commander that his store was burglarized due to negligent patrol by the patrolman on post. This complaint is referred to you, a sergeant, for investigation. By what fundamental consideration should you be guided in making your investigation?
 - Assume that as a result of your investigation in the previous question, charges of negligent and improper patrol had been preferred against the patrolman. He is now being tried before the trial commissioner. You are one of the witnesses. What should be the characteristics of your testimony?
 - What is the principal advantage of "traveling refresher courses" for officers of the rank of sergeant?
 - Assume that you, a patrol precinct sergeant, have been designated to supervise patrolmen assigned to guard payrolls. What aspects of the conduct of such patrolman should you particularly observe?
 - "In times of emergency, it is the function of the police officer to act as an emotional stabilizer." What is the meaning of this statement from a police standpoint?
 - What type of treatment is generally considered to be of definitely outstanding value in preventing juvenile delinquents? See next week's LEADER for answers.



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Study Aid for Conductor Promotion in IND

The following is the final instalment of Conductor study material for the NYC Board of Transportation (IND) promotion examination:

- Q. How is the air brake released? A. By restoring the brake pipe pressure, which thru the same control apparatus exhausts the compressed air from the brake cylinder removing the force from the brake levers and rods that are connected to it. The truck brake release springs then force the truck brake levers to release position, thereby removing the pressure of the brake shoes from the car wheels.
- Q. How is the air brake automatically applied? A. The air brake is automatically applied when the brake pipe pressure is reduced regardless of how this may be brought about. For example, the brake will be applied automatically without making any movement of the brake valve or master controller dead-man's handle, when a brake pipe or brake pipe hose bursts; or when a conductor's valve is opened; when the trip cock is opened, or when the train breaks apart.
- Q. Trace the air. A. Air is taken from the atmosphere, thru a strainer into the air compressor, where it is compressed and forced out through a cooling coil into the first main reservoir, thru a second cooling coil into the second main reservoir, then to a third main reservoir, known as the protection reservoir. In the line connecting the Second and Third main reservoirs the air branches in several directions. Before passing thru a cut-out cock in this line, air is supplied to the air compressor switch and air compressor governor. After passing thru this cut-out cock three other branches supply air to the following:
 - Through a check valve and protection reservoir to the double cut-out cock, passing thru same and then branching in two directions:
 - To the variable load valve.
 - To the pressure limiting valve, through it, to the UE-5 valve.
 - To the main reservoir line pipe under the car body, the ends of which are connected to the coupler on each end of the car. In this main reservoir line between the couplers, branches go

Services 'Cease' One Day Before Appointment

Time does sometimes run backwards. To prove it, the City Record announced that Willie Brown of 283 W. 132nd Street had been appointed as a clerk in the Municipal Civil Service Commission on June 15, 1945, at \$1,440 a year.

The next item said that Willie Brown's services with the Commission had ceased on June 15, (one day before she was appointed).

The explanation—Miss Brown was working as a provisional and stopped work as a provisional when she received her permanent appointment.

out to supply air to the uncoupling valves, the whistle valves and air gauges on each end of the car and to the door engines.

To the M-3 feed valve.

In this line, before reaching the feed valve, a branch goes to the variable load magnet valve which supplies air to the variable load mechanism that adjusts the variable load valve according to the loading of the car body.

The line to the feed valve passes through the feed valve cut-out cock before reaching the feed valve. Going through the feed valve the air is reduced from main reservoir pressure (85 to 100 pounds), to 70 pounds pressure, (feed valve supply pressure), and then flows to the feed supply pipe, which is connected to the top of the rotary in the brake valve on each end of the car. This feed valve supply pressure also feeds the control reservoir which supplies air to the motor control apparatus. A cut-out cock is located in this line between the control reservoir and the switch group case to shut off the supply to the motor control apparatus should it be necessary to do so.

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Civil Service LEADER

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MEMBER AUDIT BUREAU OF CIRCULATIONS

TUESDAY, JULY 10, 1945

NYC Fire Department Entering a New Era

FIRE Commissioner Patrick J. Walsh deserves the commendation of all New Yorkers for the statesman-like manner in which he has established relations with a new organization in his department, the Uniformed Fire Officers Association. The organization had emerged because of an obvious need in the department. The Commissioner, strongly conscious of the importance which such a group would attain in the department, insisted that it prove it truly represented the men. This the organization did, by signing up a majority of officers in all ranks from Lieutenant through Deputy Chief. This condition met, the UFOA was awarded recognition by the Commissioner. The net result has been an increase in confidence between the officers of the department, on the one hand, and the Commissioner, on the other.

This newspaper has on occasion been critical of Fire Commissioner Walsh. But when he performs in a manner clearly in the best interests of the City, he deserves respect for it. Other recent acts in this category were, in our view, establishment of an Office of Administration, to streamline departmental activities; the order guaranteeing jobs to all returning servicemen who had formerly served in the department, even those with injuries; and the order revoking the dismissals of eight men who had been ousted on charges of holding outside jobs.

John Crane's Election

A word of congratulations is due, also, to Fireman John Crane, newly elected President of the Uniformed Firemen's Associations. Crane's plans indicate a period of prestige and development for his organization; and a surety that the merit system will be carefully watched.

The Fire Department has, in the past three years, often been the scene of much furious conflict. It appears to be entering, now, a new period of better internal relationships. There are still unsolved problems; and others, in the nature of things, will arise. But all indications are that these problems will from here on out be approached in a spirit of good-will and decency, on all sides.

And that's a good thing not only for the Fire Department, but for the people of the entire City, who have a stake in good relationships within the department. The net result will be improved morale among firemen; which means better fire-fighting.

Trophy to Dr. Tolman Hailed by State Groups

IT is gratifying indeed to learn how splendidly the selection of Dr. Frank L. Tolman as the first recipient of the Harold J. Fisher Memorial Award has been received. The latest acclaim comes from "Civil Service Topics," a comprehensive source, since that monthly bulletin is published by the Board of Trustees of the Town and County Officers Training School in co-operation with the Association of Towns, the County Officers Association and the Bureau of Public Service Training, State Department of Education.

Mr. Fisher was president of the Association of State Civil Service Employees, and in honor of his memory the LEADER established the annual award. A distinguished committee of judges selected Dr. Tolman, director of the Adult Education and Library Extension Division, State Department of Education. The LEADER had no part in that selection, nevertheless feels vicarious gratitude to have the New York State groups say through their official organ:

"As a constant guide and counselor to Harold J. Fisher and other presidents of the Association of State Civil Service Employees during the past twenty years, Dr. Tolman has participated in the foundation and adoption of many important improvements in application of the merit system. His brilliant record as a public servant pre-eminently qualifies him to be a special recipient of the Harold J. Fisher Memorial Award."

States Have Fewer Employees

There were 100,000 fewer employed by the 48 States of the Union in July, 1945, than in July, 1944, the Bureau of Census reports. The 1944 figure was the lowest in four years.

The bureau claims that the drop was due to continued shortages of manpower and materials and the Federal Government's taking over the State employment services. Because of the longer working hours, overtime pay and higher compensation including cost-of-living bonuses, however, payrolls are higher than before the war.

The number of employees in July, 1944, in the larger States, was as follows: New York, 51,578; Pennsylvania, 42,175; California, 27,934; Illinois, 22,285; and Ohio, 19,678.

Merit Man



Edward J. Ramer

WANT A BRIDGE? Ed Ramer's your man. As Senior Civil Engineer in the State Public Works Department, Ed Ramer is in on the planning end of bridges, highways, causeways, crossings, and similar projects. When you walk into his division, you'll find Ed hard at work with the drawing instruments, together with his associates who are planning out that brave new post-war world. Ed's workroom is in the State Office Building in Albany. Data comes in from district offices all over the State. Ed's unit takes this material—consisting of terrain characteristics, geological information, mathematical equations, and whatever else it is that engineers deal with—and out of it all comes a useful public structure.

17 Years in Department

Edward J. Ramer has been an employee of New York State for 17 years—and he's been with the Public Works Department all that time. But he has another major interest in addition to his engineering work: the State Employees Federal Credit Union, of which he is one of the originators. This organization, which aids State employees, does a substantial business. Even Governor Lehman was one of its members. It may seem strange that an engineer should be interested in a credit union. But, says Ramer: "Our civilization functions on credit. We feel that the cheaper the credit, the more it is possible for the average man to enjoy life." The Credit Union was started in 1935, only a year after the Federal Government had passed a law permitting such organizations to function. So greatly has Ramer's knowledge of credit-grown that he has since made studies and written articles about the subject. "I became an economist for common sense," he explains.

A Friendly Man

There is a deep warmth about Ramer. He gives you the impression, when you speak with him, that he is interested in you personally. Even when he tells you about his background, he tries to do it in relation to something within your own experience. There was a time when he worked for the Public Service Commission on the construction of subways and tunnels in New York City. There was a time when he worked for the Sun Shipbuilding Company in Chester, Pa. And for a time he worked in Philadelphia's civil service. But he came back to New York, took a civil service examination, and received an assignment as assistant civil engineer. Since then he has been at work on a task that he loves.

In addition, he has taught for six years in the Albany high schools during the evening—acquainting the students with the intricacies of structural steel and reinforced concrete.

When Ramer tells you about the designing of a bridge, he just glows. He has never lost the early boyish enthusiasm, and he talks of beams, trusses, plotted curves just as though you understood all about it. Buildings, you learn, are comparatively easy. The really tough problems are the bridges.

Vital Statistics

Engineering runs in the Ramer family. A son, Marvin M., is a chemical engineer. The Ramers also have a daughter, Lucille, married to a Chief Petty Officer in the Navy. For 27 years Mr. and Mrs. Ramer have been married—"please add happily," he says. They go in for their sports and hobbies together. Ramer likes swimming. Weekends during the summer, he and Mrs. Ramer travel to the lake region upstate. He used to be a New Yorker once.

(Continued on Page 15)

Many a True Word

By H. J. Bernard

THE 44-hour Federal work week will satisfy the employees. They complain that most of the overtime pay on the 48-hour basis goes to Uncle Sam in increased withholding taxes. They seem to be suffering from the economic law of diminishing returns. It's different with the tropical island natives working for the Yankee dollar. They keep all of it that they don't spend on rum and coca-cola. The aboriginal system isn't so bad.



The complaints about the sad effect on the take-home money produced by the income tax withholding and the Social Security contribution are numerous. Broadening the tax base may be anti-inflationary, but there's nothing so popular as broadening the take-home money. One way to help in that direction, however, is to cut down the number of stops at Joe's place.

Promotions with increased pay are expected in NYC departments. In this day and age it seems to be an innovation in economics to associate promotion with more money. We have noted instances of promotions at reduced pay and promotions at unchanged pay. Perhaps we shall live to see demotions at increased pay. City employees could drop their status and bob up as newcomers entitled to the higher salary at lower title that induces recruits to take a job. In the Federal service that's happened often.

The NYC Civil Service Commission has voted the stagger system of promotion eligibility back into practice. By this pre-war scheme the required service in Grade 1 is one year, in Grade 2 two years, and in Grades 3 and 4 three years. That is known as the one-two-three. It won't be the knockout meant by the one-two of the ring jargon until the commission establishes the minimum service length for promotion from Grade 5.

Guests ate their turkey with rare leisure at the retirement dinner given to Malcom Slack and Charles McDonald, guards at Great Meadow Prison. Principal Keeper Cointot, between the time the dinner arrangements were

made and the dinner served, had got himself married. The guests probably figured that by unburied conduct they'd give some of the others a golden opportunity. But the friendly gesture was a strain on coincidence. Without a dating bureau romance just can't be instantaneous.

All of the twenty new jobs recently classified by the State Civil Service Commission avoid competition, and the basic reason, no doubt, is that it was unavoidable.

Clarification of Federal job rules excites wonder whether anybody ever takes time out to clarify the clarifications.

The standing of the clubs in the Federal Softball League proves that the Veterans Administration can't be as bad as it's painted. The team is tied for first. How does the G.A.O. account for being last?

Slow Motion At V.A.

"All we get is an interview. But never a movement up." Is what they say at the old V.A. And add: "We feel like a pup."

Quick promotion is not the vogue. With some in a grade two years; The vital need is for super-speed. Like V-2 minus the tears.

Up you'll go with a rocket's speed Before you have heard a word; And there you'll stay until Judgment Day— Unless I'm being absurd.

The enthusiasm over the choice of Dr. Tolman for the first annual Harold J. Fisher Memorial Award is unanimous now, except for one voice. It's that of Dr. Tolman himself. And that's how it'll stand in perpetuity.

The NYC Civil Service Commission bumped 46 out as candidates in the open-competitive examination for Personnel Officer, Health Department, a \$5,500 job. At \$5 a head admission fee that requires a refund of \$230. It would have been cheaper to have let 'em in and flunked 'em.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

USES Steps Up Veteran Placement; Number of Applicants Rises Steadily

WITH the number of veterans returning to civilian life constantly increasing, the United States Employment Service will expand its veterans' programs and activities immediately. Paul V. McNutt, chairman of the War Manpower Commission, says that while veterans have been placed by USES in more than 900,000 jobs up to last month, it is necessary that the operating organization of the employment service be strengthened and the specialized service to veterans stepped up.

The special service to veterans includes a veterans' employment representative in each State, a veterans' employment representative in each local USES office throughout the country, trained personnel to interview, counsel and refer veterans to jobs and to furnish veterans with information concerning other agencies set up to serve them. It also is contemplated to speed up placement procedures to reduce the amount of time a veteran spends in the USES office. As far as possible, USES personnel handling veterans' placement activities will be veterans themselves.



Million Sought Jobs

More than 1,000,000 veterans of the present war have sought employment, job counseling or other information at United States Employment Service offices. Approximately one-fourth were physically disabled and required selective placement techniques, as do all handicapped workers.

"In connection with the disabled servicemen, we believe that almost every such veteran can become a highly productive worker," Mr. McNutt said, "if he is placed on a job the physical demands of which match his physical capacities."

Other veterans requiring special service are those who had no work experience previous to entering the armed services. The USES job counseling facilities have been of help to large numbers of such veterans in connection with job training, educational opportunities and employment prospects in various fields.

"Employment interviewers attempt to match the veteran's pre-

vious skills or those he acquired in service with related occupations in civilian life," added Mr. McNutt. "Some skills, such as truck driving, cooking and baking, have obvious civilian job counterparts. To place in civilian jobs such other military and naval personnel as ex-bombardiers, navigators and infantrymen, with no previous work experience, WMC in conjunction with the War and Navy Department has developed special aids.

"While the first principle of USES is to refer the best qualified applicant—veteran or non-veteran—to the job, we want to see that the veteran is offered the maximum job opportunity. Veterans seeking jobs are not now required to apply to USES, since they are removed from WMC controls. Many return directly to their old jobs, but the majority released so far have registered with USES. We expect this number to increase."



The State Employee

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

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

Association Members' Insurance Opportunity

IT IS fitting that State employees pause a bit to contemplate the valuable services available to them outside the scope of ordinary employment safeguards. One such service is the low cost, prompt paying, convenient payroll deduction, group life insurance plan supplied to members of the Association of State Civil Service employees. No argument for life insurance itself needs to be made in the face of the plain, simple economic need of the dependents of a human being when that human being dies. The moral obligation to provide for those for whom we have a natural responsibility is self-evident.

On June 1, 1939, after a most careful study of group insurance plans by a very competent committee composed entirely of State employees and including members of the State Insurance Department staff, the association entered into a contract with the Travelers Insurance Company of Hartford, Conn., for group insurance open to all State employees who were or who wished to become members of the association. The arrangement was made under provisions of the Insurance Law which read in part as follows:

"Any life insurance company authorized or licensed to do business in this State may issue and deliver in this State policies of group life insurance only as follows:

"A policy issued to a duly organized association of civil service employees which shall include in its membership not less than five thousand civil service employees . . . which association . . . shall be deemed the policyholder, and which shall have been formed and is maintained for a purpose or purposes other than to effect group life insurance on its members. . . . Every member of such association in good standing shall have opportunity to apply for such insurance. Such policy . . . shall . . . provide for the issuance of a certificate to the association for delivery to the person insured . . . as evidence of such insurance."

Fast Payment of Benefits

Within forty-eight hours of the time the group life plan took effect on June 1, 1939, the first death of a member was reported and within twenty-four hours of the report, the association paid to the beneficiary the first claim. On June 27, 1945, the 67th death since the plan was established was reported and a check for the \$5,000 claim was mailed to the beneficiary by the association on the same date. Prompt payment has occurred in the case of every claim presented to the association.

At present 14,365 members of the association are availing themselves of the association's Group Life Insurance Plan. The total of insurance is \$29,890,000. Since June 1, 1939, when the plan was inaugurated, a total of \$1,250,500 has been paid in death claims.

Salient Points Listed

Salient points about the insurance:

- 1—All employees of the State of New York who are members of the Association or eligible to membership may apply on prepared application forms to The Association of State Civil Service Employees of the State of New York, Inc., Room 156, State Capitol, Albany, N. Y.
- 2—No medical examination is required if application is completed within the first three months of employment with the State.
- 3—The member's insurance is payable to his named beneficiaries in the event of death from any cause while his insurance is in force.
- 4—The insurance terminates with (a) termination of the member's employment by the State; (b) withdrawal of payroll deduction authorization or failure to make regular semi-monthly payments of premium to the association; (c) termination of membership in the association; and (d) attainment of age 70 (the maximum compulsory retirement age under the State Retirement System).
- 5—Upon termination of employment with the State, every member has the option to convert to any other form of life insurance, except term insurance, without medical examination. The amount of insurance which may be taken is based upon basic salary of the employee and changes as the basic salary changes for women. The rate per \$1,000 for age 39 and under is 30 cents semi-monthly, and increases with each five years of attained age.

Provides Low Cost Insurance

The association is justly proud of its group life insurance plan, because it provides State employees with exceedingly low cost insurance with a minimum of red tape, and with very convenient payroll deductions.

The Association is organized to promote the effectiveness of State employment and to protect and to promote the welfare of State employees through strong civil service laws and administration, adequate pay, fair hours, fair health leaves, a sound retirement system and stability and security of employment. The group life insurance is purely an added service. It is a fine, substantial service and the Insurance Committee of the association makes certain that it is kept in first class standing at all times. The group life insurance is written at the "T" rate schedule which is the lowest rate for group life insurance permitted by the New York State Insurance Department.

I am writing this about our group life insurance to disseminate the correct information regarding the plan and to suggest to any who may have overlooked it that they write for full particulars and gain the advantages of a group plan made possible only because of the loyal joining together of over 27,000 State workers.

This low-cost, convenient group life insurance plan is a very worthwhile service, offered to State employees through the association in addition to the splendid gains in sound employment practices which the Association has initiated and caused to be written into the laws of the State throughout the many years.

Farm Salary Plea Made by Van Dorpe

R. Van Dorpe, President of the N. Y. State Farm and Grounds Employees Association, met members at Binghamton to act on presentation of a new appeal to the Salary Standardization Board.

"The farms connected with the New York State institutions are among the best developed farm industries in the United States," he said. "They represent a large investment by the State and they serve the dual purpose of producing vital food needs and sup-

plying helpful advantages in the care of the words of the State." In their appeals to the Temporary Salary Standardization Board, which has been succeeded by the permanent one, the farm employees were not successful in obtaining the basic salary scales which they deemed appropriate. Preliminary discussions have taken place between officers of the committee and the Director of the Budget and officials of the various departments having institution farms.

Fall Program Is Being Planned By State Association Executive Board

Special to The LEADER

ALBANY, July 10.—The Association of State Civil Service Employees, largest government employee organization in the United States, is planning a program for 1945-46 rivalling in breadth the program which it had formulated and pushed through in the current year.

The Executive Board of the Association, and its various committees, have been patiently at work under the direction of President Clifford C. Shoro, gathering their factual details and buttressing their case for presentation to the forthcoming Legislature and to the State's administrative authorities.

Pensions at Head of Program

At the top of the program is an endeavor to liberalize the retirement system. This formed an important plank in the Association's program last year, but without success. The Association is continuing to hammer away, because all indications from employees throughout the State are that this is among the most important of their requirements.

Other portions of the program and the Association's position thereon include:

Time and a half pay for overtime work. The Association points out that this would mean bringing State workers to the point attained by workers in private in-

dustrial and in the Federal Government.

Unemployment insurance for State workers. Here, too, it is pointed out that no legitimate reason exists for denying to employees of the State a form of security currently enjoyed by employees in private industry.

Equality of pay for women workers. Discrepancies that now exist should be eliminated, the Association maintains.

Salary Standardization. The State Board in charge of this should study all salaries paid to State employees so that the State will be able to meet any impact with reference to post-war salaries generally.

Dannemora and Mattewan. There should be a proper classification and allocation of employees. Employees of these institutions have long felt that they are unjustly treated since they perform the work of prison guards and receive the pay of Mental Hygiene attendants.

Mental Hygiene. Prompt settle-

ment of pending cases of classification and allocation in Mental Hygiene and other institutions.

Hazardous Jobs. Appeals and salary adjustments for those workers performing hazardous duties beyond those common in the State service. Under the law, the State may grant higher pay to employees in these categories, and the Association argues there is no reason why this shouldn't be done swiftly.

Exempt positions. Re-study of exempt positions in State service and the jurisdictional reclassification of these positions to assure complete compliance with a real career service and a progressive merit system.

The Association plans also to bring to the attention of the new State Personnel Council instances of unfairness in hours of work, allowances for travel and meals, and other problems.

The Association's program of activity is by no means complete. An announcement is expected in the fall, giving full details of the ASCSE program for the coming year.

[See also story on page 8, concerning resolutions for presentation at the Association's annual meeting.—Ed.]

Windup of State Trip Described by Carlisle

[A trip in upper New York State by Chas. A. Carlisle, Jr., during which he visited chapters of the Association of State Civil Service Employees, is described in his article, two instalments of which were published June 26 and July 3. The final instalment is published herewith.—Ed.]

By CHARLES A. CARLISLE, JR.

In the new and very elegant hospital of Newark State School we met Earl C. Gates, Senior Physiotherapist.

He has been at Newark State School for a long time, who has charge of the Physiotherapy Department in which are many, many young children who need the careful attention of Earl Gates. Likewise, he knows most all of the employees at Newark State School. He helps them with their troubles and with their problems and is always ready to listen to anyone's complaints and do anything he can to help them out.

Geneva Experiment Station

Our next stop was the Geneva Experiment Station. Here we met Frank J. Kokoski. He told us about the new grievance committee that was being established under the direction of Cornell University at the Experiment Station in order that they might appeal their classifications which have recently been established by Cornell University and became effective April 1 of this year. The new grievance committee consists of two from the Association and one to be chosen by the Director. A little later on we went in to see Director Heincke. Here is a fine man, a man who understands the problems of his employees. A man who is willing to help his employees with their problems. We were very much impressed by the set-up at the Geneva Experiment Station.

Willard State Hospital

Moving on by car we soon arrived at Willard State Hospital on the banks of the Seneca Lake. The Director of this institution is Dr. Kenneth Kell, a man who certainly understands the problems of his employees. A man who is always willing to listen to a complaint and if possible to satisfy that employee in the entirety of his complaint. A man who likes to be with his employees who likes to associate with them. A man who knows and understands a human being.

Along came Edgar E. Fritz, President of the Association at Willard, and Edward N. Limmer. These two men helped us in getting acquainted with other employees around the institution in order that we might hear more of their problems. Then we met Mr. Pelts, who heads the Business Office at Willard. He talked with us at length regarding the office employees in the State Institution and we found the following office hours to be in effect at the various institutions: Marcy State Hospital, 44 hours; Rome State School, 40 hours; Utica State Hospital, 46½ hours; Newark State School, 44 hours. The question of these office hours was discussed with Mr. McDonough and he is going to go into it to see what can be done toward

standardizing the business hours at these various institutions. Here at Willard we found they had 2,836 patients. A staff of 17 with 11 vacancies. They have 499 employees and 206 vacancies. That makes a pretty serious situation. After visits with many of the employees, the Director and others, we had dinner at a nearby hotel, where we were served with a very fine porterhouse steak. At this dinner was Edgar Fritz, Edward Limmer, Ann Hassey and Ralph Van Dorp. Later in the evening we had a meeting at Willard State Hospital and we then moved on to Ithaca, New York, for the night.

Elmira

Next came Elmira Reformatory and this is a fine institution. We were met by Bill Holt, a guard, at the door. He escorted us into the visitor's room. Soon along came Ed Pickney, James E. Cassidy, Warden Smith, James Casey and others. We were taken out into the institution where we met F. A. Brown, Principal of the School, who teaches so many of the boys at Elmira to go back on the straight and narrow path. One of the instructors in this school is T. E. Rooney, President of the Association at Elmira Reformatory, and a very fine high grade man for the work that he is doing. During the lunch hour we had the pleasure of the company of Warden Smith and many others who had been with us in our tour of the institution in the morning. In the afternoon we had a short meeting of the guards in the gymnasium. They brought up for Mr. McDonough's consideration many Association problems, particularly the retirement system, and after this meeting we drove back to Ithaca where we were to have a meeting at the State College at Cornell University in the evening.

Cornell University

Late in the afternoon we were met by Frank Horton, President of the Association of State College Chapter at Cornell University. This meeting was attended by a very fine group of State Employees who asked many questions and listened very attentively to the talks made by Mr. McDonough, Representative Shaw, who is the legislative representative of that district, and the writer. This meeting was preceded by a very fine dinner which was attended by more than 70 members of the Association.

General Conclusion

The trip which I have described above and the many details which I have pointed out show that

there are many problems amongst the various groups of State Employees all over the State of New York. These problems are capably handled by the representatives of the Association of State Civil Service Employees of the State of New York, and this Association alone, a state-wide association of State Employees, having more than 27,000 members, puts all of its effort back of the problems of the State Employees in re-classifications, salaries, hours of work, insurance program, legislation and other matters which affect their well-being.

Bill McDonough and I came to the conclusion, that one thing that should be done throughout all of the institutions in the State of New York would be for the head of each institution to invite the Rotary Club, Kiwanis Club, The Lions Club and other civic organizations throughout the State to visit these institutions and see work done by the employees for the patients. Thousands of mentally deranged patients in our State Hospitals are receiving loving and tender care at the hands of the State employees who are paid very little for the hard work that they have to do. It is not impossible that any of us, you, or anyone else, could be placed in one of these institutions at any time. Many of us have friends or relatives in these institutions and as I go around from year to year and visit these institutions and see the work that is being done by these State employees I feel more and more that the Governor, the Director of the Budget, the Legislators and others that make the laws, rules and regulations of this great State should go around and visit these institutions. They should go in the "disturbed" wards in the hospitals and see what the men have to contend with who work for a very menial salary. They should go into the "sick bays" in the hospitals and prisons throughout the State and see the care that the sick and injured receive at the hands of our doctors, our nurses, and attendants and others. If this were possible, and it is, and if they would do this, a far more understanding mind would listen to the problems of these State Employees.

The Association of State Civil Service Employees knows what their problems are, they have seen them first hand, they have been through "disturbed" wards, they have been in these "sick bays," they have been through the prison, they know what our employees have to contend with, they have seen the clerks, the stenographers, the accountants, etc., in the State Office Buildings throughout the State, and this grand Association is ready at all times to defend the State Employee in any legitimate complaint that is made by this employee concerning himself, or a group of them in connection with their hours, their working conditions, their salaries, their classifications, etc. In a few weeks Bill McDonough and the writer are going to make another trip, this time all the way up to Buffalo and further problems will be discussed and brought back to Albany for consideration by the Executive Committee of the Civil Service Association.



Recent graduates of the School of Nursing, Manhattan State Hospital, Ward's Island, NYC, are shown with the principal and the assistant principal. Left to right: Mary Lucille Carroll, Florence Elinor Dorrie, Concetta Caporale, Anne L. O'Shea, assistant principal; Margaret C. Fitzgerald, A. Grace Bortree, Martha B. Craig, Loretta H. Clough, principal, and Rosalind Laurie.

NEWS ABOUT STATE EMPLOYEES

Brooklyn State Hospital

In the presence of relatives and friends, 29 students were graduated from the School of Nursing. The assembly hall was decorated with palms and flowers and the blue and gold colors of the class.

The graduation exercises opened with an invocation by the Rev. John S. Smith, pastor of the Fenimore Street Methodist Church. Following the invocation Charles Partridge, president of the Board of Visitors, introduced the speakers: J. Edward Conway, President, Civil Service Commission, made the principal address, paying special tribute to those in the field of psychiatric nursing. Mrs. Grace W. Whitehall, secretary of the Board of Visitors, read the Roll of Honor of the Brooklyn State Nurses in the armed forces. Miss Florence R. Unwin, principal of the school, led the new nurses in the Nurses' Oath.

The presentation of diplomas was made by Dr. Clarence H. Bellinger, director, who congratulated each student upon her successful attainment. The pins were awarded by Dr. John B. Byrne.

The annual awards given to each graduating class were presented by Miss Edwiene Schmitt, member of the Board of Visitors. Miss Cecelia Leeds was the recipient of the Hugo Hirsh prize, presented by Charles Partridge to the student attaining the highest scholastic average for the three years of training. Miss Leeds also won the first prize in psychiatric nursing, which is given by the principal of the school. Miss Gloria A. Natale won the second place in psychiatric nursing. The Progress Prize, donated by Joseph J. Sartori, member of the Board of Visitors, was won by Lucille M. Forcucci. The Efficiency Prize, donated by the director to the student having the highest efficiency record for the three years of training was awarded to Margaret V. Golick Smith. The exercises ended with benediction by the Rev. James Daly of St. Ignatius Church. Refreshments and dancing followed.

William Farrel, chapter presi-

dent, conducted the last business meeting. There was informal discussion of the 1946 program of the Association.

The new nursing arts laboratory was officially opened. The new science laboratory is nearing completion.

Graduate nurses on vacation include Joseph McGuire, Edward Scerebini, Harold Kirschner, Kathryn Dunleavy, Caroline Krupa and Anna Borsellino.

Building 10 employees on vacation include Minnie Bird, Margaret DeCosta, Evelyn Garrett and Jeanette Ackery. Reception building employees on vacation: William McPhail and Timothy Carroll.

All of the freshmen students are on vacation.

The pre-clinical students entertained the graduating class at a tea and were given a theater party by the freshmen group.

The chapter extended sympathy to Mrs. Ethel Lewis on the death of her husband.

State College

At the annual dinner of the State College Chapter held at Fernow Hall, Cornell Campus, Ithaca, the chapter was host to three distinguished guests, who later in the evening addressed the gathering. They were Assemblyman Stanley C. Shaw of Tompkins County; William F. McDonough of Albany, Executive Representative of the Association of State Civil Service Employees, and C. E. Carlisle, also of Albany, representing the agents handling the group plan of accident and sickness insurance.

The social committee in charge included Thomas Sheehan, chairman; Mrs. Bertha Beasley, co-chairman; Hattie Barnes, Harrison McGraw, Frank Quirk, Martin Bush, Mildred Wilson, Donald Vliet, Beverly Caswell, Roy Hulslander, Ira Reed, Jewett Hamilton and Fred Horton, president of the chapter.

Mr. McDonough said: "We like to feel that the Colleges here are among the leaders of State institutions because of their educational character."

"He spoke also of the spirit of cooperation and good will of the Chapter, and the sincerity of the Cornell officials in carrying out the plan of classification for each position in the college.

Mr. Carlisle spoke of the various types of insurance, emphasizing the new surgical expense insurance available to members of the association.

Mr. Shaw, in speaking of the new salary classification system said: "The establishment of the salary classification system should prove beneficial to the New York State colleges at Cornell and to the employees of these colleges."

A picnic is being planned by the Social Committee some time during the summer. Notices will be mailed to the members. The next regular meeting will be held the first Tuesday in September.

State Reconstruction Home

This Chapter, given its charter in February, 1943, held its third election of officers. The following were re-elected: Mary Elizabeth Baker, president; Thomas Guilfoyle, vice-president; Ada Taylor, secretary; Regina Parrish, treasurer, and Elizabeth Clark, delegate.

This is the third term for Miss Baker as president and for Mrs. Clark as delegate.

Clifford C. Shoro, President of

the State Association, attended a recent meeting, which was attended by all the members.

Senator Desmond and Assemblyman Wamsley have also met with the employees at regular meetings.

Dr. Kenneth Landauer has been Acting Superintendent of this hospital and demonstrates a real interest in employees' problems.

Miss Baker visited Cuba recently.

Jack McBride has been discharged from the Sea Bees. He had been in the Pacific area with a construction unit for two years and has returned to Stony Point. He is expected to be a member of the hospital staff again.

George McMurdy reports from an outpost in the Aleutians where he has been for the last several years, that besides his Army duties, he has found time to train a pet fox who has become the mascot of the Aleutian company.

Dennis Cleary met Dr. Huang in a hospital somewhere in North Africa. Denny now reports from Italy where he was with Gen. Mark Clark's Army.

Miss Lola Bigil, who was a nursing supervisor, is now with UNRRA, European Division.

Miss Helene Loomis, also of the nursing staff, who volunteered in 1944 for Army service, has seen the Far Pacific and Mid-East. She is stationed at the Halloran Hospital.

Miss Julia Andrews, the first secretary of the Chapter, nurses in a hospital in England.

A service flag with 23 stars has been presented to the hospital by the Chapter.

Creedmoor State Hospital

The employees of this hospital were deeply shocked at the death of John Hughes, R.N., at the Kings County Hospital. Mr. Hughes was Supervisor of the male reception service. He started his State service in Central Islip State Hospital in 1927 and was graduated from the Central Islip Training School of Nursing in 1933.

Recent exercises in Queens Village were a tribute to the memory of those who have given their all for the safety and support of our country.

Taking part in the exercises and parade were twenty-eight Cadet Corps Nurses from the Creedmoor State Hospital, in their attractive uniform. They drew many salutes from servicemen who lined the sidewalks. The corps has been in existence for two years. It is trained by Mrs. Lois Christoffersen, R.N., principal of the Training School.

(Continued on page 14)

Progress Report On State Exams

SENIOR INSURANCE REPORT AUDITOR, Insurance Department: 19 candidates, held April 21, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

SENIOR TAX COLLECTOR, Department of Taxation and Finance, Brooklyn District Office: 10 candidates, held April 21, 1945. Rating of the written examination is in progress.

HEAD LAUNDRY SUPERVISOR, Department of Mental Hygiene: 7 candidates, held May 26, 1945. Rating of the written examination is in progress.

SENIOR INSURANCE EXAMINER, Department of Insurance: 20 candidates, held May 26, 1945. Rating of the written examination is in progress.

SENIOR MAINTENANCE SUPERVISOR, Department of Mental Hygiene: 10 candidates, held May 26, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

Letter to Conway Backs Need of 5-Day-Week

Kenneth A. Valentine, an employee of the Public Service Commission at 233 Broadway, NYC, has written to President J. Edward Conway of the State Civil Service Commission, expounding reasons in favor of the five-day week.

Recently President Conway issued a memorandum to State departments and agencies, saying that war-time was not propitious for instituting the five-day week. Three departments or divisions that had inaugurated it have retained it, as the memorandum evidently was not retroactive.

Mr. Valentine wrote: "You point out that Federal employees work a 48-hour week but you fail to state that they are paid time and a half for all time over 40 hours. Many State employees work more than the required hours but receive no additional compensation and are not even reimbursed for additional expenses incurred such as evening meal. The skeleton force on Saturdays does not decrease the total working hours of each State employee and, therefore, does not affect the total work and volume output. It is agreed that in some departments such a plan is unworkable but I would suggest that that be determined by the immediate department head as to whether the public would be adversely affected by such a plan.

Advantages Listed

"The advantages gained are numerous. Permit me to enumerate a few:

"1. A great many employees live about one hour from their place of business. They, therefore, travel two hours to work three [on Saturdays].

"2. Many employees have garden plots in which they could advantageously use the first five hours and still have time for recreation Saturday afternoon.

"3. Other employees who have summer cottages or frequently go away week-ends could leave Friday night, in off-peak travel hours, and thus relieve traveling congestion that always occurs on Saturdays during the summer months.

"4. With the greatly increased work in the understaffed departments, employees work under increased pressure, which necessitates a greater period of relaxation in which to recuperate and return to their positions at greater efficiency."

Browne Denies Plea For Saturdays Off

Special to The LEADER

ALBANY, July 10—Requests for Saturday mornings off during the Summer have been denied by Commissioner Rollin Browne of the Department of Taxation and Finance. He sent the following notice to bureau directors and office supervisors:

"I have received several petitions asking that the offices of this Department operate with a skeleton force on Saturday mornings during the summer.

"A rearrangement of the office hours on five days of the week, Monday to Friday inclusive, to permit the majority of employees to be absent on Saturday mornings, might have considerable merit under normal conditions."

Cromie Requests Resolutions for The State Assn.

John A. Cromie, chairman of the Resolutions Committee of the Association of State Civil Service Employees, called upon all chapters and representatives of the association throughout the State to prepare to send to him resolutions covering vital matters of State employment which they wish acted upon by the association delegates. The annual meeting of the association will be held on October 18.

"I urge that resolutions which it is desired to bring before the annual meeting be mailed to me so as to be received on or before September 15," he said. "I am advising you of this now so that various chapters will have ample time to consider proposals at their meetings.

"Resolutions approved by the Resolutions Committee will be forwarded by me and printed in The LEADER at least a week prior to the annual meeting, or sent direct to chapter officers and delegates. It is important that the Resolutions Committee have time to study the resolutions and to assure that every matter is covered with care and thoroughness. The committee may not be able to report any resolutions received later than September 15."



Albany Shopping Guide

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Where to Dine

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

Beauty Salon

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

Books

BOOKS—See our large stock of used books. We can order any NEW BOOK. Lockrow's Book Store (2 blocks from State Office Bldg.), 56 1/2 Spring Street, Albany 6, N. Y.

Solemn Devotional Exercises

in preparation for the

FEAST OF ST. ANN

will be conducted by

Rev. Thomas V. Hill, C.M.

at

St. Ann's Shrine Church

Gold and Front Streets
Brooklyn, N.Y.

July 18 to July 26, 1945

Order of Exercises:

(1) Holy Mass and Devotional Exercises each morning at 9 a.m. Application of robe of St. Ann.

(2) Devotional Exercises with Sermon and Benediction each evening at 8 p.m. Application of robe of St. Ann.
(3) Solemn closing of exercises July 26 at 8 p.m., with Papal Blessing and renewal of Baptismal Vows.

DIRECTIONS HOW TO GET TO THE CHURCH: 6th Ave. Subway F train to York St., walk one block N. and 2 blocks E. TROLLEY CARS: Vanderbilt Ave., Flushing Ave. to Gold St., walk 3 blocks N.; Smith St. car to Jay and Sands Sts., walk 3 blocks N. and 2 blocks E.

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County Employees Do Not Have Right To Appeal Dismissal Under New Law

County employees in NYC do not have the right to appeal dismissals to the Municipal Civil Service Commission. That point was made recently by C. L. Campbell, Administrative Director of the State Civil Service Commission.

Clarifying the application of the Morgan Bill, which was recently enacted into law, Mr. Campbell said, in response to an inquiry:

"The Morgan Act does not apply to county employees. It applies only to city employees in cities that have city civil service commissions. There are three cities in the State that have no city

civil service commissions, namely, Syracuse, Schenectady, and Rye. Under the Pite Law (Chapter 885, Laws of 1941) these three cities elected to abolish their own civil service commissions and to have civil service administered for them by either a county civil service commission or the State Civil Service Commission. Syracuse is under the jurisdiction of the Onondaga Civil Service Commission,

Schenectady is under the jurisdiction of the Schenectady County Civil Service Commission, and Rye is under the jurisdiction of the State Civil Service Commission. Employees of these three cities do not come within the provision of subdivision 3, Section 22, relating to appeals.

"It should be noted that county employees in the five counties within New York City are under the jurisdiction of the State Civil Service Commission, and not under the New York City Civil Service Commission. These county employees are not accorded the right of appeal under subdivision 2 of Section 22."

What State Employees Should Know.

By THEODORE BECKER

Courts Refuse to Supervise Preparation of Civil Service Examinations

YOU may not agree that a particular question in an examination that you took is fair or related to the job for which it was given, but unless you can show that the Civil Service Commission acted in an arbitrary, capricious or unreasonable manner, do not expect the courts to lend a sympathetic ear to your objections.

The courts are loath to act as civil service examiners, urging that the "court may not conduct or supervise civil service examinations or review them, the official acts of the Civil Service Commission not being judicial, but rather executive, ministerial and administrative."

This was the position taken by the Supreme Court, New York County, in a recent case involving a question in a promotion examination for a New York City position. The same principle is applicable to State examinations.

Question Not Irrelevant

The case was brought by some unsuccessful candidates who argued, that despite the announced assurance that the part of the examination containing the challenged question would relate directly to the specific functions of their own department, it really related to the functions of the New York City Civil Service Commission. The Court analyzed the duties of the job (Clerk, Grade 4) and decided that an employee in such position might be expected to carry out the assignment contained in the question. It stated:

"Question 12 which petitioners selected and answered as part of the examination taken reads as follows: 12. Assume that you have been assigned to prepare job descriptions for all of the positions in the department. Explain fully your procedure in carrying out this assignment. That question did not call upon the applicants to answer by writing from memory a description of the positions or a statement of the title, functions and duties of the positions in their respective departments. It called upon each candidate to assume he was assigned to prepare job descriptions for all the positions in his own department. Then the candidate in answer to the question was to state the method he would pursue in carrying out the assignment, i.e., the manner in which he would act. * * * Such a question appears to be relevant to the duties of the position for which the examination is held. In any event it may not be held to be palpably irrelevant to such duties. That being so the matter was one for the discretion of the Civil Service Commission and courts will not substitute their views for an authorized discretion reasonably exercised." (Furman vs. Marsh.)

Similar Results in State Cases

The decision of the court follows similar conclusions reached in State cases. In the case of Firshein v. Reavy, involving an examination for Unemployment Insurance Referee, a candidate urged that the test should be

cancelled because the examination was voluminous and the time allowed was insufficient to give adequate consideration to the questions; that the printing arrangement on the question booklet tended to cause mental and physical strain; that there were inadequate eating facilities in the neighborhood where he took the test; and that a portion of the questions was unrelated to the duties of the position for which the candidates were tested. In rejecting the candidate's argument, the Court stated:

"We may differ from the (State Civil Service) Commission as to the wisdom of presenting the questions found in the examination booklet; we may differ with the commission as to the length of time afforded for the completion of the examination and even as to the eating facilities; however, this court may not substitute its judgment for that of the commission and may interfere only when the Commission's action have been erroneous, arbitrary, capricious, discriminatory or palpably illegal."

Court Condemns Delay

An interesting sidelight on the question of upsetting civil service examinations occurred in an action brought to cancel the examination for State Motor Vehicle Responsibility Adjudicator. Here the unsuccessful candidates were given notice in the examination announcement as to the scope of the written examination. They complained that certain subjects, although not mentioned in the announcement, were improperly omitted from the examination. Holding that the examination was fair and proper for the job, the Court took occasion to criticize the tactics of the candidates in waiting until they got their ratings before raising their objections to the questions.

Said the Court:

"Petitioners are plainly guilty of laches (delay) and bad faith in waiting until after the results of the examination had been announced to voice their objections. It was incumbent on them to act promptly to enforce any alleged rights. An affirmative duty rested upon them in this respect. Petitioners are obviously guilty of inexcusable delay. It would not have been difficult for them to have entered any objections to the proposed passing grade, and the type and subjects of the examination, prior to the examination. The picture presented by the record is the old story that petitioners desired to have their cake and eat it too." (Davies v. Reavy.)

Lowie Wins Award

Dr. Josiah L. Lowie of the New York State College of Forestry at Syracuse University has just been awarded a grant in aid of research he is planning to do on his sabbatical leave this fall.

National Society of Sigma Xi made the \$300 award.

Eligible Lists For State Jobs

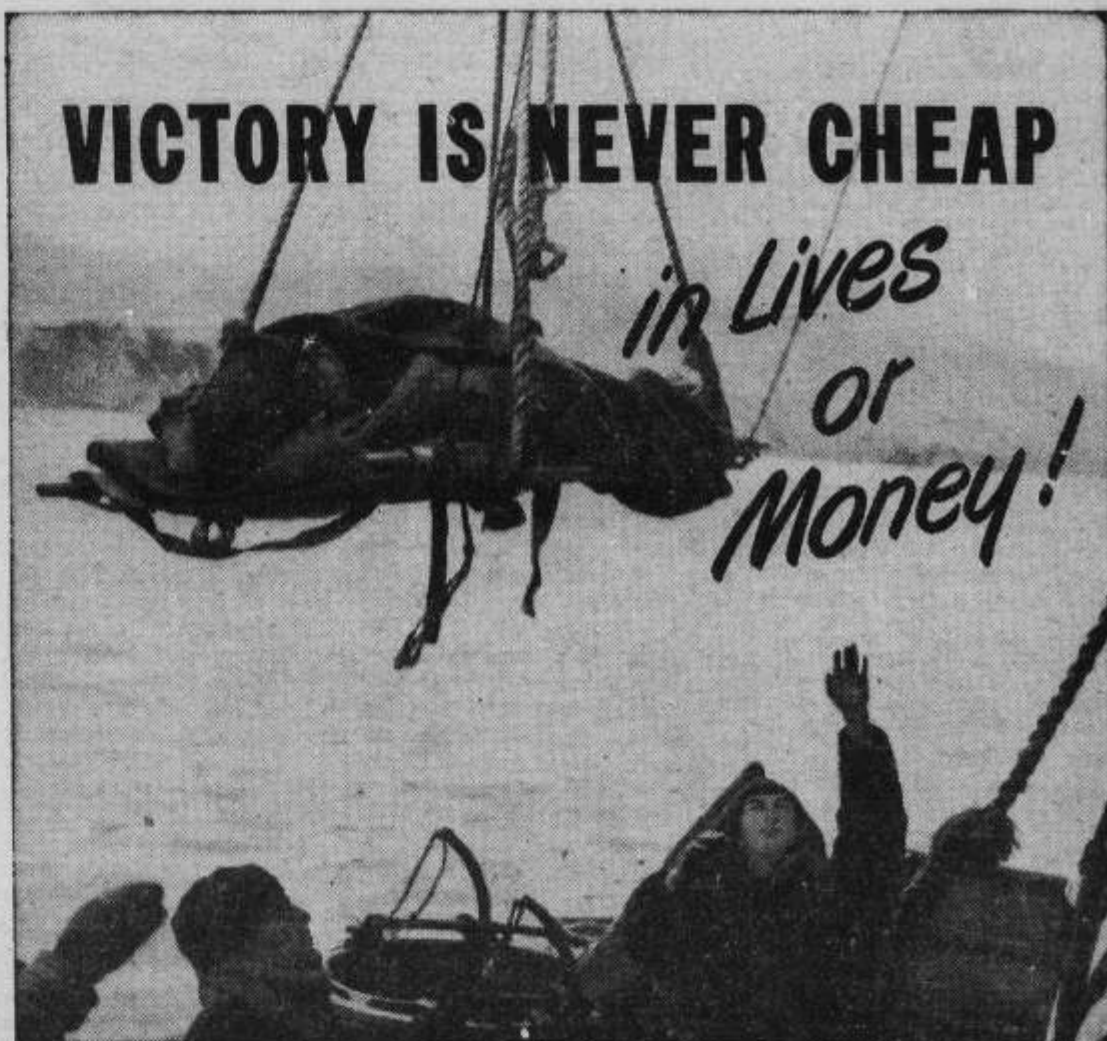
Principal Corporation Tax Clerk, Tex	
Dep't. Prom.	
Reeves, Chas. W., Albany	1 81355
Rynn, Catherine, Albany	2 80709
Kelly, Elizabeth F., Albany	3 88751
Stone, Mary W., Albany	4 87930
Cannon, Ida C., Troy	5 84559
Prin. School of Nursing, Dept. Mental Hygiene, Prom.	
Zukaitis, N. M., Rochester	1 87557
Kampe, Laura NYC	2 80937
Mason, Irene, Wingdale	3 79990
Public Health Nurse, Essex Co., Open-Comp.	
Daby, Marion, Lake Placid	1 87900
Supv. Beverage Control Investigator, Exec. Prom.	
Kiaver, Harry, Bronx	1 87533
Leo, T. W., NYC	2 86885
Senior Law Clerk, Dpul. Labor, Prom.	
Prinz, Jacob E., Bklyn	1 80953
Schneider, Irvin NYC	2 79891
Sr. Steno., Dist. Off., Dept. Public works, District Office 1 Albany	
Selig, Clara M., Albany	1 92209
Graves, Mina, Cohoes	2 88313
Mattio, Maria C., Albany	3 84590
District Office 2 Utica	
Hannon, Marguerite G., Utica	1 86589
District Office 3 Syracuse	
Pelland, Alice M., Syracuse	1 81134
District Office 4 Rochester	
Bader, Jane M., Rochester	1 84773
District Office 5 Buffalo	
Kesson, Johanna, Buffalo	1 86479
Lane, C. E., Lakewood	2 83068
Schmidt, Belva S., Buffalo	3 81700
District Office 6 Hornell	
McCullough, Gladys, Hornell	1 90175
District Office 7 Watertown	
Jeican, Helen, Watertown	1 85806
Donahue, Mary E., Watertown	2 80587

District Office 8 Poughkeepsie	
Riley, Anne, Wappingers Falls	1 88038
District Office 9 Binghamton	
Avery, Dorothy M., Union	1 91179
Vanatta, Helen M., Elmira	2 80095
District Office 10 Babylon	
Bun, Margaret, Islip Terrace	1 84689
Nass, Alice M., Lindenhurst	2 83501
Esposito, M., Babylon	3 82892
Receptionist, Pub. Welfare, Westchester Co., Prom.	
Gallagher, M. E., Ossining	1 91269
Zink, Henrietta T., N. Pelham	2 91094
McCabe, Marguerite, Yonkers	3 88075
Seriero, F., New Rochelle	4 87023
Grimaldi, Frances, Rye	5 87023
Sims, Frances, Scarsdale	6 86927
Jacobus, G. R., Yonkers	7 86519
Hughes, Anna, Rye	8 83993

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WHEN FRIENDS DROP IN

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Who Is Covered Or Excluded by U. S. Pay Act

By H. J. BERNARD
Member of the Federal Bar

The greatest interest by Government employees in the Federal Employees Pay Act of 1945 (S. 807) concerns the provisions affecting pay, and includes the question of whether a particular employee is included in the benefits.

Different categories of employees are affected differently. Some get increased basic compensation and increased overtime rate, others get one and not the other, and still other employees are excluded from all benefits.

In addition to an understanding of the coverage and exemptions under the act there is the necessity of ascertaining its application to existing civil service rules and law, involving construction of the new law in some instances and the exercise of executive discretion in applying the terms of the act to unusual cases.

Commission Issues Regulations

The law was signed by President Truman on June 30 last. At the same time he approved regulations formulated by the United States Civil Service Commission (Departmental Circular No. 529), addressed to heads of departments and independent establishments. These regulations have the full force and effect of law. They clarify the application of the new law, but of course do not, and could not, cover all possible contingencies. Experience alone will yield the answers to questions not specifically or explicitly covered either by the law or the regulations, but which are applicable to the new legislation nevertheless. Such problems would concern mainly not who is covered but how the benefits apply to certain groups of employees, or even to individual employees, who are plainly included in the terms of the law.

I

Coverage and Exclusion

The benefits under the new law are not general. Not everybody gets an increase in basic compensation. Not everybody who works overtime gets a higher rate of overtime pay than before.

The Principal Distinction

An important distinction exists between those covered by basic pay raises and those who benefit by the new overtime, night and holiday rates:

1—The increase in basic compensation applies only to those employees who are under the Classification Act of 1923, as amended, and to a few identified groups who are not under that act. The type of department or agency in which the job is held is not controlling. The employees under the Classification Act are classified workers with CAF, CPC and similar titles. Many new war agencies established by executive order have a few graded employees and a few such agencies have many graded employees. In any case the graded title holder gets the basic pay increase. War agency employees are not excluded from the basic pay raise because their positions are temporary—for they are legally permanent—but only if they are not subject to the Classification Act.

2—The increased overtime rates, and the new compensation for night and holiday work, apply to all civilian officers and employees in or under the executive branch of the Government, including Government-owned or controlled corporations, and in or under the District of Columbia municipal government; also to those officers and employees of the judicial branch, the Library of Congress, the Botanic Garden and the Office of the Architect of the Capitol who occupy positions subject to the Classification Act. The executive branch employees not subject to the Classification Act are therefore included in the higher overtime rate provisions, along with those executive department employees who are graded, whereas in the enumerated non-executive establishments only the graded employees get the higher overtime rate.

The new act specifically includes the General Accounting Office as in the executive branch, thus perpetuating the administrative practice.

Who Are Wholly Excluded

None of the provisions of the

F.E.P. Act of 1945 applies to elected officials, except officers elected by the Senate or House who are not members of either body. Also excluded from all benefits under the new law are Federal judges, heads of departments and heads of independent establishments or agencies of the Federal government, including Governed-owned or controlled corporations; employees of the District of Columbia municipal government whose compensation is fixed by a Teachers' Salary Act, and officers and members of the Metropolitan Police or the Fire Department of the District of Columbia. Nor does the act apply to officers and employees in the field service of the Post Office department, except for an economy policy declared in Sec. 607(a); nor to employees outside continental United States, including those in Alaska; officers and employees of the Inland Waterways Corporation, the Tennessee Valley Authority, the United States Park Police and the White House Police. Others excluded are employees whose basic compensation is fixed and adjusted from time to time, in accordance with prevailing rates, by wage boards or similar administrative authority, and employees of the Transportation Corps of the Army on vessels operated by the United States, to vessel employees of the Coast and Geodetic Survey, and vessel employees of the Panama Railroad Company.

All of the foregoing gives the coverage and exemptions for basic compensation increases and higher overtime, night and holiday rates under the F.E.P. Act.

(A) Night Differential

If a regularly scheduled tour of duty falls, in whole or in part, between 6 p.m. and 6 a.m., a 10 per cent extra payment is made for any time worked during that period, excluding periods of leave status. Such differential shall not be included in computing overtime and shall not operate in lieu of any other law authorizing additional compensation for night work. Example: employees of the Bureau of Engraving and Printing, who are entitled to higher pay differentials under the Act of July 1, 1944.

"Regularly scheduled tour of duty," as used in the F.E.P. Act, means the regular administrative work week prescribed by the regulations issued by the head of a

department or independent establishment or agency including Government-owned or controlled corporations, in accordance with the overtime pay regulations issued by the Commission pursuant to the 1945 Pay Act.

Payment of a night differential is not authorized for any period when the officer of employee is in a leave status. The differential is not to be included in the basic rate in computing overtime.

The night differential applies to all civilian officers and employees in or under the executive branch of the Government, including the corporations, the same inclusion of departments and agencies as for overtime.

(B) Holiday Work

Holiday pay is fixed in the law at one and a half times basic compensation and is not to be computed as part of such compensation. The holiday must be designated by Federal statute or executive order. The holiday rate does not apply when one is in leave status. The extra compensation for holidays shall not serve to reduce the amount of overtime compensation during the administrative work week during which the holiday occurs. Section 302, dealing with holiday work, however, does not take effect un-



Employees of the State are looking to Dr. Newton J. T. Bigelow, chairman of the Permanent Salary Standardization Board, for a solution of many personnel problems. The Board is faced with the task of allocating in proper salary brackets new jobs as they are created and to re-allocating titles which have been placed in the wrong salary schedule.

til the end of the war, or until Congress shall resolve the effective date, and meanwhile, as to particular holidays, is effective only if the President declares that such a day shall not be a workday in the Federal service.

The holiday work provision applies to all civilian officers and employees in or under the executive branch of the Government, including the corporations, the same inclusion of departments and agencies as for overtime and night differential.

(Next week: Overtime and In-Grade Increases)

Dannemora Assn. Chapter Seeks Better Pay

DANNEMORA, July 10.—The Dannemora State Hospital Chapter of the Association of State Civil Service Employees has elected these officers for the year 1945-46: President, Bernard Wallace; Vice-President, Charles Layhee; Treasurer, Harry Lavarnway, and Secretary, Howard St. Clair.

Mr. Wallace's program calls for a continuation of the present drive for prison pay scales; retirement upon completion of 25 instead of the present 35 years of service; and reclassification with and reallocation to prison guard status. The Chapter is confident that marked progress will be made toward these reasonable objectives.

The members of this Chapter expressed gratitude to the retiring officers, as well as to Mr. Wesley LaPorte, the Albany delegate who have devoted to much of their time to promote the welfare of their fellow workers, and generally to raise the standard of working conditions in Matteawan and Dannemora State Hospitals.

QUEEN NOMINATED TO LEAD BRONX DISABLED VETS UNIT

Robert I. Queen, a Federal employee, has been nominated for the post of Bronx County Commander, Disabled American Veterans. Mr. Queen currently holds the position of County Adjutant in the DAV, and is also chairman of its Rehabilitation and Employment Committee. The nomination was made by Irving Shald and Bernard Rosenberg, both of whom spoke highly of Queen's work in behalf of disabled veterans.

Blueprint for Post-War Civil Service Is Offered

By CHARLES SULLIVAN

A blueprint for the post-war programs of public reconstruction and rehabilitation, stressing the advisability of utilizing talent already in the Federal public service, has been prepared by the Committee on Post-War and Service Problems, National Civil Service League. Dr. Harry Woodburn Chase is the committee chairman. The plan:

1—Post-war public reconstruction and rehabilitation programs must be kept out of the hands of incompetent, self-seeking politicians and spoilsmen who may use the war transition period, under guise of a "new emergency" to exploit our public services.

2—"The principal consideration governing the rate of demobilization of Federal civilian personnel must be the essential needs of the departments and agencies. Employment should not be continued under pressure from employees except as sound economy and efficient service may require. The civil service should not be made a means of unemployment relief."

3—"A plan should be devised for making talent already in the Federal government service available to agencies that can best use such talent, rather than recruit new employees from outside the service."

4—"It will be necessary also to give consideration for opportunities to compete for public positions filled on a temporary basis during the war period."

5—"It has been the public policy not to include civil service employees under the Social Security Act. It would appear only fair and reasonable that public employees who are separated from the service without fault of their own should be entitled to some form of unemployment insurance payments "for a reasonable period of time to tide them over the transition from a war to a peace economy."

State and City Responsibilities
On the subjects of States' and Cities' responsibilities, and public service generally, the report said:

"States and municipalities have been forced to discontinue or abandon many projected or planned public works or public services as a result of war economies or inability to obtain construction material. We believe that the trend in state and municipal governments will be toward considerable expansion in post-war periods. This may involve the expenditures of billions of dollars

affairs are recruited and selected, we urge the strengthening of the merit systems where they now are operative and the adoption of merit systems in states and municipalities where none now exist.

"On the competence and leadership of our public service will depend in large measure an orderly and effective transition from a war to a peace economy.

Stronger Merit System

"Our public service will need the best talent which can be recruited to guide, supervise and carry out the vast post-war projects which states and municipalities will undertake.

"To assure the public that only those of demonstrated merit and fitness necessary for effective administration of our governmental affairs are recruited and selected, we urge the strengthening of merit systems where they are now operative, and the adoption of merit systems in the states and municipalities where none now exist."

Church Announcements

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DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45
SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:50
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.)—5:30 and 7:30
CONFESSIONS—At all times.

St. Francis of Assisi

(National Shrine of St. Anthony)
135 WEST 31st STREET
NEW YORK CITY.

SUNDAY MASSES—2:30, 2:45, 5, 4, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
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Read the job-listing below. When you have spotted the job for which your training or experience fits you, go to the office of the U. S. Civil Service Commission, 641 Washington St., New York City. You'll need a certificate of availability if you're now engaged in an essential occupation.

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Union Asks End of Ban On Supers

Special to The LEADER
WASHINGTON, July 10—The executive council of the American Federation of Government Employees today announced a renewed drive to have the order cancelled that forbids Navy Yard supervisory employees from serving as officers in Government employee unions.

The attitude of the Council is that this order constitutes an unwarranted infringement upon the rights of supervisory employees; and the decision was reached to contest it by every possible means.

The order will be appealed to the highest quarters in the department, and if necessary beyond the department and to the President.

The right of employees to retain union offices, or to be elected to serve in such offices, is considered one that must be protected in every reasonable way. The Council advises its members who may be affected by the order to retain their union memberships in any event, for that right is not affected, and to await developments.

Protests to Forrestal

Representative DeLacy, of Washington, has asked a review of the order in the following letter to Secretary of the Navy Forrestal:

"Since this order coincides with the current effort by the bitterest enemies of labor among the big business group to stop the use of NLRB funds in disputes involving supervisory employees, and since this is the chief attack upon the NLRB at this time, the inference that the Navy might be rendering auxiliary support to labor's enemies is difficult for active trade unionists to avoid.

"I therefore ask that you have this order reviewed. On the face of it, it gives no indication that it is necessary for plant efficiency, and it is causing misunderstandings."

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Returning Veterans Show Trend to School To Insure Better Jobs

In increasing numbers the receptionists and interviewers of the Veterans' Service Center at 10 East 40th Street are meeting men and women who have only recently debarked from the numerous troopships now coming back into our home ports. These men and women are all veterans of long overseas service and holders of various campaign ribbons and citations. In many cases they have had their length of service and decorations translated into points by the U. S. Army and have earned their discharges under the demobilization plan announced by the Army in May.

The return of each of these servicemen and servicewomen means one more citizen to be integrated into community life. Many of these veterans make their adjustment without any assistance from outside sources, but for those who have the slightest bit of uncertainty concerning any subject, the Veterans' Service Center is waiting to be of aid.

Sponsored jointly by the War Manpower Commission, Selective Service, the Veterans Administration, the Welfare Council, the New York National War Fund and other outside agencies, the Center is fitting into the picture by providing counseling and by offering various information and advisory services that the returning serviceman may require.

The Center has a record of counseling more than 50,000 veterans of World War II since its inception in April, 1944. It acts in the capacity of a central clearing house for all of the problems of veterans, either answering their questions directly or referring them to agencies specifically equipped to aid them in finding solutions.

New Trend Noticed

But with the influx of men and women who have been demobilized under the point system, the Center notes a new trend in the type of problem that this group of veterans presents. Their main concern seems to be centered on educational and on occupational training. They want general information and someone to help them get started on their way back to civilian life. However, few of them have seriously complicated problems or difficulties.

For instance, there was the 30-year-old sergeant of the Women's Army Corps who had spent two years in Italy, where she had amassed her service points as a switchboard operator translating conversations from French, Italian, Spanish and Arabic.

When she first came to the Center she believed that education at government expense was available only to veterans under twenty-five. Learning at the Center that she was eligible, she decided to go back to school. Government benefits she didn't know about are now giving her an opportunity to take a refresher course as a beautician, the field she worked in before enlisting. The ex-Wac is already thinking about opening her own beauty shop when she finishes her training.

Quite often the job and education situations are more complicated, but helpful guidance experts untangle them and help veterans into jobs and studies that they can handle and enjoy.

Lieutenant Gets a Lift

Recently a twenty-six-year-old lieutenant, discharged from the Army with 201 points, was particularly concerned about securing a position. Not knowing where to start, he came to the Center. He had enlisted in the Infantry in 1939 and worked his way up from the ranks to the position of an Executive Officer in an Infantry company.

Before service, he had three years of high school education to his credit, and no skill or occupation other than helping his father in a neighborhood restaurant. The ex-lieutenant's formative manhood years were spent entirely in the Army, and the prospect of returning to civilian life was not cheerful. Although he had had responsibility of men and command, he could not plan for his future out of his military environment. Civilian procedures and opportunities were all strange to him.

A counselor at the Center arranged an appointment for the lieutenant with a vocational guidance agency which will help him to determine the line of work for which he is best suited. Through psychological and mechanical aptitude testing it will put him on

infantry sergeant who prior to service had been a reed-worker on doll carriages. He returned with a desire to enter a mechanical field and could easily have been discouraged by an undirected search for training and a position along these lines. One visit to the Veterans' Service Center was sufficient to inform him of markets, mechanical work, training possibilities and job opportunities. He was referred to a school where he is now taking night courses in refrigeration under the GI Bill of Rights. During the day he is working as a helper-trainee in an electrical company.

Intelligent direction and co-operation on the part of all agencies concerned are making the road back to civilian life a much easier one for veterans who are in need of guidance and information.

the right track to a suitable adjustment to civilian life.

The Veterans' Service Center is utilizing the services of hundreds of different community agencies—Federal, State and local, public and private—in providing rehabilitative help to returning veterans like the Infantry officer. Together they are sharing the responsibility of enabling returning servicemen and servicewomen to make their adjustment to home and community.

With the Center serving as a central contact point for all other agencies, the veteran need not be bewildered by a maze of organizations to which he might possibly apply for aid; he need not be subjected to a blind "run-around" until he contacts the one source he is seeking.

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Handball, Baseball, Ping Pong Fish-
ing, Saddle Horses, Golf, Cards, Dan-
cing, etc. Delicious wholesome meals.
Dietary Laws. Rate \$40 per person,
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Semi-Private Bath \$45 per person.
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MT. POCONO, PA.
NOW OPEN
A charming resort high in the Poconos.
Quality food, well served; spacious
rooms, newly furnished, modern
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shuffleboard, dancing, recreation room,
boating, bathing on nearby lake; golf
course 2 min. walk from hotel; own
farm products; moderate rates. Apply
for booklet L. Reserve now. Tel. Mt.
Pocono 3081. E. A. STRICKLAND,
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Open All Year
ALL LAND & WATER
SPORTS
FREE BOATING
SUNRISE MANOR
WATER RESORTS
ELLENVILLE, N.Y.
Sited on
Beautiful
Water Lake
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Enjoy a Vacation on 100-Acre Farm
The Riverview ACCORD, N. Y.
\$32 Per Week—\$5 Per Day
Lake on premises. Sports, dietary
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PLAY - REST - RELAX
In 'Scenic Paradise'
Fine cuisine; private swimming
pool, lake, tennis courts. 200
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Reasonable Rates—Write or phone
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Mr. & Mrs. Hoffman
Famous for their
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SEYMOUR FARM
LIVINGSTON MANOR, N.Y.
Modern House. All sports, boating,
bathing nearby; Good home cooking,
home grown vegetables. Reasonable
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Phone 44-W-1 M. Deas, Prop.

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GLOUCESTER, MASS.
Abram Reanick, Director
THIS ADULT CAMP . . . in picturesque
Gloucester. Salt water swimming, sail-
ing, boating and fishing on premises.
Dancing, tennis, trips, and all sports.
Six hours by train from New York.
Write for booklet and rates.

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EVERYTHING FOR A
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Hopatcong, N. J. Good Table. Amuse-
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Pamper vacation whims with over
25 ways to have fun, including
Tennis, Swimming, Boating,
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Musicals, Dancing, Arts
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SUGGESTION:
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SOUTH FALLSBURG, N. Y.
LOU SAKON, M.C.'s All Star Show
MAURICE & HIS ORCHESTRA
3 Story Theatre Grand Ballroom
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Superb Amer-Jewish Cuisine
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Enjoy the serenity of Plum Point. Gorge-
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Only 55 miles from
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Make Reservations
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Mountain Lake Farms
400 Acres 2,500 Ft. Elevation
2 Large Beautiful Lakes on Premises
Tennis Courts, Hunting, Fishing, Hand-
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JULY RATE \$42.50 up
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JACK KEISER, Union Grove, N. Y.
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65 Miles from N. Y. C.
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Every Sport & Recreation
GOLF FREE on Premises
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SOUTHAMPTON, L. I.
Hiking, Swimming, Fishing, Games,
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Daily—\$5.00 per Person.
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Special Rates for Children
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Reservations—Call
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Box 195, R 3, KINGSTON, N. Y.
ON DEWITT LAKE PHONE 3089
All Water sports. Excellent food. Good
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Help Wanted—Male

Help Wanted—Male

Help Wanted—Male

Help Wanted—Male

Help Wanted—Male-Female

Help Wanted—Female

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PORTERS
DAY OR NIGHT
FULL OR PART TIME
STOCK MEN
FULL OR PART TIME
HEARN'S
AT FIFTH AVE. and 14th ST.
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Tool and Die Makers
15 or more first-class men.
Also second and third-class needed.
PERMANENT JOBS—TOP RATES
OVERTIME
Modern Plant—Convenient location
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EST. 1910
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PORTERS
PART TIME
Hours 6-9 P.M.
High Rate
Apply Mr. Carnese
HUYLER'S
30-30 NORTHERN BLVD.
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1 Block from IRT, BMT & IND Sub.

Airplane Mechanics
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ing conditions, advancement, oppor-
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UTILITY
MEN
\$39 To Start

\$41.75 After 3 Mos.

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MR. HARTMANN
90 Third Ave., Bklyn, N.Y.

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FARM PRODUCTS DIVISION

MEN
WITH CARS
FULL OR PART TIME
ALSO NEED SOME
FULL-TIME SALESMEN
Who Can Earn \$150 to \$200
Per Week
We want men from all sections—
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Lions Head Lake, Inc.
570 Seventh Ave., cor. 41 St.
Room 502

Colonial Airlines
has immediate openings
for
AIRPLANE CLEANERS
STOCK CLERKS
JANITORS
No Experience Needed
(18-45 Years)
Good Pay—Physically Fit
Rotating Shifts
LA GUARDIA FIELD
See Mr. Anthony
Room 3164
630 Fifth Ave., N.Y.
(50th St.)

MEN—PART TIME
If your day off is Wednesday,
Thursday or Friday, then you can
work as a furniture delivery
helper.
UNITED PARCEL SERVICE
331 E. 38th St. N. Y. C.

MEN
21-55 for
TRAIN SERVICE
75.875 Cents an Hour Start
No experience necessary
Apply by letter only

Hudson & Manhattan
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RELEASE REQUIRED

HIGH SCHOOL
GRADUATES
YOUNG MEN
16 & 17 YEARS OF AGE
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Positions of Responsibility
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MONDAY THRU SATURDAY,
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57 BETHUNE ST., N. Y. C.
7th or 8th Av. Subway to 14th St.
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& S. 1 block to Bethune St.

STOCKMEN
Part time
Evenings
5-9 P.M. or 6-10 P.M.
5 day week
Apply 166 W. 35th St.

MACY'S
FOREMAN
SPRAY DEPT.
Knowledge of lacquer
and baked finish.
Post-war Opportunity
United Transformer Corp.
150 VARICK ST., N.Y.C.
Near 7th or 8th Ave. subways.

KEEP 'EM ROLLING
Essential Industry
Urgent Need to Move
Service Men and Women
LIMITED EXPERIENCE REQUIRED
ELECTRICIANS **UPHOLSTERERS**
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NO EXPERIENCE REQUIRED
MEN
PULLMAN PORTERS
STROEROOM LABORERS
Male and Female
LAUNDRY WORKERS **CAR CLEANERS**
WMC rules must be observed
APPLY
THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2612, Grand Central Terminal, New York City
24-12 Bridge Plaza South, Long Island City
Or Railroad Retirement Board, 110 W. 42nd St. (Room 204), N. Y. C.

Crane Operators
And Storehouse Men
For Ice Plant
Steady work winter and
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RIDGEWOOD, BKLYN, N. Y.

Delivery Route Men
GOOD WAGES
Year Round Employment
Good Post-War Jobs
Knickerbocker Ice Co.
226 E. 55th ST., NEW YORK
Ask for Mr. Cobb

STOCKMEN
FOR
LONG ISLAND CITY
WAREHOUSE
Excellent Staff Openings
40 Hours—5-Day Week
BLOOMINGDALE'S
Apply Employment Office
60th ST. - LEXINGTON AVE.

Trans Continental
Western Air, Inc.
Needs the Following:
Freight Service Helpers
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Stock Clerks
Veterans see Mr. Conrad
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Apply TWA, Hager 4
LaGuardia Field

RADIO TEST ENGINEERS
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CONTOUR SURFACE
GRINDERS
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LABORERS
Must Have First Class Experience
In All Above Positions
Able to Do Own Set-Ups
DAY & NIGHT WORK
10% BONDS FOR NIGHTS
57 1/2-HOUR WEEK
New WLB Rates
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460 West 34th St., New York

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Experienced or
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AS
MACHINE SHOP
HELPERS
GOOD PAY!
PERMANENT! POST-WAR!
Radio Receptor Co.
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Hand Screw Machine
Operators
Turret Lathe
Operators
Steady Employment
Post war Opportunity
Good rate of Pay
55 hour week, day or night
Nathan Mfg. Co.
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PLATFORM MEN
PACKAGE & FURNITURE
Nights—Full Time
United Parcel Service
331 E. 38th ST., NEW YORK

SECRETARY
understanding engineering
and legal terms.
Salary—\$45 for 39 hours
TYPISTS
\$35 for 39 hours
Pleasant surroundings.
Permanent.
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416 E. 106th St. N.Y.C.

Soda Fountain Work
PART TIME
6-12 P.M. and Weekends
GIRLS MUST BE OVER 21 YRS. OLD
LIGGETT'S
71 West 23d St.,
Corner 6th Avenue

Factory Trainees
Male 18 to 55
Female 18 to 50
Good rate of pay.
Post-war Jobs.
Prepare now for the future
Apply
National Can Corp.
22-08 GRAND AVENUE
MASPETH, L. I.

Help Wanted—Female
ELEVATOR OPERS.
9 TO 6
40 HOURS WEEKLY
Apply Employment Office
3rd Floor
THE NAMM STORE
FULTON at HOYT STREETS
BROOKLYN

KEYPUNCH-
COMPTOMETER
OPERATORS
Temporary
Box 251, Civil Service Leader
97 Duane St., N.Y.

SECRETARY
STENOGRAPHERS
TYPISTS
Good Working Conditions
Permanent
Regular Hours 9 to 5:30
Cosmetic Company
RUBICON 401 WEST 26th ST.

Payroll-Clerk-
Comptometer Oper.
Good job—Post war oppor-
tunity. \$39 for 39 hour week.
Nathan Mfg. Co.
416 E. 106th ST., NEW YORK

GIRLS & WOMEN
No Experience
FULL OR PART TIME
WAITRESSES
Full-Part-time, Lunch hours
BAKERS
COUNTER GIRLS
Pantry Workers
SALAD MAKERS
Sandwich Makers
STEAM TABLE
DISHWASHERS
HOSTESSES
COOKS
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Food Checkers
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CANDY PACKERS
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MEALS AND UNIFORMS
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BONUSES—PAID VACATIONS
PERMANENT POSITIONS
OPPORTUNITIES FOR
ADVANCEMENT
SCHRAFFT'S
APPLY ALL DAY
56 West 23rd St., N. Y.
Or Appl. 5 to 8 P. M.
1381 Bway, nr. 38 St.

STORE DETECTIVES
WAITRESSES
COUNTER GIRLS
BUS GIRLS
DISHWASHERS
RESTAURANT Wkrs.
WOMEN CLEANERS
HEARN'S
AT FIFTH AVE. and 14th ST.
NEW YORK CITY

YOUNG WOMEN
June, 1945
High School Graduates
Commercial or Academic Courses
Beginner Positions
Interviews Mon. thru Sat.,
9 A.M. to 5 P.M.
Bell Telephone
Laboratories, Inc.
744 WASHINGTON ST., N.Y.C.
7th or 8th Ave. Sub. to 14 St.
Walk south to 12th St., west
to Washington St.

NOTE TO
JOB APPLICANTS
The regulations of the War
Manpower Commission per-
mit you to apply for any
job listed in this newspaper,
directly to the employer or
through an Employment
Agency. Either may inter-
view you and arrange clear-
ance with the War Man-
power Commission. When
applying for positions, men-
tion this advertisement
For Job Advertisement Information
STATE OF NEW YORK, DEPARTMENT
OF STATE, ss.: I do hereby certify that a
certificate of dissolution of
NON-CORE CORPORATION OF
NEW YORK
has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 19th day of June, 1945.
Thomas J. Curran, Secretary of State, By
Frank S. Sharp, Deputy Secretary of State.
STATE OF NEW YORK, DEPARTMENT
OF STATE, ss.: I do hereby certify that a
certificate of dissolution of
SOLESTO INC
has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 21st day of June, 1945.
Thomas J. Curran, Secretary of State, By
Frank S. Sharp, Deputy Secretary of State.

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

LEGAL NOTICE
At a Special Term, Part II, of the City
Court of the City of New York, held
in and for the County of New York, at
the City Courthouse, 53 Chambers Street,
in the Borough of Manhattan, City and
State of New York, on the 25th day of
June, 1945.
Order granting leave to change name,
pursuant to Article 6 of the Civil Rights
Law.
Present: Hon. FRANCIS E. RIVERS,
Justice.
In the Matter of the Application of
RAE LEVIN, as natural guardian of
MORRIS GEORGE LEVIN, Infant, for an
Order Granting Leave to the Infant to
Assume the Name of GEORGE MORRIS
LEVIN.
Upon the annexed petition of RAE
LEVIN and the affidavit of MORRIS
GEORGE LEVIN, both verified the 15th
day of June, 1945, and a certified copy
of the birth certificate of MORRIS
GEORGE LEVIN bearing registered num-
ber 7006 from all of which it appears
that MORRIS GEORGE LEVIN was born
on the 22nd day of February, 1927, in
the City and State of New York, and it
appearing that there is no objection
thereto and that the interests of the
infant will be substantially promoted by
the change, it is hereby
ORDERED, that said MORRIS GEORGE
LEVIN be and he hereby is authorized
to assume the name of GEORGE MORRIS
LEVIN in place and in stead of his
present name, on the 15th day of August,
1945, upon his complying with the pro-
visions of Article 6 of the Civil Rights
Law and the provisions of this order,
namely that the petitioner cause this
order to be entered and the papers upon
which it was granted to be filed in the
office of the Clerk of the City Court of
the City of New York, County of New
York, within ten days from the date
hereof and that within ten days from
the date of entry of said order the peti-
tioner cause a copy thereof to be pub-
lished in the Civil Service Leader, a news-
paper published in the County of New
York, and within twenty days after the
publication thereof cause a copy of the
petition, supporting papers and a certified
copy of the order, with notice of entry
thereof, to be served upon the Enlisted
Reserve Corps., 50 Broadway, New York
City, and after ten days file affidavit of
service with the Clerk of this Court and
within forty days after the making of
this order proof of said publication by
affidavit be filed with the Clerk of the
City Court of the City of New York,
New York County, and after such re-
quirements are complied with, the said
petitioner shall, on and after the 15th
day of August, 1945, be known by the
name of GEORGE MORRIS LEVIN which
he is hereby authorized to assume, and
by no other.
Enter.
F. E. R., J.C.C.

CITATION—The People of the State of
New York New York, by the Grace of
God, Free and Independent, to Attorney
General G. Ward, Ellen M. Watson, Anne May
Wilson, Jessie Masson, Sophia Masson,
Christina Masson, Mabel Masson, Jennie
M. Halls, Sheldon Ward, Lottie Butler,
Herbert R. Ward, Carson Frost, Adair,
Jennie Hall, Florence E. Cady, Frederick
Charles McGregor, John J. Dwyer, Brooks
Yance, David Geiringler, Walter F. Walton,
Louis P. Galenson & Co., and "Mary"
Ward, the name "May" being fictitious,
the alleged widow of WILLIAM D. WARD,
deceased, if living, or if dead, to the ex-
ecutors, administrators and next of kin
of said "Mary" Ward, deceased, whose
names and Post Office addresses are un-
known and cannot after diligent inquiry
be ascertained by the petitioner herein;
and the next of kin of WILLIAM D.
WARD, deceased, whose names and Post
Office addresses are unknown and can-
not after diligent inquiry be ascertained
by the petitioner herein; being the per-
sons interested as creditors, next of kin
or otherwise in the estate of WILLIAM
D. WARD, deceased, who at the time of
his death was a resident of No. 35 Fifth
Avenue, New York City, send greeting:
Upon the petition of The Public Ad-
ministrator of the County of New York,
having his office at Hall of Records,
Room 305, Borough of Manhattan, City
and County of New York, as administra-
tor a.e.a. of the goods, chattels and credits
of said deceased;
You and each of you are hereby cited
to show cause before the Surrogate's

Court of New York County, held at the
Hall of Records, in the County of New
York, on the 17th day of July, 1945, at
half-past ten o'clock in the forenoon of
that day, why the account of proceedings
of The Public Administrator of the County
of New York, as administrator a.e.a. of
the goods, chattels and credits of said
deceased, should be judicially settled.
IN TESTIMONY WHEREOF, We have
caused the seal of the Surrogate's Court
of the said County of New York to be
hereunto affixed.
WITNESSES, Honorable James A.
Foley, a Surrogate of our
said County, at the County of
New York, the 7th day of
June, in the year of our Lord
one thousand nine hundred
and forty-five.
GEORGE LOESCH,
Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT
OF STATE, ss.: I do hereby certify that a
certificate of dissolution of
PEGGY LOU PROCKS, INC.
has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 15th day of June, 1945.
Thomas J. Curran, Secretary of State, By
Frank S. Sharp, Deputy Secretary of State.

Truman Cuts 826,000 To a 44-Hour Week

(Continued from Page 1)
surplus property sections of Reconstruction Finance Corporation. Budget Director Harold D. Smith favors placing all Federal office workers on the shorter week.

Order Now In Effect
The 44-hour week order is effective immediately, which means Saturday afternoon off henceforth for all affected Federal workers. Government staffs went on the full six-day week in December, 1942. A reduction to 40 hours is definitely not expected until after Japan is defeated.

The employees going on a 44-hour week lose four hours of overtime pay, or half the overtime pay, and a 11.5 per cent re-

duction in take-home pay, compared with what they would have received under the pay raise and true time and a half. Actually, most covered employees get more for 44 hours than they got for the 48 hour week before the Jackson-Downey Act was enacted.

The move for shorter hours was started by Representative Henry Jackson of Washington Senate, Pay Act co-author. He was backed by Chairman Ramspeck of the House Civil Service Committee, Representative E. Rees of Kansas and Senator Byrd of Virginia.

[See full analysis of the Federal Employees Pay Act on page 10.—Ed.]

Police and Fire Pay Raised in U. S. Law

WASHINGTON, July 10.—President Truman has signed the bill giving District firemen and policemen pay raises aggregating 24 per cent over previous basic rates and replacing the expired \$300 wartime bonus.

Retroactive to July 1, 1945, the measure follows the formula for Federal and District classified employees, adding 20 per cent on the first \$1,200 of any salary, 10 per cent on the next \$3,400, and 5 per cent on amounts above \$4,6600. It also grants an 8 per cent night work and overtime differential.

Don't Repeat This

(Continued from Page 1)
stein to get the Tammany nomination for Mayor this year and when that failed, the acceptance of the Republican nomination. But the Mayor's party, the ALP, in endorsing Gen. O'Dwyer had not yet—at the weekend—induced the Mayor to indorse the General.

Politicians remember that the ALP indorsed Torrens in Manhattan for Representative in Congress, and that the Mayor deplored this ALP backing of Tammany candidates. But he did the deploring just after Torrens was elected. Not a week before.

Gen. O'Dwyer makes an impressive appearance and is a splendid speaker. He sounds something like President Roosevelt did without the Groton and the Harvard speech characteristics.

Exempt employees in NYC, where they hold 450 jobs in the Mayor's departments, the five Borough Presidents' offices and in various other agencies, are generally backing Goldstein, as they are Fusion appointees. Some Republicans, like Ray Schaffer, plugged for LaGuardia, but when that didn't click, "went Goldstein." The reason for backing Goldstein is rather obvious. Good government, to be sure, but also the adequate manning of the exempt posts. However, the Bronx, Brooklyn and Queens Presidents are Democrats, all up for re-election, and over there with the exempts it's Lyons and O'Dwyer, Cashmore and O'Dwyer and Burke and O'Dwyer. However, all the Borough Presidents put together have fewer than 10 per cent of the exempt jobs. The court exempts are nearly all Democrats.

In Manhattan there are ten such posts in the President's office. Edgar J. Nathan, Jr., is up for re-election. He's a Republican.

In Richmond (Staten Island to you) Joseph A. Palma (Rep.) isn't seeking re-election. The Democrats will get small help from the exempts there.

Few remember that in the last city election, in 1941, Joe McGoldrick ran better than LaGuardia.

The Mayor got 1,186,301 votes, O'Dwyer 1,054,175, hence LaGuardia won by 132,126.

Little Joe got 1,150,617 and Lloyd Church 1,001,119 in the Comptrollership race, hence Joe came in winner by 149,508, doing 17,302 better in plurality than the Little Flower, though with 30 per cent fewer votes, which made Joe's showing all the better. Now he's up for re-election, hoping to improve on that showing, maybe outrunning Goldstein. Yes, politics is that way.

No question about the possibility of a close contest, if Gold-

Aviation Career Jobs Offered

(Continued from Page 1)
typists and scores of other jobs are waiting to be filled in the Brooklyn Navy Yard. Apply to the United States Employment Service, Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn, or any other USES industrial office. Office jobs are handled at 10 East 40th Street, Manhattan. Milk distributors (loaders), husky men over 18, are needed for utility work in Manhattan and The Bronx. The pay is \$44.50 per week for a six-day, 48-hour week, with time and a half over 48 hours. Work starts at 5:30 p.m. or 7:30 p.m., and considerable overtime can be earned. No experience is required.

Laborers are needed for work in a Manhattan slaughter house. The hourly wage is 72½ cents and the work-week is six days, 58 hours. Starting time is 7:00 a.m. Employees have the privilege of buying meat at wholesale prices. Apply at the Manhattan Industrial Office, 87 Madison Ave., Manhattan.

Process laborers are needed in a chemical plant in Newark, N. J. No experience is required. Rates of pay range from 70 to 87 cents. There are three shifts, alternating weekly. Time and a half is paid for all work over 48 hours in a six-day, 48-hour week. Only draft-deferred citizens over 18 will be considered. Apply at 87 Madison Avenue, Manhattan.

[To learn more about the jobs described above or for any other employment information call CHICKERING 4-8800. All offices of the United States Employment Service are open six days a week, including Saturday, from 8:30 a.m. to 5:30 p.m.—Ed.]

Hagerty Named To Director Job

(Continued from Page 1)
vil Service Commission he served with the City's Board of Water Supply as a civil engineer.

This will not be the first time he has worked for the State. From 1936 to 1938, he served as assistant valuation engineer with the Public Service Commission.

He brings to his new post a wide experience both in technical and personnel fields. In addition to his engineering education he has made an intensive study of public and personnel administration. He taught engineering at Cooper Union. In his school days he was a star basketball player.

His headquarters will be in Albany, but he will do a lot of traveling. His wife and his peppy young son, Patrick, will remain temporarily in Manhattan.

Merit Man

(Continued from Page 6)
Now he says: "New Yorkers are provincial. All they know is the subway that takes them to work, and a few landmarks in town. They don't appreciate the quality of spaciousness."

As though his many activities were not enough, Ramer also represents the employees of his department on the executive board of the Association of State Civil Service Employees.

stein puts up a strong fight, as his history indicates. But taking the 1944 Presidential figures or the Mayoralty ones of 1941, the Democrats got 60 per cent, the Republicans 40 per cent of their combined city vote. ALP for O'Dwyer is expected to be cancelled out this year by Liberal Party votes for Goldstein. "Extra parties" may give Goldstein 80,000 votes, which, on the 1941 basis, adjusted to the ALP split into two parties, and including two "extra parties" for Goldstein, would still leave O'Dwyer 300,000 ahead.

Republican State Propaganda

Jim Hagerty, secretary to Governor Dewey writes song lyrics; Charles Breitell, the governor's counsel, can play the violin, but doesn't dare any more; Nathaniel Goldstein fiddles, too, but now only with the law (he's Attorney-General) and all told it's a musical political family, with Tom Dewey the vocalist. He met the woman he married, when they were fellow voice-culture students, but that's the most Tom's singing ever got for him. It was plenty, though.

Do You Remember?

Months ago, The LEADER published the facts that Chairman Rollin Browne of the State Tax Commission would resign, and that NYC Investigation Commissioner would become Chief City Magistrate. They did.

Only U. S. Workers Outnumber NYC's

Next to the Federal Government, New York City has the largest civil service staff of any governmental body. As in the State, practically all positions are filled through civil service, and promotion is through competitive examination. While fewer open-competitive examinations are offered now than in normal times, there is the opportunity to take a temporary (provisional) appointment and gain experience which will be valuable in preparation for the examination.

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Amusement

By J. RICHARD BURSTIN



EDDIE CANTOR

FOOTLIGHTS: . . . George Coulouris, popular stage and screen actor currently before the Warner Bros. cameras in "Confidential Agent," has been signed to a long term contract by Jack L. Warner.

Eddie Cantor is back in Hollywood to commence work on his new RKO Radio film. He will be the producer and co-star. It's "Show Business Out West."

Dusty Anderson, cover girl, has been assigned her first lead with Warner Baxter in "The Paper Doll Murders."

Decorations were won for aerial

flight by Captain Jeffrey Lynn, former Warner Bros. star.

The new screen production based on the life and music of Cole Porter will star Cary Grant, Jane Wyman and Monty Woolley.

Dennis Morgan is due to co-star with vivacious Barbara Stanwyck in the forthcoming film, "Christmas in Connecticut."

Lawrence Tierney will have an important role in the murder thriller, "Step by Step."

Ida Lupino's next film for Warner Bros. will be "Devotion," with Paul Henreid, Olivia de Havilland and Sydney Greenstreet.

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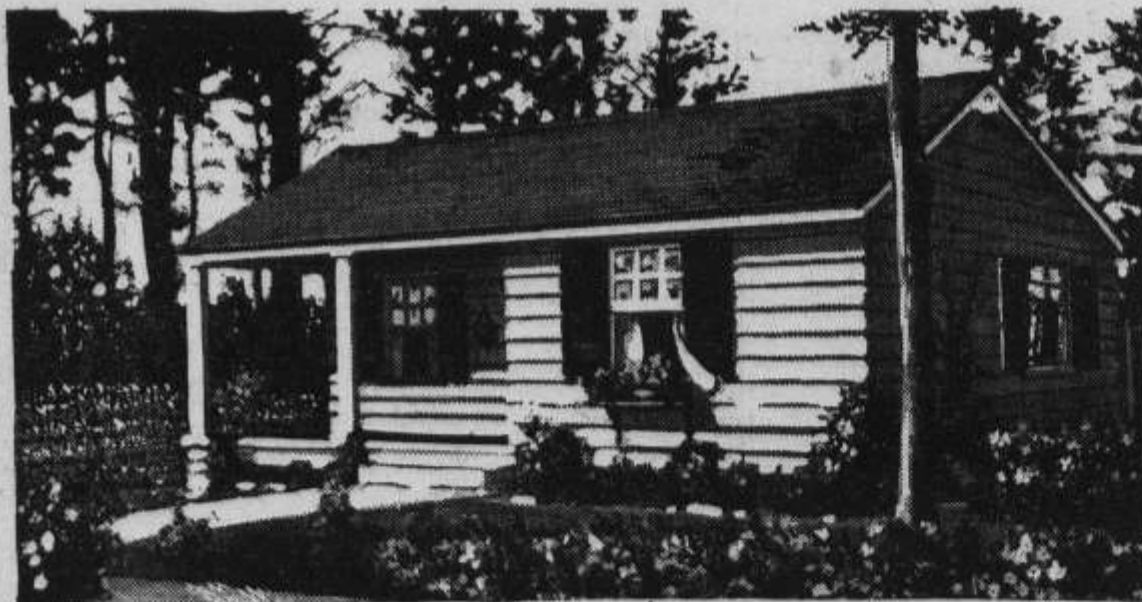
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