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# Civil Service **LEADER**

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**Exclusive**

**ANY U.S.  
EMPLOYEE  
CAN BE  
FIRED  
ANY TIME**

*See Page 2*

General Bradley explains  
**ARMY CLERICAL  
JOBS NOW OPEN**

*See Page 7*

**Men, Women — War Jobs Open**

*See Page 7*

**TRAINING FOR DESK POSITIONS**

*See Page 7*

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COP,  
FIREMAN  
SHOULD  
KNOW**

*Study Material  
for Candidates*

**MEN UP TO 50  
APPLY NOW**

*See Page 4*

**N. Y. State Employee  
Dismissals Begin**

*See Page 16*

## U. S. Chauffeurs Charge Bias, Inefficiency

Charging racial discrimination and the existence of a clique which has managed to obtain all the "plums," a group of eleven chauffeurs of the United States Engineers office at 120 Wall Street last week wrote to Representative Robert Ramspeck asking a probe of their department in order to assure equal opportunities for all the employees.

Unfair distribution of overtime work and of overnight trips which pay \$5 a day for expenses, unpaid working time and lower salaries than other men in the same class receive, are among the complaints of the drivers. Their letter to Representative Ramspeck:

"We, the undersigned, chauffeurs of the War Department, United States Engineer Office, 120 Wall Street, New York, N. Y., feel that the conditions under which we are working warrant investigation by your committee.

"We believe that the following grievances are worthy of investigation:

### Start Work Early

"1. Our working day starts at 8 a.m. when we come to the garage, clean our cars, check tires, etc. However, officially we are not considered at work until 8:30 when we report to the office at 120 Wall Street.

"Then, at the end of the day, we are considered finished when we check out of the office at 5:15, but it takes us at least another fifteen minutes to get to the garage, and put the cars away. The extra 45 minutes pay each day would amount to about \$6 weekly, and to a man receiving only \$1,320 a year, that makes considerable difference.

"We understand that drivers for the War Department at 270 Broadway, New York City, receive pay from 8 a. m. until 6 p. m. daily for the same type of work as we are doing; in addition they receive free uniforms which results in a saving in the expense for clothes.

"2. Our source of extra income on the job is overtime pay, and the per diem allowance of \$5 per day which we receive on overnight trips. This work, in fairness, should be distributed among all the men. Here, a group



United States Civil Service Commissioner Arthur S. Flemming admits that job-security doesn't exist for Federal employees. Any employee may be fired at any time—and there's little he can do about it.

of favorites receive practically all of this work. Examination of the payroll records will show that seven men are receiving the extra work, that the rest of us rarely make more than a few dollars extra each pay period, while the selected few get as much as 20 hours overtime pay. And we feel that the most unfair part of all is that the division is on racial grounds.

"Despite the fact that cars must be reserved at least one day in advance for trips of any length, our complaints have been answered by the statement that the work is given out as it comes up, and that those of us who do not get the extra work are just unlucky.

"3. We feel that our branch is not being operated efficiently. There are forty men doing work which could be done by twenty-five. There are usually ten or a dozen cars lying in the garage, with the men hanging around doing nothing.

"As your Committee is attempting to assure every Federal employee a fair opportunity, we are appealing to you for assistance. Most of us are married men with families, some war veterans, all civil service employees, and under present conditions we find it difficult to earn a living wage."

# 'Any Agency Can Fire Any Employee at Any Time'—Flemming

By CHARLES SULLIVAN

Federal Employees: See important announcement on page 16.

WASHINGTON — What looked like the beginning of a drive to force the Federal Government to clean house and discharge incompetent Civil Service workers started in Congress last week. Or — it may be a wedge leading to a wide-open attack on security in jobs.

It started in the House Civil Service Committee, which currently is conducting an investigation of Government personnel practices.

And there is good reason to believe that it is apt to become one of the most significant Government developments of the next few months.

### Flemming Testifies

The Committee heard Civil Service Commissioner Arthur S. Flemming testify that Government workers can be discharged at any time—with or without cause. And individual members expressed deep concern that the agencies have not acted with more vigor to weed out incompetents.

Mr. Flemming literally blasted to smithereens the widely-held belief that it is "impossible" to fire a Government employee. Specifically, he said:

### Can Fire Anybody

- 1—Any agency can fire any employee at any time.
- 2—Although an old rule requires written notice of the specific causes for dismissal, courts have held that a discharge is perfectly valid even without such notice.
- 3—When an employee thinks he has been unjustly fired, he has the privilege of appeal to the Civil Service Commission. The Commission, however, cannot reinstate the employee in his old job. The best it can do is to certify the employee for a job in another agency if the evidence indicates he is qualified.
- 4—Agencies definitely are not required to conduct hearings, before they discharge an employee.

5—Civil Service Commission itself has no authority for firing incompetents once they are appointed. Entire responsibility rests with the agency.

### Public Opinion Only Protection

Flemming told the committee that the agencies have "complete" authority to hire and fire. "When the head of an agency wants to fire an employee—that's final," he declared.

And Representative Robert Ramspeck, committee chairman, made the point that "the only protection the civil service employee ever has had is public opinion."

Flemming said that if the agencies fully followed the rules, as laid down by civil service, they would take three steps before discharging an employee.

First, they would give the employer a written statement of the reasons for his discharge.

Second, they would give him an opportunity to reply in writing.

Third, they would not make a final decision until they had made a careful study of the reply.

However, he emphasized that court decisions have held the agencies can ignore these rules if they wish. And even if they do ignore them, the firing stands.

### Committee Can't Fire

Also, Flemming said civil serv-

ice itself has no authority to fire an employee once hired by an agency, except in the cases of non-citizens, persons engaging in political activity contrary to the Hatch act, or persons advocating the overthrow of the Government.

"From the moment the employee goes on the payroll, jurisdiction is entirely that of the appointing officer," he said. "We have made a mistake, caused an incompetent employee to be certified for a Government job, and if that incompetent employee still remains on the payroll there's just one reason for it: the agency is reluctant to perform distasteful but necessary tasks and fire the employee."

### What the Rules Mean

Therefore, on the basis of Flemming's testimony and statements by Representative Ramspeck here is what the rules mean to you:

1. Even though you have a service status, you can be fired at any time at the will of your agency.

2. You can be fired without cause—it doesn't matter.

3. If your agency wants to do the "right thing" it will give you a written statement of the reasons for your discharge, and give you an opportunity to reply. (Continued on Page Fourteen)

## Congressional OK for Postal Bonus Now Seen As Certain

### Talk of Veto By President Is Discounted

WASHINGTON—Final Congressional approval of a flat \$300 per year bonus for postal workers appears likely to come this week.

Moreover, on the basis of the impressive strength mustered behind the bill when it passed the House last week, it looks very much as if not even a Presidential veto can now stop the measure.

The House passed a modified version of the original bill by a whopping vote of 381 to 4. Senate shows every indication pointing to passage by a margin.

### Two Versions

Both the House and Senate versions of the bill are on the late calendar. However, when time comes, sponsors hope the Senate to substitute the House version. This differs from Senate bill in that it provides a flat 15 per cent raise, instead of the \$300, for certain classes of workers.

Specifically, the 15 per cent would go to postal substitute part-time workers, hourly workers, per diem workers, fee workers, postmasters in 4th class offices, clerks in 3rd class offices and special delivery messengers. Presidential Advisor William McReynolds recently said he would recommend a veto for the measure if it passes. However, some sponsors of the legislation say they have reason to hope President will decide not to veto it.

# Senate Committee OK's \$300 Minimum Pay Increase for All Federal Employees

WASHINGTON — A Modified Government pay bill, which guarantees Federal workers a minimum increase of at least \$300 over their basic pay, has been tentatively approved by Senate Civil Service Committee.

The new bill, which probably will be formally reported out by the Committee some time this week, provides:

- 1—Overtime pay on the present basis—in other words, time-and-one-quarter for work in excess of 40 hours per week—instead of the time-and-one-half proposed in the original draft of the bill.
- 2—A flat \$300-per-year raise for workers whose overtime pay would not equal that sum.
- 3—A flat \$300 increase for employees who can't work overtime. At present, this group gets a 10 percent bonus.
- 4—A flat \$300 increase for Legislative Branch employees, including those in the Botanical Gardens and Library of Congress. At present, they get only 10 percent.
- 5—Continuation of the present clause which restricts overtime to the first \$2,900 of the employee's salary.
- 6—Elimination of the present clause which says overtime and base salary together cannot exceed \$5,000.

### Protects Negroes

In addition, the committee inserted a clause denying benefits of the bill to members of unions

or other organizations which restrict membership on the basis of race, color or creed. This amendment was inserted at the request of Negro groups.

Also, and very important, the committee knocked out a proposed amendment to pay overtime only on the basis of "time actually worked." This proposal, sponsored by War and Navy departments, would, in effect, have partly nullified the leave privileges of per annum employees. It would have made it impossible for them to take annual or sick leave on Saturdays, without losing their entire overtime pay for this week.

Now here is exactly what the proposed new bill will mean to you, if it passes:

—If your base pay is less than \$1,389 per year, your overtime pay, which now is probably less than \$300, will be raised to exactly that amount.

—If your base pay is between \$1,389 and approximately \$4,375, probabilities are that your salary checks will remain unchanged.

—If your base pay is between \$4,375 and \$5,000, you will get \$628.32 in overtime pay—instead of just enough to raise you to \$5,000 at present.

—If your base pay is above \$5,000, you will likewise get \$628.32

in overtime pay—instead of nothing, as at present.

—And, finally, if you are now getting 10 percent bonus, instead of overtime, you will lose the percentage bonus, and get a flat \$300 instead.

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### Law Suit Threatens 1,100 Employees

The security of over 1,100 employees in the New York City Police and Fire Departments who have received promotional transfers from one department to another is at stake in a case now pending before the Court of Appeals. The case was brought by Claude Buttelman and Robert P. Buttelman and Charles L. Ayasse against the Board of Education and the Civil Service Commission, the lower court ruled that the practice of making inter-departmental promotional transfers from a city-wide list was illegal.

A number of employees, now on promotional lists, are hoping for transfers to other departments where chances of advancement are better, but if this decision is upheld it will prevent such procedure.

### Hospital Dept. Maintainers Win Increase In Pay

A welcome payment of \$52,000 being made this week to Maintainers in the Department of Hospitals, who had filed complaints with the Comptroller's Office that they had been receiving less than the standard wage for their type of work.

On June 26, 1942, the Comptroller ruled that men who were receiving about 40 cents an hour were entitled to receive 55 cents. This special payroll makes up for a period of underpayment from July 1, 1942, to December 31, 1942. Other payments for the period from October 9, 1940, until July 1, 1942, are expected shortly.

### Catholic Guild, Parks Dept.

On Sunday, March 28, the Catholic Guild of Parks Employees will hold its Sixth Annual Corporate Holy Communion and breakfast. The members and their friends will attend the 9 o'clock Mass at Holy Cross Church, from whence they will march to the Hotel Commodore.

Commissioner Robert Moses, Edward Reid, K.S.G., editor of the Catholic News; Brother Phonsus, Professor of Philosophy at Manhattan College, and Rev. Edward Lodge Curran, Chaplain of the Guild, will address the gathering.

Archbishop Spellman will be represented by Monsignor Aloysius C. Green, pastor of the Church of the Holy Innocents. Harold Beal will act as toastmaster. An interesting musical program has been arranged.



We thought men who are applying for the Police and Fire examination in New York City might like to have a look at a shot of firemen at work. That's one subject that always makes interesting photography. O.K., here you have 'em, in one of the later phases of conquering a fire.

## Facts for Men Who Want To Join Police or Fire Dept.

Men who want to be Cops or Firemen for the duration of the war at a salary of \$2,000—here's how to go about getting your job from the City.

The first step is to obtain the application blank at the office of the Municipal Civil Service Commission, 96 Duane Street. You have until midnight, March 31st, to file your application, but it is wise to apply immediately. If your application is not accepted for any reason, your \$1 will be refunded. Read the announcement of the examination on page 10 carefully to make sure you meet the requirements.

The application, which has to be sworn to before a notary public, asks your name, address, place of birth, and length of residence in New York State. Also your draft classification, your citizenship, and whether you are in good health.

#### They'll Let You Know

You will receive a postcard from the Civil Service Commission letting you know when the written examination is being held.

After the written examination, you will be called in for a medical examination, and then for the physical tests.

During the progress of the examination, you'll receive a question sheet from the Bureau of Investigation which must be completely filled out, sworn to, and mailed back. All the replies that you make on this sheet will be carefully investigated by the Commission and any false or incomplete answers may prevent you from getting the job. Examinations of character are particularly stringent for applicants to the Police and Fire departments.

#### What They Must Know

Here are some of the things that the Civil Service Commission will want to know about you:

If foreign-born, when you arrived in the United States, on what ship, the foreign port from which you sailed, and where you landed in the United States.

How you obtained citizenship (whether on your parents' papers, or were naturalized), in what court the naturalization certificate was issued, and the number of the certificate.

Your whole school career must be listed, with the schools attended, and the dates at each.

Whether or not you're married, living with your wife, and date of your marriage.

Your Social Security number.

Whether you were ever discharged from any job.

List of any previous applications for jobs with the New York City Civil Service Commission.

A complete list of every job you ever held, with the name of the employer, and the dates.

A record of military service. Whether you were ever arrested, indicted, or summoned to court. The Commission wants you to tell of the most trivial offenses, even traffic violations. However, you needn't fear that these offenses will necessarily disqualify you.

Whether you have ever taken part in any activity advocating the overthrow of the United States Government by violence.

#### Two Lists to Be Made

After the examinations and the investigations are completed, two lists will be drawn up of those who have passed the tests. Those meeting the requirements of the Police Department will be placed on one list, another will be drawn up for the Fire Department. Men meeting the physical demands of both, will appear on the two lists.

As the test is non-competitive, the departments are allowed to make their choice of men from the list without regard to the grades made. The Police Department, for example, may try to first get the men who have had experience driving automobiles, or with any other desired experience or training.

Candidates taking the examination will not be allowed to express their choice for one department or the other, but a man on both lists may turn down his first offer of appointment and gamble that the department he wants to get into will call him.

Here are the physical requirements you must meet:

1. Minimum Height (bare feet): Police Dept., 5 feet, 7 inches; Fire Dept., 5 feet, 6 inches.
2. Heart: Candidates must show good cardiac responses.
3. Lungs: Chronic pulmonary tuberculosis, asthma, or other disabling defects present or as a matter of history must reject.
4. Vision Requirements: Police Department—30/30 each eye separately, eyeglasses—allowed. Fire Department—20/40 each eye separately—no eyeglasses allowed.
5. Color Vision: Deficiency, especially with respect to recognition of red and green, must reject.
6. Teeth: Good oral hygiene required. No broken or decayed teeth.
7. Venereal Disease: Must reject.
8. Paralysis: Must reject.
9. The slightest deafness in either ear—must reject. 10. Hernia (Rupture)—must reject. Truss not acceptable.
11. Extensive varicose veins.
12. Extensive varicocele.
13. Large hydrocele.
14. Hemorrhoids.
15. Nervous disorder.
16. The mere history of epilepsy.
17. The mere history of confinement for mental illness in an institution for the insane.
18. Facial disfigurement.
19. Scollis or other deformer of the spine.
20. Stuttering or stammering speech.
21. Gout.
22. Albuminuria.
23. Skin disease.
24. Deformities of the leg, foot, toe, arm, finger, or head.

### Civil Service Bills Languish In Council

A number of bills which affect the employees of New York City are now languishing in the Committee on Civil Employees of the City Council.

Council members who are on this committee are: Chairman, William M. McCarthy; John P. Nugent, Frederick Schick, Edward Vogel, James A. Philips, John M. Christensen, and Stanley M. Isaacs.

Here's a list of pending matters:

1. A bill to allow the City to hire retired police and firemen as paid air-raid wardens.
2. A bill to allow veterans to retire at the age of 50 on half pay.
3. A bill to regulate the payment of doctors and dentists in the Health Department, provided that those hired before July 1, 1940 on a per annum basis shall continue to be paid on that basis.
4. A bill to set the salaries of internes at \$1,000 annually, and resident physicians at \$1,200.
5. A bill to grant military leave to employees, and leaves to enter defense work, with protection of salary and grade of position held at the time.

#### Would Abolish Exam Fees

6. A bill to abolish fees required in order to take City civil service exams.

7. A bill to require any employee entering the competitive civil service to be paid not less than the minimum for his grade.

8. A bill to set the salaries of sanitation men as follows: Class B, not less than \$1,920 per year; Class C, \$2,040.

9. A bill to extend the eligible list for patrolman, P.D., until October, 1946.

10. A bill to allow the appointment of internes, resident physicians, and nurses who have declared their intention of becoming citizens.

11. A bill to establish an extra increment for all City employees ranging from 5 per cent to 15 per cent, the lower-salaried employees getting the highest percentage of increase.

12. A bill to set a minimum salary of \$1,200 for all City employees.

### How Manpower Situation Hits A Department

An analysis of the manpower situation in the Department of Sanitation office clearly outlines the problems faced by a City department in operating under wartime conditions and suggests a solution.

According to the report prepared by an official of the department, this summer the department will be under-staffed by about 30 percent, because of military leaves, vacancies and vacations.

The report also states that any requests to have military vacancies filled by war substitutes must have the approval of the Mayor.

Complicated payroll procedures add work to the clerical staff, but requests to add more help have not been approved by officials.

The following was suggested as a possible means of straightening out the situation:

The appointment of provisional women employees to clerical jobs at \$4 a day. The department has saved in military accruals over \$612,000, which could be used for this purpose.

25. Orchitis.
26. Strabismus.
27. Overweight.
28. Underweight.
29. Anemia or other blood disease.
30. Enlarged glands.
31. High blood pressure.
32. Diabetes.
33. Chronic inflammation of the ear or perforated ear drums.
34. Chronic marked arthritis.
35. Ulcer.
36. Strength: Candidates must be capable of lifting a full arm's length above the head, each hand separately, a 60-pound dumbbell with one hand, and a 50-pound dumbbell with the other.
37. Strength: Candidates must be capable of chinning the bar at least 3 full times.
38. Agility: Candidates must be able to clear a rope without touching at 3 feet.
39. The causes of rejection are not limited by the enumeration set forth above. Medical examiner may put any question, make any examination of the candidate, and reject for any cause or defect that in his opinion would impair health or usefulness.

## Here's Official Explanation of Vacation Pay for Employees Entering Army, Navy

In order to clear up queries of employees who wished to know how to figure the vacation pay they would receive when they enter the armed services, the LEADER asked the Comptroller's Office a group of typical questions.

Here are the questions, together with the answers:

On what basis is vacation pay computed for city employees who enter the armed services?

City employees who enter the armed service have their vacation pay computed one day sick leave per month. The vacation pay is based on the amount of vacation accrued at the time of entering the armed services.

When do they receive this vacation pay? On induction or at regular vacation time?

The employee receives his or her vacation pay on the payroll check after his induction or as soon as the department in which the inductee is employed files the necessary information in the office of the Comptroller.

Do men entering military service receive pay for accumulated sick leave? If so, on what basis is this computed?

4—Is the Mayor's directive of June 19, 1941, applied in all departments, or do the departmental methods vary?

Departmental rules vary. Discretion of head of department.

5—Is the Merchant Marine considered "Military Service" insofar as vacation pay is concerned?

No. Corporation Counsel's opinion.

6—We understand that men in service receive their vacation pay for years subsequent to that in which they last worked for the city. Is this correct? How is this money paid? If so, and to whom?

The employee is paid accrued vacation only at the time of entering the armed services. They do not receive any vacation allowances in subsequent years.

7—Can a man by entering military service, lose vacation time which he would have gotten had he stayed on the City job?

No. We would appreciate clarification of the first paragraph of the Mayor's directive in re vacation pay, as to just how the time is reputed?

Answer to question 8 appears as answer to question 1.

#### What It Means

Here's what all this means: Your parting gift from the City in the form of vacation pay is figured this way:

For each month of service you get one day sick leave, and one day vacation time. The official vacation year runs from May 1 to April 30.

You get this money on the next payroll after your induction or as soon as your department files the necessary information with the Comptroller.

If you have accumulated sick leave you don't get any money for it, but it will wait till you get back from the wars.

The men who join the Merchant Marine are not in military service according to a ruling of the Corporation Counsel and they don't rate their parting vacation pay.

#### Mayor Issued Directive

This is all in accord with a directive issued by the Mayor in 1941 to apply to men drafted under peace-time selective service regulations and has been carried over to meet war-time conditions. However, the Comptroller's Office states that this method is not used in every department.

The matter of vacation pay is still at the discretion of the department head, and some employees may fare better than others.

# What Every Cop and Fireman Should Know

## Study Aids for the Forthcoming New York City Police-Fire Examination

The following questions, first of a series to run until the exam is given, are designed to acquaint the candidate with type of material he may face on the actual examination. Study the questions and answers not with a view to memorizing a lot of facts, but rather to acquaint yourself with the kind of thing to expect when test-day rolls around. You won't be tested for the amount of knowledge you have—but for your judgment, reasoning ability, and capacity to act with common sense.

### QUESTIONS

1. A man, shabbily dressed, was walking along the street at about 3.30 a. m. He was carrying an uncovered typewriter. Upon being halted by a patrolman and asked what he was doing with the typewriter, the man said, "I'm taking it home. I found it down the street a way." The man's reasons for having the typewriter are most fairly described as (a) entirely adequate; (b) quite reasonable except that the typewriter is not covered; (c) ridiculous, but not warranting further investigation; (d) quite reasonable, except that the man's clothes constitute grounds for suspicion; (e) ridiculous and warranting further investigation.
2. During the summer a large dog that is frothing at the mouth runs among a group of children playing on the sidewalk and bites three of the children. Of the following, the first action taken by the patrolman should, if possible, be to (a) shoot the dog; (b) gather in a group of the children who were not bitten so as to avoid further injury; (c) call for the aid of another patrolman; (d) rush to a hospital and request an ambulance to be sent to the scene of the accident (e) determine the ownership of the dog.
3. Third degree methods (a) are permissible when performed by detectives only; (b) are not permissible if performed by uniformed men in ordinary cases; (c) are permissible after a rape; (d) are not permissible under any circumstances; (e) are permitted under certain circumstances.
4. Suppose you were assigned to

5. Toxicology relates to the study of (a) hacks; (b) poisons; (c) dentistry; (d) animality; (e) crime.
6. Regarding an indictment for a criminal proceeding, the one of the following which does not follow trial is (a) parole; (b) probation; (c) plea; (d) suspended sentence; (e) suspension of execution of sentence.
7. Instructors at the Police Academy give to probationary patrolmen, among other instructions, an extensive course in small-arms. That which the patrolman is not required to know is (a) the nomenclature of the revolver; (b) the hazards of the shooting range; (c) how to instruct; (d) accident prevention on the shooting range; (e) care and cleaning of the revolver.
8. In police parlance "mugging" most nearly means (a) sweethearts in a car; (b) robbery; (c) pictures in the "Rogues Gallery"; (d) a new dance; (e) none of the foregoing.
9. It is least characteristic of a democracy that (a) elementary education is a State function; (b) legislative processes are carried on by the State; (c) judicial and executive processes and functions are carried on by the State; (d) executive decision are made in a dictatorial manner by a single individual without the State having a voice; (e) none of the foregoing.
10. The Charter of the City of New York mentions the following five major functions of the Police Department, among many others: (a) to protect life and property; (b) to preserve the peace; (c) to prevent crime; (d) to enforce laws; (e) to detect and arrest offenders.

Select the letter in front of the function that is most important.

### ANSWERS

- Typewriters, like automobiles, have a good exchange or resale value and very seldom are thrown out. The patrolman was already patrolling his post for about three hours. If the typewriter was in the street he would probably have observed it while performing his tour of duty.
- (a), (b) and (d) are wrong because even the most inexperienced person in the detection of crime would be suspicious of these circumstances.
  - (c) is wrong because any action that taints of crime and is described as ridiculous requires further investigation.
  2. (a) The dog is apparently rabid. The facts leave no doubt about destroying the dog in that they state, IF POSSIBLE, shoot the dog. This means there is little danger of injuring anyone in preventing the dog from biting others and it would result in preventing the spread of the dreaded hydrophobia or lyssa. However, the dog should be taken alive, if possible.
    - (b) is wrong because the dog may be in such a place as to make it impractical to shoot without causing injury or death.
    - (c) is wrong because by the time this is accomplished panic and epidemic may result.
    - (d) is wrong because that can be determined after all preliminary action is taken care of, whether or not the dog is dead.
  3. (d) No matter what the crime was or who is affected by the criminal act, third degree methods are unlawful. Sec. 246 of the Penal Law provides when the use of force is not unlawful and does not include assaults which are associated with third degree methods.
    - (a) and (b) are wrong because whether or not a uniform is worn it is unlawful.
    - (c) is wrong because no matter what the crime was or upon whom it was committed, the constitutions of the State and of the United States provide that a person cannot be deprived of life or liberty without due process of law. In the application of third degree methods the victim is deprived of the right to defend himself.
  4. (c) No matter what your color, creed, religion, or feelings are, when assigned to police duty of

this kind you must always be neutral and impartial to all concerned.

- (a) If the strikers are not doing unlawful acts, you would be making false arrests.
- (b) If you ignored all the acts of the strikers you may be allowing them to commit some unlawful acts.
- (d) and (e) Partiality would be shown to the employer.
5. (b) Toxicology is a scientific study of poisons, their actions, their detection, and the treatment of the conditions produced by them.
  - (a) Hacks are conveyances known as taxis.
  - (c) Dentistry is the art or profession of practicing dental surgery and mechanical dentistry.
  - (d) Animality pertains to animal life or nature.
  - (e) Criminology is the science of crime and its perpetrators.
6. A plea takes place before or during a trial, not after. There are three kinds of pleas to an indictment: 1. A plea of guilty; 2. A plea of not guilty; 3. A plea of a former judgment of conviction or acquittal of the crime charged, which may be pleaded either with or without the plea of not guilty. Sec. 322 C.C.P.
  - (a), (b), (d), and (e) are the actions generally taken after trial.
7. (c) The patrolman need not know how to instruct. However, it would do him no harm to acquire this technique. It would help all concerned.
  - (a) To know the different parts of the revolver will help one to know the action and result of each part separately or collectively.
  - (b) and (d) If hazards are known, precautions can be taken against them. Proper handling, to prevent accidents, would result.
  - (e) Like any other mechanical instrument, if neglected it will not produce results, and if carelessly laid around or neglected, rust will depreciate it.
8. (b) It is a method whereby the criminals generally work in pairs. One usually places his arm around the victim and clamps a hand over his mouth, while the other rifles the victim's pockets.
  - (a) and (d) may be what some people refer to as mugging but the question calls for "police parlance."
  - (c) Pictures of criminals taken for the Rogue's Gallery are referred to as "mugged."
9. (d) State, as used in these suggested answers, means a whole people united into one body politic, a civil and self-governing community. If one person controls and governs the life, action, living, etc. of a nation, then that nation is being led by a dictator.
  - (a), (b) and (c) are indicative of a republican form of government.
10. (a) Because life itself is the most important thing in this world, "To protect life and property" is not confined to criminal transactions but may include non-criminal transactions, some of which are:
  - I—Protection of life
    - A. Accidents—aid given
    - B. Persons—who are insane, lost, missing, etc.
  - 11—Protection of property
    - A. Dead human bodies found in public places with valuables thereon
    - B. Property; lost, found, unclaimed, etc.

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### Stuck Till 1947, They Request Change of Title

Assistant Attendance Officers of the Board of Education, claiming that they are performing the same duties as regular attendance officers, have petitioned the Board of Education to change their status to "Attendance Officer."

Over the signature of Timothy McCarthy, president of the Assistant Attendance Officers Association, the petition lists reasons why the changes should be made. Here are their arguments:

1. They get a maximum of \$1,820. Attendance Officers \$2,350.
2. They are performing exactly the same duties as the others and have been rated on the same basis.
3. By a legal technicality, they will not be eligible until 1947 for an opportunity for advancement. Half were appointed in 1929 from a list for "Attendance Officer," the other half took an examination in 1930 for the "Assistant" jobs.
4. The rise in the cost of living emphasis the inadequacy of their present salaries.

### Famous 3-A Case Soon Up For Trial

The case brought against Commissioner Walsh by the 3-A eligibles on the New York City fireman list who were refused appointment because they had been married after September 15, will appear on the calendar of the Appellate Division in the early part of April.

### Welfare Firing Case in Court

The case of Yetta Barman, former investigator in the Department of Welfare who was discharged from the department in November, 1942, on charges of incompetence, was heard in the Supreme Court last week where the case is on appeal.

According to Saypol and Kotler, attorneys for Miss Barman, her dismissal "is a result of discrimination following her resignation from the SCMWA."

Originally appointed an investigator in 1934, the former Welfare employee's appeal states that she had received satisfactory ratings prior to her leaving the union, and that since 1939 her supervisors have constantly undergraded her, finally costing her the position.

The case had originally come before Ellis Ranen, then Industrial Relations Director of the Welfare Department, and now an AFL official. Mr. Ranen had substantiated the original charge against her.

### Ranen Gets Send-off

Ellis Ranen, for seven years industrial relations counsellor of the Welfare Department who resigned on March 15 to take a position as eastern representative of the American Federation of State, County and Municipal Employees, AFL, will be honored by his former associates at a luncheon on Saturday, March 27, at 1 p. m., at the George Washington Hotel on 23d Street.

John Koch, president of Welfare Veterans Association, is chairman of the affair, assisted by Charlotte Cotter, Edward Dilday, Sam Friedman and Raymond E. Diana.

Tickets may be obtained from any member of the committee.

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# Quiet Struggle Taking Place For Control of Park Workers

Highlighted by the fight over the Park Employees per annum bill now in the City Council is the question: Who shall represent the Parks Department employees?

The bill, introduced by Joseph T. Sharkey, vice-chairman of the Council, puts per diem employees on an annual basis — which is what all the employee organizations want—but it also would require the men to purchase uniforms from their own pockets, freeze the salaries of gardeners and assistant gardeners, set maximum salaries for watchmen and attendants.

Two park organizations, the SCMWA and the Civil Service League, have come out against the bill. The Greater New York Park Employees Association, a third group, has appeared at hearings and urged acceptance of the measure as is.

Here's some background on the three-cornered fight for the right to represent the 7,500 park employees.

**Background**  
The Greater New York Parks Employees Association: Headed by Gerald Coughlan, a playground director, this group claims to represent a majority of the park employees, a claim which is disputed by both the SCMWA and the Civil Service League. The GNYPEA at one time had an unquestioned

majority in the department, but its right to leadership now is questioned by the other groups.

**SCMWA:**—Began an organizational drive last November with Jack Bigel as union organizer, and working with him, three former members of the GNYPEA; Dennis Devere, ex-president of the GNYPEA, William Hagen, former president of the Brooklyn council, and Tom Brennan, one of the original members of the older group.

Prior to November, the SCMWA, a C.I.O. union, had only a local of playground directors.

Today the SCMWA reports a membership of close to 500 park workers. Membership has been worked up through personal contacts, distribution of leaflets and the formation of first aid classes.

**The Civil Service League:** Headed by John Hughes. This is a "horizontal" organization taking in attendants in all city departments, and represents most of the attendants in the department.

**The Civil Service Forum:** Has several councils functioning in the department with membership limited to specific categories of employees. Best available estimates indicate that most of the park auto enginemen belong to a Forum council.

A great point of contention among the organizations is the claim, voiced especially by John Hughes, that the Parks Department is willing to deal only with the GNYPEA. The Civil Service League protests that despite its large representation it is unable to get a hearing from department

or city officials on the parks question. Charges that foremen have been overly active in promoting the Parks Department per annum bill have been made. Foremen have allegedly been distributing postcards which employees have been requested to sign and mail to City Council members expressing approval of the bill, according to Mr. Hughes.

### Officials Mum

Park officials are loathe to talk about the problem of labor relations in the department. It is known, however, that they are not too kindly disposed to employee groups, and are probably displeased with the introduction of SCMWA organizing in the Parks Department family. The SCMWA, on the other hand, is withholding its approach to the department officials until its membership is built up to more effective bargaining strength, and has made no direct demands to the department up to the present time.

Here are demands that the SCMWA will make:

1. Wage increases.
2. Per diem employees on an annual basis.
3. Settlement of job grievances, fines, suspensions, petty acts of foremen, etc.
4. Grievance machinery to improve industrial relations in the department.

The Civil Service League, interested in the attendants, will work for salary increases, a satisfactory per-annum bill, better promotional opportunities, and uniforms to be provided by allowances.

The GNYPEA president has been reported as saying that he didn't want to fight with anybody.

The struggle for control of the park employees has gone on without fireworks, and the participants have so far conducted their fight on a gentlemanly level. One interesting angle is the curious problem involved in reaching park employees, distributed in more locations than the employees of any other department.

## NYC Retirement System Called 'Home Rule' Issue

ALBANY. — Attorney General Goldstein in an opinion to the State Senate has ruled that the legislature may not legally pass acts affecting the New York City Employees' Retirement System. The ruling involved the Wickes bill which would permit members of the New York City pension system permission to contribute on the basis of retirement at age 50 after they had already elected to contribute on the basis of retirement at age 55. Now they want to change their status. Mr. Goldstein held that the proposed change means amendment of the New York City Administrative Code and is thereby a strictly home rule matter. State legislation to effect the change he said would have to be preceded by a City message of consent from the City Administration.

## Hospital Health Lists Begin to Show Action

The list for X-ray technician, established March 16, has had 11 names certified to the Department of Hospitals for permanent positions in all boroughs of the City at \$1,500 per annum without maintenance, and \$1,260 with maintenance. Seven of these names were certified to the Department of Hospitals for permanent positions outside of the City at a salary of \$1,500 or less. Six people were certified from this list for serology work in the Department of Hospitals at \$960 per annum.

Seventeen names were certified last week from the list for Laboratory Assistant (Bacteriology), promulgated March 16. The certification was made to the Department of Health for permanent positions at \$960 a year. The first 17 names were certified.

The Department of Hospitals received the first nine names from the recent list of Medical Social Worker, Grade 1. The positions are on a permanent basis and pay \$1,500 per annum.

## 24 Names Go To Fire Department

The NYC firemen list was carefully searched for additional names this week. Twenty-four names were certified to the Fire Department for permanent positions at \$1,320. The last number reached was 1997.

## Conductor List Used For Subway Positions

The men on the New York City conductor list will be glad to know that 110 names were certified last week to the Board of Transportation for the position of conductor, at 65c an hour. The jobs are permanent. 1997 was the last number certified from this list for the conductor position. In addition, the list is being used for clerk jobs paying 58c an hour. Highest number certified for this position is 4500.

## \$1,920 Sanitation Jobs Open to Supermen

The Supermen are still going strong. This week 37 men from the sanitation list, Class A were certified as Class B men to the Department of Sanitation at \$1,920 per annum. The positions are permanent. The last number to be certified was 1678.

## Catholic Court Attaches In Communion Mass

The Catholic Court Attaches Guild held their fifth annual Communion Mass and Breakfast on March 21st.

The Most Rev. Bishop William T. McCarty, C.S.S.R., D.D., Military Delegate, celebrated the Mass.

Principal speaker at the breakfast which followed the church services was the editor of the Catholic World, James M. Gillis, C.S.P.

## Court Attendant Eligibles Go to Domes. Relations Court

One permanent and two temporary positions are open in the Domestic Relations Court for male court attendants. Five names were certified from the New York City court attendant list for these positions, which pay \$1,800. Last number certified was 14.

## 5 Vacancies in Subways To Be Filled From Transit List

48 names from the NYC assistant station supervisor list were certified as collecting agents to the Independent Division of the Board of Transportation. There are five permanent vacancies, and the pay is \$6.25 a day. 312 was the last number certified.

## Maintainer's Helper List for Public Works

The Department of Public Works has had 22 names certified to it from the list for Maintainer's Helper, Grade D. There are four vacancies on a permanent basis at \$1,620 per annum. 667 was the last number to be certified.

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### Civil Service Group's Pros and Cons on 80 Bills

More than 80 measures affecting the administration of the civil service of the State, counties and cities have been introduced in the present session of the State legislature, "all but a few of them seeking to undermine the merit system," the Civil Service Reform Association's Executive Committee stated this week in making public its recommendations on more important civil service bills now before the legislature in its closing week.

S. Int. 402, Pr. 593—Halpern. Permits establishment of general promotion eligible list, valid for use in making promotions throughout the State or Municipal service; with restriction that departmental promotion list shall be exhausted before promotion from outside the department in which the vacancy exists is resorted to. Approved as means of minimizing blind-alley jobs and giving wider opportunity to employees to advance in State or Municipal employment, and infusing new blood into departments.

S. Int. 710, Pr. 1436—Desmond. Provides that an employee in the classified service provisionally appointed or promoted to another position may be reinstated in his former position if he fails to qualify in the new position. Approved. An employee temporarily promoted should be permitted to return to his old position.

S. Int. 711, Pr. 1437—Desmond. Requires State Civil Service Commission to investigate records of applicants for civil service positions. Approved. The association has long criticized the Commission for its failure to investigate thoroughly statements of candidates, particularly for higher positions. In some instances candidates have made exaggerated claims as to education and experience which the Commission has taken at face value; and as a result, these persons have secured positions for which they were less qualified than other candidates.

S. Int. 1434, Pr. 1671—Pack, A. Int. 1794, Pr. 2095—Austin. Provides that persons serving as permanent substitute teachers in New York school system who have

# Little Chance Seen For State Pay Raise Bills

ALBANY—State employee representatives here have about given up any hope for a passage by the Legislature this year of any general pay rise bill to meet the mounting cost of living.

Although two measures are now in the Rules Committee of the Assembly, with companion measures in the Senate, there appears no likelihood of either of them passing unless Governor Dewey has a change of heart before the Legislature adjourns next week.

Representatives of the employees have conferred with GOP legislative leaders, who last year initiated and aided in the passage of such legislation, but while they are sympathetic, they offer no assurance that this year's proposals will pass.

Governor Dewey is represented

as not disposed to listen to any pay bills that would add to the cost of State government during the new fiscal year. He has given mental hygiene institution employees a \$100 raise, has raised the minimum of some 2,000 clerical workers to \$1,200, and has approved a proposal to pay overtime at straight rates for mental hygiene attendants.

#### But There's Still Hope

His spokesmen say that he thinks he ought to stop there for this year, but the employee representatives intend to press for passage of their two over-all bills anyway and will seek further conferences next week. They hope to get from the Governor at least some encouragement that he will study their problem later this year with a view to enacting some remedial legislation next year.

The pay-raise bills which employees are concentrating on, include: The Halpern-Barrett meas-

ure which provides a cost-of-living "bonus" of 10 per cent on the first \$2,500 and 5 per cent on the next \$2,500, with a minimum of \$120 and a maximum of \$375, effective April 1, this year.

The other is the Harper-Barrett bill providing for a long-range salary adjustment plan under which salaries would be periodically adjusted to correspond with changes in the cost of living. This also provides for a 10 per cent adjustment on the first \$2,500 and 5 per cent on the next \$2,500, with the same minimum and maximum. The adjustment plan is the same as provided in last year's bill which the Legislature passed but which was vetoed by Governor Lehman. If last year's bill, which provided the adjustment would be made when living costs had risen 20 per cent, had been signed by the Governor, the employees would have gotten the pay raise provided in the measure.

### Industrial Investigators Needed by State

The State Civil Service Commission has announced an examination for the position of Industrial Investigator in the Department of Labor.

The usual salary range is from \$1,800 to \$2,300. Several appointments are expected to fill existing vacancies as Minimum Wage Investigator and Industrial Home work Investigator.

Credit on the examination is equally divided between a written test and credit for experience and training.

Filing fee is \$1.00. Applications must be in the hands of the State Department of Civil Service, Albany, by March 26. Application blanks may be obtained at the New York offices of the Commission at 80 Center Street.

The examination will be held on April 17.

### City Typists Sent To Hospital Dept.

2689 was the last number certified from the New York City Typist, Grade 1, list. 21 names were certified to the Department of Hospitals for temporary positions to replace men on military leave. The jobs pay \$960 a year and exist in Manhattan and Queens.

served for two years or more shall have right to appointment to regular teacher positions before appointment may be made from eligible lists hereafter established. Approved. This would enable present substitute teachers to continue in their positions until they are made regular teachers, a right too long denied them.

S. Int. 1325, Pr. 1545—Halpern. Removes from exempt class secretaries of civil service commissions. Approved. In practically all instances, these secretaries are ministerial, non-policy determining officers who do merely administrative work. Any such positions can be exempted on their merits, rather than making all such positions mandatorily exempt as is now the case.

S. Int. 1324, Pr. 1514—Halpern. Provides that appointments to positions in competitive class shall be made without fixed term. Approved. In some cities and other local jurisdictions many positions have fixed terms which is undesirable under the merit system. This bill would supersede local charter provisions and permit employees to continue to serve during good behavior.

#### These Bills Opposed

Among the more important bills opposed by the Association are:

S. Int. 112, Pr. 445—Mahoney. Extends to all employees in competitive class right now enjoyed by veterans of formal trial before removal, with review in the courts on law and facts. Opposed. Believe it would discourage departments to make removals of unsatisfactory employees because of red tape with which action would involve, and would be of little help to most employees because it would not permit placing all the facts surrounding the removal before an impartial body.

S. Int. 842, Pr. 1416—Halpern. A. Int. 652, Pr. 689—Wachtel. Authorizes a Municipal Civil Service Commission to establish an advisory board to determine on appeal disciplinary charges against employees.

S. Int. 510, Pr. 550—Hampton. A. Int. 779, Pr. 832—Downey. Gives veterans and nurses who have served in any war and former volunteer firemen right to preference in retention above all other employees when positions are abolished. This system, which would make possible retention of a veteran of a few months' service over a non-veteran of many years' service, would be unfair to the State or City and to the non-veteran employees as well. The Association believes this is not a matter to be rigidly fixed in the Constitution. As to preference to volunteer firemen, we can see no justification whatever for it.

S. Int. 111, Pr. 111—Mahoney. Prohibits rating of oral examinations as part of competitive promotion examinations. Opposed. Oral examinations are indispensable in determining personal qualities and intangible factors not easily discernible in a written test.

A. Int. 1478, Pr. 1657—Wachtel. S. Int. 507, Pr. 547—Greenberg. Fixes weights for written test, seniority and record in promotion examinations. Opposed. It is the province of the Civil Service Commission to determine the content and weight of various factors in examinations, not that of the legislature.

S. Int. 1104, Pr. 1574—J. P. Quinn. Provides competitive promotion examination shall be "more general in scope, more comprehensive in substance and less rigid in content and form" than original entrance examination. Opposed. Obviously too vague and impractical for serious consideration. Moreover, the content and weight of an examination should not be fixed by the Legislature, but should be left to the Civil Service Commission.

A. Int. 203, Pr. 205—Crews. Provides that in promotion examinations no credit shall be given for education. Opposed. While the Association is sympathetic with the probable objective of the bill; i.e., that practical experience shall be given equal weight with academic education, it believes that this bill goes so far as to prevent an employee who has completed training courses on the job, open to all employees alike, from receiving credit for such courses.

## What's to Be Done After Creedmoor Is Probed?

With the investigation of Creedmoor Hospital in progress and conditions in other branches of the State Mental Hygiene Department under unofficial scrutiny, a condition against which The LEADER has long been campaigning is finally on the way to being cleaned up. What next?

A letter from Patricia Helbig, the president of the Creedmoor local of the SCMWA offers some practical suggestions for improvement of the department.

#### Here's the letter:

"Now that Governor Dewey has finally seen fit to expose what you have so aptly referred to as the 'Hospital Mess,' we believe that a constructive program should be adopted—one that will, instead of just glossing over, be an honest beneficial reform.

"Our everyday contact with this work, our proximity to the feelings and opinions of the employees and the doctors of the Mental Hygiene Department, qualify us to submit a program that we believe will merit consideration by the Moreland Act Investigating Committee now studying the conditions of the hospital at which I have worked for over six years.

#### The program is as follows:

- "1. Employees should be given a livable wage with a \$1,200 minimum.
- "2. Wards should house no more than 50 patients at any one time.
- "3. Minimum of 2 attendants

should be present at all times, 24 hours a day.

"4. One doctor should be limited to a 200-case load.

"5. Boards of Visitors should include Negro members.

"6. Provisions should be made to establish better working conditions and to reduce staff turnover to a minimum.

"7. Establish right to redress of grievances through employee organizations.

"8. Time-and-a-half pay for all volunteer overtime work.

"Your effort over the past three years has been splendid, we trust they continue until the 'mess' is cleared away and we can all say, 'That's a job well done.'

The LEADER believes that the probe of Creedmoor must be extended to include all State hospitals. There can be little question but that in other hospitals there is much scurrying around to do some surface cleaning. Now is the time to go in and find out what's what.

After the probe, a constructive program must be worked out. This newspaper believes that those persons who have been close to the situation—the actual employees themselves, should help in this program. What suggestions have you? If you're an employee of the State Mental Hygiene Department, we'd like to hear from you. Write State Editor, Civil Service LEADER, 97 Duane Street, New York City.



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AT FIRST SIGN OF A

# COLD

USE 666

666 TABLETS, SALVE, NOSE DROPS

### New Bills Would Ease Soldiers' Pension Problems

ALBANY.—A bill introduced in the State Legislature last week would relieve members of the civil service system serving in the armed forces from the burden of making pension payments while on military duty. The bill would permit the State political subdivision which employs them, to meet the employees' share of the payments.

The existing military law allows employees serving in the armed forces full pension rights. Under the existing law the employee is allowed to continue his contributions either while in military service or to pay them up over a period of five years after he returns from the service. Meanwhile, the State or City is required to continue its contributions in his behalf.

Another bill recently introduced would enable an employee in military service to borrow one-half his accumulated contributions in the retirement system,

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# WAR JOB NEWS

## 'Headwork' Courses Leading to War Jobs Open to Men, Women High School Grads

A group of interesting war training courses, open for the most part to high school graduates, will soon begin at Hunter College. The courses, of the "management" rather than the "mechanical" variety, are designed to prepare men and women to take over the "head-work" jobs in war industries. There is no charge for any of these courses. Here are the requirements and other pertinent information:

in bookkeeping or accounting; one year business experience; employment in war industry or immediate prospects. Personal interview. Time: 5 hours per week (2 evenings), 16 weeks.

### Industrial Purchasing and Inventory Control

**Content and Purpose:** To provide specialized training in the purchasing procedures involved in operating under war contracts and in a war economy. Special emphasis will be placed upon priorities, allocations, price ceiling problems and stores record keeping problems. Actual forms and cases will be used to illustrate the salient points.

**Prerequisites:** High school diploma; employment in essential industry with duties related to purchasing and inventory problems. Personal interview. Time: 4 hours per week (2 evenings), 10 weeks.

### Industrial Labor Relations

**Content and Purpose:** To develop an understanding of the problems involved in negotiating union contracts, settling labor grievances, complying with government contracts and other union-management problems of cooperation. The case method for analysis and discussion will be used wherever possible.

**Prerequisites:** Two years college training or high school diploma and experience equivalent to collegiate work; at least two years experience in supervisory capacity in essential

industry. Personal interview. Time: 4 hours per week (2 evenings), 12 weeks.

### Personnel Management

**Content and Purpose:** To provide specialized training in the construction and administration of personnel policies necessary for sound operation in a war economy. Special emphasis will be placed upon current war emergency procedures in job analysis, job specification, testing, orientation, upgrading, hours, wages, grievance adjustments and safety.

**Prerequisites:** High school diploma; employment or opportunity for employment in personnel department; of war essential industry. Personal interview. Time: 4 hours per week (2 evenings), 12 weeks.

### General Information

Application must be made in person on **March 29, 30, 31 from 7-9 p.m.** in the office of the Institutional Representative, Dr. Carl V. Neill, Room 110, Hunter College, 695 Park Avenue (68th Street), Rhineland 4-1500.

Hunter College reserves the right to select those applicants who in its opinion will render the best service to the war effort as a result of this training. Accepted applicants will be notified by mail.

## THE JOB MARKET

By MRS. MATILDA MILLER

### Clerical Positions

Typists, clerks and comptometer operators (female) are wanted by Butler Bros., 860 Broadway, N.Y.C. Good pay, and permanent positions.

Montgomery Ward needs clerks, secretaries, typists and ediphone operators. Also other openings for women. Experience not essential. Apply Montgomery Ward, 75 Varick Street, N. Y. C.

Openings for female office workers and stock clerks at Stern Bros., 42d Street and 6th Avenue, New York City.

Bell Laboratories has openings for recent high school graduates (girls) as clerks and inside messengers. Chances for advancement. Apply 744 Washington Street, Manhattan.

Vacancies for women as clerks, order fillers, cashiers, and comptometer operators in Gimbels, 116 West 32d St., N. Y. C.

Male clerks and office workers are needed at United States Railroad Retirement Board at 58 Hudson Street, Manhattan.

Spear & Co. will train women for clerical positions. Apply 624 West 23d Street, Manhattan.

Elderly or slightly incapacitated men will be employed as packers for mail orders at P. Henderson & Co., 35 Cortlandt St. N. Y.

Girls and women still have a chance to get salary while learning aircraft sheet metal work and aircraft riveting at Chance Vought and Sikorsky Aircraft at Stratford, Connecticut. Must be over 13 years of age and have had at least 2 years of high school. Apply USES, 87 Madison Avenue, fourth floor.

No experience required for light factory work at Julius Schmid, 439 West 55th St., Manhattan.

Eclipse Aviation at Bendix, New

Jersey offers opportunity to girls to learn skilled trades.

A Bridgeport, Connecticut war plant will train women, 18 to 40, for vital war work. Starting salary \$33.80 weekly. Apply U.S.E.S., 87 Madison Avenue, Manhattan.

Girls will be paid while learning to be telegraph operator at Postal Telegraph, 19 East 30th Street, Manhattan.

Western Electric needs men and women in positions not requiring experience. Apply 100 Central Avenue, South Kearney, New Jersey.

### Sales Position

A. S. Beck has full time openings for experienced shoe salesmen and hosiery and bag salesladies. Salary plus commission—good chance for advancement. Apply 25 West 43rd St., N. Y. C.

Hearn Department Stores have openings in various departments will train inexperienced saleswomen.

May's in Brooklyn has vacancies for salesladies, stock girls, wrappers and cashiers.

Inexperienced sales clerks (women) will be trained by Peter Henderson & Co., 35 Cortlandt St., N. Y. C.

Shoe salesmen and women (experienced) needed by Lerner Outlet Store, 8 East 14th St., Manhattan. Miles will train inexperienced men and women as shoe salespeople. Apply 345 Hudson Street, New York City.

Loft Candy Corp. has openings for in experienced sales girls. Apply 51 West 42d St., Manhattan.

### Part-Time Positions

Here's a chance for those of you who have been asking for part time work to supplement your income.

A. S. Beck Shoe Corp. will train men as shoe salesmen and women as hosiery and bag salesclerks for evenings and Saturday afternoons. Good pay plus commission. You can work four hours in the evenings and eight hours Saturdays. Apply 25 West 43rd St., New York City.

Part-time positions at Ludwig Baumann, May's, Oppenheim Collins.

Let us help you find the RIGHT job for YOU. Come in for a personal job-guidance interview with Mrs. Matilda B. Miller at 97 Duane street, Manhattan.

Speak for Yourself! And do it effectively, too, at meetings and gatherings. See Reader's Service Guide, page 13, for the places where you can go to acquire the silver tongue.

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# General Bradley's Column



By  
Brigadier General  
John J. Bradley (Ret.)

## Federal Employees--3-A, 3-B, or What?

THE QUESTION OF 3-B STATUS for Government's 3-A men is now right back where it started—in the lap of Selective Service System.

President Roosevelt, in his executive order on Government draft deferments, left the matter up to the War Manpower Commission. And War Manpower, through Robert Barnett, chairman of its Deferments Review Committee, has asked Selective Service to draft the necessary rules.

Observers here believe three possible courses are open to Selective Service:

**FIRST**—It can declare all of Government to be "essential activity," in which case all 3-A men (except those on the non-deferable list) would be entitled to 3-B status.

**SECOND**—It can declare part of Government to be "non-essential," in which case 3-B status would go only to 3-A men in "essential" units.

**THIRD**—It can adopt an entirely new formula, and decide the matter on the basis of "essential" jobs, rather than "essential" units.

The third alternative would represent a sharp departure from the usual manner of handling 3-B classifications. Up until now, it has been the rule that ALL 3-A men in an "essential activity" were entitled to 3-B, without any reference to particular jobs—except, of course, in the case of non-deferables.

## Army College Training Examination

APRIL 2 IS A BIG DAY in the lives of young men of college age. That's when they gather at colleges and high schools throughout the country to take qualifying tests for the Army and Navy college-service training programs. Success in the examination may lead to a college course while in service, or admission to officer candidate schools later.

Navy will utilize tests to help line up potential officers. Candidates accepted by Navy will be assigned to schools in the Navy college training program—the first step towards the gold stripes of a Naval officer.

Students under 18 who choose the Army will—if they do extremely well on the tests—be enlisted in the Army Enlisted Reserve Corps and will not be called to service until the end of the school term during which they become 18.

Local papers will carry lists of schools in the vicinity where the examination is given. Application blanks must be obtained at the school in advance and turned in when taking the examination.

## Qualifications for Officer Candidate Schools

If you expect to be in the Army this is IMPORTANT: Any man considered physically fit for Army service as an enlisted man is now considered physically acceptable as an officer in any of the following branches: Army Administration, Medical Administration, Adjutant General, Army Air Forces—administrative and statistical only.

## For Probable 1-A's

Despite the WAACs, there will still be plenty of soldiers doing office work in the Army. You can study up in advance. Write to the Book Service, Adjutant General's School, Fort Washington, Maryland for list of their publications.

Here are the Army clerical jobs which are being filled by soldiers:

No Typing Required	
Clerk, general	Operations, noncommissioned officer
Shipping clerk	Receiving or shipping checker
Personnel clerk	Cashier
Shop clerk	Bookkeeper, general
Stock control clerk	Administrative noncommissioned officer
Stock record clerk	Duty noncommissioned officer
Mail clerk	Personnel noncommissioned officer
Statistical clerk	Librarian
File clerk	Proofreader
Chief clerk	
Message center chief	
Typing Required	
Message center clerk	Clerk-typist
Stenographer	Administrative and technical clerk
Typist	Chaplain's assistant

## Here's a Break for the 4-F Man

If the Army has put you in 4-F and you're having trouble getting adjusted in a world where everybody seems to be wearing a uniform or doing war work, there's a place where you can get assistance—at least in New York City

The Vocational Adjustment Bureau has taken on the job of

(Continued on Page Sixteen)

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# Civil Service LEADER

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Tuesday, March 22, 1943

## What Goes On Up in Albany?

**D**ISQUIETING rumors are emanating from Albany. They say that civil service will shortly be hit so hard that there will be nothing for it but that the merit system must lie down and be buried in Potter's Field.

We're waiting to see how things really shape up before accepting this rumor. As shown by his steadfastness in pushing through reapportionment, Governor Dewey seems to want to carry out his campaign pledges. And the Governor has said too much in defense of the merit system to let it die now. These are the excellent words he uttered on October 27, 1938, during his first campaign for the governorship:

"To the people of the State I pledge the restoration of the merit system in the government of the State. Its workers shall be protected in their tenure. They shall be chosen by merit and not by politics.

"The fine body of our civil service employees can be assured that merit will rule. . . . The people again can know that their public affairs will be conducted by a body of public servants free from the fear of removal by every job-seeking politician."

That is a good sentiment. As good in 1943 as it was in 1938. On the other hand, firings in State departments have already started. In some cases, civil service employees with 15 and 18 years behind them are suddenly out on their ears, with no redress, nothing but the ephemeral comfort of having their names placed on preferred lists. And we're not referring to, nor do we intend to protect, political appointees.

That's not so good, Mr. Governor.

Some of the bills now before the Legislature aren't so good, either, for the merit system. They don't jibe with the sentiment of those 1938 words. We assume Mr. Dewey is not behind them. We assume that if they pass he won't sign them.

The 5,000,000 civil service employees of the nation will be carefully watching what happens to the merit system in the Empire State under Governor Dewey.

## Civil Servants Aren't Draft Dodgers

**N**O, civil service employees aren't draft-dodgers. The current campaign of certain Congressmen to smear the men who do government work can be characterized by a single adjective—*dirty*.

It is true that the Selective Service setup, as it affects Uncle Sam's employees, is a deep welter of unfathomable mud. There've been committees at work to untangle the situation, although nobody can yet tell you precisely who may and who may not be deferred.

But this situation is not the fault of employees. Men who make snide inferences about the patriotism of government workers—and those who, as Congressman Costello did last week, try to draw a line of hatred between our soldiers and our government employees—your own judgment can supply the correct noun to to characterize such activities.

## letters

The LEADER invites all readers to write in upon any Civil Service subject. Letters receive the careful attention of the editors. Those of general interest will be printed. Letters which appear in these columns may be answered by readers with other points of view. All letters should be signed, but names will be kept confidential if requested.

### Wants Fire Dept. To Take 3-A's

Sirs: The Fire Department seems to think there is a shortage of eligibles to pick from to fill vacancies.

This situation, we all know, is caused by the department refusing to appoint men in 3-A who were married after September 15, 1940.

Why doesn't the department forget about the waivers of one year signed by men married before September 15, 1940, in order to get appropriate jobs and appoint them to the job for which

they took examinations?  
A FIREMAN ELIGIBLE

### He Likes Us

Sirs: I am a constant reader of your Civil Service LEADER which I purchase each week in town here. I find it a great source of information in keeping a Federal employee up-to-date. Rules and regulations change so fast it makes your head swim.  
I. GLASS,  
Gloversville, N. Y.

Thanks. Be prepared for even more rules, more head swimming.  
—Editor,

*Don't*  
**Repeat This!**



### Stranger Than Fiction

Since the Creedmoor probe started, six additional cases of dysentery have broken out in the hospital—one of them said to be an employee close to Dr. Mills, chief of the place . . . Albany correspondents are beginning to chafe on the tightened news restrictions . . . An NYC sanitation man has signed a contract to pitch for the Chicago Cubs. He's Walter A. Signer, Jr., ex-scowman . . . Talking about baseball, wonder why Police Commissioner Valentine won't let his boys play the whitewings? . . . Washington mystery: A set of upper false teeth found in the Commerce Building hasn't been called for . . . The Administrative Mind: Some Federal agencies charge it up against annual leave when employees take time to donate blood.

### Our Town

Matthew Diserio, Trial Commissioner for the Sanitation Department, will be called on to do some tall explaining as a result of the firing of last week of John Hughes . . . He'll be asked to explain the conduct of the original trial, the manner in which affidavits of repudiation were received from witnesses, the motives behind the firings, and who actually dictated the final decision . . . Harry W. Marsh, Civil Service Commissioner, is suffering from a bad case of pressophobia . . . Add WAACs: Marion Adler, former LEADER employee . . . Watch for a movement toward amalgamation among many of the NYC employee organizations . . . How come the deal to bring Doc Furia's Bureau of Training into the Mayor's Office is hanging in mid-air, after these many months? . . . Tom Patterson, acting as budget director, isn't getting the budget director's salary. He should . . . If rumbings about that fight in the Municipal Credit Union break loose, the story will merit big newspaper space.

### Squeeze Play

Sirs: I would like to make the query of the Civil Service Commission via your editorial "You Get the Squeeze."

How is it the Government expects private industry to give men back their jobs after the war, when they are taken into war industry, yet Delaney says we sub-way men are fired, or asked to resign for taking a war job?

He certainly does help our war effort!

SAMUEL ROSS.

# Merit Men

## The Girl With the Answers



MISS MERIT MAN this week is Miss "Information Please of New York City." Seated at her desk at the Municipal Reference Library, 22 flights up in the City building, she's the gal who has to know all the answers or where to find them, and she says that she certainly gets the questions.

"Today I got a call about whether it's permitted to keep bees in New York City from someone who thought of a good way to save sugar; then I got an inside call asking me to get the mortality tables, so I know that someone is interested in doing something about pensions."

Her other inquiries range from "Where's a good place to eat?" to "What does the City Seal of Yonkers mean?" She had the answers to both. She has broadcast over WNYC on "Eating Places in New York," and she found out that the Yonkers seal is a man in a wig who looks like George Washington, but was named Phillips.

### Who Can Pay?

She thinks that people who suddenly find themselves paying new taxes may have her to blame. Whenever the City finds itself a little low in the pocketbook it calls up the library and asks it to find something else that can be taxed.

As though the City itself weren't enough to keep her busy, the State and other cities are always getting in touch with her when they want some information that no one else seems to be able to find—and she usually gets it.

The most popular question is "Where can I get a birth certificate?" After spending a day telling callers to go to the Board of Health, she sometimes wishes there weren't so many people in the world.

Councilmen, Too  
Some Councilmen like to know

what's what before they introduce bills and they come running in with a fistful of questions.

"I'm of the first one's to know what's happening," she says, "and then after it happens, I first have to sit down and change the records around to bring the laws up to date."

One of her unpleasantest memories is the time when the Council passed a bill of over two hundred pages wiping out scores of laws and resolutions, and she had to straighten up the mess.

"There's a thrill in digging up a fact that no one else knows," she says, "and that helps to make my job pleasant."

### Typical New Yorker

Though she was born in Pennsylvania, she's been here long enough to be a typical New Yorker. She tried to get away for a few years once, but it didn't work. She had to get back to the City. Her favorite vacation spot is the Canadian Rockies—maybe the mountains remind her of Manhattan, and she'd like to try a farm, but just for a while.

Her only hobby is—reading, and that, together with the practice she gets at work may account for the fact that she once won a prize on a radio quiz program.

She turns out book reviews and has written articles and radio sketches all about the City.

And on her lapel is the pin of a Red Cross blood donor.

She loves the view of New York from the Library windows and thinks the Woolworth building is just as nice as the newer towers, even if it doesn't reach up as high. Another of her pets is the Brooklyn Bridge, which is also "tops" with her.

Anyone who thinks that librarians get set in their ways should meet her. Her post-war plans include a trip to Alaska along the new highway, and a trip to Labrador by plane. She'll probably take them, too.

She's a tall, blue-eyed, blonde, and makes it clearly understood that her name is Dutch and that she is of Dutch descent.

Yes, the name—it's M. Margaret Kehl, Reference Librarian at the Municipal Library.

## QUESTION, PLEASE

### Employee Not to Blame If Staff Is Reduced

R. K.: If you were dismissed from a Federal civil service position because of a reduction in staff, you may apply to the personnel officers of other Federal agencies in New York City for appointment. It isn't your fault that the staff was cut down, and it isn't held against you.

### New York City Pension System

F. R. O.: As a New York City Civil Service employee, you may join the Retirement System by securing application forms from the payroll clerk in your department or from the office of the New York City Employees' Retirement System, Room 1327, Municipal Building, Manhattan. These forms should be filed whenever possible through your own department.

### Gov't. Jobs For the Duration

L. L. J.: All Federal Civil Service positions to which you may be appointed at this time are War Service appointments for the duration only. As for New York City and New York State, several types of appointment are being made. Permanent appoint-

ments are what the name implies; they are permanent and carry full civil service status. If you are offered a temporary position to fill the place of someone on military leave, then that position will end when the original appointee returns.

### Getting a Transfer

S. V. H.: A New York City Civil Service employee is eligible for transfer from one department to another upon the completion of a six months probationary period. He must find an appointing officer of a department who is willing to accept him. Then the present department head may release the employee and the Civil Service Commission will approve the transfer.

### How Long Does List Last?

H. B.: The Municipal Civil Service Commission can terminate an eligible list after it has been in existence for one year. According to civil service law an eligible list is good "from one to four years." It is within the discretion of the Commission whether a list should be terminated after one year or allowed to run its full course for four years. In practice, lists usually run for four years.



# POLICE CALLS

## What's In Store For Rookies

Probationary patrolmen, who only a few weeks ago (the Mayor said) were not worth \$1200 per annum, now have a rough idea of the Mayor's distorted idea of the worth of his own employees.

Last week these young patrolmen, in the Academy only five weeks, were assigned to do an 8 p.m. to 12 midnight tour of patrol duty in addition to continuing their studying and drilling at the Academy. If you notice certain areas in the city heavily policed it is because these rookies are concentrated in key danger spots. Some of these places were literally saturated with policemen.

These areas have been the scene of growing friction in recent months. Muggings, assaults and knifings have been numerous and steadily becoming a perplexing problem to a Police Department already overburdened with war problems and undermanned. The perpetrators of the crimes have almost always been boys from 14 to 17, often traveling in gangs.

No matter how bad situations like these become, seldom does the Department stir itself until the newspapers smear the incidents over the front pages. And the newspapers don't even consider these muggings news unless they are trying to prove a crime wave is sweeping the city. They always do this whenever the victim of a crime is a newsworthy person. Last week there were two in a row—first, a minister's 15-year-old son, and second, a pretty night-club singer.

It took these two victims to bring to the attention of newspapers a condition that every cop has known to be getting worst for the past two months. And it took the sensational news-spreads to put needles in the seats of the right Police Department officials.

The much ballyhooed "Pursuit Patrol" initiated in the same areas proves to be just some more fancy LaGuardia newspaper stuffing for quite ordinary patrol by motorcycles. Motorcycle Precinct men from all over the city are now taking turns in patrolling the difficult sectors, performing 4-12 and 12-8 tours.

All this prominence bodes no good to the rookies now in the Police Academy. Although only five weeks at the Academy, they expect to be assigned to Patrol Precincts within a couple of weeks. Indications are, at present, that most of them will land in the tougher precincts which were once considered a Siberia for miscreant cops but which are now flooded with young innocents.

## Gentle Extortion

A few months ago Probationary Patrolmen were excused from the payment of the Department's Bed Tax of one dollar monthly through

a much-needed amendment to the Rules. This was a step in the direction of relieving the financial burdens of the over-worked and underpaid rookies.

Now we wonder whether the Chief Inspector should not take another step. Too often the sale of tickets for some social or athletic function is pressed upon the rookies at the Academy by a superior officer. Of course, the purchase of these tickets is purely voluntary but to a timid rookie it is difficult to distinguish between an offer to sell and an order to buy.

You would think that any considerate officer would be ashamed to accept a dollar from these financially-pressed rookies. But just recently the present class of rookies was subjected to such a sale of tickets.

This is a matter the Chief Inspector might well look into. A policy, if not a rule, of forbidding the sale of any tickets by any member of the Department to any student at the Police Academy would seem to be in order.

## Once Again—Endowment Organizations

On February 16th we said in connection with the subject of the Police Department's various endowment organizations: "We wonder whether the best solution for such organizations is not to compel an actuarial survey to be made of their assets and liabilities and to distribute their assets among their members upon an equitable basis. Someone might be stuck under the present unsatisfactory set-up and the attitude of many contributors, as they tell it to us, is—they feel it's throwing good money after bad, but they're afraid to stop paying after having made such a large investment."

As though to prove our assertions, the officers and members of the Patrolmen's Endowment Organization of the City of New York met on March 15th and, after a heated discussion over which the shadow of Commissioner Herlands seemed to loom, decided to disband the organization and distribute the assets.

The assets are not very great. The organization has gone through some very tough days and suffered some severe losses in its investments and securities. As a result, when it pays its outstanding death liabilities there will be little left of its \$1700 cash and \$2500 securities to divide among the remaining members.

Most of the members pay from \$2 to \$3 monthly. Benefits for retirement or death after 25 years should be \$600. Members, including the many who have continued their payments for more than thirty years, will be lucky to get back a few months dues.

Officers of the P. E. O. unfortunate enough to be presiding at this demise include Ptl. John J. Sisk, 15 Pct., President; Ptl.

James A. Sheridan, 19.h Pct., Treasurer; and Ptl. Thomas F. Quinn, 83rd Pct., Financial Secretary. Compensation for these officers ranging up to \$500 annually, unlike retirement and death benefits for members, has not been in default. Let it be said, however, that no suspicion attaches to any of the officers, and members do not blame them for the organization's plight.

No doubt members of the defunct P. E. O. will complain of how much money they have lost. They might console themselves, however, with the knowledge that they can lose no more. If the organization had been disbanded ten years ago, as an actuary might have advised, hundreds of policemen would have saved thousands and thousands of dollars.

Remember what we said on February 16th?

"This is one place the Mayor or the Commissioner can poke their respective fingers into without being subject to criticism."

## Plaincl----men

We know we are very indelicate to bring up the subject again, but at the risk of boring no cop we have spoken to on the subject, we would like to add some remarks to what we have already said about the use of the Sergeant's list for plainclothesmen.

We learned recently that about January 19th a Department order was issued for the replacement of all plainclothesmen by patrolmen on the Sergeant's list. This order was quickly modified, under extreme pressure, to cover only those plainclothesmen working in commands that have not already been shaken up—the Police Commissioner's Office, the Chief Inspector's Office, the various Borough Headquarters, the 3rd Division, the 6th Division, etc.

Following this order a number of replacements were made pursuant to this formula. Since the issuance of the order not one plainclothesman was appointed anywhere unless he was on the Sergeant's list. Requests by Inspectors for approval of the appointment of plainclothesmen who were not on the list have been rejected by the Commissioner.

We have frequently picked on the Commissioner for the way he has handled this entire matter. Now that we learn of his attempts to correct the condition we hasten to congratulate him for this intelligent and forthright step. It is not as all-embracing as we would like, but it is certainly in the spirit of his promise of April, 1942, to use the list as Amen recommended.

We would like to suggest to the Commissioner that the job, now begun, be finished. Since the beginning of February there has been no replacement of plainclothesmen, even in those commands ordered to do so. The process of stalling is now being used by commanding officers to maintain their present men as long as possible.

Give them a gentle reminder, Commissioner.

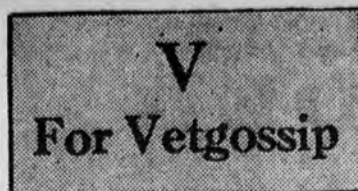
## The Gypsy Soul of Non-Settlement

We wonder if the very much un-settled Non-Settlement Division has outgrown the wanderlust of its youth and has finally decided to settle down to a calm middle-age on the 18th floor of Central Office. Who knows—in another month its gypsy-like soul may crave the thrill of the moving van? And those remarks from the tardy co-elevator riders—uppers are far from flattering! We're only about 200 more cousins buzzin' around. A little more hospitality, please!

Despite the recent arrival, Non-Settlement, in its own versatile way has flashed into action and has asserted itself beautifully, as usual. Win-the-War activities are being renewed, featuring, in addition a new "Canteen Charge Account" for the forgetful ones—Their slogan, "We Investigate, walle you eat it."

## N. S. D'ers

5x8 thrilled at their new location—they're sharing Mr. Lempert's office . . . Mrs. Mayfield looking over her brood and seeing that though they are cooped up, they're not roosting . . . Prospective soldiers: Charles Appell, the original 5x5 man, and Harry



## If You Were a Boss

You may be glad to know that the big-shots in Vets are walking around on their toes these days with a big shake-up rumored in the offing. They're afraid of something, and as soon as your corresponding ferrets out just what he'll let you all know . . . all they'll say is that "it's politics" and that a change is coming. . . . Maybe the corridor commandos will get daschunds to help them trail employees who are away from their desks. . . .

## Signed for

When you cut your finger on a piece of paper, or maybe tip on the stairs and break a leg, here's what happens: Your supervisor hands you a paper slip on which she marks the time when you were released to visit the nurse. After the nurse finishes repairing you, she signs the slip and the time, and when you get back to your desk, your supervisor marks the time you get back. Finally the slip ends up on the 4th floor when the top office checks to make sure that you didn't stop for a couple of long breaths on the way back . . . Remember 'way back when I was in high school they had an honor system and nobody ever cheated. What would happen if some big-wig in Vets figured that employees are human beings and trusted them a little bit? This business of being gested around all day would knock anybody's morale groggy.

## Have You Been Good?

Because the Efficiency Rating sheets are making their appearance, and your supervisor has 20 counts on which you can be marked 1—y . . . On paper the system looks good. Your supervisor, who has been watching you work, rates you. Then his rating is checked by the next above. Finally, if you think you've been clipped, you can holler and you'll get a hearing by the Rating Committee . . . One sour fellow, talking about this system, added this

Oliviera . . . A card from Al Feinberg still in Camp Upton. They didn't have a pair of No. 17's to fit him . . . Pvt. Ellis Kantowitz home in NSD on a furlough with his wife, the ex-Rose Braun—another NSD romance.

## Pot Pourri . . .

Owing to rationing Teddy Demberg of Resource may soon raffle off his treasure chest which he always kept full of candy for his friends.

Thomasina Joan Mason of the Legal section of Resource Division has been causing a great furore with her new upsweep hairdo.

Bob Block of Resource, who entered the Army a few months ago, paid a visit to C. O. last week sporting a gold bar on his shoulder and revealed that simultaneously with the gold bar he took unto himself a bride.

Jim Mullins, the genial Asst. Supv. in Resource, has announced that his new son will be called James Broderick after one of the great Irish kings.

Marie Ragusa of Resource just gave her husband to Uncle Sam. Pat Rowan of Resource will enter the service any day now, hives and all.

Petite Helen Mayer of Medical has a new addition to her household.

Sally Finger of Statistics and Karolin Sabo of Commissioner Arnstein's office saw their husbands off recently to help out Uncle Sam.

Gertrude Kalmus, typist in the Div. of Employment, is now at the WAAC training school at Daytona Beach, Fla. Mrs. D'Andrea, mother of Alphonse D'Andrea, also of the Employment Div., gave Gertrude a real old-fashioned Italian going-away dinner last week to which 25 co-workers in her department were invited. Mrs. D'Andrea served

crptic analysis: "But LOOK . . . What would you do if you were a supervisor? You're handed a batch of reports and you're supposed to give everybody a fair grade. All that depends on his rate is the employee's chances of promotion—and his chance of getting bounced when the axe falls. "You have as many as 150 people to rate.

"Here's what you'd probably do:

"First you pick out your pets and give them a break.

"Then you pick out the people you don't like and give them the works.

"Then you take the rest and give them average marks, hoping the whole result will please the boss, so you won't get called on the carpet."

We told the sour fellow we'd be much too virtuous to grade people like that.

Here are some of the things you're rated on: Attention to broad phases of assignment, Co-operativeness, Industry, Resourcefulness, Effectiveness in presenting ideas or facts.

Try judging a few of your friends on these, and you'll see what's wrong with the whole set-up . . . If the supervisors were supermen it might be possible to get a square deal all around . . . If the supervisors were supermen, they wouldn't be supervisors at the Veterans Administration.

## The Axe May Fall

At the rate men are getting into the army, it won't be many months until the forces reach their peak. When the army slows down on its recruiting, policies slow down, that means less help needed, and it will be thanks and goodbye to some of the nice kids at 346 Broadway. [See also story on page 2, about U.S. firings.]

## Odds and Ends

There are now benches in the smoking salon in the lobby. Almost 12 people can sit down at one time and enjoy a cigaret . . . only about 1,488 have to stand around and wish they could sit . . . Calling all voices. The Choral group can use more singers . . . You can get reduced rates to the St George Pool . . . See Pop at the Cigar Stand. That's all for now . . . But how about dropping this column a line with the latest dirt, or ideas, or beefs, or knocks. Gad, now we love the mailman.

spaghetti in the real D'Andrea style and baked a mammoth cake that was the piece de resistance.

Is it true that "Better-Half" pressure is keeping Vincent Marcellino and Al Delmonico, of Legal, away from the choral group?

Divisional Victory Committees might get some ideas from the novelties on Children's Bulletin Board on the 17th floor.

Try this in your lunch period . . . Peggy Commender, telephone operator of W.C. 26, traveled to Central Office, then to the Municipal Building and returned to her board, all in that 45 minutes.

## Clerk Work of Investigators

Investigators in the department are pretty much upset with all the clerical work they have to do.

To begin with they carry a load of 80 to 90 cases.

That's plenty enough to keep a person busy, but the clerical staff is undermanned and if one or two clerks happen to be out sick, they have to pitch in and become clerical workers. It's so bad sometimes, that an investigator may have to spend two hours digging a card out of the files to make an entry.

The city may be penny wise and pound foolish in economizing on clerks, then having people who draw investigator salaries spend a good part of their time playing around with typewriters and filing cabinets.

The Federal and State governments are responsible for part of this paper work, but that doesn't make the investigators feel any happier . . . In private agencies or investigator handles about half the case load, gets full clerical cooperation—and generally more money.

# WELFARE NEWS

## The Wearin' Of the Green

Plenty of people were walking around the office last week wearing their green, but feeling pretty blue. In past years, the sons and daughters of Erin who wanted to get out and parade in honor of the good Saint were allowed to have the afternoon off. This year the word was "You work on St. Patrick's Day."

Shure, and to think that a broth of a bye named Rhatigap should be the one to keep the green ties and bows locked up in their office on this day of the year!

## Along the Grapevine

The rumor comes that the Mayor is sitting in his little office overlooking the park with a bottle of cough medicine at his side and a long scissors in his hand looking at the Welfare Budget with a cutting look. But now it isn't the investigators and clerks who have to shiver and wonder if they'll have to walk over to the U. S. Employment

Service any day now and ask for an application . . . The boys at the Hall feel, according to good sources, that the top drawers of the department may be pretty crowded and that a few empty offices around the building wouldn't hurt the department or the budget. Eeeney, meeney, minney, mo . . . who's the next to go?

## From Here and There

Frank Herbst has divorced his job in Welfare and signed up with the SCMWA . . . silent about his plans for the department . . . Edith Alexander, who has taken over part of Ellis Ramen's old job, has instructions not to talk to the press, just like you and you . . . but when this paper called and asked for the Publicity Office, Edith Alexander answered the phone . . . Hear that since Ellis Ramen's resignation there have been flocks of meetings among the Commissioners . . . maybe none of them is too anxious to take over the ticklish task of trying to keep the help happy.

# Examination Requirements

## NEW YORK CITY CIVIL SERVICE

### EMPLOYMENT OPPORTUNITIES

For the following examinations, applications may be obtained at the offices of the New York City Civil Service Commission, 96 Duane Street. Applications may be obtained and filed by mail. If filed by mail, only postal money-orders will be accepted in payment of the application fees.

**Non-Competitive Examinations for the Positions of PATROLMAN, TEMPORARY (Police Dept.) FIREMAN, TEMPORARY (Fire Dept.)**

The same qualifying mental and physical tests will be given for both positions. The medical tests may differ in a slight degree. The names of eligibles who qualify for both positions will appear upon both of the resulting registers, but the name of an eligible so appearing upon both registers will, upon his acceptance of appointment from either register be stricken from both. These registers, positions, and all rights and privileges derived therefrom shall terminate not later than the date of the termination of the New York State Emergency Act.

Persons appointed will be clothed with all of the powers of regular Patrolmen or Firemen, but shall not be members of the regular police or fire force. They will be entitled to receive the same allowances as are made to regular members of the uniform forces of the Police or the Fire Department for injuries or for death sustained while actually engaged in the performance of duty, but shall not be eligible for membership in or to share in the Police or Fire Department Fund or any other public pension fund or system.

Any candidate between the ages of 35 and 45 who is appointed as a result of this examination will be considered by the City of New York as engaged in an essential activity in support of the war effort. Therefore, the City may, under the Selective Service rules, make application for deferment for such appointment.

Salary: \$2,000 per annum without increments.

Applications: Issued and received from 9 a.m. March 16, to 4 p.m. March 31.

Fee: \$1.00.

Vacancies: There are numerous

vacancies caused by the absence of regular members on military duty.

Age: Not over 50 on the date of appointment.

Duties: For Patrolman, Temporary: To enforce laws and ordinances, prevent crime and apprehend criminals, guard property, control traffic and to perform other investigational or regulative duties incident to the protection of persons and property.

For Fireman, Temporary: To assist in the extinguishment of fires and in the enforcement of laws and ordinances regarding the extinguishment of fires and to perform inspectational, investigational, or regulative duties incident to the prevention or extinguishment of fires.

Requirements: Proof of good character will be an absolute prerequisite to appointment. Persons convicted of a felony are not eligible for appointment. Conviction of juvenile delinquency not involving moral turpitude however, shall not be deemed a conviction of crime.

Candidates for the Fireman position must be not less than 5 feet 6 inches in height; candidates for the Patrolman position must be not less than 5 feet 7 inches in height.

Required Vision: For Patrolman, Temporary, 20/30 for each eye separately, eye-glasses allowed; for Fireman, Temporary, 20/40 for each eye separately, no glasses allowed. Other medical and physical requirements as posted on the Commission's bulletin board must be met. Candidates may be rejected for any deficiency, abnormality, and disease that tends to impair health and usefulness; must be free from such physical or personal abnormalities or deformities as to speech and appearance that would render their employment undesirable.

Candidates rejected medically may be given an opportunity for re-examination for remediable defects only.

Subjects and Weights: Qualifying physical and written tests will be given. The pass mark will be determined by the needs of the service. The written test will be designed to reveal the intelligence, reasoning ability, common sense and judgment of the candidates. The physical test will be designed to determine the ability of the candidate to perform efficiently the duties of the position.

The medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical examination any candidate who is deemed medically unfit. Candidates must appear for the physical test in good physical condition and will take the same at their own risk of injury, although the Commission will make every effort to safeguard them.

Warning: Persons who are in Classification 1-A of the Selective Service will not be certified for appointment. Applicants will be required to submit at time of investigation, a transcript of record, showing the date of birth or other satisfactory proof. Any willful misstatement will be cause for disqualification.

Applications by mail will be accepted if mailed and postmarked up to and including 12 midnight on the last day for the receipt of applications and received by the Commission not more than five days thereafter.

#### CORRECTION OFFICER

Salary: Up to but not including \$2,400 per annum. Appointments are usually made at \$1,769.

Applications: Issued and received from 9 a. m. March 16 to 4 p. m. March 31, 1943.

For the duration of the war, the name of an eligible accepting appointment from the list for Correction Officer (Men) will be stricken automatically from the list for Special Patrolman (Men).

tion Officer (Men) will be stricken automatically from the list for Special Patrolman (Men).

Fee: \$1.

Vacancies: Occur from time to time.

Duties: To guard, discipline, care for and instruct inmates of correctional institutions and to perform related duties. Certifications will be made from this list to the Department of Correction and to the Sheriff's Office.

Ages: Not less than 21 years of age on the date of filing application nor more than 40 years of age on the date of appointment.

General Requirements: No minimum education or experience is required. Proof of good character will be an absolute prerequisite to appointment. Appointees to the Sheriff's Office are required to be bonded; at present Correction Officers are bonded for \$5,000.

Medical and Physical Requirements: Candidates may be rejected for any disease, injury, or abnormality which in the opinion of the medical examiner tends to impair health or usefulness, such as hernia, defects of heart or lungs, or impaired hearing of either ear. Candidates must not be less than 5 feet 7 inches in height. Required vision: 20/40 for each eye separately without glasses.

Subjects and Weights: Written, weight 50; physical weight 20; training and experience weight 30. The pass mark on the written and on the physical tests will be set in accordance with the needs of the service. The written test will be held first and will be designed to reveal the aptitude, intelligence, initiative, reasoning ability, common sense and judgment of the candidates. The competitive physical test will be designed to test the candidates strength and agility.

After the written test the requirements for the physical test will be made public. No qualifying training or experience is required. Illustrations of acceptable experience are service as a guard in a prison, probation or social case work, or responsible supervisory work. Training and experience may be rated after an examination of the candidate's application and after an oral interview or such other inquiry or investigation as may be deemed necessary. Before certification, candidates will be required to pass a qualifying oral examination designed to test speech, bearing, and manner.

#### Actuarial Assistant

Salary: \$1,200 up to but not including \$1,800 per annum. Appointments are usually made at \$1,500 per annum.

Subjects and Weights: Written, weight 70. Training and experience, weight 30.

#### Auto Machinist

Salary: Presently paid \$9 per day, prevailing rate.

#### Promotion to Cashier, Grade 4

This examination is open only to employees of the Triborough Bridge Authority.

Salary: \$2,400 up to but not including \$3,000 per annum. Appointments are usually made at the minimum salary of the grade.

#### Promotion to Cashier, Grade 5

This examination is open only to employees of the Triborough Bridge Authority.

Salary: \$3,000 up. Appointments are usually made at the minimum salary of the grade.

#### Promotion to Chemist

This examination is open only to employees of the Department of Hospitals.

Salary: \$2,700 to but not including \$3,300 per annum. Appointments are usually made at the minimum salary of the grade.

#### Promotion to Inspector of Foods Grade 4

This examination is open only to employees of the Comptroller's Office.

Salary: \$3,000 up. Appointments are usually made at the minimum salary of the grade.

## STATE EXAMINATIONS

Written Examination application forms may not be issued by mail after March 25, and to be accepted should be delivered personally or bear a postmark not later than March 26. Deadline for unwritten examination applications is April 15. When writing for application form specify number and title of position and enclose a 3 7/8" x 9" or larger self-addressed return envelope bearing 6c postage. Address request and application when completed including fee, to State Department of Civil Service, Albany, N. Y. Applications may also be obtained at Room 576, State Office Building, 80 Centre Street, New York City. Persons interested in any of the following exams may see full requirements at The LEADER office,

#### State Written Examinations of April 17, 1943

Applications should be filed by Mar. 26

6020. Assistant Laboratory Worker, Division of Laboratories and Research, Department of Health. Usual salary range \$1,150 to \$1,650. Application fee \$1. If eligible, candidate may compete also in No. 6027, Junior Laboratory Technician. A separate application and fee must be filed for each.

6021. Dental Hygienist, State Departments and Institutions. Usual salary range \$1,400 to \$1,900. Application fee \$1. At present, a vacancy exists in the Department of Health at the Hospital for Incipient Tuberculosis at Raybrook at \$900 and maintenance.

6022. Filter Plant Operator, Conservation Department, Long Island State Park Commission. Usual salary range

\$1,800 to \$2,500. Application fee \$1. At present, a vacancy exists at Jones Beach State Park.

6023. General Park Foreman, Saratoga Springs Commission, Conservation Department. Usual salary range \$2,100 to \$2,600. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,100. At present, one vacancy exists.

6024. Head Nurse (Cardiac Service), New York State Reconstruction Home, Department of Health. Usual salary \$1,200 and maintenance. Application fee \$1. This examination is open to residents and non-residents of New York State.

6025. Industrial Investigator, Division of Women in Industry and Minimum Wage, Department of Labor. Usual salary range \$1,800 to \$2,300. Application fee \$1. Appointment expected at the minimum but may be made at less

than \$1,800. Several appointments expected. This will be certified for appointment to Minimum Wage Investigator and Industrial Homework Investigator. Write for Special Circular.

6027. Junior Laboratory Technician, Department of Health. Usual salary range \$1,150 to \$1,650. Application fee 50 cents. At present more than forty vacancies exist at the Division of Laboratories and Research. If eligible, candidates may compete also in No. 6020, Assistant Laboratory Worker. A separate application and fee must be filed for each.

6028. Laundry Supervisor, State and County Departments and Institutions. Usual salary range \$1,500 to \$1,900. Application fee \$1. At present, a vacancy for a woman supervisor exists at the New York State Training School for Girls at Hudson at \$1,000 and maintenance.

6028. Occupational Therapist, Department of Mental Hygiene. Usual salary range \$1,650 to \$2,150 with suitable deduction for maintenance where allowed. Application fee \$1. At present, several vacancies exist at \$1,200 and maintenance. This examination is open to residents and non-residents of New York State.

6029. Power Plant Shift Engineer, State and County Hospitals, Department Steam and Electrical Operating Engineer, Engineer and Electrician, Senior Stationary Engineer, and other positions in a similar class and grade. Usual salary range \$2,100 to \$2,600 with suitable deduction for maintenance where allowed. Application fee \$2.

6030. Senior Medical Social Worker (Ophthalmic), Bureau of Services for the Blind, Department of Social Welfare. Usual salary range \$2,760 to \$3,360. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,760. This examination is open to residents and non-residents of New York State, but preference in certification will be given to legal residents of New York State.

6031. Senior Social Worker, Bureau of Child Welfare, Department of Social Welfare. Usual salary range \$2,400 to \$3,000. Application fee \$2.

6032. Special Agent, Department of Mental Hygiene. Usual salary range \$2,760 to \$3,360. Application fee \$2. Eight appointments expected. Duties: To investigate in an assigned district the financial ability of patients in State Mental Hospitals and their relatives.

6033. X-Ray Technician, State and County Departments and Institutions. Usual salary range \$1,650 to \$2,150. Application fee \$1. At present, a vacancy exists in the Department of Mental Hygiene at Creedmoor State Hospital at \$1,200 and maintenance.

State Unwritten Examinations Later Than April 17, 1943

Applications should be filed by Apr. 16

UNWRITTEN EXAMINATION forms may not be issued by mail after April 15, and to be accepted should be de-

livered personally or bear postmark not later than April 17

6034. Industrial Foreman (Metal Shop), Sheet Metal Manufacturing Department, Department of Correction. Usual salary range \$2,100 to \$2,600. Application fee \$2. At present, a vacancy exists at Attica Prison and at Auburn Prison.

6035. Sales Assistant for the Blind, Bureau of Services for the Blind, Department of Social Welfare. Usual salary range \$1,800 to \$2,300. Application fee \$1. At present, one vacancy exists.

### Postal Help Wanted

Substitute carriers who can use a little more dough, can find rush-hour jobs at terminals. Send your name to Emanuel Kushelewitz, at 276 West 43rd Street, Room 601. Nite work from 6 to 10 p. m., puts about \$2.85 in your pocket.

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## SCHOOL DIRECTORY

### LISTING OF CAREER TRAINING SCHOOLS

Academic & Commercial—College Preparatory Boro Hall Academy — DeKalb and Flatbush Ext., Brooklyn — Regents accredited — MAIN 4-8558.

Accounting & Investment Analysis N. Y. Institute of Finance—20 Broad St. Brokerage procedure. Evening classes. HANover 2-5830.

Assembly & Inspection Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—STuyvesant 9-6900.

Auto Driving A. L. B. Driving School — Expert instructors, 620 Lenox Ave., New York City. AUD. 3-1433.

Aviation Production Mechanic Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—State Licensed. STuyvesant 9-6900

Bank Examiner — Insurance Examiner N. Y. School of Banking—Insurance—63 Park Row—Classes and Home Stud. Courses for Bank or Insurance Examiner. REctor 2-4371.

Business Preparation Combination Business School — Civil Service Preparation — 139 W. 125th St. UNIVERSITY 4-3170

Counting, Comptometry, etc. Day and Evening Classes. WI. 9-6675. Card Punch Operator Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Card Punch, Comptometry—STuyvesant 9-6900.

Civil Service Delehanty Institute—115 E. 15th St.—City, State and Federal Examinations. Day and Evening Classes—STuyvesant 9-6900.

Drafting Delehanty Institute—11 E. 16th St.—Complete Course—Day or Eve. Classes. STuyvesant 9-6900.

Manhattan Technical Institute — 55 W. 42d St. — Day and Evening Classes. PENN 6-3783.

Mondell Institute—230 W. 41st St.—Day & Evening Classes—Wisconsin 7-2096. Fingerprinting Delehanty Institute—11 E. 16th St. Course—Day or Eve.—Class now forming New York School of Fingerprints—22-26 E. 8th St.—Introductory course for fingerprint expert. GRamercy 7-1268.

National Fingerprint and Identification School — 9 East 45th St.—Individual Instruction. PL. 5-6868. The Faurot Finger Print School — 240 Madison Ave. — Evening Classes — ASHland 4-5346.

Languages and Business Poza Institute, 1133 Broadway — English, Spanish, Portuguese, Commercial Courses. CHelsea 2-5470.

Machine Shop Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Short, Intensive Courses—STuyvesant 9-6900.

Lurz Machine School, 1043 6th Ave. (Near 39th St.) — Day and Evening Classes. PE. 6 0913.

Machinists, Tool & Die Making — Instrument Making Metropolitan Technical School — 260 West 41st Street. Day and Evening Classes. 3 to 12-week courses. LONGacre 3-2180.

Mechanical Dentistry New York School of Mechanical Dentistry — 125 W. 31st St. — Day and Evening Classes—Employment Service—Free Booklet C—CHickering 4-3994

Medical—X-Ray—Dental Manhattan Assistants' School, 60 East 42d St. — 3 mos. Special Courses: Dental, Laboratory Tech. and X-Ray. Day-Eve. Book L. MU. 2-6234.

Radio Television Radio Television Institute — 430 Lexington Ave. — Laboratory Training — Day and Evening Classes—PLaza 3-4585—Dept. L.

Metropolitan Tech. School—Radio Division—7 Central Park West—Day-Eve. CI. 7-2515.

Russian Language Universal School, 147 W. 42d St. — (Est. 30 yrs.) Day and night classes. LO. 5-7543.

Secretarial School of Business Practice and Speech—Offers intensive day and evening courses in business subjects, speech and diction. 2118-18KO Building, Radio City. CO. 5-3261.

Delehanty Institute—Day and Evening Classes. 120 W. 42d St.—STuyvesant 9-6900.

Eastman School, 441 Lexington Ave.—E. C. Gaines, Pres.—All Commercial Subjects, Spanish and Spanish Stenography. Day and Eve. MU. 2-3677.

Gotham School of Business, 244 Madison Ave. (Cor. 35th)—Individual Instruction—Day or Evening Classes. LE. 2-4735.

Merchants and Bankers Business School — 55th Year — Day and Evening — 220 East 42d St.—MU. 2-0986.

Welding Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Short, Intensive Course—STuyvesant 9-6900.

**The HARVEY SCHOOL** TRAINING X-RAY AND ANALYTICAL TECHNICIANS Licensed by State of New York 334 E. 149 St., N.Y. MOTT Haven 9-6655 OFFERS INTENSIVE COURSES OF 2, 3, 4, 6 and 9 months in X-ray Technic & Medical Analysis Day or Evening Classes — March 29th Hosp. Volunteering & Placement Service

### Help Wanted

### HELP WANTED—MALE MEN--MEN--MEN

50 YEARS AND OVER

You can help during the war by serving as temporary Communication Carriers

Full time or part time

Various sections of the city

Opportunity for overtime work

NO UNIFORMS

Room M-5, 62 Hudson St., near Chambers, or 127 West 40th St. (near B'way), N. Y. 422 East 149th St., 1 block east of 3d Ave. 311 Washington St., near Boro Hall, Brooklyn.

WESTERN UNION

### SALESMEN PART-TIME

Experience not essential

Part-time positions for mature men who are available Evenings and Saturday Afternoons. If you are experienced — fine. If not, we will train you to sell shoes. Salary & commission.

A. S. BECK SHOE CORP. 25 W. 43d St., Emp. Off., 6th Fl.

### Are You Looking for a Job?

War Production Civil Service Clerical

Come in to see Mrs. Matilda B. Miller, 97 Duane St., New York City.



# Join the Club!

# A STAMP A DAY For the Boy Who's Away

## How the Club Works

Any person who has a son, brother, father, husband, relative or friend in the Armed Forces of the country is eligible for membership.

The sole qualification is a sincere desire to help that man in the Armed Forces get the fighting equipment he needs by saving a War Stamp every day in his honor.

There are no dues and no obligation other than a person's own obligation to himself to live up to his pledge to save "A-stamp-a-day."

Choose now. Either we give our boys the planes, tanks, guns, and ships they've got to have to win—or we're letting them march to their defeat and our destruction. Planes cost money. Tanks don't grow on trees. And the storks don't bring subchasers.

We've got to pay for them. "We" means all of us—including you.

How? By buying War Bonds and Stamps. And every time our savings amount to \$18.75 we get a Bond, worth \$25 in 10 years. That's \$4 back for every \$3 we put in. Isn't that the least we who stay at home can do to help win the war? Stop and think about it—



V.S. 604

*This Advertisement is a Contribution of New York Businessmen to America's All Out War Effort.*



## BUY WAR BONDS

- |  |   |  |
|--|---|--|
| MARSHALL KIRBY & CO., INC.<br>326 Greenwich Street | CONSOLIDATED TEXTILE CO.<br>86 Worth Street         | ANTHONY O'BOYLE, INC.<br>15 Moore Street       |
| LION SHOE CO.<br>131 Duane Street                  | J. N. DESIND<br>155 Canal Street                    | UNITED EXPORT CLOTHING CO.<br>542 Water Street |
| AUSTIN & MELINETTE, INC.<br>338 Pearl Street       | A. PELTZ & SONS<br>220 Greenwich Street             | MORRIS HASSON<br>101 Spring Street             |
| SCHER & FELDMAN<br>520 8th Avenue                  | MEROLLE & PAGNANELLI<br>26 Watts Street             | ANDOVER HAT CO.<br>15 Waverly Place            |
| BARTON'S<br>66 Leonard Street                      | EDWIN D. ALLMENDINGER<br>11-15 Moore Street         | GRAMERCY UNIFORM CAP CO.<br>25 Waverly Place   |
| SHOROFSKY & OREMLAND<br>274 Grand Street           | CANAL CENTER RESTAURANT, INC.<br>246 Canal Street   | FABRIKANT BROS.<br>66 Bowery                   |
| TOOL & GUAGE MFG. CO.<br>71 Lafayette Street       | MERCHANTS BARBER SHOP<br>40 Worth Street            | HENRI'S BAR & GRILL, INC.<br>156 Canal Street  |
| L. & S. BERNSTEIN, INC.<br>561 Broadway            | BENJAMIN FISHMAN<br>70 Bowery                       | BEN HOFF, TOYS<br>22 Wooster Street            |
| DISANZA BROS.<br>129 Fulton Street                 | H. BARROW CO.<br>29 Moore Street                    | BREVITY COATS, INC.<br>214 West 39th Street    |
| JOSEPH MAZZOCHI<br>386 Pearl Street                | ALFRED HELLER HEAT TREATING CO.<br>391 Pearl Street |  |
| PAUL D'AURIA<br>153 Canal Street                   |   |  |

POSTAL NEWS

How About Eliminating Subs

Now that the \$300 O'Brien bill has been O.K.'d by the House with only 4 votes on the "No" side, it may be time to consider the plight of the subs. A sub's life is not a very happy one. He never knows when he is going to work or for how long. When he doesn't work, one manpower is being wasted. He can't plan ahead because he never knows what the next paycheck is going to bring. Might be a good idea to eliminate the substitute position for the duration. Every other governmental agency puts new employees on as probationaries. Why must the P.O. be saddled with the unfair substitute system?

To Get Back to the \$300

A move to reach the ear of President Roosevelt and induce him to sign the bill for the boost, after it has passed both houses of Congress has been started. William H. McReynolds, the presi-

dential adviser, has said that he would recommend a Presidential veto, but the mailmen aren't taking it lying down.

The N.A.L.C. and other groups are moving through influential channels to get the F.D.R. on the dotted line. It's pretty certain that the Senate will follow the action of the House and pass the measure—and then it's all up to the White House. . . . Rumors that other Government employee groups are trying to sabotage the idea ain't so. We've checked.

V-Mail Strain

The idea of a lot of words in a little space is a swell idea, but the address is in such small type that the clerks and carriers are developing eye-strain—and that's one type of mail that shouldn't be misdelivered.

About the Community Chest

The P. O. Community Chest is a swell idea, but some men don't feel like making their contributions. They think the money

should go to war relief, Red Cross, etc. When they see basketball teams, bands, baseball teams all spruced up in uniforms from the Chest, they think tain't right. Wouldn't be too surprised to see a Labor War Chest started in the Post Office with a pledge that 100% of the intake goes out to worthy causes.

Military Leave

Military vacancies among the carriers aren't being filled. Over 400 now, and if they were filled it would take care of the sub-problem. Clerical military leaves are being filled.

Career Service Course for Industrial Investigator

A course to prepare for a position as Industrial Investigator which pays a salary of from \$1,800 to \$2,400 with the State Department of Labor is now being offered by the Career Service School of the SCMWA at 13 Astor Place.

The class starts on March 23rd and consists of ten 2-hour sessions under the instruction of experts in the field. Classes are held on Tuesday, Thursday and Friday evenings from 7 to 9.

The State Civil Service Commission is now accepting applications for the examination for this position which will be held on April 17.

Cost of the course is \$14 to non-members, and \$7 to union members.

Promotion Exams Newly Announced

The State Civil Service Commission has announced several promotional examinations open to employees of the department mentioned who have had at least one year's service.

Principal Actuarial Clerk, New York Office, State Insurance Fund. Salary \$2,100 to \$2,600. Appointment expected at the minimum, but may be made under \$2,100. Closing date for filling application April 3.

Principal Clerk (Administrative), New York Office, Department of Labor (exclusive of the Division of Placement and Unemployment Insurance, the State Insurance Fund. The Board of Standards and Appeals, and the Board of Labor Relations). Salary \$2,000 to \$2,500. Appointments may be made at less than \$2,000. Closing date March 30.

CO-PARTNERSHIP NOTICE

NOTICE is hereby given that the persons hereinafter named have formed a limited partnership for the transaction of business in the State of New York and have filed a limited partnership agreement in the office of the Clerk of the County of New York on the 8th day of February, 1943 of which the substance is as follows: 1. The name of the said partnership is Price-Schlesinger & Co. 2. The character of the business of said partnership is conducting a business of manufacturing, jobbing, purchasing and selling dresses and other ladies' apparel, and purchasing and selling of materials, piecegoods, silks and materials of the kind thereon. 3. The location of the principal place of business of said partnership is 1490 Broadway, Borough of Manhattan, City, County and State of New York. 4. The name and place of residence of each member of said partnership is as follows: A. General Partners: DAVID WM. PRICE, 225 Trener Drive, New Rochelle, N. Y.; DAVID E. ROSENFELD, 23 West 73rd Street, New York, N. Y.; CHARLES SCHLESINGER, 1016 Fifth Avenue, New York, N. Y. B. Limited Partners: DAVID WM. PRICE, 225 Trener Drive, New Rochelle, N. Y., as Trustee for the benefit of PHYLLIS TILIA PRICE, EUGENE B. PRICE and NATALIE CHARLOTTE PRICE, under Trust indenture dated December 30, 1942. ANNA ROSENFELD, 23 West 73rd Street, New York, N. Y. MARJORIE SCHLESINGER, 1016 Fifth Avenue, New York, N. Y. 5. The term for which said partnership is to exist is from October 1, 1942, to September 30, 1943, and shall be renewed automatically for successive periods of one year each subject to notice of termination as per contract on file. 6. The amount of cash and description of and agreed value of the other property contributed by the said limited partners is \$50,000 each, as described in a schedule annexed to the agreement. 7. The additional contributions agreed to be made by said limited partners is none. 8. The time when the contributions of said limited partners are to be returned is at the termination of the partnership agreement. 9. The share of the profits or other compensation by way of income which said limited partners shall receive by reason of their contributions is interest at the rate of 8% per annum and one-sixth each of the net distributable profits. 10. There shall be no right in said limited partners to substitute assignees as contributors in their places. 11. There shall be no right in the partners or any of them to admit any additional partners. 12. There shall be no right in said limited partners to priority over the other partners as to contributions or as to compensation by way of income. 13. On the death of any partner, the partnership shall not terminate but shall be continued at the option of the survivors. 14. There shall be no right in said limited partners to demand and receive property other than cash in return for their contributions. The limited partnership agreement referred to above was subscribed and acknowledged by the general and limited partners on September 30, 1942.



READER'S SERVICE GUIDE

LET'S SWAP!

Jewelry TURN YOUR JEWELRY INTO BONDS We will buy your diamonds, jewelry, gold, at highest prices. MERRIN'S, Madison Avenue (34th St.) PLaza 3-8083. Pot-Pourri JOHN'S SWAP SHOP pays top prices for USED CLOTHING, cameras, tools, pawn-tickets, etc. 322 Third Ave. MU. 5-7965. CALL WORTH 2-2062 TODAY. TOP PRICES PAID FOR Waste Paper, Office Records, Files, Books. TROIANO & DEFINA, 225 South St.

HERE'S A JOB

Help Wanted Agencies A BACKGROUND OF SATISFACTION in Personnel service since 1910 Secretaries, Stenographers, File-Law Clerks, Switch-board Operator. BRODY AGENCY (Henriette Roden, Licensee), 240 Broadway, Barclay 7-8185. BOOKKEEPERS - stenographers - Billing and Bookkeeping Machines operators, all office assistants. Desirable positions available daily. KAHN EMPLOYMENT AGENCY, Inc., 109 West 42d St. WI. 7-3990.

EVERYBODY'S BUY

Rain Proof LADIES AND GENTLEMEN—Do you need a raincoat? Large selection at moderate prices. Ladies rubbers \$1.39 Men's \$1.48. SAFE RAINWEAR CO., 8 E. 23d St. GRamercy 7-0720, Open 'til 8. ANTICIPATE THOSE SPRING SHOWERS! Umbrellas repaired, re-covered, or made to order. H. SEIDEN, 34 St. Marks Place. GRamercy 5-4580.

Thrift Shop

BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices. Clothing for men, women, children. Home furnishings, novelties. THE TIPTOP, 29 Greenwich Ave. WA. 9-0828.

Bicycles

BOUGHT—SOLD—REBUILT. Can't tell them from new. Also bicycles and used bicycles. Special arrangement for Civil Service families. HOLLIS Bicycle Store, 135 W. 135th St.

Surgical Appliances

ORTHOPEDIC APPLIANCES - Rupture Bands, Rubber Stockings, Abdominal Supports, Arch Supports. ACME, 147 W. 42nd (Room 520). BRyant 9-4308.

HOME, SWEET HOME

Furnished Rms., Apts.

ELIZABETH BEARDSLEY'S APARTMENT-FINDING SERVICE. Furnished and unfurnished—\$70 up. 34 E. 58th St. (cor. Madison). PLaza 5-0630. FOR APARTMENTS IN THE VILLAGE \$30 up. See LEGRAND, 271 West 11th St. or call Chelsea 3-9075. FOR THE UNUSUAL EAST SIDE APARTMENT—FURNISHED or UNFURNISHED—Call VITAGLIANO, EL. 5-7227, 129 East 55th St.

MISS & MRS.

Club Notes

A WARM AND FRIENDLY GREETING AWAITS YOU! N.Y. LEAGUE OF GIRLS CLUBS, 55 W. 44 St. Social, Educational Classes, Activities, Weekly Dances, Good times. Write for descriptive leaflet. VA. 6-3954.

Girth Control

FOR THE WOMAN WHO CARES - Swedish Massage and Steam Bath. FLORENCE MILLS, 1886 7th Ave. (cor. 114th St.), Apt. 24. CA. 8-2385. (Lic. No. M.O. 311-358).

LADIES - REDUCE WITH COMFORT! Slenderator. Fine Vapor Baths, Massage, Trial Treatment, \$1.00 STAGER, 511 85d Street, Brooklyn. SHore Road 8-6251.

Hair-Doing

SOMETHING NEW! Beautiful Permanent given in the comfort of your own home! \$10-\$15. ANNAMARIE MEYER, 35 W. 65th St. TR. 7-7013 or VA. 6-0492.

Superfluous Hair

SUPERFLUOUS HAIR - Permanently Removed. Exclusive New Method Safest & fastest process yet devised—"Amazing Treatment."—Harper's Bazaar. POLYTRON, 501 Lexington Ave. PL. 3-9479. Hotel Winthrop—WI. 2-1400.

HAIR ON FACE, ARMS or LEGS removed forever by Expert Electrolysis. Free Consultation. MANUEL SANCHEZ, 287 West 14th St. CH. 2-1970.

TRACK IT DOWN!

Birth Certificates

BIRTH CERTIFICATES, OFFICIAL, ALL STATES. Results Guaranteed, or fee refunded. Write for information. INTERSTATE RESEARCH BUREAU, 200 East 161st St., Bronx. M3. 5-1010.

BIRTH CERTIFICATES, MARRIAGE LICENSES, all documents photostated, only 12c each (letter size). Guaranteed. MATHIAS-CARR, 1 E. 42d St., 185 Broadway Murray Hill 2-0597.

DEFENSE JOBS—We make birth affidavits to qualify you. It takes only 10 minutes. THOMAS, 2303 8th Ave. (near 124th St.). Phone UN. 4-8609.

FUNERAL HOMES

MICKEY FUNERAL SERVICE, Inc. Est. 1884. 228 Lenox Ave. in the Harlem section. Offers special attention to Civil Service employees. LEhigh 4-0690.

SWING YOUR PARTNER!

Dance Instruction DeREVELTA—PRIVATE DANCE LESSONS—Daily 11-11. Sunday Tea Dances 5-8:30 9-11; Wed. & Fri. Groups 9-12; \$1. Escort unnecessary. 133 East 61st St.

SPEAK FOR YOURSELF

Personality—Public Speaking ARE YOU IN A RUT? Develop Dynamic Personality! Attain constructive mental attitude! Gain confidence! Public speaking, poise, slenderizing, glamorizing. ROSAND - Carnegie Hall. CI. 7-6372.

MELODY MART

Music—Song Service MELODIES WRITTEN TO POEMS - \$5. 250 Piano Arrangements printed - \$15; Vocal Orchestral recording - \$5. URAH. (CL), 245 West 34th Street, New York.

Records COMPLETE STOCK of Victor and Columbia Records and masterworks. Tel. CHelsea 2-0744. O. PAGANI & BRO., 289 Bleecker St., cor. 7th Ave., New York.

OFFICE HOURS

Typewriters

FRANCIS TYPEWRITER & RADIO CO. 141 West 10th St. CH. 2-1037-8. We buy, rent, repair, sell radios, typewriters. Open 9 to 9. Estimates free.

Mimeographing

MULTIGRAPHING, Addressing, Mailing, Stencil lists stored and corrected. Photo Offset-Printing. AS you want it. WHEN you want it. THE B. BROWN ASSOCIATES, Inc. (Beatrice Brown, Pres.) 480 Lexington Ave., N.Y.C. WI. 2-7380, 7381

MR. FIXIT

Carpenter

GENERAL CONTRACTORS - Alterations, Tiles, Cement, Plaster, Fire Brick Work and Oven Water Proofing. ALBERT DAHBANY, 1243 41st Street, Brooklyn, N.Y. Windsor 6-0829.

Clockwork

TIME IS MONEY! Keep your timepiece accurate. Watches, clocks scientifically repaired. AMERICAN-SWISS Watch Hospital, 42 University Place. GR 3-1057.

KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING 169 Park Row, N.Y.C. Telephone WOrth 2-3271.

Shoe Clinic

NOW, MORE THAN EVER, good shoe-repairing is essential. NU-ART does expert work. 19 West 34th Street. PENnsylvania 6-9274.

QUICK SERVICE SHOE REPAIRS, 109 East 14th St. GRamercy 3-7795.

SUPERIOR SHOE REPAIRS SHOP, 237 East 57th St. ELdorado 5-8523.

Groundwork

"IDEALIZE" Carpet cleaned on your premises. Repaired-Relaid-Altered-Dyed-Stored. Upholstered furniture cleaned, polished. (Inexpensive). Estimates invited. IDEAL, 507 Third Ave. MU. 2-1039.

Furniture Care

FURNITURE REPAIRED-REFINISHED expertly. Reasonable. GEORGE FRANK, 328 E. 53d. PLaza 8-8330. (Recommended by hundreds of satisfied customers.)

Upholsterer

MLA DECORATORS and UPHOLSTERS Living Room suites are re-upholstered; equals new drapery & slip-covers. Repairing and refinishing. L.O. 9-0130.

KEEP FIT!

BE RHYTHMIC IN ALL ACTIVITIES! Keep or recover youthful body alertness. No dull exercise. Guest card. LUCY BATES, 35 West 57th St. Telephone: ELdorado 5-7174.

PROF. PAUL MILLER - Scientific Body Adjustments. Reducing, Neuritis, Arthritis, Spinal, Foot treatments. (Men and women). 54 W. 74th St. SU. 7-5722.

FOR MEN ONLY - MASSAGE - Body Building—Weight Reducing. STRENGTH & HEALTH GYMNASIUM—421 Lexington Ave. (opp. Grand Central). MU. 2-0548.

BALLET-TOE-VARIATIONS. Physical Exercises, Morning & Evening Classes. Inquire 9 A.M. to 3 P.M. All day Monday-Friday. MULTIADDS STUDIOS, 2 West 56th St. CO. 5-2176.

SELF DEFENSE

CAN YOU DEFEND YOURSELF? HENRY RIST will teach you how quickly!—at the N.Y. ACADEMY OF JIU JITSU, 104 E. 86th St. ATwater 9-3010.

BOOK-WORM CORNER

Books Located

BOOKS-HARD-TO-FIND located. Any book printed. SEARCHLIGHT BOOK LEADS, 22 East 17th Street, N. Y. C. GRamercy 7-6988.

LEARN FAST

Tutoring

SPANISH TEACHER, university graduate. Experienced grammar, conversation, translation. Adults; reasonable. 807 W. 50th St. TR. 7-5614.

Apartments and Real Estate

Invest Your CASH in homes and acreage which are being offered in liquidation. Let us show you some of these exceptional bargains. L'Ecluse, Washburn & Co. 15 E. 41 St. NYC Manhasset, L. I. MU. 2-8945 Manhasset 128

BRENNAN & BRENNAN, Inc. Real Estate and Insurance OFFERS 4 1/2% MORTGAGE LOANS INTEREST RATE For Selected, Owner-Occupied One-Family Homes 110-36 QUEENS BOULEVARD Forest Hills, N. Y. BOulevard 8-9280

TRANS-BORO MANAGEMENT CORP. 521 Fifth Ave., N. Y. C. Offers Civil Service People 2 1/2 - 3 - 4 ROOMS at Reasonable Rentals New Buildings in NEW YORK, BRONX, FOREST HILLS All Conveniently Located All Modern Improvements

BAYSIDE NEW BRICK Bungalows \$6,190-\$6,790 Show House 198-02 26th Avenue. Also H.O.L.C. Bank Properties Egbert at Whitestone FL. 3-7707

Unfurnished Apartments—Bronx DESIRABLE APARTMENTS MOST REASONABLE RENTS 3 Rooms, all improvements.....\$28 120th ST., 540 EAST (Nr. St. Ann's) 3 Rooms, all improvements.....\$28 67 ANNS AVE., 541 (143) 3 Rooms, all improvements.....\$31 30th ST., 458 EAST (Willis Ave.) 3 Rooms, modernized, hot water...\$26 ANTHONY AVE., 1840 (177th) 6 Rooms, all improvements.....\$45 J. M. PREGENZER 225 Alexander Avenue (138th)

7200 RIDGE BLVD. FLAGG COURT NO PLACE LIKE IT! OVERLOOKING HARBOR Country Life—City Convenience. 1 Rm.—\$34 up, 2—\$41 up, 3—\$55 up. 4—\$70, 5—\$95 up. Swimming, Tennis, Recreation Rm., Kindergarten, Roof Garden, etc. 35 Min. from Times Square. Res. Manager—SHore Rd 5-1900

IF YOU'VE GOT A JOB PROBLEM . . .

Why Not Let Us Help You?

TAKE ADVANTAGE OF THE LEADER JOB-GUIDANCE SERVICE

And Call for a Personal Interview at 97 Duane Street, N. Y. C.

ABSOLUTELY FREE WITH A \$2.00 YEARLY SUBSCRIPTION TO THE "LEADER" NOTHING MORE TO PAY!

Here's What the FREE Job-Finding Service Gives You!

- \* A Personal Interview with an expert in job guidance.
\* Job Guidance to tell you where you fit into the defense program.
\* Training Opportunities from your point of view—free and pay schools.
\* Job Openings what you need, when, where and how to apply.
\* How to Prepare for defense or Civil Service jobs.
\* Questions Answered whenever you have them.
\* Civil Service Openings you will be informed if we think you qualify.

Don't Miss an Opportunity Which May Exist Today

MAIL THIS COUPON NOW

Civil Service LEADER

97 DUANE STREET, NEW YORK CITY

Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to The LEADER and the Job Guidance Service. Send me training and experience blanks immediately.

NAME ADDRESS

Borough or City

Check here if this is a renewal of your subscription.

### Queens Employee Group Selects Its Officers

Most of the officers of the Queensborough Employees Association have been reelected. The only changes were among the delegates from the Topographical Bureau, where Ray Connolly succeeded Charles A. Gramling, and the Restoration and Refund Department, which previously had no delegate, and from which Frank J. Clancy was elected.

The officers are: President: Joseph C. Finn; first vice-president, John P. Feely; second vice-president, Ida Fargue; treasurer, Peter J. Hauck; financial secretary, Frances R. Donovan; recording secretary, Mary M. Donlon.

Board of Governors: Secretary, Gerda S. Bergstrom, Highway Maintenance. Members: Pauline W. Peterson, Administration; Ignatius A. Crawford, Engineering Construction; Charles L. Zvonik, Sewer Maintenance; William Low, Topographical; Martin Nelson, Engineering Construction.

Delegates: Administration, Florence V. Sharp, Edna Muller; Engineering Construction—Highways, Oscar Gunther; Engineering Construction—Sewers, Anna V. Reilly.

Phillip Scigliano; Sewer Maintenance, John M. Muller, William Bremer; Lawrence J. Collins, Lawrence Herman, John J. O'Donnell, Arthur Winnett; Highway Maintenance, John W. Buckley, George J. Burns, Otto Schneckeburger, Melville Dodson, Thomas Freeman, Frances X. Kestler, Frank N. Litzel, Peter J. McConnell, George Kehr, Grace Rydberg, John Robinson, John Russell, John Willis, Michael Waldron; Permit Division, Isabel Crowley; Topographical Bureau, Raymond Connolly, Frederick Schneller, Florence McHale, Frank T. Williamson; Restoration and Refund, Frank J. Clancy.

### Calling Auxiliary Members, Engine Co. 249

Calling Auxiliary members of Engine Company 249 and Hook and Ladder Company 113 of Brooklyn!

If you have become inactive, Alan Jacobson, secretary, advises you to get in touch with the headquarters at 395 Rogers Avenue.

He reports that disciplinary action will be taken against members who continually fail to report.

### Pace Institute Trains Men for the Services

Pace Institute, 225 Broadway, has been chosen as one of the schools where men who want to qualify for college training under the new Army and Navy plans can take their qualifying examinations.

Men in the college age group can get applications and complete information at the office of the Dean at the above address.

Examinations for admission in both the Army and Navy programs will be given at the school on Friday, April 2.

### An Easy Way To Handle Money

Today, minutes are more precious than ever before. Because of reluctance to use up our gasoline ration, most of us visit the bank and tradesmen less frequently.

As a step-saver and general convenience, Trust Company of North America has developed a complete banking-by-mail system. It has been set up so that the person carrying a minimum balance can enjoy the same facilities as those who keep large deposits. Through its use, the depositor avoids waiting in line to make deposits. The bank has devised a simple combination deposit slip and envelope, each with its own seal. To make a deposit, it is only necessary to slip your pay check into this envelope, write your name and address on the return side, indicate the amount of your check, seal and drop the envelope into the corner mail box. It is as easy as mailing a letter.

This is the way the plan works to your advantage. By mailing your checks to the Trust Company of North America, 115 Broadway, New York, you are in a position to start drawing checks the following day or as soon as you have obtained a check book with your name clearly printed on each check. There is no charge for making deposits and the cost for each check drawn is only 8 1/2 cents. TruSto checks bear no account numbers and look just as any other personal checks. You are not even asked to keep a minimum amount in the bank. Anyone can open an account for as little as one dollar. Just now, the bank is giving a leather wallet to each LEADER reader who opens a new account.

### Furniture Face-Lift

The accent is on conservation—"making it do" is our present day badge of achievement and presents a challenge to the ingenuity, too. One of the city's established decorating firms, M.L.A. Decorators & Upholsterers, 5009 Broadway, toes the line with offers to expertly reupholster your living room suites to look like new. They also do repairing and refinishing and may be contacted in a hurry by calling LOrraine 9-0130.

### Easy to Fire U. S. Employees

(Continued from Page Two)

4. However, the agency is not required to go through the formality of written statements unless it wants to. There's nothing you can do about it.

5. If the agency wants to, it can also grant you a formal hearing—but it is not required to do so.

6. Veteran's preference, which may have helped you get your job, cannot keep an agency from exercising its right to fire you if it wants to.

7. If you think you have been unjustly fired, you can appeal to Civil Service Commission.

8. The Commission, however, cannot reinstate you in your old job, or your former agency. The most it can do is to certify you to another agency, and give that agency an opportunity to hire you.

9. In such a case, you retain your civil service status and tenure.

10. In the case of employees still serving probationary periods (all those appointed since June 30, 1942, serve probations of one year), a statement of reasons for discharge is never required under any circumstances. All that is necessary is a notice of dismissal.

### Women In War

"Women In War," a recently published book available at most bookstores, or through the publishers, Service Publishing Company, 87 Madison Avenue, answers every possible question that a woman could ask about her part in the war effort.

With a foreword by Paul V. McCuitt, chairman of the War Manpower Commission and an introduction by Director Oveta Culp Hobby of the WAAC, the volume covers every aspect of the WAVES, WAAC, SPARS, WAAP, Marine reserves, war jobs, and civil service openings.

It gives a complete list of every requirement and tells the prospective just what she can expect to find when she signs up with Uncle Sam.

Priced at \$1.50, this book should be read by every woman or girl who is considering entering a branch of the armed forces.

For additional information about war jobs or training come in to see Mrs. Matilda Miller (don't phone) at the Civil Service Leader office, 97 Duane Street, New York City.

P-2523 - 1942  
CITATION - THE PEOPLE OF THE State of New York, by the Grace of God, Free and Independent. To: Isabel Jane Mary Emily Clark, 5 Ranelagh Villas, Hove, Sussex, England; Turner Clark, 4 Callard Avenue, Palmers Green, London, N-13, England; Isabel Jane Mary Emily Clark, named as Executrix of the Last Will and Testament of THOMAS ROBERT CLARK (also known as Thomas R. Clark), deceased, as to any property said deceased had in England; 5 Ranelagh Villas, Hove, Sussex, England; Barclays Bank, Limited (of London, England), named as Testamentary Trustee of the Trust created under paragraph "Fourth" of the Last Will and Testament of Thomas Robert Clark, (also known as Thomas R. Clark), deceased, for the benefit of Allen Duncan Robert Clark, the son of Turner Clark; 54 Lombard Street, London, E.C-3, England; Barclays Bank, Limited (of London, England), named as the alternate Executor of the Last Will and Testament of Thomas Robert Clark, (also known as Thomas R. Clark), deceased, as to any property said deceased had in England, in the event Isabel Jane Mary Emily Clark, testator's sister, predeceased testator. 54 Lombard Street, London, E.C-3, England, the next of kin and heirs at law of Thomas Robert Clark (also known as Thomas R. Clark), deceased. Send Greeting:

Whereas, Chemical Bank & Trust Company, a corporation duly organized under the Banking Laws of the State of New York, and having its office at 165 Broadway, in the Borough of Manhattan, City, County and State of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the Last Will and Testament of Thomas R. Robert Clark, (also known as Thomas R. Clark), deceased, who was at the time of his death a resident of the New York Athletic Club, 7th Avenue and West 59th Street, in the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 31st day of March, one thousand nine hundred and forty-three, at half-past ten o'clock in the forenoon of that day, why the said Will and Testament should not be admitted to probate as a Will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Foley, a Surrogate of our said County of New York, at said County, the 17th day of February, in the year of our Lord one thousand nine hundred and forty-three.  
GROEBE LOESCH,  
Clerk of the Surrogate's Court.

# Shoppers' Bulletin

### Birth Certificates

**BIRTH CERTIFICATES**  
\$3 SERVICE IN ANY STATE \$3  
SAVE TIME and ANNOYANCE  
**BIRTH CERTIFICATE SERVICE**  
507 FIFTH AVE. (at 42nd St.)  
MU. 2-5580 NEW YORK  
We Operate Under U. S. Copyright

### Cigars

ASK FOR  
**OTTE'S HANDMADE CIGARS**  
At Your Favorite Tavern  
**ROBERT OTTE**  
666 Woodward Ave., Edgewood  
HEgeman 3-3181

### Convalescent Home

**Valley Rest Home**  
AGED—CHRONICS—CONVALESCENTS  
MINIMUM RATE  
**\$15 WEEKLY**  
217th St., Valley Stream, L.I. Phone 9164

### DURY NURSING HOME

(Registered by N. Y. Dept. of Hospitals)  
Chronics, Invalids and elderly people, diabetes and special diets convalescents.  
N. Y. State Reg Nurse in Attendance.  
RATES REASONABLE.  
120-24 Farmers Blvd., St. Albans, L. I.  
Vigilant 4-9504

### Cosmetics

**ANKARA Parfum Equisitries**  
"Fragrance of the Orient" created for your personality, by MR. MUSTAFA HALIL, chemist. Face creams and perfumes mixed to fit your particular skin needs—AND your budget.  
83 Lexington Ave. • MU. 4-2011

### Food

ORIGINAL and GENUINE  
**BELL'S Lique Garlic Extract**  
A Magic NEW SEASONING  
That Adds Zest to Your Meals  
Novel - Economical - Tasty  
Address: 222 GREENWICH STREET  
Phone: BA. 7-6115 N. Y. C.

### Foot Appliances

**FOOT CORRECTION APPLIANCES**  
Let me show you how, by scientific application of Appliances, I can eliminate your Foot troubles  
30 YEARS OF EXPERIENCE  
**M. HOLLANDER**  
369 7th Ave. BRyant 9-2530  
(Between 30th and 31st Streets)

### Liquor License

Notice is hereby given that License No. HL 00306 has been issued to the undersigned to sell liquor at retail in a hotel under the Alcoholic Beverage Control Law at 228 West 47th Street to 213 West 46th Street, City and County of New York, for on-premises consumption. Hotel Edison, 228 West 47th Street to 219 West 46th Street.

Notice is hereby given that License No. RL 4707 has been issued to the undersigned to sell liquor at retail in a restaurant, under the Alcoholic Beverage Control Law at 59 Warren Street, City and County of New York, for on-premises consumption. Rose, Rose, Inc., 59 Warren Street.

Notice is hereby given that License No. RL 00093 has been issued to the undersigned to sell liquor at retail in a restaurant under the Alcoholic Beverage Control Law at 318 West 45th Street, City and County of New York, for on-premises consumption. Deauville Operating Corp., 318 West 45th Street.

Speak for Yourself! And do it effectively, too, at meetings and gatherings. See Reader's Service Guide, page 13, for the places where you can go to acquire the silver tongue.

### Loan Service

**UNIFORMS**  
Care Guaranteed  
SPECIAL ATTENTION GIVEN TO CIVIL SERVICE CLOTHING.  
FACILITIES FOR HANDLING "WEATHERED UNIFORMS."  
Also Loans on Jewelry, Furs and Personal Property.  
**O'NEILL & KELLY, Inc.**  
32 FIFTH AVENUE BROOKLYN

### Furs

**J. T. VIDAL**  
25 years of reliability  
MFRS. OF FINER  
**FURS**  
"Quality, Plus Economy" is His watchword. Furs to fit your individuality at savings of 40% to 50% because you buy direct from a manufacturer. Convenient payment terms arranged.  
**J. T. VIDAL, 231 W. 29th St. LO. 5-1347**

### Household Appliances

**DIM-OUT CURTAINS**  
Glass Mirrors  
Awnings and Canopies  
Venetian Blinds  
Window Shades  
Shower Curtains  
**D. RICHTER, Inc.**  
618 LENOX AVE.  
Bet. 141 & 142 Sts.  
New York  
EDgecombe  
4-5980-4108

### Men's Shops

**Winokur's Clothes Shop**  
GRAND OPENING SALE  
15% REDUCTION  
Complete Selection of Suits, Coats, Top Coats. For Men and Young Men  
NEWEST MODELS  
Perfect Fit Guaranteed. Expert Tailors  
Prices to Satisfy Your Purse  
150 Delancy Street (Near Suffolk)

### PANTS

WE MATCH  
to your COAT or VEST  
complete line ready-made pants. Large assortment of Slacks.  
**ALBEE PANTS SHOP**  
—BORO HALL SECTION—  
441 Fulton St. (nr. Smith)

### Surgical Appliances

YOU TRUST ME AND I'LL TRUSS YOU  
**Borsuk's** EXPERT FITTING  
SUPREME QUALITY  
GUARANTEED  
**TRUSSES**  
Addminic BELTS  
ELASTIC HOSEIERY  
ARCH SUPPORTS  
CHAIRS BEDS RENTED All Sick Room Needs  
Special Terms to Civil Service People

### WE FIT

**Non-Skid Spot Pad Trusses**  
Satisfaction Guaranteed  
Agency for  
**Dr. Scholl's Foot Appliances**  
and for **AIRWAY Surgical Corsets**  
★ **THE TERMINAL** ★  
**SURGICAL APPLIANCE CO.**  
222 Fulton St., N. Y. Cor. Greenwich  
Phone Cortlandt 7-1172

### TRUSSES AND BELTS

For Ease & Comfort  
EXPERT FITTING GUARANTEED  
TRUSSES • BELTS • ARCHES  
ELASTIC HOSEIERY  
The Value of a Surgical Appliance to the patient is in the FITTING. There is no substitute for experience.  
ESTABLISHED 1922  
**HAROLD SURGICAL CORP.**  
401 Fourth Ave at 28th, N.Y. CITY  
Buy The LEADER every Tuesday.

## DEAFENED

DO YOU—miss the enjoyment of radio, movies, church, group conversations?  
DO YOU—know that VACOLITE is fitted to your individual requirements?  
DO YOU—know VACOLITE'S low price is within everybody's reach?  
DO YOU—know VACOLITE may be purchased on easy budget payments?  
DO YOU—know that VACOLITE is accepted by the American Medical Association?  
Come in, telephone or write for a FREE Hearing analysis at our offices or in your home.  
**VACOLITE**  
7 East 42nd St. MU 2-3524

### Cars Wanted

**WE WILL BUY YOUR '40-'41 CAR OR STATION WAGON AT AN UNBELIEVABLY HIGH PRICE — ALL CASH**  
PHONE RAYMOND 9-3100  
We will send our representative immediately  
**BRIDGE MOTORS-Bronx, N.Y.**  
Authorized Dodge-Plymouth Dealer  
2336 GRAND CONCOURSE  
(Bet. 183-184 Sts.) Open Even. & Sun.

### CARS WANTED

1939 - '40 - '41 - '42—All Makes  
HIGH CASH PRICES PAID  
APPRAISALS ANYWHERE  
ENDicott 2-1945 - SCHuyler 4-9742  
**CON-FIELD MOTORS, Inc.**  
1900 BROADWAY, N. Y.  
Drive in - Telephone - or Write

### YES or NO

PHONE SAc 2-4700  
GIVE DESCRIPTION OF YOUR CAR, STA. WAGON or TRUCK  
TELL US YOUR PRICE  
It's YES or NO  
We'll Send BUYER with CASH  
Man. Largest Dodge-Plym. Dealer  
Dexter, 1st Ave.-97th

CASH FOR YOUR CAR  
CALL SHANLEY  
CIRCLE 5-9454

### WANT TRAINING FOR A CAREER?

Men  
Women  
Anything You Want to Know About Schools?  
Ask the School Editor  
MAIL THIS COUPON:  
Civil Service LEADER, 97 Duane Street, N. Y. C.  
Kind of Course.....  
Day..... Evening..... Home Study.....  
Name.....  
Street..... City..... State.....

### Triborough Cops Want to Get Into Police Dept.

The Triborough Bridge Police fell that they can be used to help meet the manpower shortage in the Police Department.

They originally took a police test back in '37, they took appointments to the bridge force. Now they say they feel useless hanging around the bridge with a war going on and everybody crying for more police protection.

A number of them have passed the examination for Sergeant in their group, and wonder if their promotional list couldn't be used to make appointments to the regular police force.

They have a lawyer among them who says the fact that it hasn't been done before doesn't mean that a promotional list can't be used to make appointments.

Another suggestion they make is that they be absorbed into the Police Department as a group. They are practically all in 3-A, and say they've been doing work very similar to that of the police and could step right into a precinct house and feel at home.

### Housing Agency Has Openings

A chance for men with some experience working around buildings to get fairly good jobs with the New York City Housing Authority is open.

The LEADER learned last week that the following jobs are now being filled:

- Fireman (coal), \$1,380 a year.
- Coal Passer, \$1,320 a year
- Porter, \$1,200 a year.
- Watchman, \$1,200 a year.

Only American citizens will be considered. The hiring office is at 122 East 42nd Street—Office of the New York City Housing Authority. The upper age limit is about 58, as the work is fairly strenuous. Appear in person between 9 and 6, with proof of citizenship or birth in the U. S. A.

There are numerous jobs open in each classification, and even men with very limited experience in this work have a chance to be hired.

### \$1,580 a Year For Work in Hospital

Men are needed to fill 20 jobs at a metropolitan hospital as orderlies and mess attendants.

The jobs offer a salary of \$1,320 plus overtime pay which adds about \$260 a year to the salary. Work is at a marine hospital within easy commuting distance of any part of the city.

The men applying must pass a stiff physical test, and persons between 18 and 60 will be considered. Must be draft-deferred, a citizen—bring proof of citizenship when applying.

The United States Employment Office at 40 East 59th Street is where you should apply for these jobs.

### Subway Workers Have Their Status Changed

The Municipal Civil Service Commission last week changed the status of a number of employees of the City Transit System to the competitive class of civil service.

Protests resulting from the 1929 reclassification of employees of the system made this action necessary.

Following are the changes made:

Joseph T. Fleming, from Maintainer's Helper, Group C, to Power Maintainer, Group B.

Edward Murray, from Maintainer's Helper, Group A, to Power Distribution Maintainer, Group B.

Herbert Siegel, from Clerk Grade 3 to Junior Maintenance Engineer.

Thomas Martin, from Car Maintainer, Group A to Group E.

William Graydon, from Railroad Caretaker to Mechanical Maintainer.

Bernard Gough and Giuseppe Visciotti, from Trackman to Assistant Foreman (Track).

Denis O'Donnell, from Maintainer's Helper, Group B, to Car Maintainer, Group E.

# Amusement Parade



KATHARINE HEPBURN Co-stars with Spencer Tracy in "Keeper of the Flame," an MGM production now at the Radio City Music Hall.

### How to Present A Grievance

The "proper method" of handling employee grievances in the Federal Service has been delineated by the National Federation of Federal Employees. The NFFE is an unaffiliated organization.

Here's the recommended procedure:

1. Take the matter up with your immediate superior. Be diplomatic, sure of your facts, and show the same tolerance that you want to receive. In cases where the superior is unwilling or unable to act:

2. Bring the grievance to the attention of your local. Explain the case completely, making sure that you have the correct facts and figures, names, dates and places. Make the case concrete so the local will have something to work on.

3. If the local can't arrange to straighten out the situation, it will bring the matter to the attention of the national organization which will study the case, and if it seems legitimate take it up with the department.

#### What Not to Do

Here's what you are advised not to do:

1. Do not write a general resolution. Rather submit definite facts and figures about a specific condition.

2. Don't try to do too much yourself. Your union is there to help you.

3. Don't expect the others to do all the work of adjustment — assume part of the job as your own.

### Welfare Victory Group Ushers in Vernal Season

The Staff Victory Committee of the ninth floor at Central Office, Welfare Department, will usher in spring with a gala affair at Webster Hall's Crystal Room, 119 East 11th street, on April 1st, at 6 p.m. Main features of the party will be entertainment and a bazaar. The committee has succeeded in obtaining the services of three well-known performers—Bart van der Schelling, Dutch singer; Herbert Walwyn-Wyndham, English dialect comedian, and Liu-Liang Mo, Chinese entertainer. Folk dancing and group singing will also cheer participants. Valuable and useful articles which have been donated to staff members by several large manufacturing concerns will be sold at auction. In addition, there will be refreshments, dancing, and, of course, a door prize. The entire proceeds will go to the USO and Allied War Relief. Tickets may be obtained in advance or at the door.

### Leader Movie Merit Rating Scale

100%—Must be seen.	Rating
99-90%—Excellent.	
89-80%—Good.	
79-70%—Fair.	
Below 70%—Poor.	
ASTOR—"Human Comedy"	
B'way & 45th St.—CI. 6-4642... 95%	
CAPITOL—"Stand By For Action"	
B'way & 51st St.—CO. 5-1250... 90%	
CRITERION—"It Ain't Hay"	
B'way & 46th St.—BR. 9-7800... 85%	
GLOBE—"Chetniks"	
B'way & 46th St.—CI. 6-0800... 80%	
HOLLYWOOD—"Air Force"	
B'way & 51st St.—CI. 7-5545... 90%	
PALACE—"Journey Into Fear".... 80%	
"Silver Skates"..... 70%	
Beginning Thurs.—"Casablanca".... 100%	
"Ladies' Day".... 90%	
B'way & 51st St.—BR. 9-4300	
PARAMOUNT—"Hitler's Children".... 95%	
B'way & 43rd St.—BR. 9-8738.	
RADIO CITY MUSIC HALL—	
"Keeper of the Flame"..... 90%	
6th Ave. & 50th St.—CI. 6-4600	
RIALTO—"Frankenstein Meets the Wolf Man"..... 70%	
B'way & 42nd St.—WI. 7-0200	
RIVOLI—"Forever and a Day".... 90%	
B'way & 49th St.—CI. 7-1633.	
ROXY—"The Young Mr. Pitt".... 80%	
Beg. Wed.—"Hello Frisco Hello" * 7th Ave. & 50th St.—CI. 7-6000.	
STANLEY—"Diary of a Nazi".... 7th Ave. & 42nd St.—WI. 7-9686.	
STATE—"Tuesday and Wednesday—'Random Harvest'..... 100%	
Beg. Thurs.—"The Power Girls" 15th B'way—BR. 9-1937.	
STRAND—"The Hard Way".... 80%	
B'way & 47th St.—CI. 7-5900.... 80%	

\*-Not reviewed at press time. As films change from day to day it is advisable to call the theatre.

### Husky Men Needed to Keep Trains Rolling

Many husky men are needed in freight yards around the city to keep the trains rolling.

Every United States Employment Service in the city can send you to a job which pays 68c an hour if you are strong enough to pass a stiff physical examination. 18 to 58 are the age limits.

You have to be a citizen, bring your birth certificate, or proof of citizenship when you apply. You will have to obtain a Coast Guard pass to allow you to work on the waterfront.

If you're hired, you'll work an 8-hour 6-day week. Time-and-a-half for all work over 40 hours. Day and night shifts are working, but there's no extra pay for the night work.

Your job will be to load and unload freight cars.

Draft-deferred men are preferred. There is a chance for men in 1-A to get similar work at 53c an hour handling freight.

Speak for Yourself! And do it effectively, too, at meetings and gatherings. See Reader's Service Guide, page 13, for the places where you can go to acquire the silver tongue.

### RESORTS

Newburgh, N. Y.

Your Vacation Point Vitality for Victory... aided by Plum Point's invigorating winter sports and soothing, restful indoor activities. Come for a week or a week-end.



Hotels — New York City

**Dewey Square Hotel**  
7th Ave., 117th St. & St. Nicholas  
All Newly Remodeled Rooms at VERY REDUCED RATES  
Under personal supervision of owner.  
SPECIAL DISCOUNTS to Civil Service Employees  
UNiversity 4-7662

**Hudson Residence Hotel**  
506 1-2-3 Rooms and Apartments ALL FURNISHED — \$4.00 and up  
Maple Furniture, Innerspring Mattresses, Refrigeration  
Maid Service, 24-hr. Elevator Service  
Kitchen Privs. or Dining Room Service  
Quiet and Refined Neighborhood  
Convenient to all transportation.  
1649 AMSTERDAM AVENUE  
11st to 142d Sts. Tel. AUtobon 3-8108  
J. H. DAVIS, Manager  
Tourist Accommodation Day & Night

Federal Employees — For information about your problems come in to see Mrs. Matilda Miller (don't phone) at the Civil Service Leader office, 97 Duane Street, New York City.

317 WEST 45th ST.  
**The LONGACRE**  
FOR WOMEN ONLY  
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.  
Rates—\$7 to \$9 Per Week

302 WEST 22d ST.  
Annex — 350 WEST 23d ST.  
**The ALLERTON HOUSE**  
FOR MEN and WOMEN  
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.  
Rates—\$7 to \$9 Per Week

**The SIMMONS HOUSE**  
350 W. 88th St. - at Riverside Drive  
EXCLUSIVELY FOR WOMEN  
Business — Government — Professional  
Recreation Rooms, Lounge, Roof Garden, Kitchen, Pantry, Dining Room  
Rates: \$5.50 to \$10 Weekly  
Tel. SC. 4-6100 MET.: Mrs. Lynn

SECOND WEEK  
DENNIS  
LUPINO • MORGAN • JOAN LESLIE  
IN WARNER BROS. HIT!  
"THE HARD WAY"  
IN PERSON  
INA RAY HUTTON and Her Orchestra  
From Hollywood—JANE WYMAN • IRENE MANNING  
Extra Special—JERRY LESTER  
BUY WAR BONDS STRAND BROADWAY and 47th STREET

ALICE FAYE  
JOHN PAYNE  
JACK OAKIE  
LYNN BARI in  
**Hello Frisco, Hello**  
In Person  
Chico Marx & Band  
PLUS BIG STAGE SHOW  
BUY BONDS ROXY 7th Ave. 50th St.

"A very remarkable thing. Humanly rich. It's tonic. Truly wonderful. This picture stands up and bids for immortality."  
—Archer Winsten, Post

M-G-M presents  
William Saroyan's  
**The HUMAN COMEDY**  
Starring MICKY ROONEY  
Directed by CLARENCE BROWN  
ASTOR  
Continuous Popular Prices  
BUY WAR BONDS BWAY and 45th ST

RADIO CITY MUSIC HALL  
Rockefeller Center - 50th St.—6th Ave.  
SPENCER KATHARINE TRACY HEPBURN  
**'Keeper of the Flame'**  
A Metro-Goldwyn-Mayer Picture  
Produced by Victor Saville Directed by George Cukor  
ON THE GREAT STAGE  
"VICTORY FLEET"—A thrilling spectacle dedicated to our Navy and Merchant Marine... produced by Leonidoff, with U.S. Marine Band, Glee Club, Rockettes, Corps de Ballet, and Symphony Orchestra, direction Erno Rapee.  
First Mezzanine Seats Reserved  
Circle 6-4600

Now As Always! The Top 2—for-1 Entertainment  
**'Happy Go Lucky'**  
A Paramount Picture with Mary Martin - Dick Powell Betty Hutton - Eddie Bracken Rudy Vallee  
In Person LES BROWN AND HIS ORCHESTRA GIL LAMB  
Extra Added Attraction THE 4 KING SISTERS  
PARAMOUNT  
TIMES SQUARE

**DINE AND DANCE**  
**BUTLER'S** MIDTOWN'S HOTTEST NITE SPOT  
Eddie CHESTER INTERNATIONAL JESTER  
Columbus Ave. at 83d St. SU. 7-8021  
DORIS RUBY — BETTY DENNIS  
BUTLERETTES — WILLIE FRANK AND BAND

**ZIMMERMAN'S HUNGARIA**  
AMERICAN HUNGARIAN  
163 West 46th St., East of B'way  
Famous for its Food. DINNER from \$1.25. Three Delightful Floor Shows Nightly. Gypsy and Dance Orchestras. Continuous Music & Dancing. No Cover. No Minimum. L'ONGacre 8-0115.

LINCOLN FABRICS CO. — NOTICE IS hereby given that on February 27th, 1943, a certificate of limited partnership was filed in the Office of the Clerk of the County of New York, of which the substance is as follows: The name of the partnership is LINCOLN FABRICS CO., and its business is converting, manufacturing and dealing in textiles. Principal place of business is located at 35 White Street, New York City. The name and place of residence of each member are: Harry Odzer, 951 44th Street, Brooklyn, New York, general partner; Limited partners, Meyer Lefkowitz, 824 West 17th Street, New York, N. Y. and Rena Odzer, 57 East 58th Street, New York, N. Y. The cash contributed by the limited partners is as follows: Meyer Lefkowitz, \$8,000.00; Rena Odzer, \$12,000.00. The contribution of a limited partner is to be returned in three (3) months after termination of the partnership. No right is to be given a limited partner to demand or receive property other than cash in return for this contribution. The share of the profits and other compensation which each limited partner shall receive is interest at the rate of 6% per annum and in addition the proportion of the profits which the average capital standing to the credit of each limited partner in the firm during the period of determination bears to the total of the average capital of all of the partners (both general and limited) earned during such period. A limited partner may not substitute an assignee or a contributor in his place. Upon the death of a limited partner, the general partner shall purchase the interest of the deceased limited partner and at any time the general partner may purchase the interest of a limited partner paying for such interest the book value in each instance. A limited partner is not given any priority over a general partner as to contributions or as to compensation. The losses of the limited partners are limited to the extent of their contributions to the partnership. The general policy of the partnership and general management shall be determined by the general partner.  
Dated: New York, March 1st, 1943.  
HARRY ODZER  
RENA ODZER  
MEYER LEFKOWITZ

**Firemen, Notice!**

Watch next week's LEADER for a complete story about the Uniformed Firemen's Association. What are the true relations between the UFA and the department? What are the real facts about the schism between older and younger men in the department? Is there any truth to the rumor that Vince Kane is meeting the most determined opposition in his career?

**Mayor Promises Higher Pay To City Employees**

It looks like pay raises for New York City's lower-paid employees. Using precisely the argument which employees themselves have used in their demands for higher pay, Mayor LaGuardia said, in his broadcast on Sunday, March 21, that the city's workers can no longer get along on present salaries in view of the increased living costs. The Mayor gave no details about the forthcoming rise other than to indicate that it would be instituted for those earning \$1,600 a year or less.

**Civil Service Tests On Sunday?**

At a recent municipal examination in Niagara, N. Y., the Civil Service Commission passed out blanks asking applicants to indicate the day on which they would prefer to have civil service tests given. Choices were, Saturday morning, Saturday afternoon, weekday evenings, or Sunday. Seventy per cent of those queried chose Sunday. Just one candidate objected to Sunday examinations. The Niagara Civil Service Commission has indicated that it is considering altering its examination procedure to allow for Sunday examinations.

**Public Works Holy Name In Communion Breakfast**

On Sunday, April 11, the Department of Public Works' Holy Name Society will hold its fifth annual Communion breakfast at the Hotel Roosevelt, 45th Street and Madison Avenue, Manhattan. The men will receive Holy Communion at the 9 o'clock Mass at St. Patrick's Cathedral and then march in a body to the Hotel Roosevelt. The proceedings at the breakfast will be broadcast over Station WNYC from 11.30 a. m. to 12.30 p. m. Among the speakers will be Irving V. A. Huie, Commissioner of Public Works; Monsignor William Dillon, president of St. Joseph's College Brooklyn; Very Rev. Monsignor Joseph F. Flannely, Administrator of St. Patrick's Cathedral, and Raoul Desvernine, attorney. Joseph M. Giblin, president of the society, will act as toastmaster. The Communion Breakfast Committee consists of Charles Kenny, chairman, and the officers and prefects of the society. Lawrence J. O'Connor is in charge of tickets; Joseph Perroni is in charge of publicity, and John Schlag is in charge of arrangements. For the first time the ladies of the department have been invited to attend the breakfast and it is expected that a large number will turn out. Miss Elizabeth Mooney is cooperating with the committee in getting the ladies to attend. The Very Rev. Monsignor Joseph F. Flannely, Administrator of St. Patrick's Cathedral, is the moderator of the society.

**Firings Begin to Hit State Employees**

(Exclusive) ALBANY.—The firings are beginning.

How far they'll go, nobody but the Governor and his close advisers know, and they won't say, beyond making it clear that they intend to abolish all "useless" positions in the State service. No definition of what a "useless" position is has been made public.

One of the biggest series of firings hit on St. Patrick's Day, when a group of civil service employees were called in at the Motor Vehicle Bureau offices and told it's all over, as of April 1. They protested that they were bona fide civil service workers, some in for close to 20 years. But that didn't help.

**Many Are Hit**

The Motor Vehicle Bureau was affected in all its branches—Albany, Manhattan, Brooklyn, Queens. In Manhattan, for example, six referees were fired. The job pays \$3,500 to \$3,900 a year. Nine motor vehicle license examiners, earning approximately \$2,100 each, were knocked out. And three clerks were included in the round-up, two of them earning approximately \$1,000 a year, and one earning around \$1,600.

Here are the names of those who are scheduled to go at the end of this month:

**Referees**

- J. Earl Kelly.
- Charles J. Conklin.
- Morton R. Tolleris.
- Harry Pastor.
- Michael J. Terano.
- I. Henry Kutz.

**Examiners**

- Harold Vogt.
- John Bacom.
- Max Kamen.
- Louis Berkower.
- Vincent J. Connors.
- Charles T. Pauley.
- Alfred Grey.
- John R. O'Connell.
- Abraham Schechter.

**Junior Clerk**

- Benjamin Stall

**Junior Typist**

- Mary K. Davis.

**Senior Clerk**

- George Reynolds.
- Two additional employees were apparently scheduled for the axe

J. Earl Kelly, an official of the ASCSE, is among those who have felt the axe in the State Motor Vehicle Bureau. He's been in 15 years.



in the Manhattan office, but somehow got straightened out. J. Earl Kelly, one of the referees listed, has been in the department 15 years. He is, incidentally, a high official in the Association of State Civil Service Employees.

Charles J. Conklin has been on the job 18½ years.

**Volume Going Up**

Does the volume of business done by the Motor Vehicle Bureau warrant these firings? Again, to look at Manhattan as an example, it was way down in January of this year, when few people were driving cars. The last week in February was markedly rushed because the rationing boards were about to take away the coupons of persons who didn't renew their registration. Now it's up to 76 percent of the 1942 business, and by mid-summer officials expect it to reach at least 90 percent of last year's volume.

**Still a Chance**

There is just the barest possibility that these particular firings may yet be withheld. A supplementary budget is scheduled for presentation this week, and this may permit such a reshuffling of the bureau as to allow retention of the employees.

Should the firings hold, however, the names of those laid off will go on a preferred list for possible use in these jobs should they open up again.

Immediate affect of the firings was to electrify the offices concerned into a state approaching demoralization, as other employees feared for their jobs. Comments were heard indicating that employees felt the protections and privileges of civil service were falling to pieces. The attitude is bound to spread as firings begin to hit other State offices.

The LEADER will keep State employees informed of firings in other departments.

**U.S. Exam Schedule**

The Federal Civil Service Commission has announced the following examinations which are being given at 641 Washington Street this week:

- March 24—Under Inspector of Engineering Materials Trainee, Announcement 2-221. 23 males, 65 females, 6 p. m., Room 1021.
- March 25—Junior Professional Assistant, 217 candidates, 8.30 a. m., Room 1021.
- March 26—Senior Bookkeeping Machine Operator, 6 candidates, 8.30 a. m., Room 1021.
- March 26—Library Assistant, 8 candidates, 8.30 a. m., Room 1021.
- March 27—Qualifying Clerk, Departmental non-competitive, classification under E. O. 8743, 15 candidates, 8.30 a. m., Room 1021.

**City Wants More Men to File for Correction Job**

The New York City Civil Service Commission is now receiving applications for the position of Correction Officer, jobs in the municipal prisons and Sheriff offices.

The examination for the position consists of a written test, a physical test, and credit for past experience which would qualify you for the job. Experience as a prison guard or social investigator will get you extra credit on that part of the rating. If you have had supervisory experience you will also get credit. Acceptable work in that field will include any employment as a supervisor over men and boys or work as a foreman. The amount of credit you get for this depends on the examiners.

The Civil Service Commission is hoping that at least a thousand men file for the examination, and if they do get this number of candidates, the date for the filing may be extended.

Present plans for the written test to be held in April and the physical as soon as the written test is scored.

The text of the announcement of this test appears on page 10 of this week's LEADER.

Looking for quick advancement? Learn fast with one of the private tutors listed under Reader's Service Guide, page 13.

Coming Next Week: A MUST Article for Every Federal Employee ...

**THE TRUTH ABOUT FEDERAL FIRINGS Who Can Dismiss You? Why? How? Can You Do Anything About It?**

By H. Eliot Kaplan

Executive Secretary, Civil Service Reform Association

**General Bradley's Column**

(Continued from Page Seven)

helping men rejected by the Army. Your draft board can give you the address and make an appointment for you. They'll give you mechanical aptitude tests, and try to help you land a job. If you need medical treatment, they'll get it for you, and they have a good record of being able to give practical help to a majority of the men who have come in to their office. . . . Ask the clerk in your draft board for the card headed, "Let Us Try to Help You Plan for a Job."

**Estimate Board Refuses To OK Employee Leaves**

The Board of Estimate at its meeting last week again said in effect: "Nuts to the City employees."

Two items in the day's calendar were of considerable interest to public workers. One was turned down, the other filed away to gather dust.

Number 1. A resolution introduced last month by Borough President Cashmore of Brooklyn, was intended to assure municipal employees the right to work on farms during their vacation periods, and to engage in war-production work after business hours.

A decision passed down by the Court of Appeals a while back, indicated that city workers already

had this right, but the administration has come out with a statement indicating a "disapproval of such practice."

The resolution was defeated.

Number 2. Commissioner of Works Maurice A. Fitzgerald of Queens, acting for President James A. Burke, had introduced a resolution which would allow city workers to leave their jobs for the duration to engage in war-production industries and thus meet the requirements of the War Manpower Commission's rulings. It would have protected their jobs with the city, granting them the same privileges as men and women on military leave and assuring them of their posts after victory.

A message from Butch to the effect that this was a matter within the province of department heads, and the resolution was shelved. In a statement to The LEADER, Commissioner Fitzgerald had pointed out that the department heads were afraid of losing their trained workers to better-paid private war-work and were withholding permission for leaves whenever possible, and that this was one of the conditions which the resolution was meant to remedy, but the Mayor's word carried more weight at the Board session.

**Bauch Leaving For the Army**

Herbert S. Bauch, 3rd Grade clerk in the payroll office of the Department of Sanitation, is leaving shortly to join the armed forces.

Only thirty years old, he has been in the city employ since 1929. He started in the Engineering Bureau of the Board of Water Supply, has worked in the purchasing divisions of the Triborough Bridge Authority and the Board of Transportation.

He has been active in numerous organizations and is proud of his wide personal acquaintance among those in the city employ.

Among his organizations are the Association of Competitive Employees of the Department of Sanitation, Community Council of the City of New York, Plaza Community League.

Bauch's record in the City service is excellent.

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