

Civil Service LEADER

Listing of Priority No. 1 Jobs
— You're Needed Here!

See Page 11

Vol. 6—No. 20 Tuesday, January 23, 1945 Price Five Cents

TAKE A POST OFFICE JOB NOW; IT'S CLASSIFIED AS ESSENTIAL

500 FULL-TIME MEN NEEDED AT ONCE;
Also PART-TIME JOBS FOR MEN, WOMEN

See Page 16

Draft Status of U. S. Employees, NYC Subway Men, Explained

See Pages 2, 3

Legality of NYC Clerk Promotions in Doubt

A number of the 628 clerical promotions recently announced by the NYC Budget Bureau—just how many is still unknown—were made by badly straining the civil service law, which provides the manner in which eligibles must be picked for promotion. That was learned at the offices of the Civil Service Commission last week.

As is usually done, the Certification Bureau of the Commission checked each promotion as it was reported to the Commission, to make certain that the legal order of promotion had been followed. It was unofficially reported that discrepancies had been found in the Police Department, Department of Welfare, and the Bronx Borough President's promotion lists. Reports on all departments have not yet been received by the Commission.

In connection with the promotions, a conference was held late last week between Mrs. Esther Bromley, acting president of the Commission, H. Elliot Kaplan, secretary of the Civil Service Reform Association; a representative of the Certification Bureau, and Budget officials at the Budget Bureau's offices in the Municipal Building. At this conference, the basic difference in approach toward promotions between the Budget Bureau and the Civil Service Commission came out. Nothing definite was settled, but it appears that some far-reaching changes are due—among them a longer waiting period in one grade before an employee may be al-

lowed to compete for the next higher grade.

It was found that in many of the City Departments, persons had been passed over for promotion because they were earning less than the maximum salary of their grade. That may be done, but the law must be followed. As explained in last week's LEADER, the law says:

"The Commission (Civil Service) shall upon receiving a request from an appointing officer for the certification of eligibles for a vacant position certify from the eligible list for that position the three names at the head of the list. . . . The appointing officer shall make selection from the three names certified, except that in cases where the names of disabled veterans are certified, such veterans shall be given preference in appointment. . . ."

"Selection shall be made singly and in each case from the three highest names remaining eligible. . . ."

Only Top Bracket Promotions

However, in accordance with the City's policy of only promoting those at the top of their salary bracket, it appears too many eligibles were skipped in some instances.

The Civil Service Commission has announced that it will not permit any illegal promotions to go through. In each case where irregularities are disclosed, the Commission refuses to put through the promotion, notifies the department of its action.

In that case, the following actions may be taken:

1. More promotions may be made among the persons previously skipped to validate those

(Continued on Page 16)

FEDERAL EMPLOYEES:

How You Get Lump Sum Pay For Accrued Annual Leave

WASHINGTON — Here's how the new law on lump sum payment of accrued annual leave will work when Federal employees leave their jobs:

It will be mandatory to take such leave in a lump sum, according to the Comptroller General. Here is his decision on this point.

"While I am not unmindful of the fact that situations may arise which would make it desirable so far as the employees are concerned to take their annual or vacation leave in the usual manner immediately prior to separation from the service, receiving periodic payments during the period covered by the leave with retirement deductions and service credits — particularly where an employee wants to count the period of leave for retirement purposes—nevertheless, I think it clearly was the intent of the law that the practice be uniform in all branches of the service and as to all employees without regard to

the preference of individual employees. . . . I am constrained to hold that the statute is mandatory and that terminal, annual or vacation leaves may not be granted immediately prior to separation from the service in any case where it is known in advance that the employee is to be separated from the service."

If You Return

Another ruling says that when an employee has left an agency and received the lump sum, if he should later decide to work for another agency before the leave for which he has been paid expires, he must refund the gross amount of money for the remaining leave to the agency he joins. The money will be recredited in leave to him.

This means he has to pay back more than he got, because the taxes were taken out. It would be up to the employee to get this back from Internal Revenue in such a case, GAO says.

Other Rulings

Other rulings include: If an employee leaves and gets his payment, but is re-employed

by an agency before the period represented by the leave expires, it is considered a break in service for a Ramspeck promotion; and transfer of sick leave and re-employment benefits are concerned.

An employee transferred within a department, from a status where he is entitled to leave to a status where he isn't, is due a lump sum payment liquidating his accrued leave at the time of the transfer.

Debits Deducted

Debits due a department or agency will be deducted from accumulated leave before being paid to the beneficiary of a deceased. Only those persons who left on or after December 21st are eligible for lump sum payment for their terminal leave.

Lump sum payments to a deceased employee's beneficiary (who couldn't collect for the deceased's annual leave prior to the law) must be made through General Accounting Office as is the case with uncollected salary.

These rulings were made at the request of the War Department. There will be others.

NYC Employees May Get Boost in Pay If Present Albany Plans Go Through

ALBANY — Thousands of municipal employees in New York and 60 other Cities may yet obtain added wartime pay boosts if present plans now shaping up are put into effect by the Legislature.

The Democrats started the ball for higher pay for City employees rolling last week when they sought, but vainly, to divert \$75,000,000 of

this year's \$150,000,000 prospective surplus to the localities.

Instead of putting all the surplus into the State treasury, along with \$163,000,000 socked away by Governor Dewey last year, the Democrats proposed that half the amount be siphoned into city coffers for pay raises for employees.

Funds Put Away

But the Republicans, under the advice of Governor Dewey, put all of the funds away for post-war construction. Although all Repub-

licans voted for the "lock-up" measure, there were plenty of them in both houses who said privately and publicly that the Democrats were right in their position.

Moore Working On It

Meanwhile State Comptroller Frank C. Moore and a special commission are working hard on the draft of a plan to give the cities some financial relief, which will be used in one way or another

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Public Administration Page 10

For More State News Pages 6, 7, 8, 9, 15, 16

CIVIL SERVICE BILLS NOW IN ALBANY

Full Listing and Summary on Pages 8, 9

ODB Employees Have Program Of Recreation

NEWARK—Employees of the Office of Dependency Benefits are indulging this winter in a full array of recreational pursuits, focused in the employees' club of the ODB's building on Washington Street. A full program of informal events has been scheduled by the Recreation and Employee Service Section.

One of the earliest attractions for women employees is the Needlecraft Circle, which meets on Tuesdays. The first session was held January 9. All women workers with a turn for sewing are urged to bring in needle and thread when they leave for work that morning.

Card Night

More purely on the social side is Card Night. In answer to many queries made of the hostess in the ODB Club Room for "a 4th at bridge," arrangements have been made to bring out all the card lovers every Friday from 3:30 to 7 P. M., as their relaxation periods fit into these hours. Bridge, rummy, pinocle, or any other game known to Hoyle may be enjoyed. A few expert kibitzers are on hand, of course, to coach the novices on all such occasions.

Orchestra Night

For the musically inclined, Orchestra Night is provided. Already, sufficient talent has been assembled to form the nucleus of the ODB dance orchestra, but the Director points out that there is always room for more. Regular meetings are scheduled on Wednesdays between 5 and 6 in the Employees' Club Room.

For other musicians whose gifts runs to song, the Choral Society will gather round the piano in the Club Room every Thursday at 4:45. According to the Director, so much real talent disclosed itself at the various branch Christmas parties that a successful choral society seems a certainty. When organized and going, the society will be under the joint jurisdiction of Mrs. Eileen Brady and Felix Cassone.

Two ODB bowling teams are hard at practice, the Officers' League and that of the Civilians. Besides all this organizational recreation, employees have had placed at their disposal, by the Club Room hostess, playing cards, checkers, parchesi, backgammon, and even a ouija board.

How Federal Employees Stand Under the New Draft Regulations

WASHINGTON—Here's the latest dope available on the rapidly changing draft situation for Federal employees as The LEADER went to press:

War Manpower Commission has ruled that Government is essential but not a "critical" activity.

Only persons affected by this are the men in Government who are between the ages of 26 and 29. WMC, however, qualifies this by saying that "all technical, scientific and research personnel engaged in any activity on the essential list (including Government) are regarded as being engaged in critical activity."

How local boards will apply that to an individual case is any-

body's guess. The statement hasn't been defined in detail for governmental activity yet.

All 4-Fs are safe unless draft boards change their physical standings. [See last week's LEADER on this point.—Ed] Most agencies are writing to draft boards explaining that their 4-Fs are in "essential" work in lieu of pending work or fight legislation.

All men over 30 years of age are relatively safe for the time

being. Needs of the armed forces will determine any changes in these current rules. If the need gets greater the Army will dip deeper into the so-called "essential" men.

Congress Must Decide

Whether men in Government will be put into war plants is still a matter for Congress to decide and probably won't be settled for several months.

Practically all deferments for Government work were for 60 or 90 days and have lapsed. So if there are changes in "essentiality," men will be taken into the Army in a hurry.

New U. S. Employee Bills

Introduced in the 79th Congress

- H. R. 74. Mr. Lane. Optional retirement after 25 years' service.
- H. R. 82. Mr. O'Brien, Mich. To benefit former Canal Zone employees.
- H. R. 83. Mr. O'Brien, Mich. \$400 pay increase for postal field service.*
- H. R. 107. Mr. Clason. To accumulate leave up to 120 days.
- H. R. 108. Mr. Clason. Actual time-and-a-half for overtime.
- H. R. 112. Mr. Clason. Time-and-a-half for holiday work.
- H. R. 191. Mr. Clason. \$400 pay increase for postal field service.*
- H. R. 192. Mr. Clason. Time-and-a-half for work on holidays.
- H. R. 274. Mr. Hartley. Post Office Department longevity pay bill.*
- H. R. 282. Mr. Randolph. To recompute retirement annuities under new law.
- H. R. 283. Mr. Randolph. 50 per cent widow's annuity.
- H. R. 284. Mr. Randolph. The health program bill.
- H. R. 310. Mr. McMillan. Optional retirement after 30 years' service.
- H. R. 312. Mr. McMillan. Government may buy vacation leave.
- H. R. 314. Mr. McMillan. To exempt from retirement bad retirement risks.
- H. R. 333. Mr. Shafer. Back overtime bill for War Department field workers.
- H. R. 334. Mr. Shafer. Optional retirement after 30 years' service.
- H. R. 454. Mr. Kefauver. To garnishee pay for Government employees.
- H. R. 467. Mr. Keogh. Longevity pay for postal employees.*
- H. R. 482. Mr. Lane. To accumulate leave up to 120 days.
- H. R. 484. Mr. Lane. \$500 or 25 per cent base pay increase for all employees.
- H. R. 485. Mr. Lane. Time-and-a-half for holiday work.
- H. R. 487. Mr. Lane. Actual time-and-a-half pay for overtime.
- H. R. 488. Mr. Lane. 25 per cent base pay increase.
- H. R. 502. Mr. Maloney. Suspends compulsory retirement during war.
- H. R. 524. Mrs. Norton. Retirement for Congressmen.
- H. R. 1101. Mr. Jennings. Amending Hatch Act.
- H. R. 1118. Mr. Gibson. Amending Hatch Act (graduating penalties).
- H. R. 1175. Mr. Hollifield. Liberalizing annual and sick leave for postal workers.*
- H. R. 1193. Mr. Randolph. Night differential.
- S. 39. Mr. Wagner (for Mr. Mead). Differential for leadingmen and quartermen.
- S. 40. Mr. Wagner (for Mr. Mead). Increased pay for postal employees.*
- S. 88. Mr. Hill and Mr. Mead. Amending retirement act.
- S. 94. Mr. LaFollette. To benefit former Canal Zone employees.

* Postal service bills covering custodial employees.

Supreme Court Ruling May Give Overtime Pay to Many

WASHINGTON—General Accounting Office is carefully studying a recent Supreme Court decision which granted \$5,157 in back overtime pay to a Panama Canal Zone dredge operator to see if any other Federal employees are affected by the decision.

The court limited its decision to include 80 other Panama Canal employees whose claims are still pending.

But it has been estimated here that from 75,000 to 200,000 persons will be affected by the high court ruling. These include mostly mechanical and trade em-

ployees. The case in question concerned an employee paid on a monthly basis. It is believed that no person paid under the classification act is eligible. But employees of the Panama Canal, War and Navy departments, and all other agencies with wage boards or other wage-fixing authorities fixing salaries are believed eligible for overtime claims. Details of the ramifications of the decision will be presented in detail by The LEADER as soon as General Accounting Office studies it.

Merit Reform Group Warns On Preference

WASHINGTON—Too much veterans preference for Federal jobs will endanger the efficiency of civil service, a committee report of the National Civil Service League warns.

"Extensive preference for veterans will tend to keep the younger generation out of Government positions," the report

says, and "not only jeopardize the promotion opportunities of those already in service, and undermine the morale of our public service, but will increase cost of Government."

"Retention in the service in case of reduction in force or abolition of positions should be based for all employees solely on relative seniority and efficiency regardless of veteran status," says the report on the Commission's reduction in force regulations.

Other suggestions: Limit preference to the present system of credits, adding 10 points for disabled veterans and only five for the rest.

A passing score should be mandatory before preference is added to a veteran's score on an exam.

Preference should not apply to promotion.

There should be no lowering of the present entrance standards. Veterans preference should cease five years after cessation of hostilities or five years after a man's discharge.

Follow the Girls

WASHINGTON—An editorial in the Department of Interior employee publication last month scored girls who wear "high octane" perfume on the job.

This month in the paper the girls reply. They claim that "the pipes hereabouts don't smell like violets." Another irate female wants to know what to do about "those evil smelling big black cigars."

Seen and Heard In Vet Agency

MANY LETTERS have been directed to this reporter requesting him to find out what has been doing at Vets, 2 Park Avenue.... Bowing to his public, your correspondent took a flying visit to the new Vets building, which is situated at 33rd Street and Park Ave. The Vets agency occupies six floors; 7th, 11th, 12th, 15th, 18th, and 21st floors....the newly set-up divisions of G.I. Loans being situated on the 12th (Home & Loan Guaranty) and 15th floors (Readjustment Allowance Subdivision)....Speaking of pretty gals...there are some on the 11th floor in the LICD division....Prudence Musso, Anne Sellitto, Edith Roller, Muriel Richard, and Esther Gross (a recently returned gal... she got married the other day) among the many.... Lou Fried, Junior Adjudicator, is the artist of the Division, turning out neat and beautiful signs, posters, and what-have-you during his free time.... Irving Simmons, Adjudicator, is quite a poet. Some of you should see his poetry... Ernest Thile is handling the entire floor on the 7th floor and is now busy setting up the Serial File which is to be used on all C-Cases... Lucy (Call me Chief) Strabetti, Accounting I, is making "friends" and learning just how you can keep them... her Caf 8, no doubt working overtime, eh gals and boys? The gal who "seems to know everything," including the right officials at 2 Park Avenue, and not to forget, Assistant personnel Officer Meredith, is Gloria Flynn.... Miriam Friedland and Helena Herkeles, Steno Section, are making a hit with the gals, they inform this reporter.... Say, Herbert, how's about SMOKING on the floor just as they do on the other floors at 2 Park Avenue?

NOW BACK to the other building.... Joe (Pour Another) Harley is still doing the place—he's looking for new talent! What's the matter, Joe, aren't the widders and the sweater gals in your section okay?... Mabel Hazard, Chief N Correspondent and her Assistant, Applegate, will soon be asked a number of questions if they don't ease off with the typical Hazard-tactics. Personnel is getting pretty fed up about it all.... Chiefs Rice, Joe Harley, Henry Braden and Frank Hoesch were seen in conference the other day on the main floor of 346 Broadway.... new Rules & Procedure, boys.... or is it that something new has been added in one of your Sections?

JIMMIE (BASEBALL) JONES is an okay boss, but it is surmised that he is not aware of the practices some of his assistants indulge in.... How about checking that, Jim? Chief Herbert Siefert (R&D) is having his hands full with his new Section.... it's not like he thought it would be.... Chief Humphries was full of fire the other day when she accidentally bumped into this reported on the elevator.... One of your "students" rub your fur the wrong way, Chief?

Navy Seeks New Workers for Pearl Harbor

The need persists for workers to be recruited for the Pearl Harbor Navy Yard and Naval Air Station, Territory of Hawaii.

Skilled workers needed include: Automotive Mechanics, \$1.44 per hour; Coppersmiths, \$1.56 per hr.; Electricians, \$1.52 per hour; Machinist Inside, \$1.52; Instrument Mechanics, 1.28; Metalsmith Aviation, \$1.52; Ordnance, Power, \$1.30; Pipecoverers and Insulators, \$1.52. There are also openings for Helper Aircraft, Mechanic General, \$1.09 per hour; Helper General, \$1.08; Helper Pipefitter, \$1.08; Helper Rigger, \$1.08. Unskilled men will be recruited as Classified Laborers at \$.88 per hour; no previous experience required. Time-and-one-half is paid for all work in excess of 40 hours, and applicants qualifying for these positions will be provided with first class rail and pullman accommodations to the West Coast, enroute to Hawaii.

Inexpensive Housing

Housing facilities are available at \$10 per month, and good meals are obtainable at a minimum cost of \$1.25 per day. Excellent recreational facilities are also available for Navy employees at Pearl Harbor. These jobs provide opportunity for civilians to make direct contribution to the war effort by working on the repair of fighting ships and planes for the Navy.

Applicants must be between the ages of 18 and 62, and citizens of the United States. Those interested should apply at once to Room 214, Federal Building, 643 Washington St., New York City.

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

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CIVIL SERVICE LEADER

97 DUANE STREET, NEW YORK CITY

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Published every Tuesday.
Subscription price \$2 per year.
Individual Copies, 5c.

Who Missed Promotion Tests Get New Chance

Returning veterans who have missed New York City promotional examinations will be allowed to take a test for each one they missed. That policy was adopted by the Municipal Civil Service Commission last week. In detail, the plan adopted by the Commission follows:

"When a special examination is held, the employee is considered to be a candidate on the earliest examination. An election is given to him, however, to have one special examination considered as a substitute for all the examinations which he has missed. If the employee does not wish to have one examination stand for all the examinations which he missed, he is permitted to participate in the first special examination and the necessity for future special examinations is determined by his success or failure on the first special examination.

"In other words, applications for other special examinations for the same position are held in abeyance pending the outcome of the first special examination. If he succeeds and receives an appointment as a result of the first special examination, the other examinations become unnecessary."

Those Affected
Especially affected by this ruling are clerical employees who missed promotion tests in 1942 and in 1944; transit employees, some of whom have missed four and five examinations because of military service.

Bills in Albany Would Clarify Vet Appointments

More bills of interest to New York City employees were introduced into the State Legislature last week at the request of the Transport Workers Union, together with the State, County and Municipal Workers of America.

Accident disability and military rights of City employees would be affected by the proposed legislation.

Disability Claims
One bill makes it possible for a City employee to file a claim for disability payments within five years after the date of the accident. At present the limit is two years; the new bill would allow another three years in which to claim disability benefits if the condition recurs or becomes aggravated.

Military Appointments
At present, an appointing officer may either appoint or skip over an eligible reached while he is on military leave. The proposed bill provides that the appointing officer must appoint the military eligible, or report the failure to appoint to the Civil Service Commission. The skipped eligible would have the right to a hearing.

Special Examinations
This bill provides that a returning veteran shall be given a special examination when he returns to civil life, even when the list resulting from the original examination which he missed because of service has expired or been cancelled. If he receives a rating, which would have resulted in promotion from the original examination, he shall be promoted from the special list.

Seniority Credit
At present, persons appointed from special military lists receive seniority based on their actual date of appointment. This bill would date seniority from the day when the appointment would have been made if the employee were not away on military leave.

NYC Employees Obtain Individual Raises in Pay *

Many New York City employees have to depend on individual increases for any improvement in their financial condition. For example, all clerical employees who reach \$2,400 a year through annual increments and promotions stop right there. Any more money must come individually. Employees who are not included in the increment class don't get any raises, according to law. They depend on the personal changes in their salary line in the City Budget.

How these increases come about is an interesting story. To begin with, they don't follow any set plan. Some employees go along

for years at the same rate. Others doing the same work go up the financial ladder.

Raise Must Be Requested

First step is for the head of the department to request the increase. That is usually done in a letter to the Budget Bureau.

Next step depends on the financial situation in the department. Right now, all City departments have large surpluses piled up because of salary savings. The money, which would normally be paid to men and women in military service, piles up as "military accruals." Last year about ten million dollars appeared in the budget under this heading.

The budget examiner for the department is advised of the re-

quest, makes an investigation, and reports back to the Budget Bureau whether he thinks the increase is justified in view of the employee's duties, length of service, added responsibilities, etc.

"Modification"

The Budget Bureau can then issue a "modification" and the raise goes through. But in many cases, the increase has to get the approval of Mayor LaGuardia. Exempt employees' increases must have the Mayoral OK. Any large raises go to City Hall for approval. Also, if the department hasn't any extra money in its personal services appropriation, the Mayor would have to give his approval to shift funds from some other source to grant the in-

crease. While City employees feel that they are absorbing the work left by persons in military service and that the money saved should be distributed among them in raises; that view isn't shared by administration officials. For one thing, the cost-of-living bonus (about \$8,000,000 a year) is paid from funds left by the accruals. Then such emergencies as snowfalls call for large expenditures, and the money goes.

And, some employees complain, when individual raises appear, they have a habit of attaching themselves to upper-bracket persons, who are close to the department heads.

* But not very often.

NYC Sanitation Men Earn Less Pay, Overtime Than Those in Other Big Cities

New York City Sanitation men earn less than those of some other large cities, get less vacations, miss other advantages. Figures compiled by the Bureau of Municipal Research of Philadelphia after a nation-wide survey disclosed these conditions.

For example, on pay rates, New York reported: "Drivers are designated 'Sanitation Man B' and are paid 84 cents an hour.

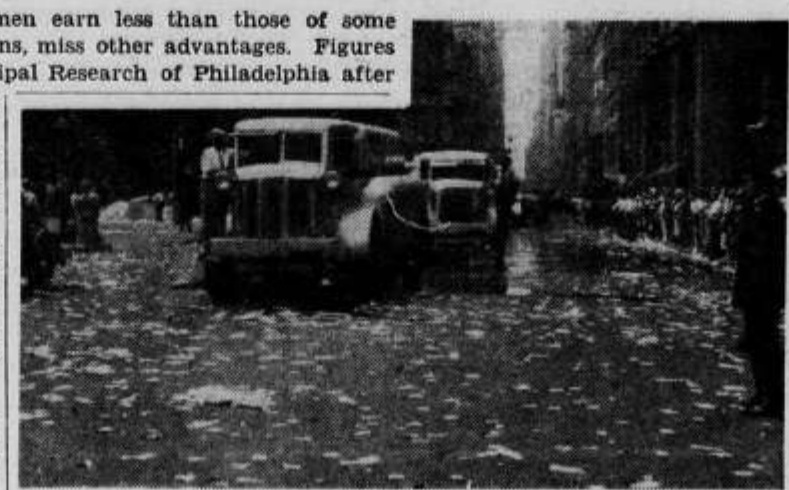
But from other cities came these figures: Chicago pays sanitation workers 96 cents an hour; Detroit, 87½ to 97½ cents; Milwaukee, 96 cents; and Minneapolis, 98.1 cents; San Francisco pays sweepers 95 cents an hour.

Overtime

New York Sanitation men are now campaigning for overtime, but from other cities: Philadelphia, Cleveland, Baltimore, Washington, Milwaukee and Cincinnati pay time-and-half. San Francisco pays double time.

For holiday work, Philadelphia pays double time, gives equivalent time off; St. Louis pays double time, as do San Francisco and Baltimore; other cities pay time-and-half or regular rates. Milwaukee does not permit holiday work. In New York the Sanitation men work five hours on a holiday, receive a full day's pay.

As for paid holidays, New York allows one full, ten half holidays. Los Angeles allows 12 to 14; St. Louis 10; Boston 9; Milwaukee 13½; and Minneapolis 10. However, Newark allows only Christmas Day; Kansas City gives no holidays, along with Cincinnati and Pittsburgh.



New York City Sanitation employees have a tough job. The department is undermanned, they work long hours. Snowstorms, parades, add more work. Many have hazardous jobs in the incinerators. But Sanitation workers in other cities fare better when payday comes around.

Building Inspector Earns Less Than Subordinates

"We can't get any respect," complain building inspectors of the NYC Department of Housing and Buildings. "The mechanics, engineers and superintendents, whose work we supervise, are all better paid than we are, and we can't command the respect due us as representatives of New York City."

Thomas J. Brennen, president of the AFL employees' local in the Department of Housing and Buildings, has prepared a report showing the treatment which the inspectors are receiving from the City administration.

He cites the fact that the present salary scales of inspectors were set by the City in 1925, and haven't been adjusted since. But in that time, the earnings of private workers in the building trades have gone up between 75 and 100 per cent.

Many Frozen

In addition, other Cities pay employees performing similar inspection work a salary of \$3,000 a year after three year's service. In New York City, many of the inspectors are frozen at \$2,400, and some have gone as long as twenty years without receiving an increase.

Their work is hazardous. Elevator inspectors must ride up on the tops of elevators to check the mechanism, climb down into pits full of grease and moving machinery to inspect the motors.

The inspectors are also criminally liable in the event of serious accident after they have approved conditions.

They're asking a minimum of \$3,000 a year; better promotional opportunities to Inspector, Grade 4, at \$4,000.

Among the group asking the increase are Inspectors of Plumbing, Elevator Inspectors, Inspectors of Housing, Inspectors of Steel Construction.

The report will be presented to the Central Trades and Labor Council, AFL, to get the support of that group; then to the Budget Director, the Civil Service Commission and Mayor LaGuardia.

Drama Unit Seeks Public Employees

Guard Martin Remnek of the Lower Broadway Unit of the Federal Works agency at 45 Broadway, New York City, is anxious to reach those interested in forming a Drama group. Quarters have been obtained for rehearsal at the Manor Community Church. Only those who can give one night a week may join.

Guard Remnek was formerly in show business, and worked with important plays.

The plan is to do plays written by Government employees. First play will be cast soon. Those interested should write Martin Remnek, 350 West 26th St., New York City.

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

War Rule Invoked to Keep Welfare Provisional on Job

On October 31, 1944, the promotion list to Clerk, Grade 4, Department of Welfare, was promulgated by the NYC Civil Service Commission. At that time, the Commission advised the department that, according to law, it would be necessary to replace four provisional grade 4 clerks with eligibles from the list, or remove the provisionals within ten days.

Instead of promoting four clerks at the time, the department shifted around three of the provisionals to other titles, notified the Commission that it would make a disposition of the fourth shortly.

The provisional involved is Cosmos Scura, who does important work on the department's budget.

Under War Rule

In order to make a spot for him, the Department asked the Commission to allow his appoint-

ment under Rule V-9-2c as Examiner, Grade 3 (\$1,801-\$2,400 a year).

That rule reads: "Whenever, due to war conditions and during the present emergency, a vacancy occurs in a position in the competitive or labor classes for which no eligible list exists and for which competition is impracticable because of these conditions the Commission may authorize the filling of such vacancies by a temporary appointment, which shall

terminate no later than six months after the cessation of hostilities of the war. The person proposed for such temporary appointment shall be required to pass a non-competitive examination. Competitive examination shall not be waived for any position in the classification without public hearing."

In accordance with the regulation and to skip the necessity for an examination, a public hearing has been scheduled for Thursday, January 25, 1945, 2 p.m., at the Commission's office, 299 Broadway.

How NYC's Board of Transportation Meets the Draft Problem

Many municipal agencies have found their activities impaired by the loss of a large proportion of their staffs to the armed forces. Faced with this problem, the NYC Board of Transportation set up a special War Service Bureau to protect itself against the loss of ritally needed personnel. Now headed by John P. Geoghan, the bureau has proved its value.

The following report indicates how an executive assigned to these duties can limit manpower losses.

17,485 Deferments Asked
During the 12 months from Jan. 1st, 1944 to Dec. 31st, 1944 a total of 17,485 deferment forms 42-A, 42-B and other special forms were sent to local Boards for more than 7,000 essential employees within the military age group.

In addition to these forms, over 300 special letters were sent to local boards on various matters

A special comprehensive daily and monthly system was devised in order to follow up each case. The "right of appeal" was exercised for over 600 men placed in 1A.

Inductions Drop

Available figures of induction on December 6th, 1943, list 651 employees inducted from June 1st, 1943 to November 15th, 1943. From February 26th, 1944 to December 31st, 1944 total inductions were 162.

The loss by induction during this period has in most cases been of employees not in essential positions, and of single men without dependents, between the ages of 18 to 25.

On June 1, 1944, 761 employees were classified 4F. In line with a rehabilitation program and to further cement them to their jobs, requests were made to local boards to have these men reclassified in 2A-F. As of January 1, 1945 this figure has been reduced to 141 now in 4F.

Daily Check

A careful check is made daily of all military-age employees who are separated from employment with the Board by resignation, change of status, induction, overage, etc. Local boards are immediately advised of such changes. From February 28, 1943 there were 1,235 resignations and inductions of such men for whom

the Transportation Board had filed.

Numerous requests from men now in military service are received, asking that an effort be made to have them released in order to return to their former employment. In most instances if the man is 38 or over or has held a key position, such requests are made.

Within the next few months, local boards are expected to examine carefully the files of all men deferred for occupational reasons. The Board anticipates the reclassification of many employees within the ages of 26 to 30 who are in so-called non-essential positions.

Halpern Asks Review Right for Fired City Employees

ALBANY—State Senator Seymour Halpern, Queens Republican, has introduced in the Legislature a bill which would allow all City civil service employees the right to appeal in the event of an unjust dismissal. The bill is similar to the law now existing for State civil service employees which was sponsored by Senator Halpern in 1941.

Under the proposal, City civil service employees may appeal on dismissal to the Municipal Civil Service Commission or appeal to the courts. It allows the employee

This right at present is enjoyed only by veterans, police and firemen.

"To deny a competitive civil service employee the right of a review of charges when he has been dismissed," Senator Halpern stated, "is to deny to an employee, who has been deprived of his livelihood, the right enjoyed by every

criminal. A murderer, even though he may have committed his crime in the presence of many witnesses, is entitled to and does receive an impartial trial before the court. Yet, the right of a competitive civil service employee to earn a livelihood is jeopardized because he can seek in the event of dismissal no such redress."

Fired, Retired Maneuvers; Gets Job Back

Fireman James P. Larkin was ordered reinstated to his position as a first grade fireman last week. Behind it is a pretty complicated story.

He was originally brought up on charges of absence without leave and failure to obey orders then after a departmental trial he was dismissed on July 13, 1944.

While the charges were still pending, he filed an application for disability retirement at three-quarters pay, charging disability incurred while on duty.

After involved maneuvers between his attorney and the Corporation Counsel's staff, the matter was settled. He dropped his retirement application, was given back his job.

NYC Vets Urged to Attend City Council Public Hearing

A public hearing on a City Council bill to extend job-preference to veterans who were on eligible lists will be held by the Council's Committee on Civil Employees and Veterans at City Hall on Thursday, January 25, at 2 p.m.

Introduced by Councilman James A. Phillips, the bill would extend employment privileges to veterans whose number had been reached on a City eligible list.

The bill reads as follows: Eligibles on civil service lists to be certified or re-certified and employed when discharged from the armed forces of the United States of America on application by them.—Any person who immediately prior to becoming a member of the armed forces of the United States of America was on the list, certified or not, whose number was reached prior to or since becoming a member of the armed forces, for a position in the competitive class, labor or non-

competitive class of civil service in the service of the city of New York, who has been discharged from the said armed forces, shall on his or her application, within a period of not more than six months after said discharge, be certified or re-certified and employed in a position calling for the same salary in the same department or any other department of the city, within thirty days after his or her application. Said application shall be filed with the civil service commission. The provisions of this section shall not apply to persons receiving a dishonorable discharge from the armed forces of the United States of America.



State Senator Seymour Halpern, of Queens, has introduced a bill which would permit a City employee the right to a review in the event of his dismissal.

January 24 Is Deadline For NYC Posts

January 24 is the last day on which applications may be filed for the following New York City civil service examinations. Applications may be made in person, or by mail, at the Application Bureau, Civil Service Commission, 96 Duane Street, New York City.

AUTO MECHANICS (also promotional). Salary \$9.75 a day, including bonus.

The following vacancies now exist: 16 permanent, five military replacements in the Department of Sanitation; one permanent in the Borough of Manhattan, one in Department of Public Works; one in Fire Department; fourteen permanent, six military vacancies in the Police Department.

Requirements call for five years of automotive repair work. The promotion examination is open to employees of Sanitation, Police, Borough President Manhattan, and Public Works.

CHIEF DIETITIAN, Department of Hospitals, \$2,401 to \$3,240 with maintenance; \$2,401 to \$3,600 without maintenance. At present there is one vacancy at \$3,000 with maintenance; one at \$3,600 without maintenance.

The written test will be held on February 8, 1945.

Head dietitians, with a year's experience who meet the educational and other experience requirements are eligible.

The duties of the position are to take complete charge of dietary work in a hospital.

FOREMAN OF LABORERS, GRADE 2, outside of New York City, Department of Water Supply, Gas and Electricity. Salary \$1,801 to \$2,400. The written test will be held April 28, 1945.

This examination is open to laborers, auto enginemen and gate tenders of the department.

Sanitation Dept. Seeks Draft Data Of Employees

NYC Sanitation employees looked at a notice on the bulletin boards last week and began to practice their military drill, but it wasn't necessary. There's no immediate change expected in the draft status of Sanitation workers, according to the department.

The notice, signed by Commissioner William F. Carey, read: "To all officers in Bureau of

Street Cleaning, heads of all bureaus and divisions, engineers in charge of incinerators:

"Hereafter, before accepting from an employee an application for resignation or retirement, the employee must furnish the information below:

"1. Selective Service Local Board number and address.

"2. Employee's order number." The information is desired because of the many employees in the department with identical names. The extra data helps the office tell them apart, and prevents notifying the wrong draft board when John Jones leaves the department.

'Unpreference' Hits 2 GIs At Commission

The NYC Civil Service Commission is the place where returning veterans from all City departments check their status.

But employees of the Commission are upset over the treatment afforded to two men in the service who are Commission employees.

Back in 1941, the Commission held a promotion examination for Junior Accountant, for employees of the agency. Five employees passed the examination, but no promotions were ever made from the list.

Since then, numbers 2, 3, and 4 resigned from the Commission, reportedly because they felt they weren't getting anywhere. Number 1 is Maurice Kosstrin, now a lieutenant in the Army; number 5 is now Sergeant Harry Wolensky, fighting in Luxembourg. Both of these men, on military leave, are eligible for promotion. But they haven't been promoted, and the list dies soon.

However, the Commission recently accepted applications for a new examination for promotion to Senior Bookkeeper. The duties are about the same as those called for in the Junior Accountant test; the salary the same, \$1,800 to \$2,400. Employees feel that the two service men are getting a poor deal from the Commission, that they should have been given promotions. Instead, the new test was called.

Park Legion Post to Hold First Meeting

The NYC Department of Parks Post of the American Legion will hold an organizing meeting on Wednesday, January 31, 8 p.m. at the Seventy-Seventh Division Inc., 28 East 39th Street, (between Park and Madison Avenues), New York City.

All honorably discharged veterans employed by the Department of Parks are invited to become charter members. Proof of honorable discharge must be presented at the meeting.

Further information may be obtained by writing to Mr. Edward Albert, Chairman; 235 54th Street, Brooklyn 20, N. Y.

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an Problems Committee Urged Councilman

From Councilman James A. Phillips of Queens, comes a suggestion for the creation of a committee to assure fair treatment of veterans who return and want their City jobs back and others who were on eligible lists when they went into service.

The Committee, according to the councilman's plan, would consist of a representative of veterans' organizations, a member appointed by the Mayor or the City Council, and one citizen who would represent the public. This committee would be empowered to handle appeals of veterans who felt that they had not received proper treatment at the hands of the City administration.

Evils Cited

Among the evils cited by Mr. Phillips is the treatment afforded men discharged from the armed forces as psycho-neurotics. Many departments appear to have blanket policies against re-employment of such veterans, despite the fact that Army authorities have emphasized time and again that such a discharge does not mean the man is incapable of performing a civilian job. Phillips feels that a man with a record of confinement in a mental institution may not be qualified for a City job, but the P. N. discharge should not be a bar to City employment.

Civil Service Commission

Another factor is the lack of responsibility for the treatment of veterans. Departments say the Civil Service Commission sets the policies. The Commission, says Mr. Phillips, passes the buck to Mayor LaGuardia, with the explanation that he sets the policy. Councilman Phillips doesn't



Sanitation Commissioner William F. Carey had a good reason for asking his employees about their draft status. (Story on page 4.)

agree with the mayoral policies on veterans. "In his message to the Council," explains Phillips, "the Mayor said he would give men with 'combat disabilities' every consideration. But my own son was killed on his way back from the front after 26 months of combat service. That might not be considered 'combat' by the Mayor. And a man disabled in a tank accident during maneuvers, or shot on a firing range, is as much a service-disabled man as the one who is hurt in actual combat with the enemy."

Civil Service Vets Map Program Of Legislation

The legislative program of the New York War Veterans in Civil Service was announced last week. The following projects will be sought by the organization via legislation in Albany:

1. A law to provide that New York City pay the pension contributions of City employees in military service.
 2. That employees of the New York City who served in World War I, receive prior service retirement credits as though their military service had been Federal employment.
 3. That NYC War Veterans receive paid holidays on Armistice Day and Memorial Day.
 4. An amendment to the Law to exempt war veterans from the prohibition against a pensioned employee holding public office.
- Headquarters of the organization are located at 321 Broadway, New York City.

FORMER NYC EMPLOYEE SETS ARMY HE-MAN MARK

Thirty-five-year-old Sidney Levy, former NYC Transit and Welfare employee, recently made a record-breaking score of 93 in physical training tests at the Selfridge Field training base. Only five foot eight, the ex-municipal employee has always been interested in athletics, according to his wife, Estelle, who informed The LEADER of his accomplishment.

James F. Byrnes Takes Action on Offer of NYC Workers to Do Part-Time War Work

Thousands of man-hours of skilled work are tied up because of the policy of New York City which attempts to restrict the part-time outside employment of City employees. That's the view of Henry Feinstein, president of the City District Council, American Federation of State, County and Municipal Employees (AFL), who suggests the use of City employees after-hours to meet labor shortages in the metropolitan area.

That offer is under consideration by the Federal Government. A wire from James F. Byrnes, Director of the O.W.M., to Mr. Feinstein, read: "Your cooperative offer of part-time work has been referred to the War Manpower Commission for consideration."

Survey of Man-Hours

Meanwhile to pile up further proof of the part that City employees could play in helping the war-production effort, Mr. Feinstein has announced that his organization is starting a survey to determine exactly how many work-hours of skilled men are kept away from war-work because of restrictions on municipal employees.

"It is a pity," says Feinstein,



James F. Byrnes, National Director of War Mobilization, calls "cooperative" the suggestion made by Henry Feinstein (above) that NYC employees work part time on war production jobs.

"that a machinist for the City can't perform vitally needed work for a war plant after he has put in his day's work for the City."

City employees whose outside work has been disclosed by surveys of the Municipal Department of Investigation, have often been called in for departmental hearings. The courts have upheld the right of employees to engage in outside activities which do not interfere with the performance of their work for the City. Recently, however, members of the Fire Department have been dismissed on the charge of engaging in outside work. In their case, the Department holds that they are subject to 24-hour call, must be available

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The Pay Situation For NYC Employees

BOTH Federal and State employees seem assured of higher pay this year.

President Roosevelt in his budget message to Congress, and Governor Dewey in his message to the State Legislature, urged increases in the pay of public employees. Both men recognize, and both stated frankly, that public employees have suffered in the war period, as compared with employees in private industry. Legislation has been readied to provide the necessary increases.

But in New York City, Mayor LaGuardia has been significantly mum on the subject of higher pay for employees. His recent message to the City Council held out no hope for improvement here. And heads of departments have been asked to keep expenses down. Even when they want to, they have no way of upping the pay of employees. It is a little sad, and employees of the City are disheartened as they see themselves once again the stepchildren of wartime economy. The City's policy can hardly be deemed a wise one. The promotion of some 600 clerical employees and some 200 firemen doesn't, of course, begin to solve the problem. We suggest that Mayor LaGuardia follow the example of the Federal and State executives, and look with more sympathy upon the needs of the City's employees. In passing, we'd like to recommend to the Mayor's attention a study made by Philadelphia's municipal research bureau, which shows that New York City's Sanitation men earn less than similar workers in other large cities, even though the cost-of-living index in NYC is higher.

There has been talk in Albany that the State may turn back to the municipalities a portion of the heavy State tax accumulation, and that the municipalities will in turn use this windfall to increase the pay of local employees. [See story on Page 1.] Maybe yes, maybe no. We'd like to see it happen, but it's hardly something to bank on. The place where better pay originates is at home.

POLICE CALLS

How Cops Stand in Draft

Many members of the NYC Police Department are wondering if they'll be affected by changes in the Selective Service Regulations. As it looks now, the men over 26 won't face any change in their status. Those under 26, however, may find themselves facing reclassification into 1-A. In fact, last week, the Military Service Bureau of the Department was busy going through the books and making a listing of the men under 26. The final check-up showed that there aren't many cops who haven't reached their 27th birthday. Those who are under that age may find themselves trading their uniforms for G.I. issues, but in all probability the department will try to hold on to them. The last man from the uniformed force to be drafted was called away on November 28, 1944. He was an under 26'er.

Even with a tightening of the draft regulations, there wouldn't be too many members of the uniformed force who'd face a call to armed service. The check made last week by the department's Military Service Bureau showed only the following number of young men on the active rolls: Under 26, 64; between 26 and 30, 675.

Those Over 26

As for the older men in the department, they are pretty well protected against a change to 1-A and a "Greetings." While Police work wasn't included in the recent list of "critical" occupations, local boards are granting 2-A cards to policemen over 26. That list was by no means all-inclusive of those jobs which lead to a 2-A deferment.

The members of the force are

required to report any changes in their draft status immediately, and the Military Service Bureau says that about the only changes coming in recently have been men reaching 38 who trade their 2-A classification for a 4-A (over-age) rating.

However, the war has already taken a pretty big bite out of the Police Department. Of the 15,529 members of the uniformed force, 921 are now on military leave.

Many more would be in uniform if they had their way. Like City firemen, the cops are afraid that chances of promotion after the war may be pretty well monopolized by veterans. A disabled veteran goes right up to the top of a promotion list. Legislation may be passed which will give non-disabled veterans preference over the men who were deferred, even against their will. And the department is holding firmly to a policy of not granting leave to a patrolman who wants to enlist.

The Police veterans also benefit by better treatment when they return than veterans coming back to other departments. A disabled cop has the assurance that the

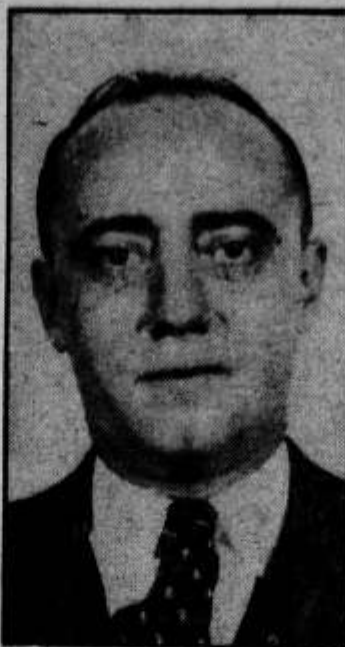
service examinations, and civil service employment. In order to safeguard such rights, they are further advised to forthwith appear at the offices of the Municipal Civil Service Commission at 299 Broadway, Manhattan with their discharge papers. Disabled war veterans, who are City employees or whose names appear on civil service lists are especially cautioned to appear forthwith at the office of the Commission with their discharge papers and certificates of disability from the U. S. Veterans Bureau so that their preferential rights as provided by law may be safeguarded.

Send This to A Serviceman

A new form of notice to all New York City employees in the armed forces was adopted by the Civil Service Commission last week. LEADER readers are advised to clip this and send it to men in service, or file it away till their return.

The notice reads: "All persons discharged from military service are advised to forthwith consult and carefully read those portions of the State Military Law pertaining to their rights, duties and responsibilities in connection with civil

Merit Man



Jerome Leo Haney

YOU PROBABLY didn't know that New York City is in the real estate business on a big scale, but that's so, and Jerome Leo Haney, head of the Division of City Revenue, manages property for the Real Estate Bureau of the Board of Estimate, and has all the troubles of a landlord.

Before the war, the City usually had between two and three thousand pieces of property which it rented out. Right now, it's down to about 1,600 but there are more difficulties to face.

For one thing, Office of Price Administration rulings apply to Uncle Knickerbocker as much as to any other landlord, and voluminous forms have to be made out and filed with that agency. Tenants want heat, repairs, new stoves, and have other complaints.

How It Happens

How the City happens to be in the real estate business makes an interesting story. Mr. Haney explains that property is acquired by purchase or condemnation to make room for schools, parks, playgrounds, parkways, or other purposes. However, before the buildings are demolished to make room for the new development may take a considerable time—some property has been on the City's hands for years. So, instead of boarding up the buildings and having the job of protecting them from vandalism, the City rents them out and nets itself some money in the process.

Blueprints Ready

The post-war era will find Mr. Haney a busy man. Blueprints are ready for millions of dollars of City construction and much of it will involve taking over private property.

For recreation, he likes to get as far away from buildings as he can. His favorite spot is ice-skating on a big lake without even a building in sight.

When he first took a job with the City 24 years ago (as a clerk in the same Bureau which he now heads) he was quite a ball player, and was a member of semi-professional baseball teams in Brooklyn. Now he's one of the rabidest Dodger fans in the Municipal Building, and will defend Brooklyn from all slanderers.

Every year, his bureau brings a few hundred thousand dollars into the City treasury from premises it has rented out, and he has had to manage all kinds of property: private homes, tenements, stores, lofts, factory buildings. So, if you happen to see a sign somewhere "For Rent, apply Room 1030, Municipal Building," you'll be looking at one of the places which has the City for a landlord.

department will take him back, put him on light duty if he can't handle a regular assignment. In the Fire Department, the veteran hasn't that assurance, must take medical tests and make the grade to get back into his F. D. uniform.

Out-of-Towners Can Be NYC Cops

Men who do not live in New York City may be hired for positions as temporary police by the City Police Department, according to an opinion of the Corporation Counsel, issued last week.

That opens the \$2,000 a year duration jobs to out-of-towners. Men interested in the jobs may apply directly at Police Headquarters, 240 Centre Street, for information. Call at Room 309.



Don't Repeat This!

Covering the News

JAMES HAGERTY, veteran NYTimes reporter, was assigned to cover the Indianapolis GOP convention this week, but he could get Pullman reservations. "Don't worry about it, Jim," said his Editor, "we'll crate you and ship you on an A-1 priority." . . . Fish is leading an underground revolt of upstate legislators against Governor Dewey. Fish still exercises plenty of influence. . . . Jaekle, who resigned the State chairmanship of the GOP in a row with Dewey until 2 a.m. one night last week. . . .

HUGH MITCHELL, new U. S. Senator from the State of Washington, is the son of Harry B. Mitchell, President of the U. S. Civil Service Commission. . . . Congressman Robert Ramspeck, head of the House Civil Service Committee, is said to have been turned down for the post of Secretary of Labor because FD thinks he's more important where he is as Democratic whip. . . .

NYC SANITATION MAN August G. Michelson has been over Tokyo three times. . . . Joseph M. Aimee, Assistant to Commissioner William F. Carey, used to be captain of the Columbia wrestling team. . . . John Garbarini (call me Garbo) has fractured both arms and both legs during his career in the Sanitation bailiwick. But today he's as good as ever, and his favorite pastime is dancing. He's an Assistant Commissioner, too. . . . Most phenomenal civil service memory is that of H. Eliot Kaplan, Executive Secretary of the Civil Service Reform Association, who can recall the intimate details of law cases that happened years back, and use those details for current situations. . . .

IF YOU GET a notice from your local board to come up and see 'em sometime, don't get frightened. It may be only for the purpose of introducing you to a State Guard recruiting agent. We've heard of several palpitating 4-F's who received such notices—one who made arrangements to settle all his affairs—only to find a pleasant State Guardsman awaiting him instead of the Board chairman with a 1-A classification. . . .

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Vets—How to Get Paid While Taking Part-Time Training Courses



All veterans who have not been receiving checks because they are taking part-time courses will go on the payroll immediately, unless they are gainfully employed in full-time jobs not related to the course of training. In this case no payments will be made.

A Veterans Administration order provides for payments to both veterans and institutions in proportion to the time the veteran devotes to the educational or training program. But the time the veteran may follow a part-time course will be increased so that he may receive the equivalent of the maximum full-time course permitted by law.

May Take Longer Course

That is, if a veteran is going to school half-time, he will be paid at half the full-time rate, but he may continue the course twice as long, as

he is using up his allotment at only half the rate he would under a full-time course. Of course, he may not continue his studies beyond the maximum permitted by law.

The schedule provides for payments in schools using semester hours as follows:

12 hours.....	Full Time
9 to 12 hours.....	3/4 Time
6 to 9 hours.....	1/2 Time
3 to 6 hours.....	1/4 Time

In schools using clock hours the schedule follows:

25 hours per week.....	Full Time
18 to 25 hours per week.....	3/4 Time
12 to 18 hours per week.....	1/2 Time
6 to 12 hours per week.....	1/4 Time

For on-the-job training the schedule is based on the number of hours a student is required to devote to training. As these are not uniform they will be based on schedules submitted by the institution in which the training is undertaken. But both time on the job and time spent in doing related school work will be used in estimating the payments to be made.

However, the basic schedule provides:

36 hours or over per wk.	Full Time
27 to 36 hours per week.....	3/4 Time
18 to 27 hours per week.....	1/2 Time
9 to 18 hours per week.....	1/4 Time

For those doing graduate work the policy of the institution will prevail and a statement from a responsible official will determine what proportion of time is being consumed by the veteran's courses.

Administration regulations also provide that where unusual circumstances exist that are not covered by these instructions they shall be referred to the Central

Office of the Veterans Administration, together with a complete statement of the facts, so that they may be considered there.

U. S. Amends Rules For Veterans' Re-Employment

Whenever a function or an activity is transferred from one Federal agency to another, the receiving agency will assume the obligation of re-employing persons who left the transferred function or activity in order to enter the armed forces, the U. S. Civil Service Commission informed the heads of Federal agencies last week.

In an amendment to its War Service Regulations, the Commission stated that the agency to which the function or activity transferred should notify the employee that his re-employment rights have been transferred to that agency. This action will serve to identify the veteran with the transferred function and to notify him of the transfer of his re-employment rights at the time when the change takes place. The facts can be most readily ascertained.

The Commission also announced that the War Service Regulations have been amended, in line with a recent amendment to the Selective Training and Service Act, to extend, from 40 to 90 days, the period of time during which a veteran may file application for re-employment in his former Government position.



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.

Some Facts For State Employees

THE STORY of Santa Claus makes Christmas what it is for little children when backed up by parents who have parental love and the means to provide those material things that constitute so much of the meaning of Christmas to the children—But, Santa Claus is mythical—government employees are not little children—and there are no dotting parents to back up the promises of those who would profess to meet every single desire of all State and municipal workers. It behooves every public worker to view with decided skepticism every extravagant claim made by any worker organization unless backed by a record of actual accomplishment.

The problems of State employees can best be solved by themselves through their own, elected representatives in frequent conferences and discussions with the proper State officials. All problems cannot be solved as soon as presented; in fact, few, if any, can be handled without some delay. But the important fact remains that State employee problems are not ignored either by our Association or by State officials. I appreciate the fact that time drags and almost seems to stand still while we are working on a solution to some of the many problems submitted to us.

But—we do get results! Many times employees are apt to forget temporary relief or assistance while permanent solutions are being found.

Take an Example

FOR EXAMPLE: In 1942 and again in 1943, while the almost endless task of establishing a classification plan under which 20,000 employees of Mental Hygiene hospitals would be brought into the classified civil service, a temporary salary increase of \$100 was granted to each such employee by the present State administration. These increases were made permanent.

When the plan was put into effect in October 1943, it was realized that errors in classification were inevitable. To correct these errors, funds were provided to make up to employees any salary lost as a result of such errors from October 1, 1943, to the date when correction should be made by reclassification. Many corrections have been made under this provision and will continue to be made until all appeals shall have been heard and decisions made.

Salary Standardization Hearings

IN ADDITION to this, the Salary Standardization Board heard numerous appeals from salary allocations, many of which were decided in favor of the appellants. Under existing policy such changes would become effective at the beginning of the next fiscal year. However, following the precedent established by the legal procedure in relation to reclassification, and even in the absence of statutory compulsion for such procedure, reallocations of salary grades ordered to correct errors in previous allocations were, by Executive Order, made retroactive to April 1, 1944. Here again, a great many, in fact thousands of State employees received checks covering the differential in salary grades.

In all of this procedure the Association of State Civil Service Employees was always on the job, watching proceedings, assisting in presentation of appeals, conferring with State officials in an uninterrupted attempt to obtain for employees a fair solution of their problems. When I say "uninterrupted" I mean that literally. While on a week's vacation at my favorite fishing spot on upper Lake Champlain, I was called on long-distance telephone frequently concerning these salary problems.

While all individual and group problems have not been settled to the satisfaction of all the employees, it is not for want of hard work on the part of Association officers nor lack of opportunity to discuss these with the proper government officials. This opportunity comes only to us by virtue of the fact that we are all State employees working on the problems of our fellow State employees.

Promotion Chance Offers Short Cut To State Workers

A promotion examination to Principal Stationary Engineer (No. 9236), in institutions of the Mental Hygiene Department, offers another chance of advancement for employees who have filed appeals with the Classification Board or the Civil Service Commission for change of title to Stationary Engineer.

The State announcement of the promotion examination to the \$2,400 to \$3,000 a year position says:

"Some employees have appealed to have their positions classified as Principal Stationary Engineer. If you have such an appeal still pending, it is suggested that you file application for this examination and compete in it, so that if your classification appeal is denied, you may still have an opportunity to obtain the title through promotion, provided you earn a passing mark.

"Some employees have appealed to have their positions classified as Senior Stationary Engineer, or other comparable titles which, if the appeals are granted, would automatically make them eligible to compete in this examination for Principal Stationary Engineer. If you have such an appeal still pending and you wish to file for this examination, your application will be accepted and you will be permitted to take the examination on a conditional basis, pending the outcome of your appeal. However, if you meet the alternate minimum qualification requirements, your application will be approved on that basis without condition."

Those interested can obtain application forms by writing to the State Civil Service Commission, State Office Building, Albany, or 80 Centre Street, New York City. Applications must be filed by January 24, 1945.

Bill Introduced To Extend State Prison Guard List

ALBANY—A bill has been introduced in the State Legislature to extend for two years the eligible list for Prison Guard. This list is scheduled to expire in 1945.

The Association of State Civil Service Employees, which sponsored the bill, points out that: (1) several hundred eligibles on this list are in military service; (2) permanent appointments have not been made recently from the list because so many eligibles are unavailable to take the posts; (3) the list is now used for temporary substitute appointments, and if it is not extended it will expire and many of the persons on it will be over the age limit when re-examination is held.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

You Can't Win!

IF YOU have taken State civil service examinations you have probably read the warning given on the question paper that you must not write your name or any other identifying mark on your answer papers. This admonition should be taken very seriously by candidates. Failure to observe this precaution against making what might be construed as an attempt at fraud might have serious consequences. Under the provisions of Section 14 of the Civil Service Law, a civil service commission may refuse to certify an eligible who has practiced, or attempted to practice, any deception or fraud in his examination, or in securing his eligibility or appointment.

How far-reaching is this power is illustrated in a court case involving a New York City patrolman.

Removed After 4 Years' Service

This patrolman was removed from his position more than four years after his appointment when it was discovered that, along with some other candidates on a competitive examination, he had placed identifying marks on his examination papers. The marks were in the form of a code designed to identify the candidates to the examiners who were to rate the papers.

The code used is interesting. It had two aspects. The candidate was to cross the letter "t" with a diagonal stroke instead of a horizontal stroke whenever it was written on the examination paper. In addition to this, the candidate was to draw on the back of each examination paper a circle or ring in the shape of an apple around the words or numerals indicating the number of sheets. As the court inferred, in a masterpiece of restrained language, "By so identifying themselves the users of the code hoped to gain an advantage over their competitors in the examination."

After the patrolman admitted to the Civil Service Commission that he had used the code in order to obtain a higher rating in the examination, the Commission disqualified him and notified the Police Commissioner to that effect, thus withdrawing the certification that the patrolman had ever been eligible for appointment. The patrolman brought suit for reinstatement, challenging the Commission's right to revoke his certification at such a late date.

Would Have Passed Anyway
Ironically enough the patrolman had no need to resort to improper means to attain a passing grade on the examination. He apparently was taken in by a

couple of sharpsters who claimed to be able to fix it so he would get a high rating. Said the court: "The record seems to bear out petitioner's claim that those who employed the symbols were mere dupes for two men who were committing a fraud upon the willing victims. In any event, there was no evidence that this candidate benefited in any way by its use. He passed the written examination on his merits."

Even though the attempted fraud profited the candidate not at all, the court sustained the removal of the patrolman, explaining its ruling as follows:

"At the time the examiners of the Civil Service Commission rated petitioner's papers they were not aware of the employment by him of the identifying marks which he admitted were deliberately used. If they had had knowledge of the purpose of these objectionable markings, petitioner's papers would not have been placed on the eligible list and he could not have been certified or appointed. It seems too clear for argument that petitioner may not benefit by reason of the fact that his attempted fraud was not discovered until the lapse of years. The law is now settled that the Municipal Civil Service Commission has power and is under a duty to rescind a certification obtained by fraud or where there is an attempt to defraud. . . . The power may be exercised upon discovery of the fraud even if the appointment has become permanent."

In the Public Interest

In concluding its opinion the court enunciated the policy that should be followed in cases where fraud is attempted. It said:

"In the public interest civil service examinations must be kept free from fraud and dishonesty and it is the obligation of a civil service commission to give no place on an eligible list to any candidate who perpetrates a fraud or attempts to practice any deception in an open competitive examination. Confidence in the fairness and integrity of the merit system would be completely undermined if practices like those indulged in here were overlooked or condoned."

Applicable to State Examinations

Although the court's ruling dealt with a New York City examination, its pronouncement is applicable also to State examinations. So make sure you observe the warning on State examinations. Do not write your name or any other identifying mark on your answer papers.

Be Careful Where You Fall, Appeals Court Advises

ALBANY—A recent decision of the Court of Appeals—granting damages to a State employee who fell on ice in front of the State Building in Albany—has a far-reaching effect on State employees, not only those who work in Albany, but in all cases where they go to and from work over State-owned property.

The appeal was initiated by the Association of State Civil Service Employees because a decision of the Industrial Board had denied compensation to employees who sustained injuries on the sidewalk in front of the building, which is owned by the State, not the City of Albany. If the sidewalk had been owned by the City, there would have been no basis for an award.

Fell on Way to Work

In this case, Gertrude Manville, an employee in the State Building, fell on the icy sidewalk in front of the building, while on her way to work, and sustained injuries. She brought action for compensation against the State Labor Department.

The question at issue before the

Court of Appeals was whether the City or the State owned Swan Street (where the accident occurred). The Court ruled: "The State took a formal conveyance of the land, and must accept the responsibilities flowing therefrom, unless by some appropriate and proper action, it shifts those responsibilities to another."

Further, the Court held that "her employment exposed her to the hazards of the way in and out."

The decision of the Court was to reverse the decision of the Appellate Division (which had denied compensation to the employee) and the State Industrial Board was ordered to take appropriate action in settling her claim.

Civil Service Reform Group Points Out 'Jokers' in Hampton-Devany Measure

H. Elliot Kaplan, executive secretary of the Civil Service Reform Association, last week commented upon certain technical angles of the Hampton-Devany bill now before the State Legislature. This bill would provide absolute preference to disabled and non-disabled veterans in civil service, both on original entrance and promotion examinations.

Mr. Kaplan attacked the present drafting of the bill because it removes from the State the right to control preference, "in effect turn it over to the Veterans' Administration." Today, the State determines whether a disability warrants preference. As many as 50 per cent of those who have been turned away by the State would be able to get in under the wire, if the Hampton-Devany bill stands as is, according to Mr. Kaplan.

5 Years?

Another defect which the Civil Service Reform executive finds in the wording of the bill is its "5-year" provision. Proponents of the measure pointed out that it was intended to last only 5 years. However, the actual wording says "not less than 5 years," which means an entirely different thing, and actually could make the measure permanent, as Mr. Kaplan sees it.

When Layoffs Come

One of the most serious "jokers" in the bill, Mr. Kaplan has found, is a section dealing with retention in service, in the event of layoffs. This section, apparently by an oversight at the hands of those who drafted the measure, provides for retention in inverse order

of preference. As Mr. Kaplan interprets the section, it means that the disabled veteran would be fired ahead of the non-disabled veteran if there were a cutback in jobs. It is clear, Mr. Kaplan thinks, that this is unintentional. But it vitiates the entire bill, in his opinion. The section reads, in part:

Upon abolition or elimination of positions . . . any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section.

Kaplan also criticized those legislators who say they will vote for the bill not because they are for it, but because they want the people to have a chance to vote on it. Since the bill is an amendment to the State Constitution, it requires passage by two consecutive Legislatures, and then it goes on the ballot for a vote by the people. Mr. Kaplan says: "The legislator can't duck his responsibility and let the people vote on a bill which is badly drafted and technically inept. The legislator's job is to see that the people have a chance to vote on the best possible kind of bill."

Kaplan recalled that in 1921,

the people of New York State defeated a bill similar to the Hampton-Devany amendment.

More Groups Oppose Bill

A number of additional organizations have joined the score of those which have banded together to offer a substitute amendment to the Hampton-Devany measure. The new organizations include:

- Prison Association of the State of New York
 - New York Counties Registered Nurses Association
 - State Association of Volunteer Firemen
 - American Federation of State, County and Municipal Employees, AFL
 - State, County and Municipal Workers, CIO
 - New York State Teachers Association
 - New York Tuberculosis and Health Association
 - National Child Labor Committee
 - Westchester County Competitive Civil Service Association
- The original score of organizations included practically every major civic group in the State. Among them are the League of Women Voters and the Association of State Civil Service Employees.

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

Return of DPUI to State Discussed By Loysen Staff

ALBANY—An important meeting of representatives of the D.P.U.I. and State Association representatives, preparatory to possible return to State jurisdiction of the U.S.E.S. workers, was held last week.

Those attending the conference included Milton O. Loysen, Executive Director of Personnel in the D.P.U.I. and members of his staff. The following representatives of the Association of State Civil

Service Employees were in attendance: John T. DeGraff, Counsel; Charles R. Culyer, President of the New York City Chapter, and Christopher J. Fee, Executive Committee representative of the Department of Labor.

There was discussion of problems connected with re-transfer of U.S.E.S. and with the draft of a proposed bill to accomplish such transfer with a minimum of difficulty and confusion. The legislation would protect the salary status, vacation rights and assure compliance with State civil service standards when and if such transfer back to the State takes place. The necessary legislation will be introduced in the State Legislature.

WARRANT NO.		STATE OF NEW YORK		STATE OF NEW YORK	
DATE		DEPARTMENT OF TAXATION AND FINANCE		EMPLOYEE'S STATEMENT OF EARNINGS AND DEDUCTIONS	
201 STATE BANK OF ALBANY, 261		INVESTMENT IN THE TREASURY		FOR PAY PERIOD ENDED	
Pay to the order of		EMPLOYEE NAME		RETURN	
EXACTLY		DOLLARS AND		CTS.	
STATE CONTROLLER		COMMISSIONER OF TAXATION AND FINANCE		FRANK C. MOORE, STATE COMPTROLLER	

NEWS ABOUT STATE EMPLOYEES

Craig Colony

WE LEARN that Glenn Green and Chet Rice, Tax Consultants, are planning a busy season between now and March 15th . . . Everett Scott and wife, Margaret, former employees, expect to resume duty at the Colony shortly . . . George Richardson and James Kerns have gone for pin-ups in a big way . . . Howard E. Williams and Harry Long are planning to operate a large turkey farm this spring . . . Mildred Schmidt, nurse, has enlisted in the Army Nurses Corps . . . Bill Hally, fireman, before enlisting in the Navy two years ago has been reported missing in Naval action in the Pacific . . . Mr. and Mrs. Ed. Yorke are now living in the Magnolia . . . Non-resident employees have had considerable difficulty negotiating the highways this winter.

Industry

FROM STATE Agricultural and Industrial School, in Industry, N. Y., comes the following news: Grace Barker, who is in charge of blood donations for Industry's Red Cross Chapter, arranged for a group of employees to do their bit. Many of the donors make regular contributions to the blood bank every three months . . . A farewell party was held at Cayuga Recreation Center in honor of Mr. and Mrs. Felix Laurini the night of January 12th. The Laurinis will make their home in Rochester . . . Mrs. James Suridge visited her son, James, in December. He looked quite well and was taking his hospitalization in good spirit . . . Mr. and Mrs. O. D. Bullis spent their Christmas in Essex, N. Y. . . Ruth Areson was home for the holiday recess . . . Mr. and Mrs. Harold Spink called on H. Van Volkenburgh on Christmas Day . . . Mr. and Mrs. H. Walker had ten days off recently . . . Margaret Lynch was confined to St. Mary's Hospital recently . . . Mrs. Ed Sweeney is back at work . . . If any members of the Association of State Civil Service Employees have forgotten to renew their membership, they can do so by obtaining an application blank from Mr. Stuart Adams . . . Mrs. George Brinkerhoff reports that the Junior Red Cross has completed 50 Chinese checker boards. Other work is in progress, besides knitting at school . . .

Rochester Chapter

THE ROCHESTER Chapter of the State Association reports an epidemic of blessed events: Mrs. Anna Burroughs is on the "expecting" list, also Mrs. Melba Binn . . . Mrs. Helen White and Mrs. Florence Morreale each has a brand new daughter . . . Three new nurses have been added to Health Department: Katherine Neill, Alice Malcolm and Madeline Lauer . . . Congratulations are due to Miss Glenda Smith, promoted to Field Auditor . . . M. W. Kennedy, Chapter President, starting off the year with lots of enthusiasm . . . Plans include new clubrooms for the Chapter members . . . Walter Prien became editor of the Chapter Chatter, replacing Bill Posner, who went into private business with the well-wishes of the Chapter . . . Lawrence Culiano is again chairman of the membership committee, for the second year . . . General meeting has been called for Wednesday evening, January 24th, in the Empire Room at the Powers Hotel . . . Two U.S.E.S. employees received public plaudits for their excellent first-aid work. A young woman was brought into the U.S.E.S. office from the street where she had been found unconscious in a snow drift, Miss Dean and Mr. Hearn, who were at the reception desk, aided police in giving her artificial respiration, although she seemed lifeless. Reports from the hospital later told she was on the way to recovery. . . .

Miss R. Privitera, Miss B. Tilm, Mr. C. Rudolf, Miss H. Rusch, Mr. L. Stutzman, Miss A. Stutz, Mr. L. Culiano, Miss Mary Russo, Miss V. O'Reilly, Mr. H. Hall, Miss H. Dean, Miss G. Smith, Mr. C. Doerr, Mr. C. Deck, and Miss M. Swanton . . . Three \$100 War Bonds will be raffled off by the Chapter . . . Plans are being whipped into shape for the Annual Dinner in February . . .

Gratwick

THE GRATWICK Chapter of the State Association, which is located at the State Institute for the Study of Malignant Diseases, in Buffalo, elected the following officers and representatives for 1945: Officers: President, Dr. A. A. Thiabaudau; Vice - President, Mrs. Margaret Kelley; Treasurer, Mr. Earl Osborn; Secretary, Miss Patricia Caher; Delegate, Mr. Eugene M. Burke; Alternate, Dr. Walter T. Murphy . . . Representatives: Administration, Miss Catherine Hulse; Biological Station, Mr. Stanley Warner; Chemistry, James Canny; Clinical Laboratory, Mrs. Hilda Goodale; Dietary, Miss Amanda Fisher; Dispensary, Miss Eva Gentner; High Power X-Ray, Mrs. Elizabeth Porter; Housekeeping, Mrs. Kathryn Meyers; Laundry, Clara Starner; Maintenance, Mr. Robert Shanly; Nurses, B. Bldg., Miss Harriet Smith; Nurses, D Bldg., Miss Enid McCombs; Pathology, Mrs. Minerva Brennan; Record Room, Miss Mary Stravino . . . The following were appointed to serve on Chapter committees: Auditing: Mr. Melvin Reinhard, Chairman; Mr. William Payne, Miss Helen Langerman, Grievance: Mr. Robert Shanley, Chairman; Mr. Cornelius Candee, Mr. Kenneth Buchwald, Miss Enid McCombs, Miss Avis Darrow, Education: Miss Lucy Alfano, Chairman; Miss Olive Ralston, Miss Elizabeth Gaffney, Contact: Miss Emma Reuter, Chairman; Mrs. Elizabeth Porter, Mrs. Alice Gaetz, Legislative: Mr. Eugene Burke, Chairman; Dr. Walter Murphy, Miss Helen Langerman, Social: Miss Mary Stravino, Chairman; Mrs. Helen Gentile, Miss Cecelia Nowicki, Miss Isabel Rutherford, Mr. William Payne, Miss Leona Hudson, Miss Anna Widmer, Miss Eleanor Davis, Publicity: Dr. Harold Solomon, Chairman; Miss Marie Janis, Miss Leona Hudson . . . Considerable interest and enthusiasm is being shown in preparations being made for a party honoring the memory of George Washington. This function will take place on Wednesday, February 21st, at the Boreal Club in Buffalo. Chairman Mary Stravino and her entertainment committee have planned an excellent program to further the spirit of good fellowship which pervades the members of the Gratwick Chapter.

Creedmoor

THE ANNUAL MEETING of The Creedmoor Chapter, Association of State Civil Service Employees, was held last Thursday. The following officers were elected for the ensuing year: President, John L. Murphy; Secretary, Mrs. Helen Petersen; Treasurer, D. Bert Smith; Members of the Board of Governors for three years, Wm. Brinkerhoff and Mrs. Susan McGuckin. The committee reported on the suggestions presented to Dr. Harry LaBurt, Director, last October regarding opening the social room in the assembly hall for use of employees with juke box, dance floor, magazines, ping pong, billiards, shuffle board etc. Plans are progressing favorably and it is expected to be opened in the near future . . . Welcome back to Frank Riley, Patrolman, recently discharged from the armed forces . . . Jack Florence in circulation again. Lost, one employee named Pat Mulachy among the service men at the students' dance Friday night. Mr. Duffy again swinging the dumbbells after his stay at Saratoga Springs . . . Many let-

This is a replica of the new check which 27,000 State employees now receive. It gives them an immediate bird's-eye view of their financial relations with the State. It contains such information as deductions for bonds, insurance, retirement, maintenance, taxes, and other purposes; and it gives the employee both his gross and net income at each payroll period.

Salary, Retirement, Vacation, Leave Among Matters Covered in Albany Bills

Following is the first of The LEADER's weekly summaries of civil service legislation introduced into the State Senate and Assembly. The listing will be a regular feature during the legislative session in Albany. These bills affect not only State workers, but employees of every City, County and other public jurisdiction in the State. For identification, each item carries the name of the legislator who introduced it, the Print and Introductory number, by which its progress may be followed through committee, in the houses of the Legislature, and when it comes before Governor Dewey for approval or veto. Every employee is advised to follow these listings regularly; they're important because the bills may affect your future.

Senate

- Int. 5, Print 5—Mr. Wicks—Extends until Jan. 1, 1946 provisions for allowing prior service credit to new members of NYC employees' retirement system. Pensions Com.
- Int. 6, Print 6—Mr. Wicks—Guarantees rights of employees in classified civil service ordered by President or U. S. agency to enter upon war work; provides for restoration to position if applied for within 60 days after war work ends and for appointment of substitute during absence; period of absence is to be allowed in computing service for pension purposes; pension rights are protected. Civil Service Com.
- Int. 7, Print 7—Mr. Wicks—Provides that manual workers on maintenance work of city owned subway system shall be paid prevailing rate of wage under Labor Law. Labor Com.
- Int. 8, Print 8—Mr. Wicks—Every city and public agency operating transit facility on unification would continue employees' pension system in existence at time of acquisition except that when minimum retirement age is less than former pension system of acquired facility, the age would be reduced. Pensions Com.
- Int. 9, Print 9—Mr. Wicks—Sets schedules of yearly increments for employees of N. Y. City transportation board based on annual, hourly or per diem pay. Public Service Com.
- Int. 10, Print 10—Mr. Wicks—Grants N. Y. C. transportation board workers the right to organize for collective bargaining and to select representatives of their choice to present grievances; prohibits interference and fixes penalties. Public Service Com.
- Int. 11, Print 11—Mr. Wicks—Requires NYC Board of Transportation to pay its employees in operating division overtime at rate of 1 1/2 times regular rate. Public Service Com.
- Int. 12, Print 12—Mr. Wicks—Gives NYC transportation employees with at least one year's service, not less than 12 working days sick leave a year and proportionate leave for other employees, subject to physical examination; leave shall not be cumulative for more than two years and shall not run together with vacation. Public Service Com.
- Int. 13, Print 13—Mr. Wicks—Gives employees of the NYC transportation board leave of absence with pay in place of holidays and in addition to sick and vacation leaves without interference with transit operations. Public Service Com.
- Int. 28, Print 28—Mr. Greenberg—Provides that a person who has been demoted or dropped from civil service without cause and whose name was placed on preferred list in NYC between Dec. 31, 1940 and May 31, 1942 and is now on such list, shall be eligible for reinstatement until June 1, 1946. Civil Service Com. (Same as A. 145.)
- Int. 29, Print 29—Mr. F. J. Mahoney—Raises pay of NYC inspectors of election from \$8 to \$10 on primary election day and from \$4 to \$6 for each registration day. Judiciary Com.
- Int. 40, Pr. 40—Mr. Moritt—Provides that annual pay for civil service employees in one of the services or occupational groups in 140 Civil Service Law shall not be less than \$1500 commencing April 1, 1945. Finance Com. (Same as A. 138.)
- Int. 41, Print 41—Mr. Moritt—Extends workmen's compensation to employees of NYC; also education board or board of higher education, except supervising and teaching staff. Labor Com. (Same as A. 85.)
- Int. 53, Print 53—Mr. Halpern—Defines prison funds as prison officers and fixes a salary with minimum and maximum within which correction dept.

- may prescribe pay for each grade; those earning less than minimum shall be raised to minimum at beginning of next year. Civil Service Com.
- Int. 54, Print 54—Mr. Halpern—Changes the classification of hospital nurses in civil service posts from junior professional to professional service. Civil Service Com.
- Int. 59, Print 59—Mr. Condon—Increases the salary of members of state labor relations board from \$7,500 to \$10,000. Labor Com. (Same as A. 64.)
- Int. 66, Print 66—Mr. Quinn—After April 1, 1945, gives state officers and employees additional war emergency pay of \$500 a year; \$25,000,000 is appropriated. Finance Com. (Same as A. 80.)
- Int. 75, Pr. 75—Mr. Downey—Provides architects, engineers, technical inspectors and assistants employed by NYC departments or agencies shall be appointed through civil service law; except scientific workers of exceptional qualifications in advisory capacity. Civil Service Com. (Same as A. 7.)
- Int. 76, Print 76—Mr. Downey—A civil service employee restored to position by supreme court order after removal shall receive reasonable costs, counsel fees and expenses. Civil Service Com.

- (Same as A. 45.)
- Int. 81, Print 81—Mr. Condon—Provides for retirement of policemen who are members of state employees' retirement system and who elect by July 1, 1946 to contribute on basis of retirement after 25 years of service or at 60, to make additional contribution for the increased pension. Pensions Com. (Same as A. 112.)
- Int. 83, Print 83—Mr. Corcoran—Employs appointed from lists promulgated by municipal civil service commissions would get all rights, privileges and benefits in positions to which they have been appointed, as granted to employees of specific city in which commission is authorized to act. Civil Service Com. (Same as A. 125.)
- Int. 87, Print 87—Mr. Greenberg—Gives members of NYC employees' retirement system credit for service in city emergency relief bureau. Pensions Com. (Same as A. 34.)
- Int. 105, Print 105—Mr. Kirnan—Allows member of state retirement system to contribute on basis of retirement at 50 by written election filed with comptroller. Pensions Com. (Same as A. 14.)
- Int. 106, Print 106—Mr. Kirnan—Permits payment on death of member of the state retirement system to a beneficiary from pension accumulation fund, of an additional amount equal to half of rate of payment after 10 years of allowable service. Pensions Com.
- Int. 108, Print 108—Mr. Wicks—All removal or disciplinary proceedings against

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Int. 162 Allows Members of State Retirement System to Insure Loans

civil service employees must be started within two years after incompetency or misconduct complained of and described in charges. Civil Service Com.

Int. 113, Print 113—Mr. W. J. Mahoney—Provides that hearing on charges for removal of competitive civil service employees shall be held by officer or body having power of removal or by deputy or employee-designated who shall make record of hearing which with recommendations shall be referred to officer or body for review instead of appeal. Civil Service Com.

Int. 128, Print 128—Mr. Farial—Provides that a person who has been demoted in or dropped from civil service without cause and whose name was placed on a preferred list between Dec. 31, 1940 and Mar. 31, 1942 and is now on such list, shall be eligible for reinstatement until June 1, 1946. Civil Service Com.

Int. 146, Print 146—Mr. Greenberg—Provides that member of NYC employees' retirement system may retire 15, instead of 30 days, after making application. Pensions Com.

Int. 152, Print 152—Mr. Bainbridge—Defines "final compensation" for NYC retirement purposes to mean average yearly earnings during any five consecutive years of member or previous member service. Pensions Com. (Same as A. 133.)

Int. 153, Print 153—Mr. Bainbridge—The time a member of the NYC retirement system is absent on leave from March 1, 1940, until six months after war ends shall be credited as service, if leave was granted for federal service or for war work; notice of intention to claim service must be given by July 1, 1945 or within one year after the leave is granted and payment must be made into annuity savings fund and contingent reserve fund. Pensions Com. (Same as A. 8.)

Int. 154, Print 154—Mr. Bainbridge—Provides that if member of the NYC retirement system chooses, his city service shall include time on a preferred list after Dec. 31, 1940 with contributions based on 12 months previous to placement on that list. Pensions Com. (Same as A. 134.)

Int. 155, Pr. 155—Mr. Condon—Persons appointed to positions for organization or operation of police communication system or criminal information statistics in municipal police dept. shall be members of the uniformed force. Cities Com.

Int. 159, Pr. 159—Mr. Halpern—Orders NYC Police Dept. to reinstate and then retire John H. Ward as member of police

face and to award bi manual pension. Pensions Com. (Same as A. 236.)

Int. 160, Print 160—Mr. Halpern—Extends unemployment insurance to state employees except elected officials and makes special provision for payment by state of benefits to claimants in lieu of contributions, for liability of state and exemption for claimants retired from state service. Labor Com. (Same as A. 6.)

Int. 161, Print 161—Mr. Halpern—Suspensions or demotions in noncompetitive or labor class positions in civil service in Buffalo and NYC shall be in inverse order of original appointment. Civil Service Com.

Int. 162, Print 162—Mr. Halpern—Allows a member of state retirement system to insure a loan from his funds, against his death by paying additional premium. Pensions Com. (Same as A. 74.)

Int. 163, Print 163—Mr. Halpern—An employee of purchased or acquired transit line operated by a public agency shall be entitled to receive upon retirement at 60, pension that he would have received at minimum retirement age established by corporation prior to acquisition, in addition to any other pension provided by law. Pensions Com.

Int. 164, Print 164—Mr. Halpern—Grants a public employee who is member of pension or retirement system while on military duty same right to membership as if continuously employed, without contributing to system; contribution shall be made by state or locality. Military Affairs Com. (Same as A. 77.)

Assembly

Int. 5, Print 5—Mr. Barrett—Gives a temporary salary increase until April 1, 1945 to state employees, the percentage of increase to be 25% of that portion of normal pay not over \$2000 a year and an additional 5% later depending on living costs rise, pay to be decreased when living cost falls; appropriate \$18,000,000. Ways and Means Com.

Int. 6, Print 6—Mr. Barrett—Unemployment insurance extended to state employees except elected public officers and makes special provision for pay-

ment by state of benefits to claimants in lieu of contributions, for liability of state and exemption for claimants retired from state service. Labor Com. (Same as S. 100.)

Int. 7, Print 7—Mr. Bennett—Provides architects, engineers, technical inspectors and assistants employed by NYC departments or agencies shall be appointed through the civil service law; except scientific workers of exceptional qualifications in advisory capacity. Civil Service Com. (Same as S. 75.)

Int. 8, Print 8—Mr. Bennett—The time a member of NYC Employees' retirement is absent on leave from March 1, 1940, until six months after war ends, shall be credited as service, if leave was granted for federal service or for war work; notice of intention to claim service must be given by July 1, 1945, or within one year after the leave is granted and payment must be made into annuity savings fund and contingent reserve fund. N. Y. City Com. (Same as S. 153.)

Int. 14, Print 14—Mr. Gittleson—Allows member of state retirement system to contribute on basis of retirement at 55 by written election filed with comptroller. Pensions Com. (Same as S. 105.)

Int. 15, Print 15—Mr. Glancy—Raises salary of members of state legislature from \$2500 to \$5000 and additional allowance for extraordinary session or serving as member of court for trial of impeachment, from \$10 to \$20 a day. Judiciary Com.

Int. 17, Print 17—Mr. Glancy—Repeals the provision which suspended for a year salary increments for certain state employees and provides for fixing salary or wages of labor dept. inspectors after April 1, 1945 in accordance with salary increase laws. Ways and Means Com.

Int. 20, Print 20—Mr. Quinn—Allows for appeal from removal of civil service officer or employee of a city of more than 500,000, to civil service commission in same manner as state employees. Civil Service Com.

Int. 21, Print 21—Mr. Quinn—Grants to regular civil service employees of state, civil division or city sick leave with pay at rate of 18 working days a year.

to be cumulative but not to exceed 6 months; employees shall be subject to physical examination; policemen and firemen are excepted. Civil Service Com.

Int. 22, Print 22—Mr. Quinn—A person who has been demoted in or dropped from civil service without cause, whose name was placed on preferred list between Dec. 31, 1940 and May 31, 1942 and whose name is now on such preferred list, shall be eligible for reinstatement until June 1, 1946. Civil Service Com.

Int. 34, Print 34—Mr. Austin—Grants members of NYC employees' retirement system credit for service in city emergency relief bureau. N. Y. City Com. (Same as S. 87.)

Int. 35, Print 35—Mr. Austin—States that employees in state and local welfare depts. in lower grades shall not be barred from promotion to next higher grade, by failure to meet educational requirements. Social Welfare Com.

Int. 45, Print 45—Mr. Baisell—A civil service employee restored to position by supreme court order after removal shall receive reasonable costs, counsel fees and expenses. Civil Service Com. (Same as S. 76.)

Int. 50, Print 40—Mr. Isaacson—Employees of NYC may apply for and receive one day leave of absence with pay and additional leave in event of death or burial of member of family or for free blood donation. Public Service Com.

Int. 51, Print 51—Mr. Isaacson—An employee of NYC transportation board after return from military duty would receive accrued vacation allowance within one year, based on period of military service, with maximum of 3 full years as if he had remained in his position. Public Service Com.

Int. 52, Print 52—Mr. Isaacson—An employee of NYC transportation board who is dropped without fault, to receive in addition to his vacation, an additional one day of vacation with pay for each month he has worked for the board in year prior to termination, to be deducted from his vacation allowance if he returns to service before the end of next vacation year. Public Service Com.

Int. 50, Print 50—Mr. Morgan—Permits an appeal from removal of civil service officer or employee of a City to a civil service commission, in same manner as is permitted state employees. Civil Service Com.

Int. 64, Print 64—Mr. Gugin—Increases the salary of members of state labor relations board from \$7,500 to \$10,000. Labor Com. (Same as S. 50.)

Int. 74, Print 74—Mr. Archinal—Allows a member of state retirement system to insure a loan from his funds, against his death by paying additional premium. Pensions Com. (Same as S. 162.)

Int. 75, Print 75—Mr. Archinal—Permits member of NYC employees' retirement system to elect age 55 for retirement by written election led prior to Oct. 1, 1945, instead of 1942. N. Y. City Com.

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shall be made by either of them. Contributions of limited partners to be returned upon termination or dissolution of partnership. Each limited partner shall receive 25% of net profits of partnership. Limited partners have no right to substitute an assignee as contributor in place of either. No additional limited partners shall be admitted. No priority as between limited partners as to return of contribution or as to compensation by way of income. Partnership shall terminate on death, retirement or insanity of any partner. Limited partners have no right to demand or receive property other than cash in return for their contributions. The certificate referred to above was duly executed and acknowledged by all the partners on December 30th, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **SILJAK BUILDING 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 30th day of December, 1944.

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

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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 30th day of December, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **MARVIN MOSBERG 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 30th day of December, 1944.

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

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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 30th day of December, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **83 ESSEX STREET 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 30th day of December, 1944.

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

Low-Cost Housing For Employees Is Suggested

The LEADER this week received a letter from a State employee containing an unusual suggestion: That the State provide low-rental housing for the lower-paid employees. The employee, who asked that his name be held confidential, nevertheless may have started something. For what it is worth, the letter is printed below. The LEADER will be glad to receive comments pro and con, from other employees.

Here's the letter:

"To the Editor of The Civil Service LEADER:

"A wise employer is interested in the health and happiness of his employees because he knows that it is reflected in their efficiency and consequently in the success of his business.

"On the whole, New York State treats its civil servants well. We have steady employment, sick leave, liberal vacations and various other advantages. However, since most of us earn less than \$2,000 a year, we must live modestly.

"Good housing is one of the most important prerequisites to a comfortable home life. Most State employees would prefer to live near their work so that they might save carfare and go home to lunch. However, the places available within walking distance of the Capitol are old. The area has deteriorated because those who could afford it have moved into suburban sections where they can have homes with modern conveniences.

"Since the lots in the older section are small, new houses cannot be built on them that will provide proper light and air. Even if private capital would risk building modern apartment houses amidst rooming houses and shabby stores, the rents would be beyond the means of government clerical workers.

"Would it not be a sound post-war plan for the State to finance a slum clearance project to provide homes at low rental for some of the lower-paid help? The State has for years provided housing at State institutions in order to attract competent workers. Why

should not the policy be extended to Albany?

"For the City of Albany, such a project would provide much needed employment for construction workers following the war. It would mean a more beautiful city. It would check the migration from Albany to the suburbs."

A. F.

Boat Piloting For Civil Servants In Albany Area

ALBANY—If you are interested in boating, you can increase your pleasure and usefulness on a boat by taking advantage of a free course on Piloting being given at Albany under the auspices of the Mohawk-Hudson Power Squadron, an affiliate of the United States Power Squadrons.

Emphasis is placed on information useful in connection with small pleasure craft, rather than with large commercial or naval vessels, making the course of great interest to the amateur, untrained boatman.

Further information on the course may be obtained by calling Arthur Wurthmann, Albany 3-5215, during business hours, or writing him at 44 West Erie Street, Albany.

State Promotion Examinations

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

No. 9193. Principal Compensation Clerk, New York Office, Division of Workmen's Compensation, Department of Labor, exclusive of the Division of Placement and Unemployment Insurance, The Labor Relations Board,

The Board of Standards and Appeals, and the State Insurance Fund. Salary \$2,200 to \$2,700. Closes January 27, 1945.

No. 9238. Director of Occupational Therapy, Department of Mental Hygiene. Salary \$4,000 to \$5,000. One vacancy at present. Closes January 27, 1945.

No. 9239. Senior Clerk, Albany Office, Department of Education. Salary \$1,600 to \$2,100. At present one vacancy exists. Closes January 27, 1945.

No. 9240. Senior Clerk (Printing), Albany Unit, Department of Public Service. Salary \$1,600 to \$2,100. At present one vacancy exists in Albany. Closes January 27, 1945.

No. 9241. Senior Clerk, Albany Unit, Department of Public Service, Salary \$1,620 to \$2,100. At present one vacancy exists in the Albany Office. Closes Jan. 27, 1945.

No. 9242. Senior Account Clerk, Division of Housing, Executive Department. Salary \$1,600 to \$2,100. Closes January 30, 1945.

No. 9243. Senior Stationary Engineer, St. Lawrence Hospital, Department of Mental Hygiene. Salary \$2,100 to \$2,600. (Open to employees who have filed appeals for change of title with the Classification Board). Closes January 30, 1945.

No. 9244. Associate Physician (Medical Rehabilitation), Division of Maternity, Infancy and Child Hygiene, Department of Health. Salary \$5,200 to \$6,450. Closes January 31, 1945.

No. 9245. Deputy Chief Probation Officer, Probation Department, County Court, Bronx County. Appointment expected at \$3,240. Closes January 31, 1945.

State Assn. Staff Meets Kenngott On Retirements

ALBANY.—Representatives of the Association of State Civil Service Employees met with representatives of the Comptroller's Office here on Tuesday, January 16th. Subject under discussion was revision of the State Retirement Law. The Association had previously submitted a list of 11 proposals for changes in the law, liberalizing it considerably. (These changes have been fully discussed in preceding issues of The LEADER.—Ed.) Present for the Association were Clifford C. Shoro, head of the organization; Charles Dubuar, head of the retirement committee; John T. DeGraff, counsel; William F. McDonough, executive representative; Louis Illig, of Harlem Valley, and Maximilian Hollenberg, representing the Comptroller's Office were Edwin B. Kenngott, Deputy Comptroller, who heads the Retirement Bureau and has recently been appointed to the Pension Conference, and two aides of the department.

Other conferences are pending.

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Every Fire Has Its Lessons

By GEORGE W. BOOTH

Chief Engineer, National Board of Fire Underwriters

EVERY FIRE HAS ITS LESSONS. A recent fire in a large woodworking plant indicated one feature of vital importance to all fire departments. This feature is the need of carefully planning before the fire as to how it will be handled. The story of the fire:

The first fire department pumper to reach the scene unfortunately stopped on a drawbridge over the creek at south boundary of property and took suction from this body of water, thus barring entrance to plant. Other apparatus necessarily was located adjacent to south side of the creek and took suction therefrom. Coast Guard boat was also stationed in this area, being unable to pass the drawbridge. A total of eighteen lines of hose were laid by the various pumper crews and directed on the south end and west side of veneer factory, as well as keeping the boiler and power house wet down at all times. Members of public fire department state that entire second floor portion of factory was in full flame upon their arrival and fire was

rapidly spreading throughout plant.

The fact that plant property was accessible only over the one drawbridge at south end of premises, and this roadway blocked by the first fire department pumper, undoubtedly hampered the effective use of the large amount of apparatus available. Fire spread north from factory building over a clear space of about 115 feet to the unsprinkled barrel and crate storage building and then to a long row of lumber piles located across the road from this latter building. Approximately one hour after its arrival, the fire department pumper was moved from the drawbridge and relocated on a temporary ramp erected just west of this bridge. Draw was then opened and Coast Guard fire boat proceeded up the creek and docked at a point about 250 feet north of factory, where a number of hose streams were directed on burning lumber and debris of burned barrel and crate storage building, completely extinguishing all remaining fire in this vicinity.

All Destroyed
Entire veneer factory and barrel and crate storage building were destroyed, as well as approximately 400,000 feet of pine and cypress stored in yard. Boiler and power plant building and contents were saved with little damage. All buildings and equipment, including a considerable amount of lumber and logs located across County Road west from veneer factory were undamaged by fire. Small office building just south of boiler and power house was also undamaged.

One other point was that the employees waited about fifteen minutes before calling the fire department. Education of the public as to the importance of first calling the fire department is one of the functions of a good fire prevention inspector.

Another item to remember in fires involving readily burnable material is that so many sprinklers may be opened as to overtax the system. Such was the case here, yet no attempt was made to increase this supply by connecting a pumper to the sprinkler system.

Knowledge of Fire
Knowledge of fire causes, and especially of those conditions

which permit a small fire to become serious, is essential to good fire prevention. Without such knowledge, inspections become mere routine, and are a waste of good effort.

A simple report that a cellar contained rubbish, or a store was selling cotton batting in the basement area, means little, but if this rubbish is beneath the stairs or the cotton batting is open on a table at the foot of the main stairway, any experienced fireman can easily visualize the inferno he must go through to reach the fire.

Every fire captain is required to make a report on each fire attended. The question might be asked as to what use is made of these reports. The answer should be that each of these reports would go through the hands of those responsible for fire prevention so that the lessons learned could be passed on to the fireman-inspectors to give them the knowledge as to what to look for and have corrected.

Where They Originate
A study of fires made by the fire prevention bureau of a fire department indicated that a larger percentage of the serious fires, both from the life and prop-

erty damage standpoint, were those which originated in basements and cellars. The cause of these fires might be simple. It might be because of accumulation of paper and boxes in connection with a store, or the improper use of spigots instead of pumps for the discharge of oils from drums, or the continued use of defective stovepipes, or any one of several causes which even though corrected once, could develop between inspections.

These repeated fires, and the serious consequences, lead to a careful study of the whole situation. The outstanding condition brought out was the inaccessibility of fires in cellars and basements. The important factors to be covered was the location of stairways and other entrances, whether there were means of fighting a fire from other than an interior stairway, and the availability of aisle space for fire fighting.

It became apparent that many of these basements would remain a serious fire menace until they were provided with a sprinkler system which, if not supplied by a connection to a street main, could be fed by hose lines from a pumper.

NYC Zoning Defects

The matters discussed in this article are technical, but they are the most substantial ones with which local governments must grapple. Faulty and make-shift attempts do not constitute a solution, says Manhattan's Borough President.

By EDGAR J. NATHAN, JR.
President, Borough of Manhattan

THE IDEA of prohibiting 100 per cent coverage of a lot by a new building is usually good, because we are now in New York City suffering from the effect of too great density of buildings, which reduces light, air and access. Absence of any restriction by Zoning Resolution is a vice, indeed. But too prohibitive a restriction makes the pendulum swing too far in the opposite direction, yet with the same bad effect, or worse. Here's why: The replacement of obsolete structures is thereby discouraged, if not prevented, since proposed new buildings would be uneconomical. We cannot expect that new buildings will be erected when they would have to be operated at a loss.

Not Realistic

The comprehensive amendments to the city-wide Zoning Resolution, adopted by the New York City Planning Commission on November 30 last, and approved by the Board of Estimate over my objection, did not offer a realistic solution to the problem of making the city a better place in which to live and work. Instead, it jeopardized plans already made by private constructors for new buildings of various types, and constituted an impediment to post-war construction (thereby,

incidentally, impairing the job opportunities of discharged veterans).

The need for a modification of the Commission's plan was recognized in the Board and by speakers at hearings that preceded adoption and approval. The Board members were not satisfied with the Commission's proposal to increase from 65 to 75 per cent the permissible coverage for small interior lots in certain retail districts. Yet the Commission again advanced this same proposal. Therefore I offered a substitute amendment to the Commission, to permit 100 per cent coverage on the ground floor for business and retail purposes, but for not more than 23 feet above the curb level, in three of the four retail classifications set up in the law several years ago. These three classifications are: "restricted retail," covering the high-class shopping areas; "retail," which includes general business; and "retail 1," the theatre district.

Proposal Unfair

The Commission's proposed amendment regarding these three classifications is not only unfair for the sites of more than 5,000 square feet, where the 65 per cent coverage would still prevail, but is also arbitrary and unreason-



Manhattan Borough President Edgar J. Nathan has some interesting thoughts on City zoning.

able for smaller lots. The increase of 10 per cent would not eliminate the tendency of the existing law to prevent the rebuilding with modern structures of outmoded sections of the retail districts, and would thus continue to encourage a depreciation of values therein.

The fourth classification, "local retail," is not covered by my proposed amendment because such districts are essentially residential, with ground-floor stores permitted. The residential feature and the lower land value make it more reasonable to require some unused ground in such areas.

Would Eliminate Defects

My substitute for the pending amendment would eliminate the most serious defect of those earlier changes and pave the way for a compromise on this whole question. It would affect all B area districts in the city, the ones subjected to the court and yard requirements for central business and apartment areas.

These matters are technical, but they are also among the most substantial ones with which local governments must grapple. Faulty and makeshift attempts do not constitute a solution. Rather, they create a new danger, one that threatens the future of the city.

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.

241. FOG vs. FIRE

The "Mystery" fire nozzle, manufactured by Elkhart Brass Manufacturing Company, Elkhart, Ind., is called by its makers, the finest all-purpose nozzle on the market. It offers varying degrees of conical fog, plus every other type of stream in one nozzle.

242. LIQUID CHLORINE AGAIN

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

243. VALVES AND PRIMERS

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

244. PLANNING A STADIUM?

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

245. MORE EFFICIENT WASTE COLLECTION

The Gar Wood Industries of Detroit, Mich., report savings of manpower, trucks, tires and gasoline with the use of their "Load Packer" on collecting vehicles. A six-page illustrated bulletin explains the use of this device which compresses loads in the truck, adds 30 to 100 per cent in carrying capacity.

246. TANK MAKERS

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

also pressure tanks for storage of gas from digestors.

247. WATER MEASUREMENT

Complete information is available on Sparling meters for main-line water measurement. Their meters are easily installed, may be moved to new locations, says the Sparling Company, 101 Park Avenue, New York City. Indicators, recorders and controls can be added as needed.

248. CONCRETE FACTS

Concrete pavement correctly designed, usually costs less than any other pavement of equal load carrying capacity, says the Portland Cement Association, 33 West Grand Avenue, Chicago, Ill. They have prepared information on the latest portland cement concrete pavement designs for roads, streets or airports.

249. EMERGENCY LIGHT

The "Big Beam" portable electric hand searchlight throws a beam 2,500 feet, and by use of a snap-on lens gives a volume of light over a wide area. Storage battery or dry cell models are available. The catalog of the U-C Lite Manufacturing Company, 11 East Hubbard Street, Chicago, Ill., describes its uses.

250. WATER METER TESTER

Facts about the Ford Tester are available for the asking. The device, manufactured by the Ford Meter Box Company, Wabash, Ind., shows the flow of water in gallons per minute immediately without elaborate calculations, and allows faster meter checking.

251. TO THAW HYDRANTS

The portable steam thawer of the Aeroll Burner Company, 5705 Park Avenue, West New York, N. J., answers the problem of freezing hydrants from ice. Its use is completely explained in the company's "Winter Catalog."

252. WATER COAGULANT

"Ferri-Floc," a product of the Tennessee Corporation, Atlanta, Ga., is described as "The coagulant that cuts costs." A booklet is available listing actual case histories of communities which have used the ferrie sulphate compound in their water systems.

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 The following measures will be
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 1. A bill to amend the State
 Public Service Law to allow New
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 to accumulate sick leave of 12
 days a year for five years. The
 present limit is two years.
 2. A bill in the NYC Council to
 give municipal employees the right
 to a hearing before dismissal,
 representation, by counsel at the
 hearing, a copy of the minutes of
 the hearing within 5 days after-
 wards.
 3. A bill to amend the Adminis-
 trative Code of New York City to
 allow civil service employees, elec-
 ted to public office, to retain their
 pension rights and civil service
 status. At present, after one year,
 such privileges are lost.
 4. A Local Law to allow NYC
 employees to make pension pay-
 ments for the amount of their war
 bonus to build up their retirement
 payments. Refunds to be made in
 the event the bonus is made a
 permanent increase with retro-
 active pension rights.

Changes Made
In NYC Budget
Hearing Dates
 Changes in previously an-
 nounced dates for public hearings
 by the NYC Budget Bureau follow.
 City employees may attend these
 hearings, at which departmental
 budget requests are discussed, but
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 29, 1945, at 4 p.m.
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 2:30 p.m.
 NYC Employees' Retirement
 System, 2:45 p.m.
 From January 24 to February 3,
 1945:
 Law Department, 3:35 p.m.
 From January 29 to February
 5, 1945:
 Tax Department, 3 p.m.
 From January 31 to February
 5, 1945:
 Health Department, 3:15 p.m.
 These hearings are held in Room
 1200, the Municipal Building, Park
 Row, New York City.

Prevailing Pay
Hearings Scheduled
 More hearings on complaints
 of NYC employees that they are
 receiving less than the standard
 rate of pay for skilled work were
 announced by the Comptroller's
 office last week.
 During January the following
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 Workers, 25th; Elevator Me-
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Interviews Monday through Friday, January 23-26, from 10 A.M. to 4 P.M., U.S.E.S. War Manpower Commission, 87 Madison Ave. (28th St.), Street Office

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NOTE TO JOB APPLICANTS

The regulations of the War Manpower Commission permit you to apply for any job listed in this newspaper, directly to the employer or through an Employment Agency. Either may interview you and arrange clearance with the War Manpower Commission. When applying for positions, mention this advertisement.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of
ELMAN DRUG STORE, 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 16th 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
725 REALTY 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 28th day of December, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

LEGAL NOTICE

SPECHT, EDWARD P.—Citation (P. 3113, 1944).—The People of the State of New York, by the Grace of God Free and Independent, to Joseph A. Specht, Eulalie H. Murray, Adelaide Ovington, the next of kin and heirs at law of Edward P. Specht, deceased, send greeting:

Whereas, Lyle Kennedy, who resides at No. 1 Marble Hill Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the last will and testament of Edward P. Specht, deceased, who was at the time of his death a resident of No. 1 Marble Hill Avenue, the City of New York,

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 29th day of February, one thousand nine hundred and forty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable James A. Foley, Surrogate of our said County of New York, at said county, the 22nd day of December, in the year of our Lord one thousand nine hundred and forty-four.

GEORGE LOESCH,
Clerk of the Surrogate's Court.

Certificate of Continued Use of Partnership Name of Baden & Foss, Pursuant to Article 7 of the Partnership Law.

WHEREAS, the business of the firm of **BADEN & FOSS**, a partnership, which has transacted business in this State, continues to be conducted by the assignees of such partnership; and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter by the undersigned, in the name of **BADEN & FOSS**,

NOW, THEREFORE, the undersigned, in pursuance of the statute in such case

made and provided, do make, sign and acknowledge this certificate and declare that the persons intending to deal under the name of **BADEN & FOSS**, with their respective places of residence, are as follows:

Name	Residence
Ben Fein,	1040 Park Avenue, New York City.
Business Address:	1 West 47th Street, New York City.
Mae F. Fein,	1040 Park Avenue, New York City.
Business Address:	1 West 47th Street, New York City.
Edmund J. Danziger,	246 Nottingham Way, Hillside, New Jersey.
Business Address:	1 West 47th Street, New York City.
Marion Danziger,	246 Nottingham Way, Hillside, New Jersey.
Business Address:	1 West 47th Street, New York City.

State of New York, }
County of New York, } ss.:
On this 8th day of January, 1945, before me personally came **BEN FEIN, MAE F. FEIN, EDMUND J. DANZIGER** and

MARION DANZIGER, to me known and known to me to be the individuals described in and who executed the foregoing instrument, and they thereupon duly acknowledged to me that they executed the same.

LOUIS ROSENBERG,
Notary Public
Kings County Clerk's No. 26
Kings County Register's No. 3886
N. Y. County Clerk's No. 24
N. Y. County Register's No. 2786
Commission expires March 30, 1946

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of
516 WEST 76TH STREET 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 30th 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
725 REALTY 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 28th day of December, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

Amusement

By J. RICHARD BURSTIN



ANNE BAXTER

Co-stars in the new 20th Century Fox picture with John Hodiak. This film comes to the Roxy Theater on January 24 and is titled "Sunday Dinner for a Soldier."



DONALD CRISP

His very able performance is one of the reasons "National Velvet" is in its sixth week at Radio City.

Bette Davis' next film will be "Stolen Life." The story is now being prepared to go before the Warner Bros. cameras next month.

Columbia Pictures has signed the well known Negro actor, Rex Ingram, to play the role of the Giant-Who-Guards-The-Lamp in the forthcoming technicolor film, "A Thousand and One Nights." Cornel Wilde, Evelyn Keyes and Adele Jergens have the leading romantic parts.

Lauritz Melchior, operatic star, makes his screen debut in MGM's "Thrill of a Romance" which co-stars Van Johnson and Esther Williams.

Warner Bros. female sensation of the year, Lauren Bacall, has won the award for the "Model of the Year." Currently seen in "To Have and to Have Not," Miss Bacall is working on another picture with Humphrey Bogart, "The Big Sleep."

Delores Moran, who is now playing in "To Have and Have Not," has been assigned a role in "Too Young to Know" which will star Joan Leslie and Robert Hutton.

Amusements

THE BLACKFRIARS GUILD
Presents
"HOME IS THE HERO"
by
Courtney Savage
Opening January 18th
Every Evening Except Tuesdays
Blackfriars Theatre
320 WEST 57th St., N. Y. C.
CI 7-0236
Orchestra \$1.80, \$1.20
Balcony 90c, Tax incl.
Special Rates for Groups
Note: There are no seats available for Jan. 20, 22, Feb. 3, 5, 9 and 11

MICHAEL TODD presents **BOBBY CLARK** Critics' Award America's Favourite Man
Mexican Hayride
by HERRERT & DOROTHY FIELDS • Staged by HASSARD SHORT
COLE PORTER SONGS
MAJESTIC THEA. • 44th St. W of Broadway • Evs. 8:30 • Mols. Wed. & Sat.

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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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NE BORO INN BAR AND GRILL
Delicious Food
Southern Fried Chicken Our Specialty • A LA CARTE
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SEVENTEEN BARROW
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NYC Civil Service News Briefs

HENRY J. FISCHER, historian of the NYC Sales Tax Bureau, reports that it took nine years to build City Hall; cost., \$538,734. . . . St. George Association, Fire Department, held their annual installation of officers recently. Newbold Morris, honorary president of St. George Association, spoke. The group says they expect a full house at their ball at the Commodore on February 2nd. . . . Department of Water Supply, Gas and Electricity had its annual ball on January 19th. A good show and plenty of dancing. . . . January 22nd was test day for 19 Civil Service Commission employees who have been OK'd by the Commission for the examination to Civil Service Examiner. . . . Meanwhile, some Commission employees, who were skipped in the increases and promotions are busy reading the want ads. . . . Twelve candidates will try for promotion to Mate, Department of Marine and Aviation, on January 27th, when the Civil Service Commission holds the examination. . . . Shure, Patrick J. Beary, an attorney from Jamaica, took over the gavel last week when he was installed as president of The Ancient Order of Hibernians, Division 11, Queens County. . . . The Fire Department Quartet deserves mention. The four men travel around to Army hospitals to cheer up the boys. Firemen Hunt, Cowan, Whiting and Jackson recently paid a visit to Halloran General Hospital.

TWENTY-ONE Sanitation men have retired on pensions of the old Department of Street Cleaning Pension and Relief Fund. They had the 25-year retirement plan that so many City employees would like to see adopted by the NYC Employees Retirement System. . . . Local Board of Education employees are pointing across the River to Jersey City, where teachers have been handed increases ranging from \$250 to \$550. . . . Firemen are puzzled about last minute attempt of Commissioner Walsh to extend the life of the lieutenants' eligible list for one day. After the Commission granted an OK, nothing happened; they figure more promotions to lieutenant were coming, then something happened. No one seems to know just what. . . .

salaries are gradually being paid off. Latest figures at the Comptroller's Office show that the majority of the men have received their checks for \$340 or \$400. A few hundred are still due, then the interest checks will go out. But those who didn't sign their payrolls "under protest" are out of luck. . . . City Council meets on January 30; Board of Estimate on the 25th. Both have plenty of employee legislation on their books. . . . Only sixty candidates passed the recent open-competitive test for plumber. 218 had filed. . . . Fireman Harvey W. Crook, now in the Navy, was awarded the Vincent Kane medal at the UFA Ball on January 13th. He rescued a child from a catwalk, risking contact with a wire carrying 22,000 volts. . . .

AN INTERESTING forum for veterans is scheduled for Tuesday, January 23, at the Hotel Sheraton, Lexington Avenue and 37th Street, under auspices of the American Veterans Committee. If you're a vet or a serviceman on leave, you should attend. . . . More NYC jobs are scheduled to be filled without examinations for the duration. . . . Archbishop Hughes, General Assembly, Fourth Degree, Knights of Columbus, of the Bronx, will hold a dance on Saturday, January 27th, at the Wethered H. Boyd Clubhouse, 306 Grand Concourse. Maurice A. Conway is chairman of the arrangements committee. . . .

CREDIT UNION re-elected the entire slate of Board members for another three-year term. . . . Patrolman Edward Van Dover of Queens is new head of the St. George Association, Police Department. . . . Retirements are cutting down the Police and Fire Departments. Recently 44 cops retired. Last week 2 firemen were retired for non-service connected disability, Denis McCarthy and Arthur W. Hess. . . .

NYC FIREMEN who came into the department at sub-standard

Mental Hygiene Workers Needn't Pay Tax on Meals

Here's important news for many State institution employees, who are required to take one meal each day at the institution, and have to pay between six and ten dollars a month, whether or not they actually eat the meal. The amount of deduction made for the meal is tax-free, according to an opinion of Harry M. Hickey, U. S. Collector of Internal Revenue at Albany, New York, to Mr. John T. DeGraff, Counsel for the Association of State Civil Service Employees.

that they should not be required to pay a tax on the value of this meal because they are required to accept and pay for this meal without regard to whether they eat it, and consequently, it is furnished for the convenience of the employer, not for the employee's convenience.

"I would appreciate it very much if you would let me know whether, under these circumstances, the value of the meal is taxable."

In his reply, Mr. Hickey stated: ". . . You are advised that meals furnished for the convenience of the employer is not a taxable item to the employee in his tax return."

Mr. DeGraff wrote to the Federal Tax Bureau as follows: "Many of our State institution employees, who reside outside the institution, are required to take one meal each day at the institution. The charge for this meal varies from \$6 to \$10 a month, depending on which meal is served. A number of cases have arisen in which employees contend

Menagerie Chief Wanted; NYC Plans Promotions

The following NYC Civil Service Commission examinations were submitted to the Budget Director's Office last week for approval. When that OK is received, the Commission will be able to advertise the examinations. Notices of these tests will appear in The LEADER.

- Open Competitive Supervisor of Menagerie. Promotion
- Inspector of Licenses, Grade 2, Department of Licenses.
- Inspector of Licenses, Grade 3, Department of Licenses.
- Auto Engineman, Department of Hospitals.
- Chemist, New York City Tunnel Authority.

WANTED SINGERS

If you have a voice—if you are ambitious—if you are willing to study hard—Mr. G. M. S., famous director, has helped many to stardom. Will help you. He is looking for new personalities to develop into the stars of the near future.



Mr. H. N.—owner of the Rustic Cabin, one of the largest and most beautiful night clubs in the East—where Frank Sinatra, Alvino Ray and many others started on the road to fame, will give singers trained and selected by Mr. G. M. S. the same opportunity he gave Frank Sinatra. This may be your chance. We are also interested in good but unknown orchestras. Write or phone W. James Crosby. Hours, 1 to 9 daily; 1 to 5 Saturday.

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"TERRIFIC" is what you'll say about the picture.
ANNE BAXTER • JOHN HODIAK
Sunday Dinner for a Soldier
A 20th Century-Fox Picture
with **CHARLES WINNINGER**
EXTRA! NEW! THE MARCH OF TIME
THE STAGE SHOW
Cafe Zanzibar Revue featuring
Bill Robinson • Maurice Rocco • Delta Rhythm Boys
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LOUIS ARMSTRONG and His Orchestra
"The Trumpet King of Swing"
Starts WED. **ROXY** 7th AVENUE & 50th STREET

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

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A motion picture of distinction . . . a love story of dramatic impact heightened by glorious music.
A Sidney Buchman Production
"A Song to Remember"
PAUL MUNI **MERLE OBERON**
Introducing **CORNEL WILDE**
Directed by CHARLES VIDOR
A Columbia Picture in TECHNICOLOR
ON THE GREAT STAGE
"SALUDOS"—Gayety and rhythms of Latin-America, produced by Russell Markert . . . with the Rockettes, Corps de Ballet, Glee Club, Symphony Orchestra, direction of Erno Rapce.
Reserved Seats May Be Purchased in Advance by Mail or at Box Office.
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Paramount presents
Bing CROSBY
2 **Betty HUTTON's**
Sonny TUFTS
"HERE COME THE WAVES"
A Mark SANDRICH Production
IN PERSON
Woody HERMAN
AND HIS ORCHESTRA
AS AN ADDED ATTRACTION
RUDDY LESTER
PARAMOUNT
Times Sq. Doors open 9:00 a.m.

Post Office Seeks 2,000 Men, Women; 500 Jobs Provide Draft Deferment

The NY Post Office needs immediately 2,000 men and women to keep the mails moving—and offers 500 men over 29 an opportunity to get into an essential job with a 2-A draft classification.

First need is for 1,500 men or women to work full or part time at the Army Post Office in Long Island City, replacing soldiers who

were assigned to the depot during the holiday season—have now been called to other duties. At present 40,000 sacks of mail and periodicals designated for APO's overseas are tied up because of the manpower shortage at the Post Office.

The Pay

The pay offered is 74½ cents an hour for work before 6 p.m., 81¼ cents an hour after 6. Hours can

be arranged to suit the applicant. Another demand is for 500 men, capable of arduous work, for full-time jobs as letter carriers in local offices throughout the City. For these men, the Post Office will ask 2-A ratings from the draft boards, 2-AF for men now in 4-F, 29 or over.

Apply at the Board of Civil Service Examiners, Room 3216, General Post Office, Eighth Avenue and 33rd Street.

U. S. Field Employees to Earn Pay Equalling That of Washington Workers

WASHINGTON—Pay for field workers equal to that of employees in the departmental service here has been ordered by President Roosevelt.

This will be the most important result, to the 1,250,000 salaried Federal employees working in the field, of the President's executive order directing Civil Service Commission to set up and enforce job classification standards similar to those in Washington.

Here is the text of the order:

1—The Civil Service Commission shall prepare and publish standards for the allocation of field positions under the Classification Act of 1923, as amended, and shall coordinate or combine such standards with allocation standards prescribed by the Commission for the departmental service under its existing authority.

2—In allocating such field positions, the heads of all departments and other agencies shall comply with the standards so prepared and published.

3—The Commission shall ascertain by investigation the degree to which the allocations of field positions made by each department and other agency comply with standards published pursuant to this order, and whenever the Commission finds non-compliance by any department or other agency, it may report that fact to

the President through the Liaison Officer for Personnel Management.

4—The Commission shall issue such regulations as it may deem necessary to effectuate the purposes of this order.

Federal employee unions and civil service reform organizations have been fighting for this for years. Just how much salary increase will accrue to field employees is not known immediately but in many instances, it is believed it will be considerable.

The President's action is believed to have resulted from the annual report of the Civil Service Commission which said, "the present situation in the field service, as far as salaried employees are concerned, can be described by just one word, namely, chaotic."

One serious result of this, according to the report, was the raiding of the field services by Washington agencies, offering bigger salaries.

Will Take Three Years Commission officials estimate it will take almost three years before this huge task is completed. They have already started working out preliminary plans and will soon get the ball rolling with orders to field offices to proceed with the classification of jobs.

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Remember, the fit is the thing—it combines comfort and appearance.

D. J. LALOR

The EVERGREENS CEMETERY

(Non-Sectarian)

BUSHWICK AV. & CONWAX ST. Brooklyn

GLEMORE 5-5300-5301

The new Gibron 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

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100 LIVINGSTON STREET

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Westchester Employees Set Long-Term Policy

A long-term pay policy with regular increments within the structure of fair pay scales was asked by Westchester County employees at recent hearings on the proposed 1945 County Budget.

"The County cannot meet the pay offered by war industries," said President J. Allyn Stearns, of the Westchester County Competitive Civil Service Association, Inc., "but other governmental units and many businesses are not in war work and are still able to retain a much greater proportion of their help than we."

Among specific suggestions of the Association were:

Regular Yearly Increments
"This budget should provide a payment of one scale step for everyone who is not at the maximum of the scale. It should be permanently established that a one-step increment will be given each year until the maximum is reached, to each eligible employee whose work is satisfactory—without regard to personalities. Instead of the present system whereby increments may be received every other year contingent upon a number of things.

\$1,200 Minimum Pay
"We ask that a \$1,200 minimum

pay rate, exclusive of War Emergency Compensation, be established and all positions in the budget below this amount brought up to it. This has been done generally by the State and City of New York and with higher living costs in Westchester it is essential that we pay enough to provide a decent standard of living for our lowest paid employees.

"We further ask that full force be given to the increased pay scale ceilings so that every person affected by them may receive an increase—and suggest with reference to this that there should be no one-way budget policies.

"We refer specifically to the title of Senior Stenographer the maximum salary of which was raised from \$1,800 to \$1,920. There are three girls of this title in the Park Commission who have worked for the County for at least 18 years. They are loyal and efficient operators and two of them have been at the old maximum for 15 years. In accordance with the stated County policy they were recommended for an increase to the new maximum by the department.

Retroactive Reclassification Pay
"We ask next that provision be made for retroactive salary increases as of January 1, 1945, to employees whose maxima are raised or who are reclassified to higher titles during the year and are now performing the position duties."

The Incomparable System

The following interesting dialogue was written by Robert R. Hopkins, President of the Buffalo Chapter, Association of State Civil Service Employees. Without comment, THE LEADER presents it as an interesting employee viewpoint on the State Retirement System.

The scene is the living room of John C. Service, a veteran of nineteen years in the service of the great State of New York. Because of family problems, he has resigned, and in winding up his career with the State, has requested the Retirement System for a statement of his account and present status. Like most of us, he has never understood, nor tried very hard to understand his rights, but had accepted on faith the theory that membership in the system was desirable and that through it the State was helping him prepare for financial security for his later years.

This day he received the requested statement, showing that he had approximately \$4,300.00 in his account, as a result of contributing \$150.00 per year, or 5% of his \$3,000.00 salary. He is also surprised and disappointed to learn that while he is entitled to the withdrawal of this sum, this is all he is entitled to so far as the Retirement System is concerned. While he appreciates the fact that he hasn't been charged for the privilege of compulsory membership, he feels somehow that he has been deceived. Even the 4% interest rate doesn't look as good to him now that he has learned that all he has is a compulsory savings account that has been closed out. So, tonight he has asked his friend Frank Jones, an insurance man, to call and discuss his problem and this is the conversation which resulted.

JOHN—Well, Frank, I left my job with the State to take over Dad's business. There was no one else to take his place and no other way to protect the family's investment, and now I find I have no more Old Age-Security Program than I could have had in any bank. (He explains details as stated above.) So you see, Frank, I'm going to have to listen to you after all.

FRANK—I'm certainly sorry to hear that, but what has happened to your State Retirement Program? I remember I never could interest you in annuities before because of your State program.

JOHN—As you know, I left my job with the State to take over Dad's business. There was no one else to take his place and no other way to protect the family's investment, and now I find I have no more Old Age-Security Program than I could have had in any bank. (He explains details as stated above.) So you see, Frank, I'm going to have to listen to you after all.

FRANK—I'm surprised that the State would have forced you to join any program so vulnerable. Are you sure you have no vested rights, no other alternative than the return of your money?

JOHN—That's what they tell me, Frank. I've been wondering what I would have today if I had been free to invest this \$150.00 per year in one of those annuities you have been talking about.

FRANK—I couldn't say offhand, because contracts and rates have changed

considerably in the past nineteen years, but my company guaranteed 3½% interest on our contracts at that time, and in the early years this would have been increased by dividends, as the company was earning in excess of 3½%. However, it would be comparable to the amount you have in your State Fund.

JOHN—Well, I certainly thought I was getting something much better than I could buy from a private company when I got into this thing.

FRANK—I won't attempt to compare the two programs. After all, in some cases, I understand your State System pays out twice as much as the employees' contributions would afford. However, in your case even if the reserve value of any private insurance contract were exactly equal to the refund you received from the State, you would still be the loser.

JOHN—How is that? If the two amounts are equal, why would I be worse off because of having entered the State System?

FRANK—First, if you had purchased a private contract and could continue to pay your premium you could do so regardless of where you work—this the State won't let you do. Second, if you couldn't or didn't want to continue paying, under our non-forfeiture tables you would be entitled to have us hold your equity which would be reserve value of the policy, have this amount increased annually at the guaranteed rate of interest, 3½%; and at retirement age receive an annuity of a lesser amount payable at the same rates and terms as guaranteed in the original contract. Yes, and under that same contract you could choose an earlier retirement age if you wish and receive a lesser annuity appropriate to the age you elect to retire.

JOHN—That's the arrangement I should have been offered by the State instead of just being pushed out with no recognition of my nineteen years of service.

FRANK—Well, John, as you said before, you are out, and here is the final blow. Your \$4,300.00, if represented by a reserve value in a nineteen-year-old contract would purchase an annuity much larger than you could buy for that same \$4,300.00 at today's rates. The rates for male annuities have risen at least 25% and for females 30% in the past nineteen years. You would need \$1,975.00 cash in addition to your \$4,300.00 to offset this increase.

JOHN—Now I know why this State System has been termed "incomparable." So far as people in my circumstances are concerned, it doesn't even begin to compare with the consideration we could have received under any other system.

Legality of NYC Clerk Promotions Is Questioned

(Continued from Page 1)

promotions already announced.

2. The promotions may be withdrawn, have to wait until a sufficient number of persons higher on the list reach the maximum salary to allow them to be reached for promotion again.

3. (And this is likely to be done.) Persons by-passed on the list may be asked to file a written declination of promotion. This would meet the legal requirements; has been done in the past. The argument may be, in effect: "Look, you're being a good guy by helping out a fellow employee, you're not losing anything yourself, so sign the declination, then your co-workers' promotions can be made official."

the legal process of selection is pretty intricate; that the Budget Bureau had missed up on a few of its calculations, that minor errors had been made.

How It Works
As an example of the way selections have to be made from a promotion (or open-competitive list), the following may be taken: Five eligibles at the top of a list are certified: Numbers 1 and 2 are skipped, 3 is promoted. Then numbers 1 and 2 are skipped again, and number 4 is promoted. Numbers 1 and 2 are skipped for the third time and number 5 is promoted. Now, 1 and 2 having been considered three times, they may be forgotten—that's legal.

Now, 6, 7 and 8 come up, the same process may be followed with them, so that 6 and 7 may be skipped; 8, 9 and 10 promoted.

With such legal juggling, it is possible to pass over employees who don't meet the budgetary requirement, still keep within the law.

However, it appears that the Budget Bureau missed up on its figures somewhere, skipped too many employees.

Further developments on this situation are due. Follow THE LEADER for the full story.

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