

Civil Service LEADER

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How Civil Service Decides Who Gets Vet Preference

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URGENT! TAKE A WAR JOB FOR 90 DAYS

THEN GO BACK TO YOUR PRESENT JOB

Pay Is Excellent; Govt Will Make All Arrangements

Full Details on Page 3

Can NYC Automatic Promotion Idea Work?

Many of the New York City employees who viewed a system of automatic promotions as an answer to the problem of stagnation on a city job, wonder what has happened to the proposal.

A LEADER survey of the situation indicates that failure of any employee organization to put its weight behind the measure has stalled the movement.

However, several organizations among City employees still have the subject on their agenda. After spirited discussion at a recent meeting, the active Engineering Club of the Department of Water Supply, Gas and Electricity has referred it to their Resolutions Committee for action.

"Doesn't Solve Problem"

Members of various locals in the American Federation of Labor have brought the automatic promotion plan up at meetings, but no active stand was taken. Ellis Ranen, international representative of the American Federation of State, County and Municipal

Employees, AFL, explains that he didn't favor the plan, but only because he felt that it didn't solve the problems.

Said Ranen: "A system of automatic promotions wouldn't solve the problems, so long as a promo-

tion in the New York City civil service doesn't mean a promotion to a position with added duties and responsibilities, and more pay. There is little use in discussing automatic promotions when, under the present system, there is no relationship between an employee's grade and his duties. Persons have been sitting at the same desk for 20 years, performing the same duties and have been pro-

moted haphazardly. Under this setup, an automatic promotion system would be unfair to the City, as well as to the employees."

Police Promotion

As an example of a better system, within the City, he mentions the Police Department, where a promotion means more money, more responsibility.

The Civil Service Forum has

not publicly stated its views on the idea of automatic promotions.

The Plan

The idea for a method of automatic promotions, about which many NYC employees have written The LEADER, would provide, in addition to the present system of promotion by examination, for regular promotions of employees

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Defeat of \$400 Postal Pay Bill Hits All Federal Employees

WASHINGTON—Civil Service Commission and Federal employee unions, with the death of the 78th Congress, have started loading guns to blast important Federal employee legislation through the 79th Congress which will come into being January 3.

Major disappointment in last session of the 78th was the Senate's failure to pass H. R. 4715, the bill to give postal employees \$400 permanent salary increase.

Passage of this bill was to be key strategy in getting base raises for all other Federal employees.

Senator Mead (D., N. Y.) was defeated in a last-minute attempt

to get the raise through when Senator Josiah W. Bailey (D., N. C.) brought up a point of order that the Senate was still working on the legislative day of November 21.

How It Was Defeated

Since the measure was intro-

duced on November 21, legislative speaking, although going by the calendar it was approximately two weeks ago, the bill had not lain over the day required by the rules of the Senate.

Senator Tom Connally (D., Tex.) chairman of the Foreign Relations Committee, who was presiding, sustained the point of order, and when Mead appealed from the ruling of the chair, Senator Bennett Champ Clark (D., Mo.) put in a quorum call.

Only 38 Senators replied, so the

only action permitted was adjournment, and the huge task of getting the bill through will have to be repeated next session.

Bill in the Works

In spite of the disappointment and the necessary shift in strategy caused by failure of the bill to become law, Civil Service Commission is putting finishing touches on its omnibus bill, revealed previously in The LEADER, which would revise the whole Federal pay set-up and provide other im-

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Public
Administration
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How 'Sliding Salary' Plan Would Work for State Employees

ALBANY—New York State's 45,000 employees who this year got 7½ and 10 per cent war-time emergency pay boosts are virtually assured of as much or more next year, it was indicated this week.

For one thing the Association of State Civil Service Employees has drafted a bill to give all employees a flat 25 per cent pay increase on the first \$2,000 of salary. This means it would affect every employee, no matter how much he gets, to the extent of the first \$2,000 of his pay.

The measure, which would ap-

propriate \$15,000,000 for these pay increases, also provides for a sliding scale of pay increases based upon a cost of living index to be prepared by the State Commissioner of Commerce.

Budget Working on Proposal

Meanwhile there is a rumor current that the Division of the Budget is also working on a pay increase proposal. The present war-time added compensation, under a bill enacted this spring, gives employees earning less than \$3,000 a year an increase of 10 per cent, to those getting between \$2,000 and \$3,975, an increase of

7½ per cent.

The Association believes this added compensation is too little to meet higher living costs and is again seeking enactment of the proposed "cost of living" measure.

Governor Dewey, apparently has decided to recommend some kind of salary adjustment again next year when the Legislature convenes January 3.

One of the proposals that may meet his approval is reported to provide a flat increase of 15 per cent on all basic salaries up to \$4,000, with a minimum war-time boost of \$300. It would also provide for a flat \$400 increase for all salaries over \$4,000.

This year's pay increase bill, which cost around \$6,000,000, ex-

pires on April 1 and for that reason something must be done before the end of March.

Features of the Bill

Here are some of the features of the Association's bill which will be introduced soon after the session opens:

(1) It would affect every employee in every category; (2) for the purpose of establishing a comparative base for determining the rise and fall of living costs, the period 1935-1939 inclusive would be used; (3) in calculating the cost of living the Commissioner of Commerce would be required to give consideration to findings and factors recognized by the War Labor Board; (4) beginning April

1, 1945 the pay of every employee, for the first \$2,000, would be increased 25 per cent; whenever the cost of living is shown by the Commissioner to have reached 30 per cent over the base period, employees would get an additional five per cent increase; (5) each time that living costs go up an additional five per cent, the pay would likewise be boosted in like amount; the increases would be effective three months after the need for such increases were determined; (6) while war-time compensation may not be deemed to constitute a promotion, demotion or increment, the additional salary would be computed in fixing retirement contributions and allowances.

For More
State News
Pages 6, 7, 8, 16



Congressman Robert Ramspeck, who probed the Federal service, found some spots which weren't all they should be. One thing his report praised highly is the merit award plan, under which employees get paid for money-saving and time-saving suggestions.

Employee Suicide Attempt Reported by Ramspeck

WASHINGTON—Lack of overall management in the Federal service, frills in employee counseling and other "bad spots" were scored in the report of the House Civil Service Investigating Committee just released.

"Only the President has the power to bring about better management," the report said.

"Bad spots, symptomatic of more disturbing and deep-seated disorder . . . which foster the growth of conditions deleterious to the merit system," were said to be in existence all through the Federal service.

State Department was praised for its prompt and efficient rehiring of veterans.

Council of Personnel Administration was lauded as "an increasing valuable adjunct of the merit system."

Awards Program Paid

Civilian Awards Program, which has "saved upward of \$60,000,000 and paid for itself many times over," was praised. "In several recorded instances a suggestion made by a civilian employee literally exploded in the face of the enemy."

Suicide Attempt

The report continued: "An employee of the Audit and Examining Section attempted suicide. The committee found conditions which had resulted in gossip and unrest. Fist fights and quarrels were reported between supervisory officials. Efficient employees were frozen in their jobs, while inefficient employees were released for transfer and promotion to other departments. The personnel division took no action. The personnel counselor was busy with other matters. Administrative officers, apparently, recognized no responsibility."

The Committee also criticized the employee counseling activities

of several war agencies. It said that many persons who merely had "hangovers" were told they were psychoneurotic.

Changes in Law Benefit Many Postal Employees

WASHINGTON—Recent changes in the Postal Laws benefit many postal employees. Following are some changes made in working conditions of postal employees by Congressional action.

Pay for Night Work

Supervisory employees, special clerks, clerks, substitute clerks, watchmen, messengers, mail handlers, and employees of the motor vehicle, pneumatic tube, and custodial services, in first- and second-class post offices who are required to do night work will be paid extra for such work at the rate of ten per cent above the hourly rate. Night work is defined as work "between 6 o'clock p. m., and 6 o'clock a. m."

Promotion for Custodians

All officers and employees of the custodial service (except chairman and charwomen, working part time) shall, at the end of a year's satisfactory service, be promoted, at the beginning of the first quarter following the completion of such year's service, to the pay rate next higher than that which he is earning, until the maximum rate of the grade is reached.

Motor Vehicle, Custodians On 8 Hours

Another change provides an 8-hour day for custodians and motor vehicle employees, and overtime pay for any necessary work over the eight hours. Following is the text of the order which provides the new setup:

"Dispatchers, mechanics-in-charge, special mechanics, general mechanics; mechanics' helpers, driver-mechanics, and garagemen-drivers in the Motor Vehicle Service, employees of the pneumatic-tube system, and employees of the custodial service, shall be required to work not more than 8 hours a day. The 8 hours of service shall not extend over a longer period than 10 consecutive hours, and the schedules of duties of the employees shall be regulated accordingly. In cases of emergency, or if the needs of the service require, special clerks, clerks, dispatchers, mechanics-in-charge, special mechanics, general mechanics, mechanics' helpers, driver-mechanics, and garagemen-drivers in the Motor Vehicle Service, employees of the pneumatic-tube system, and employees of the custodial service, can be required to work in excess of 8 hours per day, and for such overtime service they shall be paid on the basis of the annual pay received by such employees. In computing the compensation for such overtime the annual salary or compensation for such employees shall be divided by 300, the number of working days in the year less all Sundays and legal holidays enumerated in the act of July 28, 1918; the quotient thus obtained will be the daily compensation which divided by 8 will give the hourly compensation for such overtime service. When the needs of the service require the employment on Sundays and holidays of route supervisors, special clerks, clerks, dispatchers, mechanics-in-charge, special mechanics, general mechanics, mechanics' helpers, driver-mechanics, and garagemen-drivers in the Motor Vehicle Service, employees of the pneumatic-tube system, and employees of the custodial service, they shall be allowed compensatory time on 1 day within 6 days next succeeding the Sunday, except the last 3 Sundays in the calendar year, and on 1 day within 30 days next succeeding the holiday and the last 3 Sundays in the year on which service is performed: Provided, however, That the Postmaster General may, if the exigencies of the service require it, authorize the payment of overtime in lieu of compensatory time for service on Sundays and holidays: Provided further, That the provisions of the foregoing shall not be applied so as to reduce the compensation or grade of any employee."

Urgent! Take a War Job For Only Three Months

This is urgent. This is MUST reading for every person with a skill not now employed fully in the furtherance of the war, and for those who wish to become trainees. Read carefully. Then act. Officials to whom this reporter has talked state frankly that the length of the war can be materially affected by the response to this message—whether it's positive or negative.

What Uncle Sam asks is that you take a new job for 90 days.

You won't have to give up your present job. You just take a three-month vacation from it to do something big for the country. When the 90-day period is up, you can return to your present work.

You won't have to lose any pay. If you should be earning a higher salary than that paid in the war work, arrangements may be undertaken to make up the difference. But pay on these jobs is generally excellent.

And you won't have to argue with your boss about it. The United States Government will do all the negotiating for you through the War Manpower Commission.

Here's how it works. Joe A. who had been a pattern maker before the war, had a job as a truck driver for a civilian delivery house. He earned \$1.35 an hour. Joe went to the United States Employment Office nearest his home, and told them about his old skill. He admitted he might be a little rusty. But the USES people were glad to see Joe. They took the matter up with his boss, who said he needed Joe because it is a busy season. The USES pointed out that the United States of America needed Joe even more, because there is a shortage of secret Navy instruments upon whose making Joe was to be assigned for only three months. The transfer was amicably arranged. Joe goes to the new job for three months, in a Brooklyn plant working on precision instruments, and at the end of that time he'll return to his present job.

The needs at this moment are just plain, simply desperate. That's the only word for it. Below is a

listing of some of the skills (also jobs for trainees) which must be filled. There are about 1,000 jobs in this listing—and an additional 20,000 jobs are available. Let it be added that these jobs, and the products manufactured, are listed officially as "Priority Number 1 for highest Urgency Treatment." While the sponsors are Army, Navy, and other official agencies, the posts are with private firms.

If you don't know where your local United States Employment Office is located, look it up in the phone book, or phone the Civil Service LEADER office, and we'll be glad to direct you.

MUST PRODUCTS PERSONS NEEDED

Oxygen, Hydrogen, Bodies and Forgings	Power Press, Drill Press, Helpers
Radar, radio and radar tubes and test equipment	Tester, Trouble Shooter, Mechanical Inspector, Glass Blower, Machinist, Assembler, Trainee, Wireman
Tools and machine work for I-IV aircraft	Machine Tool Operator, Machinist, Tool and Die
Fire control equipment	Detailers
Parts for radar and 155mm. shells	Auto, Screw, Machine Operators
Castings	Trainee Coremaker, Molders, Coremaker, Laborer
Frequency meters, Component parts of radar and other communications	Electrical Engineer, Experimental Machinist, Tool and Die Maker, Engine Lathe Operator, Plater's Helper
Precision and secret instruments for U. S. Navy	Bench Molder, Coremaker, Pattern Maker, Laborer
Secret Instruments	Glass Blower, Glass Engraver

Panel components for aircraft	Trainee Electrical Department, Shear Cutter, Trainee Power Press, Sanding and Grinding, Trainee General
Aircraft I-IV	Machinist, Tool Tryout Man, Instrument Maker, Engine Lathe Operator

Radar equipment	Shop Foreman, Model-maker, Senior Electrical Engineer, Junior Electrical Engineer, Mechanical Draftsman, Turret Lathe Operator, Milling Machine Operator, Guards, Second Class, Toolmaker, Electrical Tester
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Recoil mechanisms, 155mm. Howitzer, periscope mounts, M-4 tank (critical components)	Bench Assemblers, Engine Lathe Operators, Turret Lathe Operators, Bullard Vertical Boring Mill Operators
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B29 Equipment	Mechanical Draftsman, Powerbrake, Assistant foreman, Iron worker, Helpers, Packers
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Capacitors and resistors for radio and radar	Molding room inspector, General helper, Electroplater, Assistant Foreman, Metal Etching, Impregator, Assembler, Trainees
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Lathes for 155mm. shells	Toolmaker, Pipefitters, Bench and Floor Assemblers
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Smelter and refiner scrap material	Laborers
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Secret AAF and Navy products	Lathe Operators
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Radar and aircraft	Diemaker, Silk Screen Processman, Trainee
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Combat loaded cargo vessels	Turret Lathe Operators, Engine Lathe Operators
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Equipment and sub-assemblies for aircraft	Boring mill set-up Men, Machine Shop Inspectors, Engine lathe operators, Turret lathe operators, Cylindrical grinders, Toolmakers, Electrical equipment Testers, Tool Inspectors, Tool Designer, Foundry Laborers, Automatic Screw Machine Operators
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Dry cell batteries and flashlights	Trainee Assemblers
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Screw machine parts	Job Setter, Hand Screw, Machine Operator
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U. S. Requires Agricultural Inspectors

The United States Civil Service Commission announced last week that Plant Quarantine Inspectors are needed at once by the Department of Agriculture's Bureau of Plant Entomology and Plant Quarantine.

These positions pay \$3,163 per annum for a 48 hour week and are open to male citizens of the United States who have had the required experience in professional and scientific work affecting plants, plant products or nursery stock. Those selected will be engaged in the inspection of plants and plant products for injurious insect pests and plant diseases and the place of employment will be Hoboken, N. J.

Those interested in these positions should apply at once at Room 624, Federal Building, Christopher Street, New York, N. Y. All appointments in the Federal service are made in accordance with War Manpower Commission regulations.

War Dept. Needs Boiler Firemen At Rockaway Fort

Boiler Firemen are needed at once by the War Department for duty at Fort Tilden, Rockaway, N. Y. Applicants must have had at least six months experience in firing coal burning, low pressure boilers up to five pounds per square inch.

These positions pay \$48.36 for a 48 hour week and are open to men who are United States citizens.

Those interested should apply at once at Rm. 544, Federal Bldg., Christopher St., New York City. All appointments in the Federal service are made in accordance with War Manpower Commission regulations.

going provisions shall apply to employees of the custodial service during the period of the emergency and for 6 months thereafter.

"This act shall not be applied so as to reduce the compensation or grade of any employee."

'Promotion Panel' System Used by Veteran Office

Promotions which seem to depend on favoritism or the whims of superiors are often cited by employees of the Veterans Administration—and other Federal Bureaus—as a reason for the low morale of the workers.

But last week, Charles J. Reichert, head of Veterans Administration in New York City, announced the manner in which promotions at Veterans Administration will be made—by the use of promotion panels.

Here is the new setup, which affects all employees from grade CAF-1 through CAF-6.

What Are "Panels"

1. Promotion panels will be submitted to Operating Divisions where a vacancy exists. If the request is for the filling of one position, a promotion panel containing three names will be submitted, and the selection of any one of the three names appearing thereon will be considered proper and approved. If the requisition calls for the filling of more than one position of identical description, three names will be furnished for the first position and two additional names for each additional position so requested. The extra name is for consideration in the event of declination or disqualification. For example, five names are furnished for the filling of two vacancies; if number one is taken for the first vacancy, selection for the second position must be made from number two, three, and four, unless one of these employees declines or is disqualified for an acceptable reason, in which case consideration may be given to number five on the certification. The determination as to whether or not the reasons given for disqualifying an employee are acceptable is a prerogative of the Manager, therefore, all requests recommending disqualification must be submitted in writing.

Efficiency Rating Counts

2. Promotions will be based upon Efficiency Ratings established as of March 31 of each calendar year. In considering employees for promotion from CAF-1 to CAF-2 and from CAF-2 to CAF-3, trial service or ten month efficiency ratings may be used, providing,

they are placed at the bottom of the respective adjective group, i.e., Excellent to be placed at bottom of the regular Excellent panel according to length of service, Very Good at bottom of the Very Good panel etc. Employees in Grade CAF-3 and higher will only be considered for promotion on the basis of their regular ratings received at the end of the regular rating period.

3. Operating Divisions may request and receive promotion panels, comprised of employees of their own division who have received "Excellent" efficiency ratings in grades CAF-1 to CAF-4 inclusive and comparable levels. The selection will be made as described.

4. In preparing promotion panels, for Grades CAF-5 and 6 and comparable levels, employees having "Excellent" and "Very Good" efficiency ratings may be brought into competition on an equal basis. This does not apply to positions in grade CAF-4 and lower or positions in comparable grades.

Direct Recruitment

5. On occasions, when the needs of service demand such action, direct recruitment will be used to fill certain vacancies in all grades.

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How Civil Service Decides Who Gets Vet Preference

The NYC Civil Service Commission last week adopted a procedure for the examination of persons on City eligible lists or employees who return after military service and claim veterans' preference.

The following questions will be asked of each person:

1. Name.
2. Address.
3. In connection with what civil service list is the claim being made for veteran preference?
4. List number?
5. Application number?
6. On what do you base your claim for veteran preference?

Clinical Test
Next the Commission's medical examiner will make a clinical examination of the applicant, while a stenotypist records his findings. Copies will be made of Veterans' Administration certificates.

At the close of the examination, the applicant will be dismissed and told that he will be notified of the Commission's decision on granting him preference.

In making his report to the Commission, the examiner will make one of three following recommendations:

1—A recommendation that preference be granted because the service-connected disability described in the certificate (Veterans' Administration) presently exists and that it causes a loss of vital force or impairment of bodily physique or disfigurement, but

does not prevent the applicant from properly performing the duties of the position in question.

2—A recommendation that the preference be denied because the applicant is not presently suffering from a war service connected disability as described in the certificate.

3—A recommendation that preference be denied because the war service connected disability is of such a character and extent that although presently existing, it prevents the candidate from the proper performance of the duties of the position applied for. In this connection, the recommendation should further state that preference should be totally denied if the disability is such that it disqualifies for all City employment, or that the preference be granted for appropriate positions only where such appropriate positions require physical standards of a lower and less strenuous character than the position applied for.

By State law, disabled veterans move to the top of any open-competitive or promotion list for which they qualify.



Mayor LaGuardia's aides map March of Dimes Campaign in NYC Departments. At a luncheon meeting of the Commissioners of the various departments and their representatives, plans were formulated for employee solicitation in the Departments of the City Government for the 1945 annual fund-raising appeal of the National Foundation for Infantile Paralysis. Left to right: Fire Commissioner Patrick Walsh; Chief Medical Examiner Dr. Thomas A. Gonzales; City Treasurer Almerindo Portfollio; Commissioner of Purchase Albert Pleydell; Chairman of the Municipal Civil Service Commission Esther Bromley; Dr. John L. Lavan, Director of Research for the National Foundation for Infantile Paralysis, and Dr. Peter P. Amoroso, Chairman of the Municipal Employees' Division for the National Foundation for Infantile Paralysis.

Water to Examine, Beer to

New York City engineers are human. At a recent trip to the Jerome Park Reservoir, members of the Engineering Club, NYC Department of Water Supply, Gas and Electricity, went into the technical aspects of water chlorination.

After a long period of time spent in examination of chlorine residuals, and standard comparison tubes, the Engineering Club Siphon reports:

"And the end of the day, the Club treated us to beer at a nearby saloon. All in all, we had a swell time."

Non-Citizens, Non-Residents OK for NYC Posts

Non-citizens and non NYC residents were approved for jobs in the NYC Health and Hospitals Departments when a local law was signed by Mayor LaGuardia last week.

The following groups are included: Physicians and Internes, Nurses (only in the Hospitals), Hospital Helpers and Attendants.

Persons who are qualified for these jobs may apply at 125 Worth Street, New York City. The Hospitals Department offices are on the Fifth Floor, Health Department on the Second.

Budget Hearing Dates Set; Important to NYC Workers

At the annual department budget hearings, the New York City Budget Director receives the yearly requests of department heads for their financial allotments for the next fiscal year. These are public hearings, which City employees and their representatives may attend, but they are not allowed to join in the discussion between Budget Director Thomas J. Patterson and the department heads. However, the employees, at these hearings, can prepare themselves for the later public hearings before the City Council and the Board of Estimate, at which they are allowed to speak.

In announcing the following schedules of departmental hearings, Mr. Patterson indicated that City employees can expect no great improvements in salary rates. He said: "The Mayor has indicated that he will endeavor to present an Executive Budget for the year 1945-1946 that will be within the amount provided for 1944-1945."

The hearings will take place at the 12th Floor, NYC Municipal Building, Park Row at the times scheduled below:

- MONDAY, JANUARY 29**
10:30 A.M. President, Manhattan
11:00 A.M. President, Bronx
11:30 A.M. President, Brooklyn
12:00 Noon President, Queens
12:30 P.M. President, Richmond
2:30 P.M. Supreme Court, First Dept.
Maintenance of Appellate Division Court House
Supreme Court, Second Judicial District, Kings County
Supreme Court, Second Judicial District, Queens County
Supreme Court, Second Judicial District, Richmond County
Supreme Court Library, Kings
Supreme Court Library, Queens
Supreme Court Library, Richmond
3:30 P.M. Sanitation
4:00 P.M. Tax Department
WEDNESDAY, JANUARY 31
10:30 A.M. Parks
11:00 A.M. Public Works
11:30 A.M. Health
2:30 P.M. District Attorney, New York County

- 2:45 P.M. District Attorney, Bronx County
3:00 P.M. District Attorney, Kings County
3:15 P.M. District Attorney, Queens County
3:30 P.M. District Attorney, Richmond County
4:00 P.M. City Planning Commission
FRIDAY, FEBRUARY 2
10:30 A.M. Water Supply, Gas and Electricity
10:45 A.M. Council and City Clerk
Board of Higher Education
City College
Brooklyn College
Hunter College
Queens College
11:30 A.M. Education
2:30 P.M. Comptroller
2:45 P.M. Finance
3:00 P.M. Debt Service
3:10 P.M. Miscellaneous
3:30 P.M. Budget, Bureau of
TUESDAY, FEBRUARY 6
10:15 A.M. Mayoralty
10:30 A.M. Welfare
11:00 A.M. Hospitals
11:30 A.M. Emergency Defense or Post-War Emergency Activities
WEDNESDAY, JANUARY 10
11:00 A.M. County Clerk, N.Y. County
11:15 A.M. County Clerk, Bronx County
11:30 A.M. County Clerk, Kings County
11:45 A.M. County Clerk, Queens County
12:00 Noon County Clerk, Richmond County
12:15 P.M. Art Commission
Metropolitan Museum of Art
N.Y. Botanical Garden
Am. Museum of Nat. History
Museum City of New York
N.Y. Zoological Society
Brooklyn Museum (Central and Children's)
3:30 P.M. Brooklyn Botanical Garden
3:45 P.M. Staten Island Institute of Arts and Sciences
4:00 P.M. Staten Island Zoological Soc.
4:50 P.M. Markets
MONDAY, JANUARY 15
10:30 A.M. Board of Assessors
10:45 A.M. City Record
11:00 A.M. Investigations
11:15 A.M. Standards and Appeals
12:00 Noon Public Administrator, N.Y. County
12:10 P.M. Public Administrator, Kings County
12:20 P.M. Public Administrator, Bronx County
12:30 P.M. Public Administrator, Queens County
12:40 P.M. Public Administrator, Richmond County
2:00 P.M. New York Public Library
2:15 P.M. Brooklyn Public Library
2:30 P.M. Queens Borough Public Lib.
2:45 P.M. Chief Medical Examiner
3:00 P.M. Municipal Civil Service Commission
3:30 P.M. Elections, Board of
3:45 P.M. Water Supply, Board of
WEDNESDAY, JANUARY 17
10:30 A.M. General Sessions Court
10:45 A.M. County Court, Bronx County
11:00 A.M. County Court, Kings County
11:15 A.M. County Court, Queens County
11:30 A.M. County Court, Richmond County
11:45 A.M. Parole Commission
12:00 Noon Transportation, Board of
2:30 P.M. Special Sessions, Court of Domestic Relations, Court of City Magistrates, Courts
3:00 P.M. Municipal Court
4:00 P.M. Grant's Tomb
4:15 P.M. N.Y. Public Library Bldg.
MONDAY, JANUARY 22
10:30 A.M. Surrogate's Court, New York County, Commissioner of Records, Surrogate's Court, New York County
10:45 A.M. Surrogate's Court, Bronx County, Commissioner of Records, Surrogate's Court, Bronx County
11:00 A.M. Surrogate's Court, Kings County
11:15 A.M. Surrogate's Court, Queens County
11:30 A.M. Surrogate's Court, Richmond County
11:45 A.M. City Court, Commissioner of Records, City Court, Correction
2:30 P.M. City Sheriff
3:00 P.M. City Register
3:15 P.M. Teachers' Retirement System
3:30 P.M. New York City Employees' Retirement System
Police Department
WEDNESDAY, JANUARY 24
10:30 A.M. Marine and Aviation Law
11:00 A.M. Board of Estimate
12:00 Noon Charitable Institutions
2:30 P.M. Housing and Buildings
3:15 P.M. Commerce Department
3:30 P.M. Purchase
3:45 P.M. Municipal Broadcasting System

Councilman Wants to Hear From Vets Treated Unfairly

Veterans on any New York City eligible list who feel that they have been deprived of any civil service rights or privileges, are invited to let Councilman James A. Phillips, Queens member of the City Council, know about their problem.

As typical problems, calling for solution, Councilman Phillips points to the men who were skipped as a result of their 1-A status when they were reached for appointment, and are now in service; of men who return with service disabilities, and are offered jobs—within their physical limitations—but at pay far less than their pre-war earnings.

Situations such as these call for remedial legislation, says Mr. Phillips, and he wants as much information as possible on such cases.

What He Wants

He asks veterans to send him the following information (preferably on a postcard):

1. Name and address
2. List number and title of list
3. Circumstances which the veteran feels illustrate unfair treatment.

This information should be sent to James A. Phillips, 64-74 Dry Harbor Road, Middle Village, New York.



JAMES A. PHILLIPS — With five members of his family in uniform, Councilman Phillips is deeply concerned over the treatment of veterans. He asks them to send him any complaints.

The interest of Mr. Phillips in veterans' treatment stems from his own family circle. He has four sons and one daughter in military service. One son has made the supreme sacrifice, another is a prisoner of war.

Correction Girls Get More Job Chances

Women on the eligible list for Correction Officer had more jobs opened to them by the NYC Civil Service Commission last week.

The Commission added the titles of Investigator (Civil Service Commission and Comptroller's Office) to the list of jobs which may be filled from the Correction list.

NYC Fireman Must Live By His Rules Book—or Else

When a man becomes a New York City fireman, he is handed a pocket-size, 124-page looseleaf book entitled, "Rules and Regulations for the Uniformed Force." He's told it's a valuable book. In fact, if he should happen to lose it, it costs him exactly \$5. When he retires from the force, he hands the book in, or \$5 comes out of his last paycheck.

The volume tells him what he may, and may not do, mostly what he may not do. Violations of the rules in the book are punished by loss of pay, dismissal, reprimand or suspended sentence, after trial before a deputy commissioner. If the verdict is "guilty," but sentence is suspended, then the fireman is on probation for a full year. At the end of the year, his commanding officer reports to the Chief on his conduct for the year. If it has been untarnished, the violation is removed from his record. For minor violations, a commanding officer may order extra hours of "housewatch" duty.

Many Lose Badges.
Most common item on the trial list is "loss of badge." That calls for a \$5 fine. Most other offenses result in loss of pay.

For instance, in some recent cases:

Firemen ride on City transit lines free, but Fireman William E. Smith happened to violate rule 622, "Members, when in uniform, shall not occupy any seat to the exclusion of other passengers, nor

wilfully violate the rules of public transportation companies." That cost him one day's pay.

Violation of Section 224, Paragraph 9, cost him two days' pay at the same time, "Use of indecent or uncivil language."

Fireman Anthony P. Turski was absent from quarters without permission, which cost him two days' pay. Breaking Rule 224, Section 11, "make a false statement, or report, with intent to deceive," added three more days to the penalty.

A fireman can't even remember another fireman at Christmas according to Rule 225, which says: "Members shall not give presents to other members without first receiving the written approval of the Chief of the Department. Such present, however, shall be limited to either a fire helmet or service badge."

Most irritating of all is the famed "gag" rule which prevents a fireman from public discussion of any matter which might be considered the business of the Fire Department. That has resulted in exile to distant firehouses (without trial), is now being contested in court by the firemen, and in public by their spouses, organized as the Firemen's Wives of Greater New York.



A Very Merry Christmas and a Happy 1945 from the Henry J. Fischer Family

The Christmas greetings of the Henry J. Fischers featured this photograph of the family. From left to right: Gertrude B. Fischer; Lieutenant Warren H. Fischer, head of the personnel office of the NYC Tax Bureau, and Cadet Eugene J. Fischer.

He Failed An Exam—Condemns the Exam—Tells Why

A candidate for promotion who failed a New York City examination continues his detailed study of the questions which flunked him. A previous article by the writer—Mr. Leo S. Furman of the City Collector's Office—evoked wide interest among employees. The present article deals with specific details of examination questions. While the LEADER expresses no opinion as to Mr. Furman's contentions, the type of criticisms made in the article have been heard so often that we feel it strikes a response among employees in all departments. Mr. Furman's article follows:

In the LEADER on December 12 you featured my article "How it feels to fail a promotion examination." Since then I have been contacted by many employees from the various departments in the City of New York. My feelings regarding Part 2B of the examination to promotion to 4th Grade Clerk seems to coincide with their feelings.

It is my purpose at this time to show that not only has the Civil Service Commission ignored the scope of the examination as advertised, but had given two similar departments different questions on Part 2B. One department received question 11 and 12, which were directly related to the department and within the scope of the examination, whereas the other Department received questions 11 and 12 which had no bearing on the department and were entirely out of the scope of the examination.

City Government

For the purpose of administration, City departments are classified as staff departments and line departments. Staff departments in the City of New York are: Finance, Comptroller, Budget, Board of Assessors, Tax Department, etc. These departments are all interrelated in their functions.

Line departments render services to the public, e.g.: Police, Fire, Hospital, etc.

The Finance Department and Board of Assessors are both staff departments. Let us compare questions 11 and 12 as given on the examination for the two departments.

Question 11—Finance Dept. (Double-weight question)

Assume that it is proposed to peg the budget at a certain level for the next 5 years in order to provide a so called "breathing spell" from pressure for new expenditures. Discuss the advantages and disadvantages of this proposal.

Question 12—Board of Assessors (Double-weight question)

Assume that it is proposed to merge the Tax Department with your Board. Discuss the advantages and disadvantages of this proposal.

The question given to candidates of The Board of Assessors is clear and relates directly to the specific functions of that Department. The question given to the Finance Department has no relationship to the specific functions of the department e.g., such as the collection of real estate taxes, water assessments, special

taxes, nor does it relate to the procedures of the department as outlined in Sec. 415 of the Administrative Code and Chapter 17 of The New York City Charter. This question is a budgetary problem, a question suitable for candidates of the Budget Director's Office. On December 2, 1944, there appeared a notice of promotion to Budget Examiner—salary \$3,000 to \$5,000 per annum. Among the duties advertised for this job are: to assist in preparation of the budget; to conduct examinations of matters pertaining to the administration of the expense budget; to advise heads of departments with regard to budgetary practices and procedures.

It is clear that question 11 is a question of financial policy—appropriate for a job paying over \$3,000 and not for a 4th Grade Clerk. No one in the Finance Department has anything to do with pegging the budget, nor is there any provision in the Administrative Code to show that this problem has any relation to the specific functions of the Finance Department.

Clear—Unclear

Question 12—Finance Dept. (Double-weight question)

Assume that you have been assigned to prepare job descriptions for all positions in the department. Explain fully your procedure in carrying out this assignment.

Question 12—Board of Assessors (Double-weight question) Prepare a comprehensive state-

ment in general terms of the duties and responsibilities, which should be required of a clerk Grade 4 in your Board. Illustrate by citing a series of "specific tasks" he should be required to perform. (Continued on page 13.)

Welfare Staff Criticized by Deputy Chief

In a message to the staff of the NYC Welfare Department last week, First Deputy Commissioner Joseph P. Piccirilli, took employees to task for their failure to meet the quota of blood donations to the Red Cross Blood Bank. It is probably the first time that employees of the department have failed to come through.

"Each office that has been given a quota is expected to fill it. This is an activity that must be supported by all the members of the staff, and we urgently request all members who have not as yet volunteered to donate blood to the Blood Bank to do so immediately."

The criticism came on top of high praise recently accorded employees of the department by Mayor LaGuardia for their unstinting aid to all worthy causes.

Hospital Clerk Key Answers

Tentative key answers to the recent promotion examination to Clerk, grade 2, Seaview and Farm Colohy Hospitals, in the NYC Hospitals Department, have been released by the Municipal Civil Service Commission.

Candidates have until December 29, 1944, to file written objections, with the Commission, against any of the answers given below.

1.A: 2.C: 3.D: 4.C: 5.B: 6.A: 7.B: 8.D: 9.C: 10.C: 11.A: 12.B: 13.C: 14.D: 15.A: 16.A: 17.B: 18.D: 19.A: 20.C: 21.C: 22.B: 23.B: 24.A: 25.C: 26.A: 27.D: 28.D: 29.B: 30.C: 31.B: 32.C: 33.B: 34.D: 35.C: 36.A: 37.B: 38.B: 39.B: 40.D: 41.D: 42.D: 43.A: 44.B: 45.A: 46.C: 47.D: 48.A: 49.C: 50.B: 51.D: 52.B: 53.A: 54.C: 55.C: 56.D: 57.A: 58.B: 59.C: 60.D: 61.A: 62.C: 63.D: 64.B: 65.A: 66.C: 67.A: 68.C: 69.D: 70.B: 71.B: 72.A: 73.D: 74.C: 75.C: 76.B: 77.C: 78.A: 79.D: 80.C: 81.B: 82.B: 83.A: 84.D: 85.C: 86.B: 87.B: 88.C: 89.B: 90.D: 91.A: 92.B: 93.B: 94.D: 95.A: 96.D: 97.C: 98.B: 99.D: 100.A.

NO ACTION YET ON CUSTODIAL WORKERS

The problem of taking into civil service the custodial employees of the NYC Board of Education is before the NYC Civil Service Commission. The Commissioners, are considering a classification of these employees into civil service titles, but, last week, withheld action.

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How to Get a NYC War-Duration Job Without Taking an Examination

Many jobs with New York City are now open without civil service examination. These are temporary (provisional) appointments, but many will last for the

Here's how to get one of these jobs:

First, look through the list below. Then apply directly to the City Department personnel offices. The addresses of the larger municipal agencies are listed below.

Where some jobs are located is obvious: playgrounds directors, lifeguards, menagerie keeper in the Park Department; Airport jobs in Marine and Aviation; Social work in Welfare; Storekeepers and Buyers in Purchase.

If the job you select may be in a number of departments, then write to the Civil Service Commission, who will be able to tell you where there are vacancies. Do not call in person, unless you are a veteran. Veterans, who appear in person, with their discharge papers, are given personal interviews, helped to find their spot in the City service. The address is: Municipal Civil Service Commission, 299 Broadway, New York 7, N. Y. When you write, tell about your qualifications, the type of work you want.

The Commission resolution placing these jobs open for direct hiring needs approval of the Mayor LaGuardia and the State Civil Service Commission, but those OKs are expected very soon.

The Jobs

*Accompanist, Assistant Architect, Assistant Civil Engineer (Structural), *Assistant Director of Stores, Assistant Gardener, Assistant in Health Education, Assistant Maintainer, Assistant Medical Examiner, Associate Assistant Corporation Counsel, Auto Engineman, Auto Lawn Mower Operator, Bacteriologist, Basin Machine Operator, Blacksmith, Blueprinter, Bookkeeper, Bridge Officer, Bridge Tender, *Buyer, Carpenter, Cashier, *Chemist, Chief Dietitian, Chief Life Guard, Chief Luncheon Assistant, *Chief Statistician, Claim Examiner (Torts), Clerk, Comptometer Operator, Cook, Court Stenographer, Crane Engineman (Electric), Dietitian, Director, Director of Recreation, Dockmaster, *Electrician, Electrical Engineering Draftsman, Elevator Mechanic, Elevator Operator (Men), Elevator Operator (Women), Fan and Pump Maintainer, *Field Auditor, Foreman Foreman of Laundry, Furniture

Maintainer, Furniture Maintainer's Helper, Garage Foreman, Gateman, Handyman, *Head Dietitian, Health Inspector, Housekeeper, Housing Assistant, Inspector of Foods (Meat and Poultry), Inspector of Fuel, Inspector of Markets, Weights and Measures, Institutional Inspector, *Instructor, Investigator, *Junior Accountant, Junior Air Traffic Controller, Junior Architect, Junior Bacteriologist, *Junior Chemist, *Junior Electrical Engineer, Junior Mechanical Engineer, *Junior Physicist, Junior Physiologist, Junior Psychologist, Life Guard, Maintenance Painter, Manager (School Lunches), Marine Engineer (Specialty—Diesel), Marine Stoker (Specialty—Oil Burning), Medical Clerk, Medical Inspector, Medical Social Worker, Menagerie Keeper, Mortuary Caretaker, Motion Picture Operator, Nurse, Nutritionist, Occupational Aide, Pathologist, Patrolman-on-Aqueduct, Pharmacist, Photographer, Photostat Operator, Physicist, Playground Director, Process Server, Psychiatric Social Worker, Public Address Operator, Public Health Nurse, Radiation Technician, Radio Operation Assistant, Radio Traffic Assistant, Recreational Center Director, Recreation Leader, Resident Physician, Roentgenologist, Rubber Tire Repair, Sanitation Man, Class B, Seaman, Seaman's Senior Cook, Senior Dietitian, Senior Luncheon Assistant, Senior Maintainer, *Senior Stationary Engineer, *Senior Storekeeper, Special Patrolman (Department of Welfare), Stationary Fireman (Coal and Oil), *Statistician, Steam Fitter, *Stenographer, *Storekeeper, Supervisor of Park Operations, Supervisor of Recreation, Superintendent of Motor Vehicles, Tabulating Machine Operator, Tailor, Telephone Operator, Ticket Agent, Tunnel Officer, Tunnel Officer (Female), Typewriter Accountant, Typewriter-Bookkeeper, Typist, Visual Aid Technician, Watchman, Weighmaster.

(and approved specialties).

LABOR CLASS

Baker, Blacksmith's Helper, Bookbinder's Seaman, Butcher, Cleaner (Women), Cleaner (Men), Climber and Pruner, Electrician's Helper, Hostler, Laboratory Helper, Lineman's Helper, Mess Man, Porter.

Where to Go

Here are some of the larger City departments which may have vacancies to be filled:

At 125 Worth Street: Health, Hospitals, Sanitation.

In the Municipal Building, Park Row: Public Works, Comptroller's Office, Water Supply, Gas and Electricity, Housing and Buildings, Budget Bureau, Purchase, Fire Department.

Department of Marine and Aviation is at Pier A, North River, Welfare at 902 Broadway (near 23rd Street), Correction, 100 Centre Street, Markets, 137 Centre Street. Some jobs may also be open at the Borough Presidents Offices in the various Borough Halls.

The Parks Department office is at the Arsenal Building, 64th Street and 5th Avenue, Police Department, 240 Centre Street.

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Drive Begins To Set Up \$480 Permanent Raise

A general increase of \$480, on a permanent basis, for all New York employees, from grade 1 clerks to Commissioners, in place of the present cost-of-living bonus is the proposal of the American Federation of State County and Municipal Employees, AFL.

The first step in this drive took place last week, when Arnold Zander, national president of the AFSCME, met with Manhattan Borough President Edgar J. Nathan, Jr., and urged him to sponsor legislation granting this increase before the Board of Estimate. The Board must approve any such general increases.

Feinstein States Plan
Other plans to spur action on this raise, according to Henry Feinstein, president of the City District Council, AFSCME, call for delegations to visit all other members of the Board of Estimate, armed with facts and figures to show the inequity of present municipal salary scales.

Support of other AFL organizations will also be sought. The Central Trades and Labor Council will be asked to include this call for a boost to City workers among its resolutions.

AFL locals in the City, adds Mr. Feinstein, will embark on a publicity campaign to gain public support behind their requests.

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Fire Dept.—St. George To Award Scholarships

The St. George Association, NYC Fire Department, has announced the award of scholarships to children of members in good standing, or in the armed forces.

The following scholarships will be given to children who are successful in the qualifying examination: Age 12 to 14 years, \$50; age 14-18, \$100; age 18 to 22, \$150.

Three hundred dollars will be awarded to boys, an equal amount to girls. Candidates should file their applications with Edward Kairath, chairman Scholarship Committee, 184-03 Gateway Avenue, St. Albans, N. Y., before December 31, 1944.

Welfare Dept. Forbidden to Change Title

The NYC Department of Welfare was slapped down by the Municipal Civil Service Commission last week, and James J. Daly, Head Overseer, lost out in an effort to have his title made official. Back in 1932, Mr. Daly was appointed head overseer of the department, a position in which he supervised the work of attendants. In 1938, when the non-competitive jobs in the department were reclassified, he was transferred to the title of attendant. By annual increments he went from \$1,200 to \$1,800, the maximum salary of an attendant.

Recently, the department requested his change of title to Head Overseer. In denying the claim, the Civil Service Commission ruled:

Claim Denied

"The title of Head Overseer is misleading. There were never any overseers in the non-competitive class nor are there any now in the competitive class. From the description of the work performed it seems he is now performing the duties of a supervisor of attendants. This is strictly working out of title and the department has no right to assign a man to work out of title and then ask that he be promoted without examination to the higher title."

Mr. Daly is employed at the Municipal Lodging House, where he supervises the work of all maintenance employees and lodgers. Joseph P. Piccirillo, First Deputy Commissioner had requested the Commission to approve the change of title.

N Y C Civil Service News Briefs

More Sanitation men are being hired by the NYC Department of Sanitation, at \$2,000 a year. No examination. Apply to appointment Clerk, 7th Floor, 125 Worth Street... Plea of gardeners and assistant gardeners in Housing Authority to take promotion examination to Resident Building Superintendent was turned down by Civil Service Commission... Big social doings in view when St. George Association, Fire Department holds annual affair at the Hotel Commodore on Feb. 2, 1945... Men on NYC Correction list feel they're being overlooked for many City jobs which they could fill... Old-line officers' associations in the Fire Department are worried over inroads of the new Uniformed Officers Ass'n. They're trying to get a new start as social organizations...

Last week saw the appointment of Lt. Col. Henry Taylor as the new Personnel Officer for the Vets Agency, New York Branch, 346 Broadway. Assisting Lt. Col. Taylor is Miss Meridith... Brooklyn Public Works employees are looking forward to a four-and-a-quarter million dollar post-war project, which means plenty of work for them... From "somewhere in Europe" comes word that former Attorney Aaron S. Becker of the BPM office has just been promoted to corporal. He's a German-language expert, with a P-51 fighter group.

Christmas celebrations in the NYC offices were subdued last week because of the war news...

but those municipal employees who had a bit of a thirst were able to find something to take the dust out of their throat... Among City promotion lists which came out last week... Budget Bureau, Claim Examiner (Torts) Grade 2, Board of Transportation, IND., BMT, and IRT... New system starts at Civil Service Commission on January 1. People who want to examine their test papers will have to make appointments... Watch Department of Sanitation for story about heroic tug captain who saved eleven men and two Sanitation scows from the stormy waters of the sound last week... Also in Sanitation, Harry Langdon, Fiscal Office Head making a pre-Xmas visit to his dentist and losing a tooth...

Civil Service Commission and Board of Estimate skipping meetings this week to rest up for '45... Police Anchor Club played Santa to 9,000 children at NYC orphanages, bringing toys, dolls and candy... NYC Firemen on the 24-hour stretch eat well... This reporter visited one firehouse where plenty of turkeys were laid out ready to be stuffed and roasted for the smoke-eaters... "Please, No Snow," was last week's fervent prayer around 125 Worth Street. If the streets were clear, Sanitation men were promised the day off for Christmas, if snow fell they would work... Work stopped in the Sanitation offices last week, when Commissioner Carey sold two

\$1,000 War Bonds to Abe Moll, president, for the Hebrew Spiritual Society. Even Chief Clerk James P. Dwyer (a son of Erin) got in on the photograph of the occasion.

Appointments In NYC Agencies Continue

Department of Sanitation

Cecilia H. Quinlan, Telephone Operator at \$1,501.

Law Department

Jean Conn, Temporary Assistant Librarian at \$1,440; Vincent Giusti, Temporary Title Examiner at \$1,801; George P. Hennessy, Assistant Corporation Counsel at \$5,000; Bernice H. Romney, Stenographer at \$1,440.

Office of the Comptroller

John J. Ahearn, Temporary Clerk at \$1,200; Typewriter-Bookkeepers, Virginia Lee, \$1,440; Marie A. Marzotto, \$1,500. Max Stoff, Temporary Investigator at \$1,800.

Office of the City Sheriff

James G. Palmer, Deputy Sheriff at \$1,801.

Department of Marine and Aviation

August Bardella, Temporary Attendant at \$1,440; Temporary Mates at \$2,400. Santo L. Parise, James A. Sullivan and Albert T. Duval, Matthew Vantacich, Inspectors of Pier Building at \$2,041; Joshua Zisman, William E. Walsh, Temporary Marine Stokers at \$2,371. John P. McDermott, Pietro Giorgianni, Leo Regalado, Edward J. Rieck, Temporary Steamfitter at \$12,200 a day; Simon Baker, Temporary Machinist at \$10,400 a day; William J. Sadowski, Terminal Foreman at \$2,280; Timothy J. Mulcaire and Walter J. Helms, Temporary Deckhands at \$1,920.

Department of Public Works

Edward V. Howard, Assistant Civil Engineer (Structural), at \$3,120; John S. Atchison, Electrical Engineering Draftsman at \$2,640; and Christian E. Wichern, Civil Engineering Draftsman at \$2,640. Abraham J. Simberg, Assistant Architect at \$3,120; Edward Bliquez, Laborer at \$1,800; James Scallie and Joseph J. McCaffrey, Pasquale Senese, Cleaner at \$1,040; Martha Harper, Katherine E. Keller, Helen C. Goodman, Ida E. Scott and Mae Dowling, Thomas F. MacMahon, Assistant Mechanical Engineer at \$3,120; Joseph J. Teas, Jr., Mechanical Engineer at \$2,640; Alvarado Dominguez, Assistant Architect at \$3,120; Stephen J. Granato, Telephone Operator at \$1,560; Rose Brown, Cleaner at \$1,040; Ralph Piccolo, Cleaner at \$1,320; Ann G. Evans, Typist at \$1,320; Laborers at \$1,800; James Flynn, Jr., Matthew E. Hart, Licensed Firemen at \$7.84 a day; Bernard Lough, Peter J. Meenan, Timothy O'Brien.

Exclusive Bargaining Pact Held Invalid In City Work; Right to Organize Ok'd

While recognizing the right of municipal employees to organize and deal collectively, the Baltimore circuit court has held invalid a labor contract between the city public works department and Local No. 285 (APL) because the contract, signed last April, denied the department the right to bargain with any other organization. The decision, as a precedent, may have wide implications.

Two days after the court's ruling the Baltimore board of estimates signed a new contract with Local 825 incorporating every feature of the April contract except the one in contention, which in the new contract permits any organization to bargain for or on behalf of its members, according to the International City Managers Association.

"Preferred Position"

The provision bringing about invalidation of the original contract, the court said, "would seem to establish the union in a preferred position expressly denied to any other organization; to deny to the employees... the right to belong to an organization and to deal collectively... except through the union..."

"The contract would not be objectionable if it merely gave to the union the right to act as bargaining representative for its members employed in the department of public works, saving to the other employees of the department the full right to deal with

the department on their own behalf either singly or collectively."

Right to Organize

Thus the court upheld the right of municipal employees to organize and deal collectively, so long as such action does not interfere with the exercise of the discretion committed to public officers and does not give preference to members of a particular organization.

The court also upheld the so-called "task" system for per diem workers under which an employee completing a task in less than the allotted time gets credit for the extra time and thus can increase his earnings. The court also held valid the deduction of dues by the city when requested by employees.

Finally, the court pointed out that collective dealings "have come to stay" and must be regarded as "an accomplished fact of modern industrial life."

Public Works Organizations Elect Officers

Two employee organizations in the New York City Department of Public Works recently elected new slates of officers for 1945. Following are the 1945 officers:

Holy Name Society, DPW.

Philip M. Murphy, President; Harold Simpson, Vice-President; J. Frank Masuire, Secretary; Victor Digilio, Fin. Secretary; Charles Kenny, Treasurer; Alphaeus Lewis, Marshall; Robert Malone, Delegate; Michael E. Hornett, James F. Creighton, Delegates.

Consultors: Joseph M. Giblin, James H. Pirot, Michael Rea, Michael S. Haley, Joseph Peroni, Larry O'Connor, Joseph R. Walker, Daniel J. Driscoll, Patrick Hurley.

American Legion Post, DPW.

Officers: August L. Duncan, Commander; Reginald H. Thayer, First Vice-Commander; Jack H. Roden, Sec. Vice-Commander; Henry M. Rath, Third Vice-Commander; John J. Smith, Adjutant; Ben Levinson, Finance Officer; Joseph Gannon, Treasurer; James H. Fallace, Service Officer; John Sohl, Chaplain; William B. Murray, Judge Advocate; Robert M. Hooper, Sergeant-at-Arms; Thomas Malone, Historian.

Executive Committee: Wm. W. Clancy, John A. Essex, John Y. Fernandez, William P. Kelly, Joseph J. Swift, John T. Welsh.

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Firemen Vote To Outlaw Discrimination

A resolution protesting discrimination on racial or religious grounds was passed by the Uniformed Fireman's Association at their regular meeting last week.

In some quarters, firemen interpreted the vote as a reaction to the attitude of Vincent Kane, UFA president, who was only lukewarm in his defense of colored firemen who complained against discrimination in some fire houses at a City Council hearing.

It is reported that Kane had no comment to make after the vote was taken.

DIETITIAN PROMOTION TEST SOON TO OPEN

The promotion examination to Chief Dietitian, Department of Hospitals, will be re-advertised in January, 1945, according to the NYC Civil Service Commission. The examination had been announced in September, 1944, but the Hospitals Department requested a delay as a number of candidates lacked eligibility by about a month. The written test will be held on February 20, 1945.

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Civil Service LEADER

Jerry Finkelstein, Publisher; Maxwell Lehman, Executive Editor; Brigadier General John J. Bradley (Ret.), Military Editor; David Robinson, Associate; N. H. Mager, Business Manager.

19 MEMBER AUDIT BUREAU OF CIRCULATIONS
87 DUANE STREET NEW YORK CITY COrtlandt 7-5665

To a Year of Hope, Greetings!

GREETINGS!

To the people of the nation, and to the men on the battlefields and in the ships, let the new year bring victory and the basis for sterling peace.

To the men and women in Government, let 1945 bring public recognition of their work in expediting the war, of their courageous and unsung deeds.

To these men and women, let the coming year bring some of the better things of democracy: higher pay, unemployment compensation, and security at the war's end.

Let the postal workers win their \$400 permanent increase.

Let the employees of New York State, of New York City, of the Federal government, emerge with a better pay structure, so that they too may enjoy the results of their labor against the high cost of everything.

Greetings to those employee organizations which are working with sincerity and courage for the betterment of the public servant. Greetings to the administrators who try to do a sincere job in the public interest.

Greetings to the President of the United States; to the Governor of the State of New York; to the Mayor of New York City.

But to the enemies of free peoples everywhere, may 1945 bring the bitter fruit of the evil seed they have sown; and may freedom, an end for which life itself is not too heavy a price, flower more brilliantly than ever before in history.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

This Is an Important Message To Veterans of First World War



The Adjusted Compensation Act (Bonus) was passed in 1924 and numerous veterans were entitled to bonus certificates which mature 20 years from the date of issuance. Later, this Act was amended making it possible for the owner to borrow up to one-half of the face value of the certificate.

The Adjusted Compensation Payment Act passed January, 1936, made it possible for the veteran to convert his certificate into bonus bonds and the man who had borrowed was permitted to take bonus bonds for the balance of his original certificate.

Not Much Time

The warning applies to these two groups of veterans who may still have the original certificate or the pink slip indicating that there still is balance due under the original

Act. The bonds, if applied for before January 1, 1945, will give the owner 3 per cent per annum interest effective June, 1936. It should, therefore, be obvious that in order to get the interest the veteran must apply for the bonus bonds before January 1. The accumulated interest will be about 27 per cent.

This opportunity is of special interest to the man who originally borrowed on the certificate because under the Payment Act of 1936 if he applies for the bonds, the interest will be forgiven on the original loan back to October 31, 1931. If he fails to apply for the bonds before January 1, 1945, all of the interest will be deducted from the balance which he has coming and this interest is compounded annually which will mean that in some cases the interest charged alone will consume more than 60 per cent of the balance due on the original certificate. This virtually means that if the veteran fails to apply for the bonds he will lose 27 per cent interest due him and will also have to pay approximately 60 per cent on the balance of the certificate as an interest charge. This will mean that approximately 87 per cent of his credit on the balance due will be lost.

It is strongly recommended that those of you who have the original certificate and those of you who have borrowed on the certificate and who have not converted the balance due you, do so before January 1, 1945 in order to protect your best inter-

ests. Explicit advice can be obtained from an American Legion Post's Service Officer.

Epileptic Vets Lose Out in Job Rehabilitation

The Vocational Rehabilitation Law as revised by the New York State Legislature this year includes an exemption clause which makes all individuals having epilepsy—veterans and non-veterans alike—ineligible for the benefit of the law. Dr. Harry Sands told psychologists at a meeting of the New York University Psychology Club last week.

"A veteran who has epilepsy as a result of a service connected disability may not receive vocational rehabilitation from the Bureau of Vocational Rehabilitation of the State Education Department," Dr. Sands said. "This is true even though State rehabilitation agencies may use Federal funds to assist in the treatment of epileptics who are vocationally handicapped."

Dr. Sands pointed out that while the incidence of head injuries and of epilepsy as a result of the present war is not available for publication, sufficient data from World War I is at hand to estimate the size of this additional problem.

"In the last war the epileptic constituted 9.2 per cent of the neuropsychiatric disorder in the Army," he said.

Merit Man



William P. Seaver

William P. Seaver, native New Yorker and now Assistant Commissioner for Development, Federal Public Housing Authority, combines the best qualities of a dreamer and a hard-bitten practical man.

Seasoned in the rough and tumble construction game, Mr. Seaver got one of the toughest home-front assignments of the war and with visionary planning, and two-fisted drive and determination, whipped the emergency war housing situation. That thousands of war workers, uprooted from comfortable homes and transplanted to "boom towns" were adequately housed to permit them to care for families and yet do their work, is largely attributable to Mr. Seaver.

An Architect

Before coming to Washington, his record in the construction and real estate business in and around New York was long and brilliant. An architect and engineer by profession Mr. Seaver is registered and licensed in both fields in the State of New York. He has owned and operated every conceivable type of large and small housing development.

With the New York Title Company he estimated costs and supervised loans made on more than 300 large apartment buildings and supervised rehabilitation of many other office and apartment buildings.

As an engineer he designed and built the famous approach to the Manhattan bridge. He supervised construction of a large segment of the subway and a large section of complicated sewer in Manhattan. He designed and built a 1300-foot pier in South Brooklyn.

In 1920 Mr. Seaver organized the National Bank of New York City and represented the majority of stockholders until the bank was sold in 1925, proving his astuteness in the financial field.

From 1925 to 1932 he operated as architect and contractor developing property and buildings.

In 1932 Mr. Seaver became consultant for the Westchester Title and Trust Company. While in this spot he took over 430 distressed business and family properties, reorganized them and put them on a paying basis.

Rich Experience

With this rich experience, he was asked to come to the Federal Housing Administration in 1935. He successfully took over and completed several assignments, finally becoming zone manager for 13 Northeastern states.

As Assistant Administrator in charge of private management, Mr. Seaver in 1940 went to the U. S. Housing Administration. When USHA was consolidated into FHFA in 1942, he got his present title.

Now Another Task

With the bulk of the war housing job done and written down in the success ledger, Mr. Seaver is now turning his attention to the just as tough task—disposition of war housing.

He has already fashioned sensational plans for post-war use of war housing and developed unique techniques for breaking these temporary structures into individual units.

It is impossible to meet Mr. Seaver without knowing instantly that he basically is an out-door man. A ruddy complexion with a quick smile wins him friends instantly. His breadth of background fits him excellently for his role in Government housing.



Don't Repeat This!

Knobby Hobbies

YOU'D be amazed at the hobbies and avocations of public officials . . . Joseph D. McGoldrick, NYC Comptroller, raises pigs on his country place as a hobby . . . Deputy Commissioner Frank A. Calderone, of the NYC Health Department, gets fun out of breeding cattle in his spare time. He has a large farm on L. I. . . Newbold Morris, President of the City Council, is a champ ice-skater, and any day you might see him at Rockefeller Center or the Flushing Park rink . . . Dr. William Jacobs, head of Bellevue Hospital, has two hobbies: fingerprinting, and turning out tiny objects with metal tools . . . Samuel Galston, executive director of the Municipal Civil Service Commission, writes poetry—good stuff, too . . . Dr. John Furia, who heads the investigating division of the Municipal Civil Service Commission, experiments with sound devices in his odd hours . . . And Commissioner William F. Carey, of the NYC Sanitation Department, considers Sanita as his hobby. That's the vacation spot for Sanitation men. Carey devotes the same careful attention to it that other hobbyists give to modeling . . .

THE EDUCATORS AT PLAY

MARY E. DILLON, a member of the NYC Board of Education, has made a hobby of dancing. She visits Arthur Murray's studios regularly, and can shake out a jitterbug with the best of 'em . . . Maurice G. Postley, Superintendent of School Supplies, is one of America's outstanding experts on soybeans. He grows them on his Bucks County farm. Once he took Education Secretary Canudo into a vegetarian restaurant, where they ate "steak" made out of Postley's own soybeans . . . And Harold Fields, chairman of the Board of Ed's examiners, collects first editions (what's more, he reads 'em). He's picked up some good buys in the 4th Avenue bookstores . . .

THE ARTISTS AMONG THEM

STATE SENATOR Seymour Halpern is a fine artist, and has gained a bit of a reputation as a portraitist . . . And Congressman Joseph Baldwin turns out an excellent caricature . . . Another first-rate cartoonist is Harris Steinberg, of the GOP Monahan Committee, now operating on the Albany boys . . . State Senator Hampton, who leaves office this week, goes in for prize photography . . . Another photography enthusiast is Arthur H. Schwartz, council to the Anderson legislative committee . . . Paul Lockwood, Secretary to Governor Dewey, has a vast and interesting collection of elephants (all of them faced in the direction of Washington before the election). Lockwood also dabbles in clay . . . Frank S. Hogan, New York County District Attorney, collects donkeys . . .

MUSICIANS AND RACONTEURS

AMONG THE MUSICIANS, the most brilliant is Lester Baum, who can sing and play the violin (not at the same time). Baum's fiddling is of concert quality . . . Fred Morritt, newly-elected State legislator from Brooklyn, was one a professional singer, and he performed (of all places) at Ben Marden's Riviera . . . Berny Katzen, Assistant Manhattan D. A., plays the violin and piano, in his own string quintet. Favorite composer Bach . . . James Garret Wallace, General Sessions Judge, writes songs and verse as a hobby . . . Irwin Davidson, State Senator from Manhattan, ranks with Harry Hershfield as a raconteur and M.C. His Dr. Adler jokes—Dr. Adler from Czechoslovakia—are a wow! . . . Milton Loysen, chief of the Division of Placement and Unemployment Insurance, is a runner . . . And one of the strangest hobbies of all is that of Ken Purdy, who edits Victory Magazine for OWI. Ken goes in for ju jitsu. Not only practices the art, but can tell you all about its history and fine points . . . And Fiorello LaGuardia, whose generally known hobbies are fire engines, orchestras, and cooking, used to be a broncobuster in his younger days . . .

POLICE CALLS

PBA Legislative Program

Members of the New York Patrolmen's Benevolent Association are vaguely aware of the fact that the PBA has some sort of a legislative program. Delegates of the PBA know little more about it. They're aware of the fact that, working with the State police organizations, who all chip in a per-capita basis, the PBA maintains a lobby in Albany to press for legislation for the benefit of police generally. Often, when the legislative aims of police and firemen coincide, the uniformed forces all work together to put pressure on the legislators.

This season, the big object is to get through legislation by the State Assembly and Senate, and approval by the Governor, to grant New York City police and firemen a \$450 permanent increase in place of the present duration bonus.

Other Bills

Other bills are proposed, mostly on a State-wide basis, which would affect New York cops.

One concerns operation of police radio transmitters. A bill has been floating around Albany for several years, to provide that only members of uniformed police departments be allowed to operate police radio equipment. This bill once passed both State Houses, was vetoed by Governor Lehman. It's still on the '45 list.

The PBA has endorsed a bill to grant police all over the State a 25-year retirement plan.

Disabled Vets

But the problem of returning veterans has added new subjects for PBA action in Albany. State Military Law now provides that a veteran must be reinstated to his job or a job of similar status, if he is physically capable of resuming his duties. A disabled veteran is entitled to a job which he

can perform, but there is no protection given him as to his salary. For instance, a \$3,000 a year patrolman may return with service disabilities and be offered an \$1,800 a year attendant's post.

The PBA Albany agenda includes a bill to provide that police veterans who return with physical limitations, must be assigned to work they can perform at the salary they would be earning if they returned to their regular police job.

Loss on Pension

In addition, the returning disabled veteran poses another problem which calls for legislative remedy. If a policeman is assigned to another department on his return from service (as a subway patrolman or court attendant, for instance), he stands to take a big loss on his pension payments. There is no provision, under present law, for a member of the Police Pension System to transfer to the New York City Employees' Retirement Fund without losing a substantial sum, then comes into the regular employees' system handicapped by lack of previous service as compared to other municipal workers.



The State Employee

By CLIFFORD C. SHORO

President, The Association of State Civil Service Employees

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

WHAT GOES ON !!!

EARLY THIS YEAR the Legislature passed and Governor Dewey approved the Todd Law prohibiting pay discrimination because of sex. As laws go, it was about as clear and specific as a law could be. It provided—

"No employee shall, because of sex, be subjected to any discrimination in the rate of her or his pay. . . . The term 'employee' as used in this section shall mean any person employed for hire by an employer in any lawful employment; but shall not include persons engaged in domestic service in the home of the employer or labor on a farm or employees of any corporation . . . organized and operated exclusively for religious, charitable, scientific, literary or educational purposes. . . ."

"'Employment' means any employment under contract of hire, express or implied, written or oral, . . . in which all or the greater part of the work is to be performed within the State."

The Attorney General, in reply to an inquiry by the Salary Standardization Board, has now ruled that this law is not "enforceable" against the State or municipalities. He bases his conclusion on the fact that another section of the law provides for a \$50 penalty for each violation and that it was never intended that such a penalty should be collected from the State.

"Unenforceable," But in Public Policy

WHILE RULING that the law is "unenforceable," he nevertheless declares that it is "an expression of public policy" which "may well be read" by the Board together with the equal pay for equal work provision in "acting upon cases."

The opinion was received with nothing short of amazement. Miss Todd, who introduced the bill in the Assembly, stated—

"It was my intention that the non-discrimination in wages because of sex should apply to State and municipal as well as private employment. I believe that this was the intention of both the Senate and the Assembly. There was no specific provision for penalty for a possible State violation, and certainly none should be needed. I felt and I know that the State will keep its own laws as well as enforce the law."

Senator Falk, who introduced the bill in the Senate, said—

"If we had intended to exclude State and municipal employees, we would have excluded them specifically in the bill."

Spokesmen for women's organizations which were active in support of the bill, pointed out that a similar bill in 1943 specifically excluded State employees; that the omission of that exclusion in the 1944 act "was not accidental" and commented further—"Women are women—and American citizens—whether they work for the State or for private industry."

Law Covered All Classes of Labor

AS A LAYMAN, the language of the law seems to me to cover all classes of labor with the specific exceptions of charitable organizations, farming and domestic service. It is a mystery to me how the above quoted language can be construed to exclude State and municipal employees. I find that lawyers are equally bewildered. They point out that the provision for the collection of a \$50 penalty does not prohibit or exclude other methods of enforcement. The same section of the law, that the Attorney General relies on, provides for the same \$50 penalty when an employer fails to pay wage claims. Such claims, however, can be enforced in an ordinary civil action without any reference whatever to the penalty provisions. Why, they ask, should the law be a nullity merely because the penalty provisions are inapplicable to the State?

Not the Last Word

IT IS MY BELIEF that the Attorney General's opinion is not the last word on this subject. The law should, and undoubtedly will be amended to specifically include public employees and perhaps to specify appropriate enforcement procedures.

What is more disturbing is the apparent willingness of State officers to sabotage this forward-looking labor law by holding it "unenforceable" as to public employees. Why did the Salary Board raise the question as to whether the law was applicable to State employees when the broad public policy is so clearly set forth in the law itself. Why does the Attorney General emphasize that the law is "not enforceable" with respect to public employees and only begrudgingly concede that it is an "expression of public policy" which "may well be read" by the Board. Do the Board and the Attorney General really believe that the Legislature intended that the State should practice discrimination among its own employees with one hand and prohibit discrimination among private employees with the other?

What Goes On !!!

Eligibles Must Get Full Story On Appointments

ALBANY—Charles L. Campbell, administrative director of the State Civil Service Department, this week sent a letter to all appointing officers warning them that "more care be exercised in letters of canvass to acquaint the eligibles fully with the terms on which they must accept an offer of appointment."

Early this year, Mr. Campbell pointed out in this week's letter, he had advised appointing officers that eligibles must be informed, upon being canvassed, how long a time would be given them to accept. The time in which the eligible would have to be available for duty was proposed as 15 days.

Court Case

In a recent court decision, Einhorn vs. Corsi, the petitioner signified his acceptance of a proffered job but in answer to another question he said he would be ready to report for work in about six weeks after the date of canvass letter.

"Nowhere in the canvass letter was he told that he must be available for work in not more than 15 days," Mr. Campbell pointed out.

"The court," Campbell added,

Physical Therapists Needed Immediately

ALBANY.—Declaring an acute health emergency exists in New York State, the State Department of Health has issued an appeal for 40 graduate physical therapists and 50 registered nurses needed immediately for the after-care of more than 1,000 victims, mostly children, left paralyzed by this year's infantile paralysis epidemic.

Therapists receive \$175 a month, maintenance and traveling expenses, for from 4 to 6 months, part time or full time. Interested persons are urged to write immediately listing their qualifications to Dr. Edward S. Rogers, State Department of Health, Albany 1.

"held that the letter was misleading and that the eligible had accepted the offer and simply indicated the date on which he would prefer to report to work, without stating that he would not report earlier if necessary. The court felt that passing over his name on the eligible list deprived the eligible through no fault of his own of an opportunity for public employment."

Flexible Pay Scale, 1½ Overtime Pay, Lead Off State Assn. 1945 Program

ALBANY.—A flexible cost-of-living salary; a permanent adjustment board; time-and-a-half pay for overtime work; unemployment insurance for State employees; retirement changes; pay for un-taken vacations and holidays; increased pay for hazardous or unusual jobs—these constitute some of the major planks in the forthcoming legislative program of the Association of State Civil Service Employees.

Meeting in Albany last week, the Association's Executive Board laid the basis for its activity in the months during which the State Legislature is in action.

"Sliding Scale" Pay

The proposed flexible salary bill will be based on a kind of "sliding scale" of pay. As the cost of living index rises, so would salary; as the cost of living index falls, so would salary. A readjustment would be made every time the cost-of-living index showed a 5-point change. Thus, the Association estimates that if the present official index were to be used, State pay ought to rise 25 per cent, since that index is a few points below 30. This plan would give to employees security against the vicissitudes of rising and falling prices.

Permanent Pay Board

Suggesting a permanent Salary Standardization Board, the Association's executive committee came forth with a new concept of the Board's structure. It follows the pattern of the National War Labor Board in its membership. Thus, the permanent board would consist of nine members—three representing the administration, three representing the employees, and three representing the public. All nine members would, under the proposal, be appointed by the Governor. Public members would be paid \$25 a day for their services. Administration and employee representatives would not be paid, since they are already on the State payroll.

The Board would have authority to call in a panel of experts whenever it felt the need. And it would have an appropriation for a staff of reasonable size to perform the job.

The mechanics of employee ap-

peal to the Board would remain as at present.

Overtime Pay

Time-and-a-half for overtime work is proposed, in the Association's program, for institutional employees. In view of the manpower shortage in institutions, many of these employees each day work 4 hours beyond the normal 8-hour day. They are paid straight time for the extra hours. The Association will also propose that employees whose jobs have entailed working on vacation or holidays should be paid time-and-a-half for those days at the end of the fiscal year. It was pointed out that no good is served by carrying the time over from one year to another—since the time just accumulates, and there is little prospect that the employee will be able to use it this year. "The whole business might as well be settled now," said an Association spokesman, and time-and-a-half pay is a fair arrangement for settlement."

The Tougher Jobs

An amendment was proposed to the Feld-Hamilton law which would authorize the Salary Standardization Board to increase basic pay scales in positions involving unusual hazards or extra hours. An example of a job involving unusual hazards is the position of a Mental Hygiene attendant in a disturbed ward. Another example of extra hours for which additional pay is not received, is that of the institutional stenographer who puts in a 48-hour week.

Dannemora, Matteawan

Dannemora and Matteawan employees, now classified as attendants, would be given the same status as prison guards under an-

other proposal of the Association's executive board. The condition of these employees has long been a sore point. The work they perform is like the work of prison guards, only more dangerous, since they must take care of mentally deranged criminals. They ask that their status and pay be brought in consonance with their actual duties.

Retirement

The Retirement Committee of the Association will seek a meeting with the State Comptroller to determine how the Retirement Law can be liberalized. The Retirement Committee has issued a detailed memorandum on all phases of retirement, with 11 specific proposals.

Another proposal was that the State pay moving costs of employees who must transfer from one part of the State to another. This principle is generally accepted in private industry.

Eligible Lists

The Association will also examine carefully into the rising number of war-duration and temporary appointments to State jobs, in cases where it is claimed eligible lists exist and persons on those lists are available to accept the positions. It was admitted at the meeting that this is not an easy problem, and that oftentimes hair-line decisions must be made. But cases were cited where the Civil Service Commission had allegedly not used lists which could have been used.

Unemployment Insurance

Unemployment insurance for those employees who are separated from their jobs is another Association proposal which will be embodied into a legislative bill. At the last session of the Legislature, this proposal received much favorable consideration from men in the Senate and Assembly, and the assurance was given that the bill would have good prospects of passage at the forthcoming session. The measure will grant to State employees who should lose their jobs the same kind of protection now available to employees in industry.

Court Decision Awaited in State Retirement Case

Many State employees are awaiting with concern the Supreme Court decisions on cases of State workers who have asked Court orders to protect their pension rights.

Action was brought by Herbert E. Olson and Clifford Scott against State Comptroller Frank C. Moore and Clinton W. Areson, superintendent of the State Agricultural and Industrial School. On April 1, 1944, the value of maintenance received by the employees was reduced by almost 50 percent. This reduced the employees' gross earnings, and their contributions to the State Pension System. This, of course, had the effect of reducing the eventual retirement allowance which they will receive.

The employees asked to be allowed to continue their pension payments at the old rate. This was refused, and they started legal action.

The Albany law firm of DeGraff & Foy is representing the State workers in this action. It is expected that the Court ruling will be made some time in January, 1945.

Occupational Instructors Thank "Leader"

The Occupational Instructors last week sent to The LEADER a letter of comment upon the newspaper's interest in their behalf. The letter:

"Sirs: I have been delegated by my fellow members to write you an open letter of gratitude, for the part your paper has played in our fight, for a just title classification and a promotional future in our State Civil Service."

"In our meeting with Civil Service Commissioner Judge Conway and Civil Service Administrator Mr. Campbell on Nov. 22, 1944, Dr. Bigelow, Chairman of the Salary Standardization Board and Deputy Mental Hygiene Commissioner; Mr. J. Earl Kelly, Director of the Classification division and

other members of the Commission and State departments were present.

"We left the conference with high hopes because of the fact that we all felt, we had presented an honest and just case."

"As yet we have not heard from Judge Conway, but we are heartened by the words he used in explaining to his employees his reasons for reorganizing his own Civil Service Department."

"We are going as far as possible, to provide promotion opportunities for large numbers of people who have been carrying out their duties, without award or hope of reward, under the old set up."

"We Occupational Instructors feel this very deeply of course. Because of the fact it has been one of our main arguments for years."

"If our plans for reclassification of many positions in the

State Chaplains Present Problems to Budget Office

ALBANY—State prison and other institution chaplains representing eight Catholic dioceses conferred on Wednesday with the Division of the Budget on proposals to meet some of their problems.

One of the suggestions called for greater uniformity in the compensation of institution chaplains and for financing the cost of supplies by the State.

It was also suggested that more resident, rather than visiting, chaplains should be provided by the State in the interests of the spiritual needs of the inmates, prisoners and patients.

No Uniform Policy

It developed that some institutions now have resident chaplains, who get a gross salary of \$2,400 to \$3,000 a year. Other institutions have only visiting chaplains who are paid on a per diem basis. It appeared that there is no uniform policy with respect to this or providing supplies, each institution making its own policy.

Chaplains are in the non-competitive class and, of course, have no security so far as tenure is concerned. The Catholic chap-

lains are appointed by the Bishop of each diocese, subject to the approval of the head of the institution affected.

Chapels Sought

Another suggestion was that religious activities could be stimulated and more interest created when a chapel was provided. At present some institutions do have chapels and others use the institution auditorium for religious devotions.

After a long discussion of these and other points with Everett Mulvey, who represented Budget Director John E. Burton, the chaplains agreed to prepare their presentation in the form of a detailed statement, drawing upon such information as would be compiled by them. This will be submitted later to the Budget Director and the departments having institutions.

department materialize, it should be pointed out that this is a re-classification of positions and not of persons."

"Here again our argument strikes deeply for we have been fulfilling and maintaining about 95% of the Occupational Therapy positions of the State of New York, under numerous titles other than that of Occupational Therapist."

"Our organization has faith in a man who speaks with so much honesty."

"As President of the New York State Occupational Instructors Organization, I can say wholeheartedly, that we shall respect and abide by any decision J. Edward Conway may make."

"Thanks again for your cooperation."

FRANK J. ROGERS,

President,
New York State Occupational Instructors Organization.

NEWS ABOUT STATE EMPLOYEES

Central Islip

Assemblyman Elisha T. Barrett discussed retirement before employees of Central Islip State Hospital last week. The legislator was guest speaker at the regular meeting of the Central Islip Chapter of the ASCSE, held in Robbins Hall.

Viewing the prospects of a 25-year pension, he said that it just wasn't in the cards unless the employees were willing to go along with higher contributions. As to nurses returning to professional status under the Feld-Hamilton law, he favored it one hundred per cent.

Employees reaching their maximums, he said, have little inducement to stay in State service, and to that end he will sponsor a bill granting "time service" increments over a period of twenty years.

Commenting on straight overtime pay for State workers, he said that he failed to understand the attitude of the great sovereign State of New York in paying straight time to its own workers while demanding private industry pay higher rates. He is greatly in favor of time and a half for overtime work of State employees.

Assemblyman Barrett appealed for unity among State workers saying that only through a strong organization could they ever hope to accomplish anything worthwhile. He praised the accomplishments of the Association in past years and added that benefits sought through legislation do not come overnight but are rather the result of persevering effort.

Binghamton State Hospital

The new Steward at Binghamton, Robert Jones, and his family are settled, and they are very well liked by the employees. Mr. Jones has always been an Association member. The former Steward, Edward S. Graney, retired after 51 years of service. He and Mrs. Graney were given a farewell party by the officers and employees, and were presented with a mahogany desk and mirror. Mr. Graney was a faithful Association member and was always the first to pay his dues every year. Larry Hollister, Executive Secretary, reports that there are more memberships for 1945 at this time than ever before in previous years.

The Mechanical Department leads the Binghamton State Hospital Employees Bowling League with 17 won and 4 lost. This week ended the first round with the teams stacked up in the following order:

	Won	Lost
Mechanical Department...	17	4
Main Bldg.	15	6
Broadmoor	12	9
Physicians	10	11
Girls No. 2	9	12
Fireman & Farms....	9	12
Fairmount	7	14
Girls No. 1	5	6

Season High Team—3 Games—Mechanical Department, 2487.

Season High Team—Single Game—Broadmoor, 891.

Season High Individual—3 Games—Mr. Peck, 598.

Weekly High Individual—3 Games—Mr. Peck, 224.

The State Association Chapter will hold its annual dinner-dance on January 20. At the regular meeting held on December 1, the following committees were appointed for the event: Dinner



Robert R. Hopkins, President of the Buffalo Chapter, Association of State Civil Service Employees, 1944-45. Mr. Hopkins is an Insurance Manager in the Buffalo District, Division of Placement and Unemployment Insurance.

Committee—Albert Launt, Laurence J. Hollister, Katherine Mealey, Alice Gillespie, C. W. F. Stott, James Maney and Kathleen Murphy. Ticket Committee—Laurence J. Hollister. Advertising—Harold Boyce.

New York City

Members of the NYC Chapter, ASCSE, can now obtain subscriptions to any magazines at reduced rates Kenneth Valentine at the Public Service Commission, 233 Broadway, is handling the cut-rate subscriptions. Chapter treasurer Joe Byrnes is proud of his nephew Major Edward Howe Buschkamper of the 44th Division. The Major was trapped in a house recaptured by the Germans. For two days he hid in the attic while German soldiers and officers used the house. When the Germans left, they set the house on fire. Major Buschkamper managed to escape, got back to American lines.

Barge Canal Employees

A REGULAR meeting of Canal Employees Association, Champlain Unit, was held at Schuylerville, N. Y. Officers elected for the coming year were: President: Geo. A. Perkins, Thomson, N. Y.; Vice-Pres.: A. S. Bailey, Smiths Basin, N. Y.; Sec. and Treas.: R. C. Bailey, 15 Preston St., Hudson Falls, N. Y.; Delegates: R. C. Bailey, Joseph E. LaPann; Alternates: Geo. A. Rock. The following resolution, in memory of Clifford C. Carpenter, deceased, was read and adopted:

"Through the infinite wisdom of God, one of our members, Clifford C. Carpenter, has been called home to his eternal rest.

"A very congenial person and one who was always ready and willing to do his part, he will be greatly missed by the ones with which he came in daily contact

Recent NY State Eligible Lists

Case Worker, Tompkins County Open-Comp.

Hall Mary H., Ithaca	1	95875
Freedman Gen., Wyncatskill	1-a	92500
Ripa Joseph, Oneonta	2	88900
Mulford Edw., Ithaca	3	88852
Monroe James, Raybrook	4	88600
Whitney D. F., Mt. Morris	5	88500
Green Harold A., Wyncatskill	6	88000
Learn G. Emerson, Mt. Morris	7	86852
Frühlinger Ben., Ray Brook	8	85600
Keenan John, Albany	9	84900
Ellsworth H., Norfolk, Va.	10	84652
Shultz Henry H., Albany	11	84700
Costa J. Herman, Ithaca	12	84252
Orton Sarah, Oneonta	13	83052

Office Machine Operator, Tax and Finance

Atchinson Helen, Albany	1	86412
Giddins Mildred, Goymans	2	86115
Bonvegna Nancy, Albany	3	86014
Mann H. M., Schoharie Landing	4	85456
Kelly Jeanne, Albany	5	85148
Spensley W. E., Albany	6	84144
Corbett Henrietta M., Ravena	7	83204
Pritchard Gladys E., Albany	8	79955
Friedman Marian, Albany	9	78285

Chief Law Clerk, Albany Off., Dept. Law, From.

Hughes William, Albany	1	85087
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Prin. File Clerk, Albany Off. Dept. Tax, Finance, From.

Clark Annabel, Albany	1	94240
Murray Eva M., Albany	2	93930
Weaver Laura, Loudonville	3	93760
McGee C. Ethel, Albany	4	92440
Sullivan Marguerite, Albany	5	89880
Noble Alfarata, Rensselaer	6	89440
Galpin Helene C., Singersland	7	88220
Wilke Doris K., Albany	8	87400
Girvin Ethel K., Albany	9	84240

File Clerk, New York Office, State Ins., Fund, From.

Levy Hannan, Brooklyn	1	91030
Kartman Diane, Brooklyn	2	89046
Kalman Frances, Bronx	3	87984
Chittick Delorme, NYC	4	87840
Postiglione Paul, Bronx	5	87840
Charles Genevieve C., Brooklyn	6	87370
Berkowitz Dina, Brooklyn	7	87270
Schwartz Kate, Brooklyn	8	87228
Moglia Sarah, Jamaica	9	86980
Smith Elaine, NYC	10	86550
Goldstein Celia, Jamaica	11	85700
Piro Fanny, New York City	12	85384
Labell Virginia, NYC	13	84556
Boskin Rose, NYC	14	83501
Markowitz Ruth, NYC	15	83072
Dibello Charles, NYC	16	82893
Schenker Pauline, Bronx	17	81130
Koch Margaret, NYC	18	80450

From, Asst. Librarian, Education Dept.

Anderson, Rachel, NYC	1	88003
Kleinhaus, Gertrude, Castleton	2	87358
Howard, Nettie, Delmar	3	85483
Cohen, Ida, Albany	4	86158
Hulet, Anne C., Altamont	5	83591

From, Sr. Social Worker, Psychiatric Soc., Welfare

Goddard, Helen E., Industry	1	82279
From, File Clerk, NY Off. Dept. Labor		
Hittner, Maltida, Bronx	1	91442
Palmer, Dorothy, Brooklyn	2	90487
Quesada, Sylvia, Brooklyn	3	90430
Metzger, Minnie, NYC	4	90250
Sacks, Susie, NYC	5	89059
Liebert, Vera, Brooklyn	6	89305
Lederman, Esther, NYC	7	89057
Epstein, Esther, NYC	8	89047
Bretton, Estelle, Brooklyn	9	88943
Weinman, Sophia, Bronx	10	88770
Singer, Abraham, Brooklyn	11	88465
Salerno, Marjorie, NYC	12	88269
Scarlett, Vivienne, Bronx	13	88189
Whitlock, Allyne L., NYC	14	87839
Becky, Rose, NYC	15	87811
Rosenbans, Dorothy, Brooklyn	16	87503
Brown, Florence, Brooklyn	17	87179
Greenglass, Della, Brooklyn	18	86717
Kaykewitz, Sarah, Brooklyn	19	86717
Schwartz, Pauline, NYC	20	86294
Tiger, Selma, Brooklyn	21	84916
Lambrecht, Henry, L. I. City	22	84780
Howard, B., Brooklyn	23	84352
Hannigan, M., Richmond Hill	24	84139
Horn, Sarah R., NYC	25	84130
Schwartz, Clara, NYC	26	83632
Hivry, M., NYC	27	83600
Arato, Sam C., Brooklyn	28	82627
Rosenberg, Irene, Brooklyn	29	81542
Dyling, Marjorie, NYC	30	79387
Esauff, Eugenia, NYC	31	79295
Hamlin, Benona F., NYC	32	76930

and by those of us that knew him best.

"Therefore, we the members of the Barge Canal Employees Civil Service Association, Champlain Unit, here assembled, and standing silently and reverently, wish to convey in this manner, our heartfelt sympathy to his beloved wife and family.

"May God bless them.

"Signed: Joseph E. LaPann, Geo. R. Rock, R. C. Bailey, Committee on resolutions."

Reports were given on what is being done on the salary appeal and other routine matters. Canal employees will be glad to know that the condition of John W. Savage, Ft. Edward, N. Y., is somewhat improved.

Syracuse

Corporal Samuel Klotz, age 34, who was an investigator in the Department of Labor at Syracuse, was killed in action in Holland. He is survived by his widow and son, Allan, 2 years old. He was in an Infantry Division of the U. S. Army. His co-workers are deeply grieved and miss his earnestness and willingness to always help.

Clinton Prison

The first Gold Star has appeared on Clinton Prison's Honor Roll. A former telephone operator, Donald Bourey, son of Sgt. and Mrs. Bourey, was killed in action on the Italian front. A guard of honor marched in a body from the prison to St. Joseph's Church to attend the funeral Mass. The employees of the institution extend their condolences to the bereaved family. Two new doctors have been added to the hospital staff. They are Clarence Savage, D.D.S., of Buffalo, and Dr. Scott Edwards, F.A.C.S., of New York.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

How Not to Remove a Veteran

UNLIKE other civil service employees, veterans of prior wars and exempt volunteer firemen are entitled to a hearing on charges of incompetency or misconduct before they can be removed, with the burden of proving incompetency or misconduct on the person alleging it. Even competitive class employees who are not veterans of prior wars or exempt volunteer firemen are entitled to no more than written charges and a chance to answer the same in writing. The veterans and firemen, so long as they occupy subordinate positions other than cashier, deputy or private secretary, are entitled to a hearing even though their positions may be in the exempt class or in the non-competitive class.

Despite the special privilege accorded to veterans and exempt volunteer firemen, court cases are continuously arising in which the appointing officer has failed to observe the statutory provisions applicable to these cases. This is exemplified in a case recently decided by the Supreme Court of Suffolk County, involving a Senior Account Clerk employed in one of the townships.

The Facts in the Case

This employee had been serving for ten years in his position, had served in World War I and was a member of the local fire department and for many years an exempt fireman. Last August 14 he received a notice from the Supervisor of his township that his services were terminated effective August 31 and if he desired he could make reply to certain enumerated charges.

Thereafter, on August 29th,

State Launderers, Seamstresses Non-Competitive

ALBANY—By a resolution adopted recently by the State Civil Service Commission, and approved by the Governor, it was learned this week, all positions of launderer and seamstress in state institutions were placed in the non-competitive class.

Incumbents of these positions now automatically will be given non-competitive status as of October 5. Every employee in such position whose salary is below the minimum of the grade, which is 1-2B, will be paid at the minimum of \$1,300 a year dating from October 5 this year.

Not Retroactive

This does not give to the many launderers who have worked for 15 years or more and who are now receiving more than the \$1,300 minimum but less than the \$1,700 maximum any retroactive increase.

Neither does the Commission's action make the allowed increase retroactive to April 1, 1944, as the employees had sought.

Clifford C. Shoro, president of the Association of State Civil Service Employees, wrote, late in November, to Dr. N. J. T. Bigelow, head of the Salary Standardization Board and deputy mental hygiene commissioner, pointing out that the launderers had not received the increase which Governor Dewey and Budget Director Burton on October 2 had announced would be made, retroactive to April 1, 1944.

State Promotion Examinations

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

No. 9222. Senior Stenographer (Medical), Homer Folks Tuberculosis Hospital, Department of Health. Salary \$1,600 to \$2,100. One vacancy at present. Closes December 28, 1944.

No. 9223. Senior Telephone operator, Division of Operation and Maintenance, Department of Public Works. Salary \$1,600 to \$2,100. One vacancy in the Albany Office Building. Closes January 2, 1945.

the Supervisor notified the employee that if he requested a hearing he could have it any time on August 31 by advising the Supervisor.

At 9:30 A. M. on August 31, the Supervisor publicly called the proceedings against the employee and adjourned the matter from hour to hour until 5 P. M. when he read aloud the charges and no one appearing for the employee or offering any objections, he declared the hearing duly held and the charges sustained.

These acts of the Supervisor, the court held, do not meet the requirements of the law. In the first place the original "Notice of Charges" merely notified the employee of a determination to remove him on charges which it is the burden of the appointing officer to prove and not of the veteran to disprove. Secondly, the employee denied that he knew a hearing was to be held at 9:30 A. M. on August 31 nor was he requested to appear for a hearing that day although he was "on that day and at that hour at work in an office adjoining that of the Supervisor and connected therewith by a common door which is kept open."

Hard for the Court to Believe

On these facts the court ordered the reinstatement of the employee, stating:

"Since it is not denied that petitioner was at work that day, as alleged in the petition, it seems incredible that the respondent (Supervisor) did not call him.

"Under all the circumstances, it is the opinion of the court that the respondent has failed to sustain his burden of showing that he had substantially complied with the provisions of the Civil Service Law for petitioner's removal. Granting that what he did was in good faith and according to his lights for the good of the service, still respondent was bound to meticulously observe the provisions of the statute. Cutting corners in procedure and pre-judgment are not consistent with that statute. (Resler v. Malone.)

Albany Shopping Guide

Schools

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

Flowers

ALBERT'S FLOWER SHOP—Bridal bouquets, funeral designs, beautiful corsages, fresh cut flowers; high quality, low prices. 58 Columbia St. (off N. Pearl), Albany 5-0936.

For The Ladies

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

TRIX FOUNDATIONS and Health Supports. Free figure analysis at your convenience. CAROLYN H. VAN ALLEN, 45 Maiden Lane, Albany, N. Y. Albany 3-3929.

Furs

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

Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00. Over 1,000 hats to select from. THE MILLINERY MART, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 126 Main St., Gloversville, N. Y.

Bicycles Repaired

BICYCLES, TRI-CYCLES repaired, baby carriage wheels repaired and retired; toys, games, skis, sleds, skates, toboggans, snow shoes. Charles Klarsfeld, 67 Hudson Ave. Albany 3-7892.

Specialty Shop

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

Where to Dine

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

We Are Paying More Than Ever For Used Cars

SEE RAY HOWARD
ALBANY GARAGE
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SCHENECTADY, N. Y.

Government Openings

This is general information which you should know about United States Government employment. (1) Applicants must be citizens or owe allegiance to the United States; (2) Applicants must be physically capable of performing the duties of the position and must be free of defects which would constitute employment hazards. Handicapped persons who feel their defects would not interfere with their ability to perform the duties of the positions, are urged to apply. (3) Veterans preference is granted to honorably discharged members of the armed services. Wives and widows of honorably discharged veterans are also entitled to consideration for preference benefits; (4) Appointments are made under war service regulations, which means they will generally be for the duration of the war and in no case will extend more than six months after the war's end; (5) Persons now employed in essential occupations must receive statements of availability in order to be eligible for Federal jobs. An offer of a position will be accompanied by instructions advising what steps to take in order to secure the necessary clearance; (6) unless otherwise noted, application forms are available at the Second Regional Office, Federal Building, Christopher & Washington Streets, New York 14, New York.

Metallurgist

\$2,433 to \$6,228 a Year

(These salaries include the amount paid for overtime as shown below)

I. LOCATION OF POSITIONS

These positions are in Washington, D.C., and throughout the United States.

II. SALARIES AND WORKWEEK

The standard Federal workweek of 48 hours includes 8 hours of required overtime.

Annual salaries for these positions are as follows:

Grade of position	Basic salary	Overtime pay	Total salary
P-1	\$2,000	\$433	\$2,433
P-2	2,600	563	3,163
P-3	3,200	628	3,828
P-4	3,800	628	4,428
P-5	4,600	628	5,228
P-6	5,600	628	6,228

Basic salaries are subject to a deduction of 5 percent for retirement purposes.

Applicants for the higher grade positions who are found not qualified therefor will be considered for lower grade positions. Persons who are found eligible for higher grades will also be rated for lower grades if they have expressed a willingness to accept the lower salaries.

III. DUTIES

The duties of the positions are to plan, or assist in production, scientific researching metallurgy.

IV. EXPERIENCE REQUIREMENTS

Except for the substitution provided for under "V. Substitution of Education for Experience," applicants must have had experience of the length and quality as follows:

A. METALLURGIST, P-1

Three years of progressive technical experience in the field of metallurgy.

B. METALLURGIST, P-2 to P-6

In addition to the minimum requirements specified for the P-1 grade, applicants for grades P-2 and above must show additional experience of a progressively higher level as follows:

For Grade P-2: At least 2 years of professional experience in metallurgy.

For Grade P-3: At least 3 years of progressive professional experience in metallurgy.

For Grade P-4: At least 5 years of responsible and progressive professional experience in metallurgy.

For Grade P-5: At least 6 years of broad, progressive, and responsible professional experience in metallurgy.

For Grade P-6: At least 7 years of broad, progressive and responsible professional experience in metallurgy.

Character of experience: To be qualifying, experience must show progression in achievement, duties, and responsibilities to a degree closely approaching or commensurate with the responsibilities of the position for which the applicant is being considered. Length of experience in the field of metallurgy does not in itself fulfill the requirements.

Part-Time or Unpaid Experience: Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part-time or full-time occupation. Such experience will be credited on the basis of time actually spent in appropriate activities.

Nonqualifying Experience: Experience consisting of routine laboratory testing, routine tabulation, and experience of like character will not be considered as qualifying.

B. GRADUATE STUDY

Graduate study in metallurgy, successfully completed in a college or university of recognized standing, may be substituted year for year for the professional experience prescribed for these positions under IV, B, above, up to a maximum of 3 years of experience, except that in no case may it be substituted for the specialized experience required for the P-4, P-5, and P-6 positions. In order to substitute the full 3 years of graduate study, applicants must have completed all requirements for the Ph. D. degree, including the thesis.

GENERAL INFORMATION

Applications will be accepted until the

needs of the service have been met.

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their education and experience and on corroborative evidence secured by the Commission.

There are no age limits for this examination.

HOW TO APPLY

Necessary forms may be obtained at the U. S. Civil Service Commission, 641 Washington Street, New York City.

Applicants must file the following material with the United States Civil Service Commission, Washington, D. C.:

1. Application Form 57.

2. Supplemental Form 3630.

3. A list of publications, writings, or reports, of which the applicants is the author or coauthor, and such reprints as may be available.

4. Form 14, with the evidence it calls for, if applicants desire to claim preference because of military or naval service. (Ask for Circular 348, Unassembled).

Helpers Trainee

Serve at the U.S. Navy Yard, Brooklyn, N.Y. Men and women. Earn \$6.16, \$6.64, \$7.12 per day. For all work in excess of Forty hours per week, you will be paid the overtime rate of time and a half.

Ask for Recruitment Circular 2R-53. Obtain Application Form 60, from The Recorder, Labor Board U.S. Navy Yard, Brooklyn, N. Y., or from Director, 2nd U.S. Civil Service Region, Federal Bldg., Christopher Street, New York 14, N. Y.

Or at any first- or second-class post office in which this notice is posted. Mail application to, or file in person with the Recorder, U. S. Navy Yard, Brooklyn, N. Y.

YOUR JOB WILL BE: As mechanical helpers under competent artisans, to perform subordinate tasks, in the trades or occupations to which assigned, and to receive instruction, and training for the progressively more difficult and exacting work in such trades or occupations.

IN ORDER TO QUALIFY: You must show that you have had at least six months' experience in any of the metal working or woodworking trades, OR have successfully completed a vocational course in any of the recognized metal working or woodworking trades in a vocational or industrial school of secondary or higher grade, or in a trade school, or in a school supported in whole or in part by State or Federal funds, OR in lieu of the prescribed experience or vocational course, you must pass a short written mechanical aptitude test, on a scale of 100, consisting of problems in spatial relations, and simple mechanics, requiring approximately 45 minutes to complete.

NOTE: Persons entitled to veterans preference should include in their experience statement the duties performed while serving in the armed forces.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

Applicants must show ability to read and speak the English language sufficiently well to understand spoken and written directions. This requirement does not apply to former permanent employees of the Yard seeking re-employment.

On the date of filing application, applicants must have reached their 18th birthday. There is no maximum age limit.

Physical Requirements — Applicants must be physically capable of performing the duties of the position.

Vocational Adviser

\$4,428 and \$5,825 a Year

(Salaries include the amount paid for overtime as shown below).

Places of employment: Veterans' Administration Regional Offices, located at Batavia, N. Y.; Bronx, N. Y.; Lyons, N. Y.

Closing Date: Applications will be received until the needs of the service have been met.

General Experience: Applicants must have had two years of experience in business or industry which has involved greater responsibility than unskilled labor and which has contributed to the applicant's knowledge of a variety of occupations; and in addition:

Specialized Experience: Applicant must have had, for the \$4,428 grade, at least three years, and for the \$5,825 grade at least two years of responsible experience in one or more of the following specialized fields:

(1) Personnel management or employment replacement.

(2) Vocational rehabilitation programs conducted by Federal, State or Municipal governments, or by private health, welfare, or employment service organizations.

(3) Vocational guidance or placement service in a secondary school, college, university, or governmental agency, provided that it was a regularly designated responsibility.

(4) Teaching college or university courses covering instruction in vocational counseling or indirectly related subject matter.

(5) Service in or for the armed forces or in governmental or industrial establishments in which the duties consisted primarily of selecting personnel by means of objective tests.

(6) Developing rating schedules for evaluating disabilities for the purpose of determining compensation, pension, or vocational handicap.

Note: Persons entitled to veterans' preference should include in their experience statement the duties performed while serving in the armed forces.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

Substitution of education for experience: For each six months of the required general experience, up to a maximum of

two years, applicants may substitute one full year of study successfully completed in a college or university. For each eight months of the required specialized experience, up to a maximum of two years, applicants may substitute one full year of graduate study in a field pertinent to the duties of the position, in a college or university.

There are no age limits for these positions.

No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness, based on a review of sworn statements as to their experience, and on corroborative evidence secured by the Commission.

Apply for Circular 2R-96 at 641 Washington Street, New York City.

Read the job-listing below.

When you have spotted the job for which your training or experience fits you, go to the office of the U. S. Civil Service Commission, 641 Washington St., New York City. Remember that you'll get about 21% more than the salary listed because of overtime pay.

And you'll need a certificate of availability if you're now engaged in an essential occupation.

V1-1168—Clerk (IBM).....\$2433.14

V1-884—Shipping Rate Clerk...2190.00

V1-1205—Rate Clerk (Freight)...2798.33

V1-6403—Traffic Clerk.....2433.14

V1-1128—Dental Assistant....1753.00

V1-961—Dental Mechanic....1971.00

V1-1261—Laboratory Aide....1971.00

V1-6856—Laboratory Assistant...1620.00

V1-838—Psychiatric Nurses (Registered).....2190.00

V1-978—Registered Nurses....2190.00

(Continued on Page 12)

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Your Favorite Brands of Whiskey
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Imp. Austin Nichols			
Pedro Rum	\$4.36	\$3.33	\$39.00
Imp. Ron Zorro Rum	4.06	3.15	37.00
Imp. Caricoa Rum	4.22	3.27	38.40
Imp. Boca Chica			
Rum	4.21	3.36	39.00
Imp. Duff Gordon			
Nina Sherry	2.51	2.03	34.00

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Murray Hill 5-6400

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DUDLEY'S, Style Center for Men and Women, will extend a special discount to civil service employees and their immediate families beginning December 1st. Register now! There's no obligation to buy. Files close December 31st. When you see the many nationally advertised brands featured, you will know why workers in the financial district have patronized our store for the past 23 years.

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State.....

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PUBLIC ADMINISTRATION

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER
AMERICA'S LARGEST WEEKLY FOR PUBLIC EMPLOYEES

DEVOTED TO THE ACTIVITIES OF ALL COMMUNITIES, AND TO PLANS, PROGRAMS AND TECHNIQUES OF OFFICIALS, EXECUTIVES, ADMINISTRATORS AND PERSONNEL IN ALL PUBLIC AGENCIES

Short Course in Municipal Purchasing

By JOSEPH W. NICHOLSON

City Purchasing Agent, Milwaukee, Wis.

SMALL cities can benefit through centralized purchasing if they follow the general pattern of procedures in use by most large cities. The purchasing function requires specialized control and supervision. If annual amounts spent for materials, equipment and service are as little as \$100,000 it would warrant the employment of a full time purchasing official, because he could save from 10% to 15% of the tax dollar budgeted for these purposes. Moreover he could facilitate and improve municipal services.

Public purchasing officials strive to achieve the objective of obtaining the most suitable article for the purpose, having it on hand when needed, preserving competition, paying no more than a legitimate wholesale price, and paying bills promptly so that cash discounts are not lost.

Authority to Purchase Needed
To accomplish this let us as-

sume the town plans to designate someone to take over the buying function as a full or part time job. To insure success, he must be given full authority to act as an agent, with such limitations as the law or your governing body may establish. That is, he may be required to refer all purchases over a certain figure, say \$500 or \$1,000 to the mayor, the city manager or the council of aldermen.

The governing body should establish purchasing policies which should include a provision for the obtaining of full competition whenever practicable. Sealed bids should be solicited from qualified bidders, opened publicly at stated times and the results posted in a conspicuous place. Awards should be made as promptly as possible thereafter, and these should also be noted on the posted tabulations. You will need a) lists of qualified vendors, b) specifications, c) bid forms, d) special

Whether you are the Mayor of a small town, a purchasing official, or a municipal employee with a desire to advance in your department, this article brings you the kind of practical information that only one of the nation's best-known purchasing men could impart. The editors suggest: Read carefully—then retain for immediate action or future reference.

envelopes to identify sealed bids, e) a locked bid drawer, f) tabulation forms.

Dealing With Vendors

When vendors call they should be referred to the Purchasing Agent. This will save everyone's time. If the vendor proves to be responsible, his name is listed under a commodity class such as plumbing, electrical, drygoods, automotive, etc. If he has a sample that some department heads should see, the Purchasing Agent would refer him to interested parties. Advertising literature can also be sent to department heads to keep them posted on new articles and methods.

Use of Standards and Specifications

The purchasing agent should accumulate and assist in developing standards and specifications which can be used in competitive bidding. Good specifications are available from many sources. The National Bureau of Standards has a wide variety easily adaptable to municipal requirements. Copies are obtainable from the U. S. Printing Office, Washington 25, D. C. (Purchase 5 cent coupons in advance and enclose with requests for specifications). Others may be obtained from the United States Navy Department, Navy Department Building, Potomac Park, 18th Street and Constitution Avenue, Washington 25, D. C., American Standards Association, 29 West 39th Street, New York City, American Society for Testing Materials, 260 S. Broad Street, Philadelphia, Pa., The American Water Works Association, 500 5th Avenue, New York, 18 N. Y., from states and large cities. When vendors lose an order in fair competition, they are satisfied, but if they think favoritism has been shown, they become resentful. Therefore good specifications are essential to good buying as well as to the peace of mind of bidders and public officials. They describe requirements fully and clearly so that bids may be received on comparable merchandise. If the specifications are sound, the municipality should receive articles suitable for the purpose because

Need for Inspection

Unless there is adequate inspection, and when necessary, testing of delivered materials, the good intentions of honest public officials and vendors may be circumvented by careless shipping clerks or through deliberate vendor misrepresentation and underhandedness. Goods delivered by the lowest bidder may fall below grade or may be short in count or weight. There may be conformance and finagling with your employees so they accept less merchandise than the purchase order calls for. You could be swindled for months or years without knowing it. Full delivery may be received and counted at the front door, and part of it slip out of the back door without a record as to when or where it went. Inspection of incoming materials, checking with purchase orders and specifications together with proper storage to prevent loss through action of the elements, obsolescence, waste and theft is essential.

Tests and "Willing to Certify" Lists of Vendors

If quality cannot be determined by examination or simple physical test, and the amount, value or type of the material warrants the expenditure, a laboratory test could be arranged with the nearest university, large city or commercial laboratory.

Upon request the National Bureau of Standards will supply you with a list of "Willing to Certify" vendors, that is, vendors who will certify to their customers that the products they deliver comply with the National Bureau of Standards specifications. If you use this list in requesting bids, you merely state the specification number and require each bidder to certify that any deliveries he may make as a result of these bids would comply with the specifications used. In the case of fraudulent certifications, recourse can be had in civil courts.

Next week, Mr. Nicholson will continue this discussion of the practical aspects of municipal purchasing with a description of discounts and various available tax exemptions.

Communities Are Behind in Chest X-Rays

Many industrial plants offer regular periodic X-ray chest examinations to their personnel. That, they find, is the surest way of uncovering unsuspected pathological conditions and segregating potential infectors for treatment and early rehabilitation.

Public agencies are behind in this movement—the New York City Police Department is one of the few agencies which offers this service to its staff, but new equipment now available should bring this service within the reach of the average small community, or large municipal department.

The Powers X-ray service of Glen Cove, New York, offers a means of X-raying which will take less than nine minutes of each employee's time.

Compact, mobile equipment is set up—individually identified exposures are made—finished radiographs of interpretive value are delivered.

Full-size 14 by 17-inch radiographs, of diagnostic quality equivalent to more costly transparent films are constantly obtained. The paper roll method offers a production speed of 150 subjects an hour, at a cost within a limited budget. The organization will provide complete data, prepare estimates.

How to Get More Pressure Out of Slow Water Line

When increased pressure is needed in existing water lines, it is no longer necessary to purchase property, build costly booster pumping stations, and provide extra pump attendants.

Instead, the main may be cut at any point—at a street intersection, on a boulevard or in an alley, and a submersible pump installed in a small pit.

Other Advantages

Flooding cannot damage the motor or pump, fire hazard is eliminated, thievery is stopped. No attendant is required as there are no stuffing boxes to pack, or lubricating devices to check. Installation is entirely noiseless, completely automatic, and may easily be insulated against subnormal temperatures.

The cost of a pit adequate for one or more submersible pumps is negligible when compared with conventional booster pump stations, and in many cases even the pit has been eliminated, and the pump installation covered with sod or concrete.

A booklet, "Blueprint Now" issued by the Byron Jackson Company, Los Angeles, California, is of interest to water works officials and employees. It explains the use of sunken pumps for boosting pressure, how to reduce the capital investment in water plants.

Information

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

188. BRONZE CASES BACK

They have resumed the use of bronze case meters announces the Buffalo Meter Company, 2902 Main Street, Buffalo, N. Y. Full information and prices to begin work on metering programs delayed by the war are available.

189. CHLORINATION SPECIALISTS

Proportioners, Inc., 90 Coddington Street, Providence, R. I., specialize in problems of water pollution which can be remedied through chlorination. They will gladly make recommendations to correct any conditions requiring chlorination for safety or water-odor control.

190. FOR EXCAVATION JOBS

The Traxcavator, caterpillar, track-type tractor excavators have been put in use by many communities. Bucket, bulldozer blade, scraper and snow plow attachments are available. Their use is completely explained in the "Traxcavator" illustrated booklet of the Traxcavator Company, Milwaukee, Wis.

191. SNOW REMOVAL

The Haise Snow Loader digs into snow piles, loads trucks at better than 10 yards a minute. Its rugged construction is explained in the catalog of the Haise Company, Park Avenue, New York 51, N. Y. They also manufacture portable conveyors, loaders, clamshell buckets.

192. HONOR ROLLS

Beautiful Plaques, many designs, in sizes for any number of name plates are available to honor the service men and women of the community. The International Bronze Tablet Company, 36 East 32nd Street, New York City, has illustrated literature to help make the best choice.

193. RELINE PIPES

Over 5,000 feet of 36 inch cast iron pipe in Washington, D. C., has been relined by the Centraline Corporation, 140 Cedar Street, New York City. Their process consists of the application of a thin, dense concrete lining to the pipe, done underground. Information is available on this service.

194. TO MODERNIZE

New, modern street lighting standards should have a place on every town's post-war program, says the Union Metal Manufacturing Company, Canton, Ohio. They offer information on lighting equipment tailored to fit every community's postwar needs.

195. FOOT VALVES

Dependable, foot proof foot valves

which may be used in a vertical position, in both flanged and screw type are manufactured by the Mueller Company, Chattanooga, Tenn. A catalog describes the complete line of Mueller-Columbian water and sewage control equipment.

196. DELINQUENT TAXES?

A Kardex system for the tax office has been designed by the Systems Division of Remington Rand, Buffalo, New York. Delinquencies are signaled in color and data is arranged for easy compilation of duplicates.

197. VOTING MACHINES

The last election showed the disadvantages of the old paper ballot. Individuals and organizations, interested in the advantages of mechanical voting, may have the descriptive literature of the Automatic Voting Machine Corp., Jamestown, N. Y.

198. GRATING-FLOORING

Catalog F-225 contains illustrations of the products of the Irving Subway Grating Co., Inc., 5008 27th St., Long Island City, New York. Descriptions and engineering data of safe, durable, fireproof, ventilating, clean, economical Open Steel Mesh Grating-Flooring. Armoring. Steps for boiler rooms, mezzanine floors, walkways, and stairways.

199. GUIDE CHART

A 22 1/2 x 25-inch drafting room guide chart demonstrating principles of mechanical illustration is helpful to engineering and drafting departments in the presentation of layouts. It points out standard practices in layouts of drawings and prints to eliminate deviations from standards. Information from Louis Melind Company.

200. SANITARY FILL METHODS

The answer to your waste disposal problems may be contained in the literature of the Hi-Way Service Corp., 3841 W. Wisconsin Ave., Milwaukee 8, Wis. Describes methods and systems employing Drott Bull Clam Shovel to dig trenches, dumping, compacting and covering; elimination of smoke, odors and breeding places for vermin and converting areas into pleasant and profitable property.

201. SOLDERLESS WIRING

Municipal signal wiring is made easier with the use of straight-pull disconnect tips and couplers, which provide firm wire joints which may be disconnected and interchanged. A catalog, "The T & B Stan-Kon Disconnect Way of Wiring" describes the products of the Thomas and Betts Co., 36 Butler Street, Elizabeth, N. J.

Special Service Provided to Aid Town Officials

Town and county officials, and employees, can learn much from the training extension booklets issued monthly by the Town and County Officers Training School of the State of New York, in cooperation with the State Department of Education.

Sample copies of the bulletin may be obtained from Edward P. N. Utte, executive secretary of the Association of Towns, Hotel Ten Eyck, Albany, New York.

Among these publications are: Assessors Topics, a bulletin for town assessors, edited by Mr. Utte.

Town Welfare Topics, edited by Ralph W. Wiltmer, Town Welfare Officer, Webster, N. Y.

Town Clerk Topics, edited by

Walter E. Lansing, town clerk, DeWitt, N. Y.

Civil Service Topics, edited by H. Eliot Kaplan, executive secretary, Civil Service Reform Association.

Justice Court Topics, edited by Alfred Morrison, attorney, Angola, N. Y.

Highway Topics, by Earl J. Mattis, County Superintendent of Highways, St. Lawrence County.

Vari-Typer Acts To Increase Clerk's Efficiency

The Vari-Typer is suggested by its maker as the fastest way of lettering bills of material, notes, specifications on tracings or drawings. It is four to five times faster than hand lettering, and it speeds the output of the draft-

ing room.

A girl typist operating a Vari-Typer, does, in one day, an amount of lettering which would take four or five draftsmen a day to complete. One Western community reports that it was able to save the purchase cost of the equipment in 19 working days.

Uniformity

Among other advantages, is listed uniformity. Because vari-typing is machine lettering, every letter and figure is uniformly clear and distinct. Errors due to mis-reading of poor hand letterings are minimized, and fewer drawings and tracings have to be rejected.

The apparatus is manufactured and distributed by the Ralph C. Coxhead Corporation, 333 Sixth Avenue, New York City, which also conducts a school to train operators in a short time.

Illustrated literature is available, describing the application of the Vari-Typer to various tasks.

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

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

Name

Title

Organization or Agency

Address

Numbers of Items



“Describe it to me,
will you, Mac?”

“Yeah, I hear 'em yelling.

“This is what I used to dream about in the jungle. God, if I could only see for just five seconds.

“That girl there—is she laughing . . . or crying? I had a girl—once. Sure I wrote her when this happened to me. I told her I was tired of her. What else could I say?

“Listen to that newsboy . . . ‘GERMANY FINISHED!’ I’d give anything to see those headlines. What else does it say? Anything about the Pacific? I hope you guys realize there’s still the Pacific.

“Yeah, I was there, all right. If you could have seen what I saw, you wouldn’t need to read any War Bond ads. Kids you grew up with, with their faces smashed to bits. Nothing left of your best friend but his helmet landing in your lap. Made me kind of mad, I guess. They say I was still fighting when I couldn’t see any more.

“Yeah, it’s bad enough. But it makes it worse when you hear someone saying the war’s practically over. Acting as if it’s time to ease up on War Bonds and all. Then you wonder what you did it for. It’s not over yet. Those Japs can do a lot of damage. I ought to know.

“Do me a favor, will you, Mac? Keep on buying War Bonds for my buddies out there. And put a little extra in for my sake, will you?”

**KEEP ON BUYING BONDS
TILL IT’S OVER, OVER THERE!**

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

PFLUGFELDER-BAMPTON & RUST
GARGIULO & AMENDOLA, Inc.
ACME SUSPENDER COMPANY
M & M AUTO REPAIRS
GLAMOUR JEWELRY CO., Inc.
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N. Y. MANNEQUIN CO.
CHELSEA FINISHING & DYEING
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BEDFORD NOVELTY MFG. CO.
THE HUT NECKWEAR CO., Inc.
WILLY’S PACKAGE CO., Inc.
P. COOPER
LEW BERKOW
MODERN MUSIC SALES CO.
M. SCHNEIDER

Help Wanted—Male—Female

U.S. Jobs

(Continued from Page 9)

V-1058—Nurse's Aide 1752
V-1284—Film Handler 2433.14
V-1272—Physical Science Aide, 1752.00
V-1283—Clinical Assistant 1190.00
V-1438—Translator (Fr.-It.)
 (Fr.-Sp.) 1190.00
V-1506—Nurse's Aide—All City 1752
V-11393—Clerical Trainer—Somerville, N. J. 1190
V-1055—Medical Technician 2190
ACCOUNTANTS (\$3200 to \$3800, Incl.):
 (Requires constant travel)
AGENT (\$3200 to \$1600 Inclusive):
 Plant, Purchasing.
ANALYSTS (\$2000 to \$1600 Inclusive):
 Industrial Marketing, Principal Cost,
 Associate Management, Management,
 Repair Cost, Wage Rate.
APPRAISER (\$1600):
 Repair Cost.
ASSISTANT (\$2600 to \$3800 Inclusive):
 Production (Elec.), Training, Property
 Identification, District Program (Albany).
AUDITORS (\$3200):
 Constant Traveling.
ECONOMIST (\$2000 to \$1600 Inclusive):
 Housing.
CHEMIST (\$2000 to \$3200 Inclusive):
 Laboratory Technician.
DIRECTOR (\$1600):
 Civilian Training.
ENGINEERS (\$2000 to \$1600 Incl.):
 Electrical, Studio Control, Hydraulic,
 Radio, Associate Marine, Soils Mechanical,
 Welding, Assistant Safety, Concrete Research, Equipment, Marine,
 Maintenance, Aeronautical, Mechanical,
 Industrial, Sanitary, Materials,
 Packaging, Hydrologist.
ENTOMOLOGIST (\$3800):
EXPERT (\$2000 to \$3200 Inclusive):
 Packaging, Marine Spare Parts, Maintenance
 or Lubrication.
INSPECTORS (\$2000 to \$3500, Inclusive):
 Plant Quarantine,
 Rail,
 Veterinary Meat.
LIBRARIAN (\$2600):
METALLURGIST (\$2000):
METEOROLOGIST (\$2600):
MYCOLOGIST (\$3800):
NEGOTIATOR (\$3800):
OFFICERS (\$2600 to \$5600, Inclusive):
 Property Disposal, Purchasing (Underwear,
 Sweaters, Insurance & misc.), Purchasing.
PHYSICIAN (\$2,000 to \$3800, Inclusive):
SPECIALISTS (\$2000 to \$5600 Inc.):
 Marketing, Procurement, Property Disposal,
 Technological, (Russian, French, Spanish), Visual Education.
STATISTICIAN (\$2000 to \$3200, Incl.):
SUPERINTENDENT (\$1600):
 Stevedore (Overseas Assignment).
SUPERVISOR (\$3200):
 Payroll.
SURVEYOR (\$3200):
 Marine (Must have comprehensive knowledge of marine engine).
TRANSLATOR (\$1800 to \$3200, Incl.):
 Technical Spanish.
VETERINARIAN (\$2000):
 Attendant, \$1200-\$1440 p.a.; 67c-78c per hr.; \$23.80-\$29.00 per wk.
 Chauffeur, \$1320-\$1680 p.a.; 55c-97c hr.
 Carpenter, \$1860 p.a.; \$6.24 per diem; \$1.14-\$1.26 per hr.
 Checker, \$2000 p.a.
 Elevator Operator, \$1200 p.a.
 Electrician, \$2200 p.a.; \$1.16 per hr.
 Firefighter, \$1680-\$1880 p.a.
Helper:
 Helper Trainee, 77c-89c per hr.
 Helper Welder, 77c-89c per hr.
 Helper Molder, 77c-89c per hour.
 Helper General, 77c-89c per hr.
 Helper Electrician, 77c-89c per hr.
 Helper Blacksmith, 77c-89c per hr.
 Painter Helper, \$1600 p.a.
 A/C Engine Parts Cleaner Helper, \$1620 p.a.
 General Mechanic Helper, \$1500 p.a.
 Ordnance Helper, 84c per hr.
 Auto Mechanic Helper, 84c per hr.
 Apprentice Mechanical Trades, 58c per hr.
 Minor Laboratory Helper, \$1500 p.a.
 Molder, 77c-89c p.h.
 Stationery Boiler Fireman, \$1320-\$1500 p.a.; \$4.84-\$5.98 p.h.; \$6.56-\$7.52 p.d.
 Guard, \$1500-\$1860 p.a.
 Vehicle Ship Procurement Helper, 84c p.h.
 Janitor, \$1200-\$1500 p.a.; 55c per hr.
 Window Washer, 77c p.h.; \$1320 p.a.
 Laborer, \$1200-\$1680 p.a.; 53c-86c per hr.; \$5.25-\$6.40 per diem.

Laundry Operator, \$1500-\$1800 p.a.; 60c-78c per hr.; \$24.80-\$30.00 per wk.
Lithograph Pressman, \$2600 p.a.
Lithograph Pressman Helper, \$3000 p.a.
Pressman, Webendorfer, \$10 p.d.
Marine Positions, \$1880-\$2800 p.a.; \$9.12 p.d.; \$7.79 p.h.
Machinist, \$1860-\$4200 p.a.; \$9.12 p.d.; \$9.00-\$1.26 p.h.
Mechanics:
 Auto Mechanic, \$70-\$1.16 per hr.; \$1800 p.a.
 Rigger Mechanic, \$1860 p.a.
 General Mechanic, \$95-\$1.04 per hr.
 Addressograph Mechanic, \$1860 p.a.
 Aircraft Mechanic, \$1860-\$2300 p.a.
 Mechanic (Dockbuilder), \$2040 p.a.
 Mechanic (Scaffold Painter), \$1860 p.a.
 Elevator Mechanic, \$3300 p.a.
 Refrigeration & Air Conditioning Mech., \$1.15-\$1.26 p.h.
 Typewriter Mechanic, 88c-\$1.01 p.h.
 Jr. Mechanic, 80c p.h.
 Mechanic, F. R. U., 95c p. h.
 Aircraft Mechanic, \$2200-\$3300 p.a.
 Mechanic-Painter, \$1860 per annum.

Miscellaneous:
 Locomotive Engineer, \$1.04-\$1.16 p.h.
 Sand blaster, \$88-\$1.00 p.h.
 Sailmaker, \$1.14-\$1.26 p.h.
 Chipper & Caulker, \$1.14-\$1.26 p.h.
 Stock Selectors, \$77 p.h.
 Locomotive Conductor, \$1.00-\$1.12 p.h.
 Caretaker-Gardener, \$1500 p.a.
 B.R. Brakeman, \$97 per hr.
 Locksmith, \$95 per hr.
 Millwright, \$98-\$1.01 per hr.
 Sandblaster, 88c-\$1.06 p.h.
 Sailmaker, \$1.14-\$1.26 p.h.
 Vehicle Washer, 70c-84c p.h.
 Auto Laborer, Trades, 60c p.h.
 Upholsterer, 87c-\$1.04 p.h.
 Wire Chief, Communications, \$1.16 p.h.
 Chassis & Wheel Aligner, 88c-\$1.09 p.h.
 Tool Crib Attendant, 84c p.h.
 Rope and Wire Splicer, \$86 per hr.
 Railroad Trackman, \$4.48 per diem.
 Shipfitter, \$1.14-\$1.26 per hr.
 Shipwright, \$1.14-\$1.26 per hr.
 Wharfbuilder, \$1.14-\$1.26 per hr.
 Boilermaker, \$1.14-\$1.26 per hr.
 Coppermith, \$1.14-\$1.26 per hr.
 Pipefitter, \$1.20-\$1.32 per hr.
 Welder, \$1.10-\$1.16 per hr.
 Apprentice Toolmaker, \$55 per hr.
 Toolmaker, \$1.31 per hr.
 Cooper, \$7.60 per diem.
 Leather and Canvas Worker Helper, \$1500 p.a.
 Gas Cutter & Burner, \$1.14-\$1.26 per hr.
 Chipper & Caulker, \$1.14-\$1.26 per hr.
 Painter, \$90-\$1.26 p.h.
 Plumber, \$1.14-\$1.26 p.h.
 Finisher, \$5.28 p.d.
 Sizer, Marker, Examiner, \$67 p.h.
 Seamstress, Studio, \$2000 p.a.
 Power Machine Trainee, 64c p.h.
 Sorter, 67c p.h.
 Sub. Pneumatic Tube Operator, 60c p.h.
 Jr. Electroplater, \$1860 p.a.
 Blacksmith, \$2200 p.a.
 Foreman (Tire Collection Center) \$1.32 per hour; Tire Stacker, 77c per hour; Stock Selectors, 77c per hour; Millwright, 98c-\$1.01 per hour.

Repairman:
 Office Appliance Repairman, \$1800-\$2200 p.a.
 Engineering Aide, \$1620-\$26000 p.a.
 Technical Consultant, Trainee, \$2000 p.a.
 Negative Cutter, \$2900-\$3300 p.a.
Clothing Designer, \$3800 p.a.
Draftsman, \$1320-\$2000 p.a.
Illustrator, \$1620-\$2000 p.a.
Allowance Aide (Electrical), \$20000 p.a.
Physical Science Aide, \$1800 p.a.
Tool Designer, \$2000 p.a.
 Typewriter Repairman, \$1860 per ann.
 Armament Repairman, \$100 per hour;
 Sewing Machine Repairman \$1.17 p.h.;
 Welder \$1.04-\$1.10 per hour.

Inspector:
 Paper & Paper Products, \$2000 p.a.
 Motion Picture Technician, \$2000 p.a.
 Motion Picture Printer, \$1620 p.a.
 Property Man, Ungr., \$2000 p.a.
 Projectionist, \$2900 p.a.
 Photograph Specialist, \$3200 p.a.
 Photographer, \$1800 p.a.
 Fire Prevention Inspector, \$2000 p.a.
 (Continued on Page 13)

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

EVERGREENS
CEMETERY
 (Non-Sectarian)
 BUSHWICK AV. & CONWAY ST.
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 The new Glibon Section completely landscaped and all with perpetual care, is now open for both single graves and plots.
PRICE OF LOTS
 Depending upon Location Persons desiring time for payment will be accommodated.
 Single Graves for three interments in the New Park Section with perpetual care and including the first opening \$175
 Single Graves for three interments in other sections without perpetual care but including the first opening, \$100

HIGH
For Good Low Mileage
38-39-40-41-42 Cars
CASH
YOU DESCRIBE CAR . .
WE WILL SEND BUYER
WITH CASH
ENDICOTT 2-9730-9731
Manhattan Motor Sales Co.
1900 B'way, cor. 63rd St.

CARS WANTED
HIGHEST PRICES PAID
 by the
Ideal Auto Exchange,
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 130-02 Jamaica Ave.
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HIGHEST CASH PRICES
Paid
 For Furniture, Baby Grand Pianos,
 Spinets, Contents of Homes.
Jamaica Furniture Outlet
 90-06 166th St. Jamaica, L. I.
 Jamaica 3-9715

ONLY \$198
 Will sell a 3-room outfit complete, slightly used, to a responsible party. Terms can be arranged. Consisting of living room, bedroom and kitchen. Ask for Mr. Stone, Credit Mgr.
STERLING FURNITURE CO.
 142 EAST 50TH STREET
 (Bet. Lexington & Third Ave.) N. Y. C.

WANTED
AN Years — Makes — Models
TOP CASH PRICES PAID
Lane Motor Sales Co.
 1657 Jerome Ave.
 (cor. 174th St.) Bronx TR 2-7444

CASH WAITING
FOR YOUR CAR
WE PAY MORE
 All Makes and Models
John A. Dursi, Inc.
 620-630 EAST FORDHAM ROAD
 BRONX FO 4-5600

CARS WANTED
TOP PRICES PAID
FOR ALL MODELS
1936 - 1942
 — Call —
ALLIED MOTORS
 1921 JEROME AVE., nr. 177th St.
 BRONX -:- TREMONT 8-9430

1870—"Confidence is not gained in a day"—1944
IMMEDIATE CASH
LOANS
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SILVERWARE—FURS
CAMERAS—Etc.
Arthur J. Heaney
 INCORPORATED
 214 Atlantic Avenue, Brooklyn
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Angelina's Beauty & Slenderizing Salon
 44 MARKET ST., NEW YORK CITY
 (Near Knickerbocker Village)
 BE 3-9556
 Permanent Waving and Dyeing done by experts at moderate prices.
 Hair Straightened
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AT TOP PRICES
 Complete Apartments, Pianos, Odd Pieces, Rugs, Refrigerators, Comb Radios, Sewing Machines, etc.
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APPLY TODAY

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 cor. 46th St. The Bronx

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FROM THE BANK!



LOANS ON YOUR Signature

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- 3—Low interest rate of 4½% discount per annum.
- 4—Repayment in 18 installments. A loan for educational, medical or funeral purposes — longer periods can be arranged. Loans over \$1800, up to 24 months.
- 5—Borrower's life insured.
- 6—Immediate action, courteous consideration, strictly confidential.

THIS IS the plan that has helped thousands of city, state and federal employees. Let it help YOU!

Bronx County Trust Company

NINE CONVENIENT OFFICES

Main Office: **THIRD AVE. at 148th STREET** MIttress 5-6900
NEW YORK 55, N. Y.

Member Federal Deposit Insurance Corp., Federal Reserve System

CIVIL SERVICE LEADER, 97 Duane Street, New York City
CAR APPRAISAL SERVICE BUREAU

If you wish to sell your car, send in the following information or write to one of the dealers listed below. We will get an estimated valuation for you based on the best marked price we can find from a reputable dealer.

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

ALL CITY, STATE, U. S. GOVT.
PAY CHECKS CASHED
25c Up To \$100.00
PARAMOUNT
 277 CANAL ST., Nr. Broadway
 OPEN FROM 9 A.M. TO 5 P.M.
 309 FIFTH AVE., Nr. 32nd St.

CASH ON SIGHT FOR ALL
PAWN TICKETS
PROVIDENT TICKETS OUR
SPECIALTY
PRICES UP 75%
 Top Prices Diamonds, Watches, Etc.
 Responsible Buyers, Room 201
 140 W. 42nd. LO 5-8370

ST. PAUL GUILD
ANNOUNCES 1944-1945 LECTURE PROGRAM
THURSDAYS
 January 11th, at 8:15 P.M.
 REV. GERALD TRACY, S.J.M.
 "The Voice Above the Whirlwind"
 Papal Encyclicals on Social Peace and Capital Labor Problems
TUESDAYS
 January 16th and 30th, at 8:15 P.M.
 REV. VINCENT O. DONOVAN, O.P.
 "The Pursuit of Happiness"
THURSDAY, February 1st, at 8:15 P.M.
 VERY REV. DOM THOMAS V. MOORE, O.S.B.
 "Hated and Race Prejudice"
GUILD GALLERY
 117 EAST 57th ST., NEW YORK 22, N. Y. PL 3-0227

Help Wanted—Male

SHIP REPAIR WORKERS
WELDERS
PIPE COVERERS
BOILER CLEANERS
SCALERS
PIPEFITTERS
SHIP RIGGERS
BURNERS
BENCH HANDS
LATHE HANDS
TINSMITHS
BLACKSMITHS
PLUMBERS
SHIP PAINTERS
CARPENTERS
OUTSIDE MACHINISTS
ELECTRICIANS
(1st Class Maintenance Experience)
Male and Female Laborers and Helpers in All Trades

Help Wanted—Male

Aircraft

The Battle of Production will end only with the defeat of Japan
Assemblers Mechanics
Urgently Needed. Night Shift 50-HOUR WORK WEEK
Start \$51.43 per week
Plus Incentive Bonus! Progressive Increases! Also Many Day Shift Openings
Position in College Point

Edo Aircraft

135-32 Northern Boulevard, Long Island City

MEN

No Experience Necessary
General Factory Work
Day and Night Shifts
Good Starting Wages
Plenty of Overtime
Plus Bonus

Atlas Waste Mfg. Co.
Cooper Ave.-Dry Harbor Rd.
Glendale, L. I.
See Mr. Gabriel

MEN

FOR TRAIN SERVICE

No Experience Necessary
Apply by letter only

Hudson & Manhattan R. R. Co.
Room 113-E, 30 Church St.
New York 7, N. Y.

Essential Workers Need Release Statement

Help Wanted—Male

KEEP 'EM ROLLING
Urgent Need to Move
Service Men and Women
THE PULLMAN CO.

LIMITED EXPERIENCE REQUIRED
Upholsterers Mechanics
NO EXPERIENCE REQUIRED
Pullman Porters Car Cleaners
Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board

APPLY

THE PULLMAN CO.
EMPLOYMENT OFFICE

Room 2612, Grand Central Terminal, New York City
24-12 Bridge Plaza South, Long Island City
Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C.

Help Wanted—Male

WAR MANPOWER COMMISSION

- Employers in non-essential industry may not hire a worker previously employed in ESSENTIAL industry without a statement of availability and referral card from the USES of the WMC.
- Employers in non-essential industry employing 4 or more persons may not hire any workers between 18 and 45 years of age previously employed in NON-ESSENTIAL industry without a referral card from the USES of the WMC.
- Employers in essential industry may hire any workers previously employed in ESSENTIAL industry if he has a statement of availability from his last previous employer or from the USES of the WMC.
- Employers in essential industry may hire any worker from non-essential industry without a statement of availability, and without a referral card from the USES of the WMC.
- Critical workers and shipyard workers must have a statement of availability and a referral from the USES of the WMC in order to secure any other job.

Help Wanted—Female

GIRLS & WOMEN
No Experience

FULL OR PART TIME
WAITRESSES
Full-Part-time, Lunch hours

BAKERS
COUNTER GIRLS
Pantry Workers
SALAD MAKERS
Sandwich Makers
STEAM TABLE
DISHWASHERS
HOSTESSES
COOKS
Dessert Makers
Food Checkers
Laundry Washers
SALESGIRLS
CANDY PACKERS
CLERKS

MEALS AND UNIFORMS FURNISHED

BONUSES—PAID VACATIONS
PERMANENT POSITIONS

OPPORTUNITIES FOR
ADVANCEMENT

SCHRAFFT'S

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

CLERKS TYPISTS
FILE CLERKS

5-DAY WEEK
Good Opportunity for Advancement

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

Help Wanted—Female

WOMEN

Over 16 Years of Age

PART TIME

CLERICAL WORK

Daily 5 P. M. or 6 - 10 P. M.

S. KLEIN

6 UNION SQUARE
NEW YORK CITY

Help Wanted—Male - Female

AMERICAN TELEPHONE & TELEGRAPH CO.

HAS OPENINGS FOR

BUSBOYS--BUSGIRLS
COUNTERMEN
COUNTERWOMEN
DISHWASHERS

For Employees' Cafeteria

UNIFORMS, MEALS FREE

Experience Unnecessary

GOOD SALARIES PAID

Apply 32 6th Ave.

Canal St. Station—All Subways
Essential Workers Need Release

NYC Employee Criticizes Clerical Test

(Continued from Page 4)

Now let us analyze question 12 as it appeared on the examination of the Board of Assessors. It clearly states that a statement of specific tasks and duties are required of a clerk Grade IV in your board (Meaning the Board of Assessors). This question is within the scope of the examination. Question 12 given to the Finance Department requests "Job descriptions for all positions in the Department."

The Article "The"

The phrase in the Department is construed to mean your own department. If the Commission had used the indefinite article a department they would perhaps have been justified in marking my paper by using a key answer from another department (although I doubt whether the commission has a legal right to grade papers in that manner). By marking our papers in accordance with a key answer from the Sanitation Department, The Civil Service Commission assumes that question to be a general question in personnel management and there again the scope of the examination was ignored.

On November 15, 1944, The Civil Service Commission announced a promotion to Civil Service examiner. Salary \$3,000 and over. Among the duties required to perform are to "prepare job analysis, job classification, perform other related work," etc., etc. Does the Civil Service Commission give the same type of examination for a 4th Grade Clerk as for a Civil Service Examiner?

Wants to Know Why

It is evident that two similar departments have received different questions on Part 2B. Why? Was the Civil Service Commission inclined to be favorable to one department; or perhaps the examinations were made in a flip-flop manner without foresight, or perhaps without any knowledge of the functions in those departments.

Why does the Civil Service Commission give the same type of question for a 4th Grade Clerk as

it does for a job paying well over \$3,000 per annum?

In the name of fairness, honest competition, and on behalf of our merit system, I urge the Civil Service Commission to re-grade the answers submitted to questions 11 and 12.

This Christmas and New Year could be made happier to many City employees who were unjustly failed on their examination. Some of the employees have devoted twenty years of faithful service to the City in the same grade. Many have been on promotion lists but were never advanced. Most of the candidates have received a good mark on Part 1 and excellent marks on the first 5 questions; only to be failed because of one question—and an unjust question at that.

U. S. Jobs

(Continued from page 12)

Inspector of Radio, \$1440-\$2000 p.a.
Inspector Ordnance Materials, \$1440-\$2600 p.a.
Inspector Engineering Materials, \$1620-\$1800 p.a.
Und. Insp. A-C Supplies, \$1500 p.a.
Shipbuilding Inspector, \$3200 p.a.
Ammunition Inspector, \$2000 p.a.
Motion Picture Technician, \$2000-\$2000 p.a.
Laundry Superintendent, \$2000 p.a.
Watch Expert, \$2000 p.a.
C. W., \$1260-\$1620 p.a.
General Supplies, \$2000 p.a.
Chemicals, \$2300 p.a.
Mech. Field Range Unit, \$1.02 p.h.
Canvas Prod., Tr., \$2000 p.a.
Junior, \$2300 p.a.
Safety, \$2400 p.a.
Watch Repairman, \$1.29 p.h.

OVERSEAS VACANCIES

Master Machinist \$1.37 p.h.
Laborer (Construction), 75c p.h.
Tinsmith, \$2600 per annum.
Carpenter, First Grade, \$1.35 p.h.
Carpenter, Second Grade, \$1.20 p.h.
Fire Truck Driver, \$2400 p.a.
Evaporator Operator, \$2680-\$2875 p.a.
Carpenter, Third Grade, \$1.10 p.h.
Reinforcing Rodsetter, \$1.35 p.h.
Electrician, \$2600-\$2875 p.a.
Painter, First Class, \$1.20 p.h.
Ice Plant Operator, \$2600-\$2875 p.a.
Armature Winder, \$2000-\$2875 p.a.
Diesel Oiler, \$2300-\$2500 p.a.
Boiler Operator, \$2600-\$2875 p.a.
Firefighter, \$2400 p.a.
General Machinist, \$1.79 p.h.
Instrument Repairman, \$1.64 p.h.
Armament Electrician, \$1.54 p.h.
Armorer, \$1.28-\$1.59 p.h.
Stevenson Superintendent, \$4000 p.h.
Fire Chief, \$2875 p.a.
Electrician, First Class, \$1.50 p.h.
Mechanic, First Grade, \$1.50 p.h.
Mechanic, Second Grade, \$1.25 p.h.
Boilermaker, First Grade, \$1.65 p.h.
Boilermaker, Second Grade, \$1.35 p.h.
Plumber, First Class, \$1.50 p.h.
Plumber, \$2000 p.a.
Diesel Operator, \$1.30-\$1.43 p.h.
Mason Bricklayer, \$1.05 p.h.
Welder, First Grade, \$1.55 p.h.

Subway Men Operate Trolleys—No Title Change

Conductors of the New York City Transit System are now allowed to serve as operators of busses and trolleys during the war emergency, and for six months thereafter.

The NYC Civil Service Commission last week gave the Board of Transportation permission to assign conductors to this type of work in order to meet manpower shortages. Previously, a conductor, who wished to take a duration job driving a tram or bus, had to go through civil service red tape and have his title changed. Now he can keep his status as a conductor while serving as an operator.

Truck Driver, 90c p.h.
Structural Steel Worker, First Grade, \$1.65 p.h.
Structural Steel Worker, Second Grade, \$1.35 p.h.
Operator (Tourspull), \$1.55 p.h.
Mechanic (Addressograph), \$1.35 p.h.
Machinist, First Grade, \$1.50 p.h.
Machinist, Second Grade, \$1.25 p.h.
Fireman, Second Grade, 95c p.h.
Electrician Third Class, \$1.10 p.h.
Electrician, Second Class, \$1.20 p.h.
Engineering Aide, \$1800-\$2600 p.a.
Draftsman, \$1800-\$2600 p.a.
Inspector (Mech.), \$2000-\$2600 p.a.
Surveyman, \$1800 p.a.
Road Maintenance Foreman, \$1.48 p.h.
Inspector Plumbing & Sewerage, \$2300 per annum.
Master Mechanic, \$1.43 p.h.
Inspector (Concrete Placing), \$2600 p.a.



LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of UTILITY MANUFACTURING COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106

of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 4th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GOMA REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 15th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MOGUL OPERATING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 19th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ARCO HOLDING CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 18th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of METZ REALTY COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 7th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALLEN TRADING CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 11th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MID-PARK HOTEL, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 11th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EIGHT FIFTY NINE CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 10th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MID-PARK HOTEL, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 11th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALLEN TRADING CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 11th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of METZ REALTY COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal)
this 7th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

FOR NEWS OF WHAT'S HAPPENING TO YOU AND YOUR CAREER

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Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to The LEADER.

NAME _____

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Borough or City

READER'S SERVICE GUIDE

MR. FIXIT

Clockwork
KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City. Telephone WOrth 2-3271.

Typewriters

TYPEWRITERS, adding, calculating machines. Addressographs, mimeographs. Rented, Bought, Repaired, Sold, Serviced. Worms. Typewriter and Adding Machine Corp., 953 Broadway at 23 St. AL 4-1773.

Radio Repairs

FOR GUARANTEED RADIO REPAIR SERVICE, Call GRAM. 3-3092. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 University Pl., Bet. 9th & 10th Sts.

RADIO SERVICE LABORATORY. Guaranteed radio repairs on all makes. Tubes now available. Call ATwater 9-0927, 1670 Second Ave., N. Y. C. between 86th-87th Sts.

Dressmaker

MODELS TO SUIT YOUR PERSONALITY, made to order. Dorothy Dantzer-Pyles, dressmaker, 1275 Fifth Ave., N. Y. C. Cor. 109th St. UNIVERSITY 4-4357.

Auto Accessories

S & B AUTO ACCESSORIES & SERVICE, 608 Lenox Ave. (Savoy Building). Featuring tires, batteries, ignition, carburetor and minor repairs. ROAD SERVICE. Call for us and we will call for you. Phone AU 3-9431.

MERCHANDISE WANTED

CASH PAID IMMEDIATELY for Pianos and Musical Instruments. TOCHIN, 48 E. 8th St. AL 4-0917. SILVERWARE PLAT and GOLD. Urgently needed. High prices paid. J. Sloves, 149 Canal St. WA. 5-0666.

LEGAL NOTICE

***DARK HAMMOCK COMPANY.**—The following is the substance of the Certificate of Limited Partnership, subscribed and acknowledged by all partners and filed in the New York County Clerk's Office on November 18, 1944. The name and location of the principal place of business of the partnership is: DARK HAMMOCK COMPANY, 119 West 57th Street, New York City, and its business is producing the play DARK HAMMOCK. General Partner: Meyer Davis, 101 West 55th Street, New York City. Limited Partners, their cash contributions, profit share and residence, all of which is New York City unless otherwise specified, are as follows: Abraham M. Sonnabend, 337 Buckminster Road, Brookline, Mass., \$1,200, 2%; Joseph B. Simon, 81 Georges Road, Chestnut Hill, Pa., \$3,000, 5%; Emanuel W. Wiskman, 6708 McCallum Street, Philadelphia, Pa., \$1,200, 2%; Gerald C. Heller, 4 Stude Avenue, Pikesville, Md., \$600, 1%; Frederick R. Mann, Rittenhouse Plaza, Philadelphia, Pa., \$1,800, 3%; Charles Miller, 15 Dolma Road, Scarsdale, N. Y., \$3,000, 5%; Reginald Deunham, 190 Central Park South, \$5,400, 4%; Lew Sarnoff, Orchard Hill Road, Katonah, N. Y., \$2,500, 4-1/2%; Meyer Davis, 101 West 55th Street, \$12,500, 30-5/8%; William S. Wasserman, 225 South 15th Street, Philadelphia, Pa., \$1,800, 3%. The partnership, from the commencement of its certificate, continuing until all partnership rights in the play have terminated. Limited Partners' contributions returnable in cash only unless otherwise agreed by all parties in writing, after play opens in New York City, and payment to, or provision for all liabilities plus cash reserve \$7,500; excess cash over \$7,500 cash reserve to be paid monthly to Limited Partners until capital contributions shall have been paid. After production of play is discontinued partnership assets to be liquidated and applied to payment of liabilities and unpaid capital contributions. Payments of profit shall be returned by Limited and General Partners in the event of insufficient assets to pay liabilities; the Limited Partners to make additional capital contributions equal to 20% of original contribution upon request by General Partner. Additional partners admissible, but share of profits payable only out of General Partner's share. Substituted Limited Partners prohibited. No priority to any Limited Partner as to contributions or to compensation. Partnership terminates upon death, insanity or retirement of General Partner.

CITATION

File No. 814, 1944
THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. To: ALLEN PROPERTY CUSTODIAN OF THE UNITED STATES OF AMERICA, MINNA AULL, if living and if she be dead, her husband, if any, distributees or legal representatives, successors in interest, whose names, places of residence and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees, or otherwise, in the estate of EMMA J. SCHROEDER, deceased, who at the time of her death was a resident of New York County, SEND GREETING:

Upon the petition of HERMAN RICHTER, residing at 2122 Avenue M, Brooklyn, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 26th day of January, 1945, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of HERMAN RICHTER as Executor should not be judicially settled, the attorney fee fixed in the sum of \$300.00 together with necessary disbursements in this proceeding, and the real property of the deceased be sold as prayed for in the petition, which property is described as follows:

PARCEL A
All that lot or parcel of land, with the buildings and improvements thereon situated in the Borough of Brooklyn, County of Kings, City and State of New York,

MISS & MRS.

Height Increased

BE TALL AND STATELY—Add almost one inch to your height in six treatments with Psycho-physical couch. Proven by test. Free demonstration. Absolutely safe, inexpensive. Strengthens, streamlines and postures body. Beauty Build Inst., 151 W. 57th St. CI 7-6333.

Beauty Culture

JOLA WHITE, Proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 105th St., Bronx. Opportunity for two operators. Dayton 3-8308.

ARVE WEST BEAUTY SHOP. Miss West, Master Beautician of Baltimore, Md., and Washington, D. C. By appointment, University 4-9380, 307 W. 155th St. (1 fl. up).

HAITH'S BEAUTY SALON. Located at 2434 Eighth Ave. (bet. 130th & 131st Sts.), offers the finest in Beauty Culture. All systems. Closed Tuesdays. Tel. AU 3-9245 for appointment. Lena Haith, Prop.

FEEL TIRED — OVERWEIGHT? Relax and Beautify. Our exclusive one-hour massage and combination deep-pore facial will prove wonders for you. Appointment only. Chelsea Studio, 36 E. 40th St. LE 2-8945.

Corsetiers

REMOVAL NOTICE: Rebecca Watkins Allen, Agent for Chas. Foundation Garments, formerly of 224 W. 116th St., N. Y., has moved to 855 Westchester Ave., Bronx. Call Dayton 3-3551 for appointment for measurements. Gowns, slips and brassieres.

Dresses

DOTTIE'S DRESS SHOPPE. 2458 7th Ave. (near 143rd St.)—Stunning dresses in a variety of styles, sizes and colors at budget prices. Regular and hard to fit sizes. Complete your outfit with a charming hat styled to suit your face. Audubon 3-9879.

Girth Control

REDUCE — INDIVIDUALIZED DIETS. Exercises "For You." One hour massage and combination deep-pore facial will prove wonders. Chelsea Studio, 36 E. 40th St. LE 2-8945.

AFTER HOURS

A SOCIAL CLUB chartered by State of N. Y. Confidential, dignified introductions. Meet congenial friends, ladies, gentlemen all ages. Out of towners welcome. Call or send stamped envelope for particulars. Clara Lane Manager, Contact Center Club, 56 W. 47th St., N. Y. BR. 9-8043 (Hotel Wentworth).

NEW FRIENDS ARE YOURS: Through Our Personal Introductions. Enhance Your Social Life, Discriminating Clientele. Non-Sectarian. Original Dating Bureau. GRACE BOWEN, Est. 1935, 236 West 70th St. (Bet. B'way & West End Ave.), ENG. 2-4680.

PERSONAL INTRODUCTIONS FOR SERIOUS MINDED PEOPLE. All Religions. All Ages. Finest References and Recommendations. Confidential Service. Interview Free. Helen Brooks, 100 West 42nd St. Corner 8th Ave., Room 602. Wisconsin 7-2430.

WHERE TO DINE

HAVE LUNCH TODAY at the O.K. Restaurant, 28 Elk Street (between Pearl and Duane), Excellent home cooking. Breakfast, luncheon, catering. Two floors of table service.

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere." Good Food—The Way You Like It. Sorry—Closed Saturday & Sunday.

VIRGINIA RESTAURANT. 271 West 119 St. (Between St. Nicholas and 8th Ave.), serves delicious dinners. UN. 4-8860. Mary Abernathy, Prop.

SCOOP! The place to eat in the Village: Calypso Restaurant. Creole and So. American dishes. Lunch 50c to 60c. Dinner 70c to 95c. 148 McDougal St. (Opp. Provincetown Theatre) GRAMercy 5-9337.

MRS. BROWN'S, YOUR FAVORITE eating place, is now located in its own spacious establishment—opposite the Old Stand, 2415 Seventh Avenue, N. W. corner 141 St. Specializing in southern home cooking.

ANTHONY'S GYPSY TEA ROOM. Featuring excellent readers. FREE TEA LEAF READING. Special attention to parties. Above Trans Lux Theatre, 1007 Broadway, thru Lobby, COLUMbus 5-9019.

BARONS BAR-B-Q ROTISSERIE. Famous for tastily cooked foods. Breakfast, luncheon and dinner. Serving a la carte, 2409 7th Ave. (Next to Roosevelt Theater).

Tea Rooms

CURIOSITY TEA SHOP invites you for sandwiches and tea. Readings are gratis. Open from 11 A.M. to 9 P.M. 581 Fulton St. nr. Flatbush Ext. Brooklyn.

EVERYBODY'S BUY

Radio
SMALL RADIOS WANTED—Portable radio-phonograph combinations, fans, irons, electrical appliances. TOP PRICES PAID. Also repairs. JACK GREEN'S Radio Co., 79 1/2 Cortland St., N. Y. C. BE. 8-0830

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

Bicycles
SOLD — RENTED — REPAIRED—Refinished. Equal to new. (No priorities needed on new bicycles.) Expert baby carriage repairs. "Quality comes first." Special discount to civil service personnel. Dobbs Cycle Co., 1798 E. Tremont Ave. (nr. Beach Ave.), Bronx. TAlmadge 2-9552.

Tires
TIRES—TIRES—TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave., LOngacre 5-8304

Postage Stamps

DON'T THROW THOSE STAMPS AWAY! They may have value. Send for "Stamp Want List" showing prices we pay for U. S. stamps. Free if you mention The Leader, Stampazine, 315 W. 42nd St., New York.

Specialty Shop

NOW OPEN — TITO'S Specialty Shop, 2752 Eighth Ave. (near 146th St.), ED 4-6981. Full line of Ladies' Hosiery, Lingerie, Dresses, etc.

Lumber

KITCHEN UNITS, WARDROBES and LUMBER OF ALL DESCRIPTIONS. Liberty Lumber Co., 139-16 Liberty Ave., Richmond Hill, VJ. 3-7230; 218-42 Hempstead Ave., Queens Village, HOLlis 5-3730.

Furs

FURS REPAIRED, REMODELED. expert glazing, blending; all kinds of furs for sale. BROADWAY FURRIERS, 395 7th Ave., 7th floor. CH 4-6995.

MAGNIFICENT GENUINE FUR COATS. Wonderful quality. Samples from Fashion Show Room. From \$65. LEONA STUDIO, 105 W. 72nd St. Broadway (not a store).

RESTYLED AND REPAIRED. Bring old model to us, we will make a new 1945 creation out of it. FINEST OF CARE—UTMOST IN STYLE, reasonable cost. All work done on premises. Guaranteed. G. RANDILOU, Man. Furriers, 11 West 30th St. CH. 4-1275

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CREATIONS IN STYLE AND FASHIONS as seen in Harper's Bazaar, Vogue, etc., featuring exquisite suits, street and cocktail dresses for fall and winter. Most complete store of its kind in city. DOROTHY'S EXCLUSIVE DRESS SHOPPE, 270 St. Nicholas Ave. (Cor. 124th St.) UN. 4-7790.

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HARRIS SECRETARIAL SERVICE. 209 W. 125th St., Room 211, N. Y. Excellent stenographic work of every description. No job too large or too small. Envelopes addressed: Typing, Dictation, Mimeographing. Academy 2-7300.

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SUBSTANTIAL SAVINGS, GIFTS—all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops. Unique personalized plan. Small lots wholesale. Municipal Employees Service, 41 Park Row.

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SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1945, re-filled on our premises. Notary Public, 18c per signature. Jay Drug Co., 305 B'way. WO 2-4736

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LOUIS WATTIEN, Licensed Masseur, Lic. No. 370705. Residence Service. Medical massage. Dayton 3-6639, 1021 Trinity Ave., Bronx. Office Hours 4-9 P.M.

Bald Heads

CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair to bald heads; age or condition of baldness does not matter. Roots don't die. For particulars call, phone. Clarence Green, 64 Bradhurst Ave. (cor. 145th St.), N.Y. AU 3-9745.

Scalp-Hair Treatments

EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 20 years experience in New York, Paris. Free consultation. Call JA 9-0178.

Help Wanted Agencies

A BACKGROUND OF SATISFACTION in Personnel service since 1910. Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator, BRODY AGENCY (Henriette Roden Licensee), 240 Broadway, BArdclay 7-1335 to 5137

ances of \$135 weekly to general partners, as her share of profits or other compensation by way of income. Limited Partner may substitute an assignee as contributor upon compliance with Section 114 of Partnership Law.

IRVING ABRAMS LAMB DIVISION. Following is substance of limited partnership filed in Clerk's office, New York County, on December 4, 1944. Partnership name—IRVING ABRAMS LAMB DIVISION; Character of business—manufacturing and selling slippers, mittens, gloves and other products. Principal place of business, 158 West 29th Street, Manhattan, New York City. General Partners—Irving Abrams and Edythe Abrams, both residing at 117-01 Park Lane Street, Kew Gardens, Long Island. Limited Partners—Addresses, contributions and net share of profits are—Natalie J. Paul, 525 West End Avenue, New York City, \$10,000, 25 per cent. Shirley Zimmerman and William Zimmerman, both of 976 East 27th Street, Brooklyn, New York City, each \$750 and each 15 1/2 per cent. Terms of partnership from November 29, 1944 to January 1, 1947. Partnership to continue on death of either general partner. No right to admit additional limited partners. Certificate was severally signed and acknowledged

STATE OF NEW YORK, DEPARTMENT OF STATE. ss: I do hereby certify that a certificate of dissolution of JENNIK REALTY CORPORATION and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of December, 1944.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE. ss: I do hereby certify that a certificate of dissolution of GRAND LEATHER PRODUCTS CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of December, 1944.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE. ss: I do hereby certify that a certificate of dissolution of EXQUISITE EMBROIDERY CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of December, 1944.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

ARTHUR DOCTOR & CO.—The following is the substance of a certificate of limited partnership signed and acknowledged by the general and limited partners, filed in the New York County Clerk's office on December 11th, 1944. The name of the partnership is Arthur Doctor & Co., engaging in the business of manufacturing, buying, selling and dealing in ladies coats and suits at wholesale, with its principal place of business at 250 West 30th Street, Manhattan, New York. General Partners are Arthur Doctor residing at 200 West 86th Street, Manhattan, New York, and Theodore Doctor residing at 67 West 75th Street, Manhattan, New York. The limited partner is Celestine H. Doctor residing at 200 West 86th Street, Manhattan, New York. The term is from May 1st, 1944 for one year or longer at the mutual option of the parties. The limited partner has contributed the sum of \$10,000 returnable at the termination of the partnership and shall make no additional contribution. The limited partner shall receive 25% of the net profits. There is no right of substitution in the limited partner. There is no right to admit additional limited partners. Neither general partner has right to continue the partnership on death, retirement of other general partner. Limited partner has no right to demand and re-

ceive property other than cash in return for her contribution.

CITY COURT OF THE CITY OF NEW YORK, COUNTY OF NEW YORK. MANUEL ORELLANA CARDONA, Plaintiff, against VICTOR ORELLANA C. as EXECUTOR OF THE ESTATE OF MANUEL ORELLANA CONTRERAS, deceased. Defendant.

TO THE ABOVE NAMED DEFENDANT: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer or, if the complaint is not served with this summons to serve a notice of appearance, on the Plaintiff's attorney within ten days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, New York, November 21, 1944.
HARRY GOULD
Attorney for Plaintiff
Office and P. O. Address
11 West 42nd Street
Borough of Manhattan
City of New York.

TO THE ABOVE NAMED DEFENDANT: The foregoing summons is served upon you by publication pursuant to an order of the Honorable Francis E. Rivera, a Justice of the City Court of the City of New York, County of New York, dated December 21, 1944 and filed with the complaint in the office of the clerk of said Court at 52 Chambers Street, New York City.

Dated, New York, N. Y., December 21, 1944.

HARRY GOULD
Attorney for Plaintiff
Office and P. O. Address
11 West 42nd Street
Borough of Manhattan
City of New York.

STATE OF NEW YORK, DEPARTMENT OF STATE. ss: I do hereby certify that a certificate of dissolution of CHISHOLM HOLDING CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105

Triangle 5 6822
George F. Gendron
Chiropractor
HOURS: Mon., Wed., Fri.,
12-3 & 5-7 P.M.
188 MONTAGUE STREET
At Boro Hall, BROOKLYN 2, N. Y.

AT FIRST
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COLD
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Cold Preparations as directed

JACOB FASS & SON Inc.
ESTABLISHED 1905
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DIGNIFIED SERVICE, REASONABLE
RATES. CHAPEL FACILITIES.
IN ALL BOROUGHS
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DR. N. S. HANOKA
Dental Surgeon
300 WEST 42ND ST.
(Cor. 8th Ave.)
Phone BRyant 9-5852
ONLY BY APPOINTMENT
Daily 9:30 to 8 P.M.

of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of December, 1944.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

FEARS

Self-Consciousness
Inferiorities **Cravings**
Depressions
Stuttering, etc.
will handicap one in their daily life. True understanding of them will bring freedom.

By Appointment Only
George Schiffer, B.P.D.
Psychologist
23 Flatbush Av. BU 7-2372

Arch Supports
A new kind, no metal, semi-flexible, hand made work, individually fitted at REASONABLE PRICES. Especially for Workers.

Hugo Loew
Formerly M.D. in Europe, now co-operating with the Orthop. Section of Harlem Hospital.
220 W. 98th
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Only by Appointment.
AC. 4-2344

PIMPLES
BLACKHEADS
FOAMY MEDICATION

Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 194 year proved Palmer's "SKIN SUCCESS" Ointment. Whip up the rich cleansing, FOAMY MEDICATION with finger tips; washcloth or brush and allow to remain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching of eczema, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-clear, soft loveliness, give your skin this luxurious 3 minute foamy medication treatment. At luxury counters everywhere 25c or from E. T. Browne Drug Company, 127 Water St., New York 5, N. Y.

CHRONIC DISEASES
of NERVES, SKIN AND STOMACH
Kidney, Bladder, General Weakness,
Lungs, Bowels, Glands,
PILES HEALED
Positive Proof! Former patients
can tell you how I healed their
piles without hospitals, knife or
pain.
Consultation,
Examination &
Laboratory Test \$2
VARICOSE VEINS TREATED
MODERATE FEES

Dr. Burton Davis
415 Lexington Ave. Corner 42nd St.
Hours Daily: 9 a.m. to 7 p.m., Thurs. to
Thurs. 9 to 4 Only, Sun. & Holidays 10-1

Fire Dept. Loses Retirement Cases in Court

A triple strike-out of NYC Fire Commissioner Patrick Walsh resulted in a batch of decisions handed down last week by the Court of Appeals. In each case, retirement of members of the Department was at issue. There was a deadlock among the Trustees of the Fire Department Pension Fund. Uniformed representatives on the Board voted in favor of the men's claims, City administration members voted against them. The Court ruled that the men were entitled to reinstatement at full pay, then retirement. Battalion Chief Schoeck filed a retirement petition stating that injuries suffered at a fire, from inhaled smoke, entitled him to three-fourths pay-disability retirement. He was offered half-pay retirement, then suspended.

Recent N Y State Eligible Lists

Promotion	Stenographer—Albany Office	Education
1 Howell Marcia	3 Webster Olive	
2 Krause Helen	4 Kunkler Eliz.	
Open Comp. Women's Parole Officer		
Dept. Correction		
1 Reardon Helen	6 Anglin E.	
2 Paganelli Mary	7 Wood Lottie E.	
3 Paganelli D.	8 Ferdinand A.	
4 Treiber E.	9 Turner G.	
5 Collins M.	10 Richetsky E.	



SONNY TUFTS
One of Hollywood's favorite male stars joins Bing Crosby and Betty Hutton in "Here Come the Waves" the Paramount Theater's Christmas film.

Labor-Boss Confab Idea Catches On In Post Office

New York Postal employees like the idea of a labor-management committee to settle their problems. Last week, Local 10, National Association of Letter Carriers endorsed the plan, decided to seek action from other Postal groups. They've asked Branch 36, NALC; Motor Vehicle Workers; Mail Handlers Association to work out a joint proposal which will be presented to New York Postmaster Albert Goldman.

RADIO CITY MUSIC HALL
Showplace of the Nation
ROCKEFELLER CENTER
"Perfect show for the entire family."
—Kate Cameron, NEWS.
"NATIONAL VELVET"
A Clarence Brown Production
in TECHNICOLOR
MICKY ROONEY
DONALD CRISP — ELIZABETH TAYLOR — JACKIE JENKINS — REGINALD OWEN
A Metro-Goldwyn-Mayer Picture
Based on the novel by Enid Bagnold and
ON THE GREAT STATE "STARBRIGHT"
A festive melody filled circus... produced by Leonidoff. Symphony orchestra under direction of Erno Rapee.
Reserved Seats May Be Purchased by Mail or at Box Office.
PHONE CIRCLE 6-4600

"JOY UNBOUNDED!" — World-Tel.
Judy Garland
with Margaret O'Brien
In M-G-M's TECHNICOLOR JOY-FILM!
MEET ME IN ST. LOUIS
MEET ME AT THE ASTOR
B'way & 45 St.
Continuous - Popular prices
Doors Open 9 A. M. All This Week

LEARN TO DANCE PRIVATELY
taught by expertly trained teachers
Waltz, Foxtrot, Rumba \$5
Samba, Lindy, Tango
Complete GUARANTEED Course
1-HOUR LESSONS \$5 PRIVATE LESSON \$1
Miss Virginia McInnes's Specialist
FIELDS DANCE STUDIOS
NOW 275 Columbus Circle
(West 88th Street)
Near all subways—In heart of the City

For the Hungry — Good Food
Cold Nights — Inviting Fireplaces
Blue Feeling — Good Music
Candle Lit
SEVENTEEN BARROW
IN THE VILLAGE
Call CHelsea 3-9184 For Reservations
For The Holidays
17 BARROW STREET

INVITATION TO RELAX
Enjoy the serenity of Plum Point. Gorgeous countryside, roaring fireplace, delicious food — and fun. Only 55 miles from New York. MAKE RESERVATIONS EARLY
plum point
HYMAN-ROSEN
New Windsor, N.Y.

Amusement

By J. RICHARD BURSTIN

Skippy Homeier, who made such a terrific success in his role of a Nazi youth in the Broadway production of "Tomorrow the World," can now be seen in the same role at the Globe Theater.

Robert Walker will star again in MGM's sequel to the very successful "See Here Private Hargrove." This picture will be titled "What Next, Corporal Hargrove." Warner Bros. is still choosing members of the cast for the forthcoming "Mildred Pierce." Leading roles are held by Joan Crawford and Jack Carson. Other important parts will be portrayed by Bruce Bennett and Ann Blyth.

Frank Sinatra will get a chance to prove his acting ability when he goes before the RKO cameras in February to start production on his latest film "Bar of Music."

The Paramount Theater begins its holiday show on December 27. "Here Come the Waves" is the film. It stars three Hollywood favorites—Bing Crosby, Betty Hutton and Sonny Tufts. Woody Herman will take over as big man of the in person show. Other stage stars are Buddy Lester, comedian and Mack Lathrop and Virginia Lee who provide the tap routines.

"Winged Victory," now at the Roxy Theater is one of the best war pictures yet. Like the Broadway show of last year, the film cast is composed of Army Air Corps personnel. Of course you may recognize former Hollywood stars such as Edmund O'Brien who plays the boy from Brooklyn and does every bit as good a job as he did in the stage version. All the profits from the picture



DEANNA DURBIN
Lovely Universal singing star is appearing in her first technicolor film "Can't Help Singing", now at the Criterion Theater.

will go to Army charities. Radio City is showing its annual Christmas performance with the traditional impressive stage presentation. Mickey Rooney is the star of the film, "National Velvet."

N. Y. Junior HADASSAH ANNUAL DANCE
Sunday evening, December 24th, 1944
At 9 o'clock
PROMENADE ROOM MANHATTAN CENTER
34th Street at Eighth Avenue
Continuous Dancing to
SHEP FIELDS AND HIS NEW MUSIC; ALSO HENRY HERRERA'S RHUMBA BAND
Subscription — \$1.50 incl. tax

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NEW YEAR'S EVE
CABARET SHOW • DANCE TILL DAWN
All-Star Show with Radio, Stage & Screen Stars
LEE NORMAN & HIS ORCHESTRA
Sponsored by UNITED LEAGUES of N. Y.
• Cocktail Bar at Your Service •
\$1.50 INCLUDES EVERYTHING
PROMENADE BALLROOM MANHATTAN CENTER
34th ST. and 8th AVE. New York

MOSS HART'S WINGED VICTORY
"STIRRING! MOST MOVING! ROLICKING COMEDY!"
Alton Cook, World-Tel.
Produced by DARRYL F. ZANUCK
Directed by GEORGE CUKOR
Presented by 20th Century-Fox
Now! **ROXY** 7th Ave. & 50th St.
DOORS OPEN 9:30 A. M.

HUMPHREY BOGART
— in —
Ernest Hemingway's
"TO HAVE AND HAVE NOT"
... WARNER BROS. HIT ...
— with —
Walter Brennan - Lauren Bacall
Dolores Moran - Hoagy Carmichael
BROADWAY at 51st ST. HOLLYWOOD

62 Stars in Warner Bros. "HOLLYWOOD CANTEEN"
IN PERSON
LIONEL HAMPTON
AND HIS ORCHESTRA
Plus A Gala Revue
STRAND B'way & 47th St.
Buy Bonds!

MICHAEL TODD presents BOBBY CLARK MEXICAN HAYRIDE
By HERBERT & DOROTHY FIELDS • Staged by HASSARD SHORT
SONGS by COLE PORTER
MAJESTIC THEATRE West 44th Street, Phone Circle 6-0730
Eves. 8:30, Mats. Wed. & Sat. 2:30—Holiday Parts. NEW YEAR'S EVE & MAT. JAN. 1



A. J. Cronin's THE KEYS OF THE KINGDOM
with GREGORY PECK • THOMAS MITCHELL • VINCENT PRICE • ROSA STRADNER
RODDY McDOWALL • EDMUND GWENN • SIR CEDRIC HARDWICKE • PEGGY ANN GARNER • JANE BALL • JAMES GLEASON • ANNE REVERE
RUTH NELSON • BENSON FONG • LEONARD STRONG
Directed by JOHN M. STAHL
Produced by JOSEPH L. MANKIEWICZ
Screen Play by Joseph L. Mankiewicz and Nunnally Johnson
A 20th CENTURY-FOX PICTURE

World Premiere **RIVOLI** December 29th

We're Dreaming of a Gay Christm
with the dream of a 2-for-1 show!

Paramount presents
BING CROSBY
2 Betty Huttons
She's Terrific as Twins
SONNY TUFTS
in
"Here Come The Waves"
A MARK SANDRICH Prod.
with Ann DORAN • Gwen CRAWFORD
Noel NEILL • Catherine CRAIG
Marjorie HENSHAW

PARAMOUNT TIMES SQUARE

Record Breaking Week!
The Rainbow
Released by ARTKINO "Don't miss it!"—Cue
STANLEY 7th AVE. bet. 42d & 41st STS.
"A PRIZE FILM"—Cue

Federal Employees Face Great Post-War Activity

WASHINGTON—A heavy burden of responsibilities in the post-war world will be borne by Federal employees, according to the National Federation of Federal employees. That will require, reports the union, an efficient service manned by sufficient competent employees to meet the demands that will be made on the Federal Service.

The stage on which the Federal employee will work in the post-war era, says the Federation, will be larger than ever before. For there are not only problems of readjustment in this country, but a whole network of international activity, some of which is already under way and with much more to follow.

UNRRA Employees

At the recent Denver, Colorado, convention of the organization, the question of including under the Federal Retirement System employees of such organizations as UNRRA came up as an example of one situation illustrating the future scope of civil service.

The need for protecting the Federal merit system was stressed at the convention. The Federation reported: "It is proper to recognize that there appears to be a growing understanding, among the foremost leaders in all quarters, that when the Federal service is unfairly attacked, when its employees are unjustly maligned, when personnel policies are short-

sighted and archaic and chaotic, the country as a whole suffers in even greater measure than the employees themselves. And recognition, as well, that for many years to come the role of government in the post-war world is going to be larger, not smaller than before, and that the scope of its activities will be world-wide."

Promotion Plan

Continued from Page 1

who perform satisfactory work as shown by their services ratings. This, many employees felt, would provide an added incentive for the older employee; would provide for the employee who, while capable on the job, "freezes" in the examination room. It would also eliminate that unfortunate figure, the employee who takes and passes a promotion test, only to "die" on the promotion list when it expires after four years. Many employees miss promotion tests because of absence, failure to meet time-service requirements, changes in titles, etc. Some desperately take examination after examination. For example, a clerk may be on the promotion lists for a higher grade clerk, and at the same time on lists for typists and stenographic positions, and still fail to receive a promotion for many years.

No Stand by Union
No stand has been taken on the automatic promotion question by the CIO's State, County and Municipal Workers of America. However the question of changes in the City's promotional set-up is scheduled as part of the agenda of the Joint Council of the union which meets next week.

16 NYC Exams In Process Of Preparation

Eight promotion and open-competitive examinations are almost ready for issuance of applications at the NYC Civil Service Commission. No date has yet been set, but application periods will probably be announced next month.

Following are the tests. The LEADER will carry filing periods, other information, as soon as the Civil Service Commission completes the job.

Open Competitive

Office Appliance Operator, Grade 2, (Burroughs Bookkeeping Machine No. 7800).

Office Appliance Operator, Grade 2, (Burroughs Computing-Billing Machine No. 7200).

Office Appliance Operator, Grade 2, (Remington Rand Key Punch Machine).

Office Appliance Operator, Grade 2, (Comptometer).

Assistant to Commissioner (Personnel Management).

Promotion

Typewriter Bookkeeper, Grade 3 (Department of Finance).

Junior Accountant (Department of Investigation, City Sheriff, New York City Housing Authority, New York City Tunnel Authority).

Garage Foreman, Grade 2, (Office of President, Borough of Manhattan).

Other examinations which are being prepared:

Battery Constructor, Clerk, Grade 2 (General).

Automobile Engineman, Department of Hospitals.

Assistant Electrical Engineer, Department of Public Works.

Auto Mechanic, Police and Fire Departments.

Civil Service Asks Right To Make Job Just What It Says

WASHINGTON—The U. S. Civil Service Commission has submitted to the Congress the draft of a bill under which about one million civil service positions, consisting of "field service positions" are placed under the jurisdiction of the Commission for classification, grading and salary fixing. The bill is intended as an amend-

ment to the Classification Act of 1923, for the purpose of authorizing the Commission to establish and publish official standards to govern uniformly the placing of field positions in the statutory grades of that Act.

While under Title 2 of the Act of November 26, 1940 the President was authorized to extend the Commission's final allocation jurisdiction in the field service, the Commission feels that it would be unwise to use the powers delegated from the President on an extended scale, and would rather vest that right of classifying and grading within the Commission by Act of Congress.

To Clarify Titles

The law is intended to standardize and clarify job titles at the same time. At present the names by which field positions are known are usually selected by the agency in which the position exists. Sometimes these designations are obscure, and don't indicate either the duties or responsibilities of the position. Under the draft of the new law as submitted to Congress, the titles of all positions, departmental and field, will be conformed to allocation standards promulgated by the Commission which will also define such titles.

Standards have already been issued for guards, patrolmen and shipyard inspectors. In these instances, also, the Commission at present does not have authority to make or enforce decisions on compliance with such standards.

Big Brother Club Sets Up Job-Aid Plan

The Big Brother Movement has set up a unit to help war vets find jobs.

For those men who will want to continue education that was interrupted by the war, the Big Brother Movement has collected and classified information on courses and training opportunities offered by more than 500 schools, colleges and other institutions in New York City and State.

In cases where they are not sure just what they want or for what they may best be fitted, the society's vocational department offers them its facilities for aptitude, personality and vocational interest testing.

In New York City, the address of the Big Brother Movement is 315 Fourth Avenue.

Agency Trains Employees to End 'Long Windedness'

To make government correspondence more "readable," Training Division of the Federal Security Agency has recently launched a series of brief leaflets addressed to government letter writers.

Under such headings as "We are other people so long winded" and "Is our writing too hard to read?" the leaflets stress the importance of simplicity of statement of language, and avoidance of unnecessarily long involved phraseology of the "ermiteese" type.

The Training Division makes use of a rating scale developed in the Readability Laboratory of Columbia University for the appraisal of departmental correspondence and informational literature. Applying this yardstick to several samples of material issued for general public use, the division finds that the level of reading difficulty or some items exceeds that of the average scientific journal.

MONROE I. KATCHER

LEAVES STATE SERVICE

After more than ten years of service as an attorney for the New York State Liquor Authority, Monroe I. Katcher, II, Associate Counsel to the State Liquor Authority, will return to the private practice of law on January 1. Katcher will specialize in matters affecting the alcoholic beverage industry.

Katcher, a resident of White Plains, N. Y., will complete more than ten years of service with the State Liquor Authority at the close of this month.

KEEP IN STEP



BUY BONDS

S. MANN FURS



Buy Direct From Manufacturers

SAVE 50%

On all FUR COATS, JACKETS, SCARFS

Also REMODELS & REPAIRS

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TREAT CRISPS

GOLDEN BROWN POTATO CHIPS

Always Fresh . . . At Your Delicatessen

Restaurants

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103 HENRY STREET 85 CLARK STREET

FORTIFY YOURSELF to meet the hardships of war with good wholesome vitamin-bursting food at sensible prices. Regular Luncheon and Dinner. Bar and Cafe. Also a la Carte. Air Conditioned.

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GEORGE J. HERMANN

BAR AND GRILL

Delicious Food

Southern Fried Chicken Our Specialty • A LA CARTE • WINES AND LIQUORS • 85 COURT ST.

Zimmerman's Hungaria

AMERICAN HUNGARIAN

163 West 46th St., East of Bway.

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

Bar and Grill . . . Serving the Finest Is

THIRD AVENUE RENDEZVOUS

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Wines - Liquors - Beers

Your Genial Hosts — C. HOOPER and A. WEEKS

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

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Famous for FRENCH and DANISH PASTRIES

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MUSIC AND ENTERTAINMENT by JIM GILLESPIE and his Irish Orch.

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GET YOUR SHARE OF FUN "TRIVOLITY"

COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appetizing salads. Tea Leaf Readings an entertainment feature.

Alma's TEA ROOM

773 Lexington Ave. N. Y. C.

PAPPAS RESTAURANT

Famous for Steaks and Sea Food for Over 30 Years

And now! A very modern, up-to-date cocktail lounge!

Served from 12 to 9 P. M. WINES, LIQUORS

254 WEST 14th STREET

WA. 9-9431, 9143

How \$400 Postal Pay Rise Was Killed; Bill's Defeat Affects All U.S. Employees

(Continued from Page 1)

provements including unemployment compensation.

Both United Federal Workers of America and American Federation of Government Employees are marshalling forces to get raises through the next Congress. Vitally important will be the complexion of the new Civil Service Committee. There are eight vacancies to be filled. There is no

news yet as to who will get these posts.

Health Bill on List

The Randolph H. H. Bill to provide extensive health education and facilities to Federal employees is also high on the list of desirable legislation.

It was reported out favorably by Committees of both the House and Senate but time did not per-

mit its passage.

With start of a new Congress all bills must automatically be reintroduced and handled by the committees. Legislation, however, that has already had favorable committee action will get automatic treatment and be the first to come out of a committee with recommendation for passage.



The 206th Consecutive Dividend has been declared for the Six-Month Period ending December 31, 1944, at the per annum rate of 2%.



OPEN AN ACCOUNT WITH \$5 TO \$7500

INTEREST FROM THE 1st OF EACH MONTH

The Dime Savings Bank of Brooklyn

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