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Civil Service LEADER

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The ... about
Federal Firings

See Page 2

YOU CAN BECOME NAVY INSPECTOR FAST — GOOD PAY

Open to Men, Women

See Page 7

**HOW UNCLE SAM PROBES
U. S. EMPLOYEES**

See Page 2

**Is Vince Kane
Losing Hold
On Firemen?**

See Page 5

For Every NYC and State Employee:

WHAT LEGISLATURE DID — HOW IT WILL AFFECT YOU

See Page 6

The Truth About Firings in U. S. Service

Who Can Dismiss You? Why? How Do Firings Take Place? Can You Do Anything About It?

Last week, appearing before a Congressional committee, a Civil Service Commissioner made the statement, in effect: "Any Federal agency can fire any employee at any time. This meant war service appointees, permanent appointees—any kind. The LEADER has asked H. Eliot Kaplan, Executive Secretary of the Civil Service Reform Association, to give us the lowdown on this business of firings. His article, which should be read by every Federal employee, follows:

Commissioner Arthur S. Flemming of the Federal Civil Service Commission told the Ramspeck Investigating Committee last week that the Civil Service Commission had no authority to order the reinstatement of any employee in the Federal service even though the employee may have been dismissed in violation of law.

Up went the eyebrows of the House Civil Service Committee members who heard him. Down dropped the jaws of most of the spectators!

"What?" ejaculated one of the Committee members. "Do you mean to state that even where an employee fails to receive a statement of reasons as the civil service rules require, the head of the department can fire him summarily, and he has no right to reinstatement?" Commissioner Flemming shook his head mournfully and replied: "Yes, I mean just that!"

Said the Editor of The LEADER, "Let's get to the bottom of this." Hence this article.

What the Rules Say

The civil service rules provide that no employee in the Federal

statutes affecting dismissals from positions in the postal service and elsewhere.

Prior to 1939 the civil service rules provided that where a Federal civil service employee was dismissed from the service for political or religious reasons the Commission could investigate the removal and if it was proved that the reason for the removal was such, the Commission could order the employee reinstated. By amendment to the rules made in 1939 the authority of the Commission to investigate removals was broadened. The rule reads as follows:

The Commission shall have no jurisdiction to review the findings of a removing officer upon the reasons and answer provided for in section 1 of this rule, nor shall the Commission have authority to investigate any removal or reduction, unless it is alleged, with offer of proof, that the procedure required by section 1 of this rule has not been followed, or that the removal was made for political or religious reasons. The Commission may, however, receive or hear the statement of any employee removed on charges to any other department or establishment for reinstatement to a vacancy in any position for which the employee is qualified, and in the event of such rein-

statement the employee shall retain his former status and tenure in the service for all purposes.

This has been interpreted by the Commission as follows: The Commission's authority in the matter of removal and reductions is determined by the civil service laws and rules. These give the Commission authority to investigate only when it is alleged that the procedure required by law or rule has not been followed, that unequal penalties have been imposed for like offenses, or that political or religious discrimination has been exercised. The Commission has jurisdiction to investigate the sufficiency of the reasons of a removal or reduction alleged to have been made without due cause. Whether or not the reasons are sufficient is a question for final determination by the appointing officer, and cannot under existing law and rules be made the subject of appeal or inquiry by the Commission.

In the State It's Different

Now, in the State services, where a department head dismisses an employee without a statement of reasons or without an opportunity to the employee to be heard or answer in writing, the employee can bring a proceeding in the State court to compel his reinstatement. If he has been removed for some trivial or specious reason, or if his dismissal is

unreasonable or made in violation of the required lawful procedure, he likewise can bring suit for reinstatement. This right is given a State or municipal employee by special statute (generally embodied in the civil service law).

In the Federal service, however, the picture is quite different. The Federal Civil Service Act is a general statute setting up a pattern for a civil service system. It requires appointments to be made for merit and fitness after competitive appointments wherever practicable. It provides for a civil service commission to be appointed by the President. Its authority is confined to matters embraced within the civil service rules which the President is authorized to promulgate to carry out the provisions of the Act. In effect the Commission is the agent of the President in carrying out the Act and Rules. The Commission, therefore, has no more authority than the President grants it. It has no means of enforcing its ruling and decisions except as the President may direct a department head to follow, or as some special statute (like the Hatch (Continued on Page Fourteen)

Quick Action Expected on U. S. Pay Bill

WASHINGTON.—Senate action on the new Government pay bill, which will replace the present stop-gap pay act when it expires April 30, now is expected almost any day.

Sen. James Mead (D., N.Y.) had hoped to take the measure to the floor of the Senate Thursday. He was delayed, however, by the Civil Service Committee's failure to reach agreement on a proposed amendment which would deny benefits of the bill to members of organizations which discriminate against Negroes.

What the Bill Does

Otherwise, the Committee has reached a final agreement on the measure, and definitely decided to report it out. In review, here is what it provides:

Overtime pay, at time-and-one-quarter the regular rates, for work in excess of 40 hours per week—but only on the first \$2,900 for employees whose pay is over that sum.

A flat raise of \$300 per year for employee whose overtime pay would not equal that sum.

A flat raise of \$300 per year (instead of the present 10 per (Continued on Page Six)

Here's What Happens When You're Investigated by U. S.

By CHARLES SULLIVAN
WASHINGTON.—What happens when a Federal employee is investigated for character and loyalty by the United States Civil Service Commission?

Civil Service Commissioner Arthur S. Flemming gave the answers in detail last week. Before the House Civil Service Committee, he told exactly what took place.

In the first place, he explained, it no longer is possible for the Commission to investigate employees before they actually go on the job. Therefore, it appoints them—subject to the results of an investigation later.

In the second place, the Commission no longer investigates all employees. Instead, by agreement with the various agencies, it investigates only applicants for certain specified positions.

In the third place, certain agencies—notably War Department and Treasury Department—perform their own investigations without any help from the Commission.

In the fourth place, once the

Year	Cases Investigated	Ruled Eligible	Ruled Ineligible	Ruled Ineligible on Grounds of Disloyalty
1941	14,662	11,115	3,647	111
1942	58,086	44,927	13,159	304
1943—1st 8 mos.	53,721	43,591	10,130	239

Commission has finally approved an employee, any further investigation is then in the hands of the Federal Bureau of Investigation.

Here's What Happens

Now here, according to Mr. Flemming, is exactly what happens when an investigation is launched:

1. An investigator gathers all the available evidence by talking with former associates of the employee, and others who may know about him.
2. He makes a cross-check with the Dies Committee, Federal Bureau of Investigation, Treasury's investigating unit, and other sources.
3. He checks to find if the employee has a criminal record.
4. He calls the employee in to take his testimony.
5. He then transmits his findings, with his investigations, to a special committee within the Commission's Investigation Unit.
6. The special committee passes upon the case, and makes its recommendations.
8. If the recommendation is for

barring the employee from a Federal job, the Civil Service Commission itself then passes upon it.

May Appeal

9. If the employee appeals, a special appeals committee then hears his case, and, if necessary orders further investigation.

10. If the recommendation still stands for removal, the Commission then orders the employee's agency to dismiss him.

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

War Dept. Plan New Grievance Machinery

WASHINGTON.—A new grievance procedure for War Department employees who have complaints will be announced in the near future. It will provide—

... That the employee with a grievance should take it first to his first-line supervisor.

... That the first-line supervisor must make settlement or a reply in writing within a week.

... That if the employee is still dissatisfied, he must appeal, within one week, to his next highest supervisor.

... That the next highest supervisor likewise must answer within a week.

Final Appeal

... That, as a final appeal, the employee can go to the personnel office, which will advise the commanding officer on a just settlement of the case.

However, in complaints about violations of law or of War Department regulations, it is provided that the appeal can be taken still farther—to the Secretary of War, if necessary.

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Senate OK's \$300 Pay Raise For All Post Office Workers

WASHINGTON.—The Senate Friday unanimously approved H.R. 1366. The \$300-per-year postal worker bonus bill, with minor amendments.

The measure then went back to the House, where OK action on the amendments came on Saturday.

The bill provides a flat \$300-per-year increase for all postal workers in the field service, except the following, who will receive a flat 15 percent raise:

Hourly workers; fee workers; part-time workers; per diem workers; fourth-class postmasters.

In addition, the bill carries a 15 percent increase in the clerk hire allowance of third-class post offices.

After clearing through the House, again the bill goes to President Roosevelt for signature. Passage for the bill stamps

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Governor Ups Pay of State Employees, Says They Must Expect Longer Hours

ALBANY.—State Comptroller Frank C. Moore and Budget Director John E. Burton this week began a scramble for more than \$5,000,000 with which to meet a general pay increase for State workers effective May 1.

Under terms of the bill, passed at the last moment by the Legislature, funds to meet the increase are to come from unexpended appropriations for other purposes, from money set aside for vacant jobs, and by transfer from one fund to another, including money allocated for maintenance and operation.

While the pay bill was hailed everywhere as a boon to the workers, and while rival employee organizations claimed credit for it, some persons were looking at the constitutional aspect of the legislation with a wary eye. They contend that the bill violates a provision of the Constitution which says that every appropriation must be for a single and specific purpose. No appropriation is carried in the bill.

The aggregate of the increases in the general pay rise bill, plus increments already approved in the budget and special bills, will bring the total granted employees by the Governor and the Legislature this year to around \$10,000,000.

Some Get 46%
One interesting aspect is that persons who are raised from \$300 to \$1,200, the new minimum effective April 1, will get \$120 more on May 1 or a total of \$420 increase over the salary they were getting this month. This figures out to an increase of about 46 percent—probably the greatest percentage increase ever obtained by any substantial group (\$2,000) of public employees at one time.

Here's the Pay Plan
Under the new pay plan, effective May 1, employees with salaries less than \$2,000 will get an increase of 10 percent; while those getting up to \$3,975 will get 7 1/2 percent. This latter figure provides that, including increase, none shall get more than \$4,000 and persons getting over that figure will not be affected.

Although the aggregate of the increases of those affected will total more than \$5,000,000, Governor Dewey made the startling revelation that he hopes to finance the entire cost at not a penny of additional expense to taxpayers. He intends, he revealed, to offset the cost by savings resulting

from 7,000 vacancies in State positions, plus the use of lapsed appropriations.

In other words, he is using money set aside for vacant positions and employing the expended portions of appropriations, heretofore or hereafter made.

Wants More Hours
In exchange for this "cost of living" increase, which comes on top of all other increments received this year, the Governor expects State workers to put in more hours. He said he had repeatedly received "strong representations" by Mrs. Anna Rosenberg, Federal regional manpower director, "concerning the need for a longer work week for State employees."

"A number of other States have already gone on a longer work week and I have regretfully decided that the hours of work of State employees must be increased if a slackening of the State's services to its citizens is to be averted," said the Governor, adding that he is now calling upon the employees to be ready to put in extra hours as demanded by their department heads.

It was estimated by the Governor's office that some 45,000 of the State's 55,000 employees will be affected by the increases. Mr. Dewey had previously provided increases of more than \$4,500,000, including \$100 increases for mental hygiene employees, raising the minimum salary of 2,000 junior clerical employees to \$1,200 a year, increasing the State Police salaries by \$200 a year, and by including in his budget between \$1,500,000 and \$2,000,000 for the usual Feld-Hamilton increments—the pay boosts made by law each year and which range from \$60 to \$300 per employee.

Not Included in Retirement
The "war emergency" increases which incidentally may not be included in figuring retirement pensions, is on top of the other increments enumerated.

"The State employees deserve special consideration in this emergency period. Many have left the State service for more attractive jobs elsewhere. I appreciate the loyalty with which our present staff is continuing to serve the State in these trying times," said the Governor in his message to the Legislature.

The Governor said it is becoming impossible to refill vacancies in State service and he said he was "concerned" over the efforts of employees in the lower-paid jobs to maintain themselves and families in the fact of rising living costs.

He had this under consideration for a long time, he indicated, but

he said he was unable to do much about it until a survey he had ordered was completed by Budget Director John E. Burton.

How It Came About

Here's the sequence of events:

1. The State Association met with Dewey on Monday, were turned down. They say the Governor indicated he would give their proposals further examination.

2. Dewey spoke at a dinner of the Association on Tuesday night, and in their press release the Association claims "the Governor intimated his concern." However, comment among those who attended the dinner was that Dewey said nothing to raise hopes for higher pay.

3. On Wednesday evening, the State, County and Municipal Workers, together with a CIO committee, met with Budget Director Burton, and was given the same impression which the Governor gave the Association on Monday. The SCMWA committee insisted on a meeting with the Governor.

4. They met with the Governor on Thursday, and insisted that he put through a pay raise.

5. On Thursday, the Governor phoned representatives of the Association, the SCMWA, and the Civil Service Forum, summoning them to a conference on Friday morning at 10 a.m.

6. At the time this conference began, the message to the Legislature, the pay-raise bill and the press release, were already drawn up and printed—and presented to the employee representatives, the Legislature, and the press.

The SCMWA takes full credit

Wednesday Is Deadline For Cop, Fireman Exam

Here's the latest on the City examination for Temporary Policeman and Fireman.

There are about 1,000 vacancies for temporary police and firemen which must be filled through the examination for which the City is accepting applications until Wednesday, March 31.

for having pushed through the pay raise, and points to the timetable.

The ASCSE points to its memorandum to the Governor, and a previous promise from GOP legislative leaders to up their salaries when the cost-of-living index showed a 20 percent rise.

The Governor says the whole plan was "finally completed on Wednesday," and gives his budget director credit.

Moreover, GOP insiders, attempting to reinforce the Governor's grant of credit to Burton, claim privately that Dewey had planned to put through the pay raise weeks ago, but held off for two reasons: (a) to present it most dramatically; (b) to offset demands from any other groups for a pay rise and to cut off a long period of debate.

State employees were just plain happy about it.

A few days before the deadline, there were barely 1,000 applications on file for the examination.

Chances are, that if less than 5,000 applications are filed, every man on the list will receive an appointment.

President Harry W. Marsh of the Municipal Civil Service Commission had previously indicated that he would extend the filing period if there was a small turnout, but late last week, he said that applications would close on the stated date.

There is usually a last minute rush to file for City jobs, and the Commission may be hoping for the late-comers to swell the ranks.

Given under powers granted by an act of the State Legislature, the examination will fill duration jobs in the departments paying \$2,000 a year. A promise that draft deferments may be asked for 3-A men over 38 years of age who receive offers of appointment, was an extra inducement of the job. The Commission and the Police and Fire departments hope the exam will help them fill vacancies caused by military leaves—the only use to which the list could be put under the legislative act.

Civil Service Commission Won't Hold Exam for Position of Special Patrolman

Men on Present No. 2 List Soon To Get Police Jobs

The Municipal Civil Service Commission will not hold an examination for special patrolman in the near future.

Special Police who have been appointed to their transit posts from the Number 2 police list will soon be holding jobs in the Police Department.

Here's what happened to the

special patrolman examination:

The Civil Service Commission had originally planned to hold a joint examination for the Correction Officer and Special Patrolman posts, somewhat similar to the joint test for Temporary Police and Fire jobs. The Special patrolman list was to have been used to fill vacancies resulting from men serving as transit police being transferred to the regular police force.

However, it has been reliably learned that Commissioner Delaney of the Board of Transportation refused to consider accept-

ing any men over 29 as subway cops. The manpower situation being what it is, the Commission saw little prospect of being able to get enough young draft-free men to meet the needs of the subway police and cancelled the examination.

Temporary Cops in Subways

With the cancellation of the Special Patrolman test, the Commission is considering the possibility of offering subway police jobs to the men on the bottom of the forthcoming temporary police-fire list who may not receive offers of appointment to the other departments. These would be duration positions, and at the end of the war, an examination would have to be held to fill the positions on a permanent basis.

It is expected that about 250 members will be added to the regular police force when the eligibles who are now working on the subways get their appointments to the Police Department. About 500 "temporaries" can be appointed—according to law they may only be used to fill military vacancies—and the department will still be about four hundred men short of its full personnel. Retirement vacancies in the department are not being filled for the duration.

Another two or three months is about the time it should take until the transit police—regular police—Board of Transportation situation is cleared. Men on the number 2 list are advised to be patient until the Police Department appointments came through—as they surely will.

Evaluator List Has 313 Names

ALBANY.—Containing a total of 313 names, the New York State list of those who passed the examination for Damages Evaluator, Department of Taxation and Finance, made its appearance last week. This is a little less than half of all those who originally filed to take the examination. Held on May 23, 1942, the examination attracted 797 candidates. The position pays from \$2,100 to \$2,600 a year.

\$300 Emergency Bonus Plan Suggested for NYC Employees

Other Plans Include 15% Pay Raise, \$1,200 Minimum

"The only quick, effective manner to help city employees is to provide a \$300 emergency bonus to all employees earning \$3,000 or less."

This suggestion went to the Mayor in his budget retreat this week. The proposal was made by Henry Feinstein, president of the Federation of Municipal Employees, in a telegram which continued: "The Federal Government is considering the bonus plan as a method of cutting through red tape in providing pay raises. The City should do the same."

Mr. Feinstein's telegram came in response to the Mayor's statement, in his broadcast Sunday before last, indicating that employees in the lower brackets would get increases.

Queried as to whether the City would have sufficient cash to pay a \$300 bonus to all employees earning \$3,000 or less, Feinstein stated that a committee sponsored by his organization had studied the budgetary situation, and determined that ways could be found to provide the increase. "And, one way or another, it must be done, for the health of the city's relationship with its employees, and to keep the city's functions going—otherwise the exodus of employees going into war industries will continue at a rate that must inevitably slow down the works."

Mayor Can't Ignore It

"Everybody knows that the cost of living is increasing and we have several thousand employees in the lowest wage groups. We cannot ignore that—I must meet that situation. Take families getting \$1,500 or \$1,600 a year. Surely it is difficult for them to make both ends meet and to provide for their children. I cannot ignore that any longer. I must provide some increase—not as much as I would like to give, but not even

up to the brackets I would like to go, because of limited revenue. But, we must meet this situation and I intend to meet it. The City Council has called the attention of the people of the city several times to this situation. It's going to be met." That's the Mayor's statement on employee raises.

Usually prolific sources of comment on the employee salary situation are mum now that His Honor has entered the pro-pay raise arena, but his gift horse is being looked in the mouth from all sides.

What's in the Wind

Other proposals to boost city workers' pay checks have included measures to add 15 percent to the lowest wage earners and lesser increases for those up to the \$5,000 group. In January Borough Presidents Nathan of Manhattan and Palma of Richmond came out for pay raises. Mr. Nathan favored a straight 10 percent increase. Mr. Palma a 10 percent boost for those earning up to \$3,500, and 5 percent for those getting between \$3,500 and \$5,000.

Some Fears

In the corridors of the Municipal Building and City Hall fear

is expressed that there will be an attempt to settle the wage increase controversy by giving a token raise to the very lowest paid groups and leaving the rest of the civic employees to face the increased cost of living at their fixed salaries.

Reactions

The Mayor's speech produced varied reactions among employee groups in the city. John Hughes of the Civil Service League said, "It's a move in the right direction. After ignoring the appeals of city workers for years, the Mayor has finally come to see that they need some help. But he should do something for the many city workers who are not receiving increments and are frozen in their grades."

SCMWA View

The SCMWA, C. I. O. organization of municipal employees, had this to say, "The Mayor's suggestion does not fill the need of city employees for a living wage. All city employees have been hit by higher costs and they all need a pay raise."

"Our program is for a minimum of \$1,200 for city employees, and a 15 percent increase for all."

May a 3-A Man Be Denied A Permanent City Position?

Important Law Case Will Affect Rights Of 3-A Men on Lists

Has a 3-A man the right to hold a permanent job in the New York City government?

Maybe that's an exaggerated way of stating it, but that is the precise feeling of those 3-A eligibles on the New York City firemen's list who were refused a job by Fire Commissioner Walsh.

The now-famed (or notorious, if you like) situation is before the courts. And early in April, possibly within a week, the Appellate Division will receive the case for decision.

If the Appellate Division de-

cides against the 3-A men and in favor of the Fire Department, the 3-A's will carry the case higher, if that is possible.

How It Started

Here's the background: Action was brought by a group of men who were qualified for appointment to the department except that they had been married after September 15, 1940. They had been placed in 3-A by their local draft boards, but the F. D. said "Nix" when their names came up for appointment.

Selective Service Board 201, answering one of these men's queries as to his status, advised him that he was in 3-A, and that if he received an appointment to the Fire Department, his further deferment would be given every consideration as he would be engaged in work vital to home defense.

Despite two setbacks in the courts, David Savage, attorney for the men, still feels that they

are entitled to the jobs in the Fire Department.

He maintains that the State Civil Service Law allows 1-A men to be passed over in appointments to Police, Fire, and Correction Departments. However, if the Fire Department is allowed to skip appointments because of a 3-A status, it opens the way for other department heads to deny positions to employees on the same grounds.

No Rights for 3-A Men

The 3-A men on the list who have been passed over have no protection and no rights so far as their status on the list is concerned.

One reason why the case has important affects on other civil employees is indicated in a memorandum which accompanied the decision in Supreme Court. In his memorandum, Justice Benedict D. Dineen said "... The Commissioner has acted in the way he deems best calculated to maintain the efficiency of his de-

partment in a time of difficulty and danger."

Some local experts on civil service law fear that the logical implications of such a legal statement, if supported in a court of appeal, would allow a department head to deny employment on almost any grounds with the explanation that "it was calculated to maintain the efficiency of the department."

Even if the eligibles should win the final round in their court battle, the Commissioner could by using his right to appoint one-out-of-three, manage to skip over a good many of the men.

Commissioner Walsh's original action in passing over the 3-A men set a precedent in the city. Unmarried eligibles in 3-A, with collateral dependents, were passed over, as were men in 2-B or 1-A and those in any military reserve organization, and those married after September 15, 1940.

Over 500 eligible falling into these classifications were passed

over, although they had been certified for appointment by the Civil Service Commission, and although the department was desperately short of men.

A number of these men formed an association of eligibles to fight for what they consider their legal rights to the Fire Department jobs, and since last September they have been carrying their case through the courts.

The jobs were refused the men as the department felt that those in 3-A would be in danger of re-classifications to 1-A. However, draft boards have generally considered firemen essential and have not taken these whose dependency entitled them to a deferment.

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

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What Every Cop, Fireman Should Know

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

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

By BERT WRAY

1. Suppose that a life net consists of three sections, each L feet in length. When the life net is extended, adjacent sections overlap for a distance of K feet

to strengthen the overlapping. The total overall length of the life net, when fully opened, is (A) 3 L feet (B) 3 L minus 3 K feet (C) 3 L minus 2 K feet (D) 3 K minus 2 L feet (E) none of the foregoing options.

2. In a certain part of the city the street blocks are 250 feet long and the street intersections 50 feet wide. To get from the beginning of the first block of a certain street to the end of the third block one must traverse (A) 750 feet (B) 900 feet (C) 950 feet (D) 550 feet (E) 850 feet.

3. The number 1/3 is to 100 as 5 1/3 is to (A) 1600/9 (B) 900/16 (C) 16/3 (D) 1600 (E) 900.

4. The number 5 has the same ratio to 1/2 as the number 3 1/2 has to (A) 7/20 (B) 20/7 (C) 7/2 (D) 2/7 (E) 5/7.

5. If 2 percent of the complaints tute three percent of all offenders arrested, and there are 1,500 offenders arrested altogether, then (A) there are 15 juvenile offenders (B) there are 300 juvenile offenders (C) there are 45 juvenile offenders (D) there are 90 juvenile offenders (E) we do not have enough information to be sure of the number of juvenile offenders.

6. If 2 percent of the complaints turned in for a certain precinct of the City are unfounded, and there are 7,500 complaints in the course of a year, the total number of unfounded complaints is (A) 5 (B) 25 (C) 150 (D) 175 (E) we need more information to find the total number of false alarms.

7. The number 1/3 is to 4 as 2 is to 6 percent of (A) 100 (B) 200 (C) 300 (D) 400 (E) 450.

8. A certain precinct of the City had 400 arrests for all sorts of offenses during June and July, 1940. During August and September the number of arrests decreased by 2 percent, but during October and November 1 increased 2 percent over the preceding 2 months' period. The number of arrests in October and November was (A) 450 (B) 350 (C) almost 4 percent of the number in June and July (D) exactly 392 (E) none of these.

9. If assaults constitute 18 percent of all crimes recorded in a certain precinct, and there are 600 crimes recorded during the first half of 1941, the number of assaults recorded is (A) 68 (B) 108 (C) 128 (D) 200 (E) only to be found if additional information is given.

10. Suppose that juvenile offenders constitute 1/3 of the total of offenders arrested in a certain part of the City. Then if, of the offenders arrested, about 33 percent are juvenile offenders, the total number of offenders is (A) 100 (B) 32 (C) about 130 (D) 330 (E) not obtainable unless additional information is given.

Answers next week.

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State Employees May Work for Two Departments

ALBANY—State employees may receive compensation from two different departments or may do outside work for extra money so long as the second job does not infringe upon the duties of the person's regular employment, Attorney General Goldstein has ruled.

He held that present restrictions in the civil service law are designed only to prevent employees from neglecting their regular work.

The Attorney General said of the law: "It has been construed not to prevent a regular employee of one department from receiving compensation for services performed in another department outside office hours in his regular employment. . . . I conclude that any employee, also, has a right to work for employers not connected with the State and receive compensation therefor providing such work is not performed during his hours of regular employment and does not interfere with the performance of his regular duties. The same conclusion is reached as to vacation time."

This opinion was seen as opening up new employment opportunities for many employees both in and out of public service since it clears a way for them to aid in solving the manpower shortage.

Paper is scarce. Help save it by placing a standing order for The Civil Service LEADER with your news-dealer. Buy from the same dealer each week.

Fireman Stokers Demand Higher Rate of Pay

Marine stokers in the Fire Department, to prove their right to wage increases, last week in a letter to the budget director pointed out some reasons why they felt entitled to a \$2,500 salary instead of their present \$2,191.

Here are their arguments: 1. They are the only civilian employees of the Fire Department who are actually part of the fire-fighting force.

2. When fighting fires, they often work hours overtime without pay.

3. In addition to the duties expected of a "stoker", they act as boiler makers' helpers, machinist helpers, brick layers, pipe coverers, pipe fitters, painters, plumbers helpers, etc.

4. They do not get any extra help to attend to the upkeep of machinery on the fireboats, and this also falls to them.

5. There are no promotional opportunities open for stokers. The letter was sent over the signature of William F. Wangelein, President of the Marine Stokers Chapter of the SCMWA.

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Is Vincent J. Kane Losing His Hold as Head of the UFA?

By FRANCIS KELLY

Last week, Vincent Kane, president of the Uniformed Firemen's Association, camped outside the Assembly Rules Committee door in Albany, waiting for just two things.

"I'm hopeful of getting out one bill, doubtful about the other," he says.

The one he was hopeful about was the Crews bill extending the maximum age for eligibles to the New York City Fire Department from 29 to 35 years. It would be effective until six months after the war, but meanwhile would protect men in the service who will pass 29 before they are discharged. The measure would apply to them, and although then past the maximum age they would be eligible to take the next available examination following their return. The bill was passed.

The "doubtful" bill was the Crews proposal giving police and firemen a 20 percent pay bonus, or a maximum of \$600, to meet living costs. It's State-wide and carries with it a provision for a referendum by the people before any city could grant the pay increase.

Mayors Against It

"The State Conference of Mayors is opposed to the bonus bill but I don't know why they should be," said Kane. "It's an optional bill and moreover requires a referendum. The people pay the freight and they ought to have the right to determine what they want to do. We are not afraid of going to the people on this issue. But I guess the Legislature will not give us a chance to go to the people. I suppose Mayor LaGuardia is opposed to it, too." Mr. Kane said those two bills were the ones on which he and his associates have concentrated this season.

What Firemen Want

"We have camped on them," said Kane. "The great interests of the firemen of New York City are chiefly involved in three categories — salaries, pensions and hours. We are in fair shape so far as pensions and hours are concerned. We are deeply concerned over the salary question, for living costs are going up so fast and so high that some kind of salary relief is absolutely necessary."

Kane said that little other legislation except the two bills enumerated bothered the firemen this year.

How About Opposition

Asked about opposition to his organization or his own endeavors, he said he couldn't put his

finger on any—except like the opposition of the Mayor's Conference.

But maybe big Vince Kane, perennial president of the Uniformed Firemen's Association, AFL, doesn't have his ear to the ground. For a survey of the men in his organization indicates the beginning of a groundswell against his rule. How extensive this is, or how far it will go, is hard to estimate. The recent vote on V-duty has left some bitter marks, and while men in the department aren't saying so out loud, many of them feel the matter could have been handled much more effectively by Kane and the other leaders of the organization. Said one fireman to this reporter:

"Suddenly I couldn't face my neighbors. They thought I was unpatriotic. There was no reason for them to think so. The Fire Department got the jump on us, and we were left holding the bag. Our leaders didn't get out point over to the public at all. The whole matter of V-duty, from the outright warning of the Commissioner to the conferences between Walsh and Kane to the vote among the men that resulted in continuing the extra hours of work—all this has left a sour taste in the mouth of the firemen.

In the main, relations between the UFA and the Fire Department have been smooth. With the exception of the V-duty fight, there has been little about which the organization and the agency have squared off in recent years. The only matter of comparable importance was the 3-platoon system, which was installed only after a referendum by the entire City. Everybody felt good about the way Kane handled that job.

Smooth Relations

Much water has passed under the dam since that famous ball in Madison Square Garden, on January 13, 1940, when the firemen so happily celebrated this signal victory.

Today, there is a widespread feeling among the men, particularly the younger ones, that the smoothness in relations between the organization and the department may not be indicative of health. As one fireman in upper Manhattan put it:

"When things are too friendly between a union and management somebody is bound to lose out, because a department never wants to give the things that a union should be 'always asking for.'"

If this were an isolated opinion, it wouldn't be worth repeating. But, in one way or another, the reporter found such opinions to

be surprisingly widespread. Talk with the men indicates, moreover, that the opposition to Kane's present policies is greater than ever before. Nobody could—or would—say who the leaders of this opposition are. Nor would the cautious firemen say that it goes so far as to mean an end to the Kane regime at the next elections. But awareness of the situation is widespread; even among Kane's staunchest friends and associates, there is evident apprehension about the situation.

What Are the Grievances?

We asked many firemen about their grievances. We meant the larger grievances toward the City. But we learned that much of the beefing is about essentially smaller things—and also about the way certain UFA policies and practices are handled. It should be stated at this point, however, that behind the grievances, the men show great loyalty toward their organization, and they will not tolerate any statement against the UFA as such.

Primarily, they are dissatisfied with salary. They think that they are in the position of paying in greater proportion for the war than other sections of the citizenry. Again, to quote a man in an engine house: "The factory worker is earning more than ever before. Industry is making bigger profits than ever before. Prices are higher than they've been, and going up every day. We're stuck in the middle, with increased living costs, increased taxes, high pension payments and cost of equipment and uniforms."

And this attitude extends towards the leaders of the UFA, who the men feel have not done all that could be done to obtain an increase. They are now pointing to the way representatives of State employees pushed through a pay raise. On the other hand, Kane himself may have taken the matter too lightly, as possibly indicated in his statement to The LEADER'S correspondent: "Well, you know how these things operate behind closed doors of legislative committees. You think you got a bill out and passed—and then something happens." The bill that Kane wanted never even got out!

(Continued on Page Fifteen)

Wondering how you can dig up your birth record or proof of citizenship? See Reader's Service Guide, page 13.

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What's Ahead For Correction Officer Job

If you're one of the men planning to file an application to take the New York City examination for Correction Officer, or have already done so, here are a few things you ought to know about the job.

The starting salary is \$1,769 a year. You can reach \$2,399.99 by yearly increments. In addition, promotional examinations from time to time give you a chance for advancement and more money. You have to purchase your uniform, which will set you back about \$40.

You will be assigned as a guard in one of the City prisons, or with one of the Sheriff's offices. If you happen to get hurt on the job you will be covered by workman's compensation. Your deduction for retirement depends on the plan you choose and the age at which you decide to stop working.

Working Hours

Your hours of work are going to be peculiar. You work 8 hours a day for six days. Then you get 32 hours off. The next series of tours starts 8 hours earlier. Tours are 8-4, 4-12 midnight, and 12-8 a.m.

There are several employee organizations in the Correction Department which you can join for labor, social, or religious purposes.

Time Off Instead Of Overtime Pay?

WASHINGTON.—A new amendment to the pending Government pay bill has real importance for all Federal employees.

It provides that Federal agencies can grant time off, in lieu of extra overtime pay, for work in excess of 48 hours per week. Here is its significance to you:

At present, by a Comptroller General's rulings, you can be required to put in extra work on one day, providing the agency gives you time off within the same work week.

However, you cannot be required to put in extra hours one week in exchange for time off the following week. Before such an arrangement is made, your supervisor must have your specific consent.

The new amendment would eliminate the requirement that you consent to the arrangement.

It would mean, in effect, that your agency could require extra overtime work (work in excess of 8 hours per day or 48 per week) whenever they saw fit. And it could give you compensatory time off whenever it saw fit.

Park Department Clerk List Rescinded

The Municipal Civil Service Commission last week rescinded a list for Clerk Grade 2 in the Parks Department which had recently been promulgated.

The action was taken at the request of the Parks Department which had not used up the old list when the new list was published.

Your country has a War Bond Quota to meet this month. Is your own household budget apportioned so that you will put 10% into War Bonds?

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These Are the Things the Legislature Accomplished, And They Affect Every Employee in Civil Service

ALBANY.—One of the startling upsets of the 166th Legislature just before it closed Friday, after enacting a wide assortment of civil service bills, was disclosure that Governor Dewey had intervened to stop continuation of the Hollowell Legislative Committee to Investigate Civil Service.

A resolution continuing the joint committee and appropriating \$30,000 was introduced and got as far as the Rules Committee, where it finally languished and died. It had the approbation of the GOP legislative leaders who thought the committee should go on and finish the job it began last year. But word from the Governor's office was that he didn't desire the services of the committee and will invoke his own ideas in re-shaping both the Civil Service Department and the Civil Service Law and practices.

Preference Bill Killed

One civil service proposal which had aroused a storm of protest was killed at the last moment. This was the Downey resolution, which would amend the Constitution to give veterans and volunteer firemen preference in every promotion examination. Senate GOP leader Joe R. Hanley said that he would like to consider the veterans preference and the volunteer fireman preference in separate firemen but he is against tying them up in the one bill.

Allow Cities to Raise Pay

Although damned by some

Legislators as "the worst and most dangerous bill in years," the Legislature passed the Ehrlich bill, which permits any city in the State to issue serial, five-year bonds, with which to pay city employees in every category annual bonuses up to \$300. The measure was described also as "humanitarian" and as an aid in helping meet the cost of living. New York City Democratic members voted with Erie Republicans in killing Mayor La Guardia's tax bill.

Major Civil Service Bills

Here are some of the major bills affecting civil service passed by the Legislature:

Bills Passed With the Governor

Halpern—Provides that promotion examinations may be held within subdivisions of a department and be limited to employees in such bureau. It provides also that the Civil Service Commission may not certify a general promotion list to a department until the promotion eligible list in the department has been exhausted.

Halpern—Raised pay of junior clerical and other service employees to \$1,200 a year.

Fingerprinting OK

Williamson—Permits the fingerprinting of State and municipal employees by removing previous restriction in law.

Hammond—Provides for appointment of temporary firemen and policemen in cities through State. They will have no permanent status or be eligible to any of the civil service safeguards.

Halpern—Provides for certification by State or municipal Civil Service Commission of payrolls of classified employees in April and October instead of July and January.

Burney—Gives to volunteer firemen special credit in promotion examinations and original examinations on the same basis as is or may be given to war veterans.

Halpern—Abolishes labor classification in civil service in cities under supervision of State Civil Service Commission or a county commission.

To Pass on Grievances

Halpern—Authorizes Municipal Civil Service Commissions to establish three-member advisory boards to hear and pass upon appeals of employees in cases of fines, suspensions or removals. Provides for witnesses and permits employee to engage counsel.

Halpern—Provides that where a civil service employee returns from the armed forces, after the war, he shall be entitled to all the pay and privileges of the last office he vacated, plus such additional pay as he received if he filled a higher paying position as a substitute before going into the service. This means that where a man was appointed at higher pay as a substitute for another employee called into the service, and himself was called into the service, he shall be restored to a job paying as much as he got as a substitute.

Wallace—Permits an employee, upon retirement, to base his retirement pension on average compensation for any five years of State service, instead of during any five consecutive years, as now.

Pension Contributions

Wicks—Prohibits a member of the retirement system, after five years' membership, and over 60 years of age, from withdrawing his contributions instead of taking the usual retirement allowance. Some employees, going into war industries or into Federal service, had pulled out their contributions, plus accumulated interest. Continuation of

this might seriously affect the retirement fund.

Wicks—Reduces the rate of interest paid by the State on pension contributions of employees in the Retirement Fund from four to three percent, compounded annually. This will be effective June 30, 1943. The State will continue to pay four percent on contributions of all members entering the fund prior to that date. The 4 percent rate is mandatory and a contractual obligation under the Constitution. At 4 percent the State is losing money and yearly upwards of \$250,000 has to be raised by State taxes to meet retirement fund costs so as to pay the 4 percent.

1-A's Passed Over

Halpern—Provides that where a man on an eligible list for firemen, policemen or correction department guard is passed over in appointment because he is given a draft classification of 1-A, or is in one of the armed reserve forces, he shall be retained on the eligible list for two years, instead of one, after the war.

Wallace (Rules Committee)—This bill takes away from persons who left exempt jobs in the public service to go into military service any of the rights, privileges and protection to civil service employment in the armed forces. If the exempt job is abolished or filled by competitive civil service appointment the person who left loses all claim to that job or any other upon his return from military duty.

Wallace (Rules Committee)—This bill provides that an appointment made as a substitute to fill the place of a person for the exempt class who had been called into military service may be terminated. In other words the substitute filling the place of the fellow who left an exempt job for duty with the armed forces can be thrown out of his position, regardless of any other law.

Halpern—Provides for sick leave

with pay of 12 days a year for employees of the New York City Transportation Board. Those with less than one year's employment get one day's sick leave for each month worked.

Riley—Permits employees in State institutions to volunteer for overtime employment at straight time.

Promotion Tests

Dwyer—All promotion examinations must now, under this bill consist of two parts of equal weight; the first to be written test and the second to consist of credit for seniority, plus record in grade or rank and length of continuous service.

Moffatt—Until July 1, 1944, an employee on fiscal instead of calendar-year basis and provides for new increments to April 1. Employee who is a member of the State pension system, and is absent on military duty, may borrow at 6 percent interest all but \$1 of his accumulated contributions to the retirement fund. Repayments are to be made at a rate not in excess of 10 percent of pay except that the amount can be increased if retirement period approaches.

If You Get War Job

Ostertag—This act provides that a public employee who is discharged from the armed services and who then goes into essential war work shall be entitled to all civil service rights and privileges, including ultimate return to his civil service job, the same as if he had remained in the military service.

Todd—This provides that civil service employees serving with the Red Cross, or a similar agency, with the armed forces on foreign service, shall have the same status as a civil employee in the military forces; is, the right to return to their civil service jobs, pension, promotion and similar privileges.

MacKenzie—With the approval of

the Civil Service Commission and the Budget Director appropriations for personal service, for jobs carrying a specific salary, may be expended instead to hire employees at a lower salary and a different title and grade but in the same occupational field.

Mitchell—Provides that in the name of any person, who is in military service, and whose name is on civil service eligible list shall remain on a special eligible list for two years after the war.

Retirement

Wicks—Permits members of New York City retirement system to change their retirement status from age 55 to 60 if application is made prior to January 1, 1944.

SEELYE—Exempts New York City teachers retirement pensions from estate, transfer and inheritance taxes.

MAHONEY—Provides that physicians, medical inspectors and dentists in any municipal civil service who were paid annual salary prior to June 30, 1940, shall continue on salary basis, with increments, and retirement rights.

QUINN—Provides that where an employee has been let out through no fault of his own his name shall be placed on a preferred list for office or position last held by him and for any similar office in any department or branch of city government and shall be entitled to first vacancy.

Overtime Bill

BARRETT—Provides for voluntary overtime in mental hygiene, correction, health, and social welfare departments and canal division and Batavia School for Blind. Limits employment to 12 hours a day but permits overtime by extra day's work if deemed by institution head more practical than hourly overtime.

Quick Action Expected on U. S. Pay Bill

(Continued from Page Two)

cent) for employees who can't work overtime.

A flat raise of \$300 per year (instead of the present 10 percent) for employees of the Legislative Branch, except Library of Congress and Botanic Gardens workers. The latter will be paid overtime.

A flat raise of 12½ cents per hour part-time workers, and hourly workers whose wages are NOT set by wage boards or by administrative authority.

Elimination of the present restriction which denies overtime to employees making more than \$5,000—and further provides that overtime and base pay together cannot exceed \$5,000.

In effect, the last provision will mean a \$640 raise for \$5,000 men, and lesser increases for men in the bracket immediately below \$5,000.

AT A SPECIAL TERM, PART II, OF the City Court of the City of New York, County of New York, at the Court House, 52 Chambers Street, Borough of Manhattan, City of New York, on the 24th day of March, 1943.

Present, Hon. James C. Madigan, Justice. In the Matter of the Application of LOUIS DELLA GIOVANNA, for leave to change his name to JAMES KEENE. On reading and filing the petition of LOUIS DELLA GIOVANNA, duly verified the 18th day of March, 1943, praying for leave to assume the name of JAMES KEENE, and it appearing that the petitioner has been inducted into the United States Army, and the Court being satisfied by the said petition that there is no reasonable objection to the name proposed:

Now, on motion of FRED NASH, attorney for the petitioner, it is ORDERED that said petitioner, LOUIS DELLA GIOVANNA, be, and he hereby is, authorized to assume the name of JAMES KEENE, on and after the 3rd day of May, 1943, upon compliance with the conditions herein set forth; and it is further

ORDERED that, within ten (10) days after the date hereof this order and the petition be filed with the clerk of this Court, and that, within ten (10) days of the entry of this order, a copy thereof be published in The Civil Service Leader, a newspaper published in the County of New York, and within forty (40) days after the making of said order, proof of the publication thereof be filed with the Clerk of this Court, in New York County; and it is further

ORDERED that a copy of this order and the papers upon which it is based shall be served upon the Commanding Officer of the petitioner LOUIS DELLA GIOVANNA, and upon Alex. P. Watts, Inc., 6 East 45th Street, Borough of Manhattan, a judgment creditor, within twenty (20) days after its entry, and that proof of the service shall be filed with the Clerk of this Court, in the County of New York, within ten (10) days after such service; and it is further

ORDERED that upon compliance with the foregoing the said petitioner shall be known, on and after the 3rd day of May, 1943, by the name of JAMES KEENE, and by no other name.

Enter: J.C.M., Justice of the City Court.

Title Examiners For Housing Authority

112 was the last number certified from the list for title examiner Grade 2. There are two vacancies on a temporary basis in the New York City Housing Authority. Fourteen names were certified for these positions which pay \$1,800 per annum. Appointees will have their names withheld for permanent appointment for three months in all departments except Housing.

Medical Inspectors For Health Department

The Department of Health had 11 names certified to it from the list for medical inspector (cardiology) Grade 1. The openings are permanent in the Cardiology Clinic and the salary is \$5 per session. The last number certified was 22.

Social Investigators Get Hospital Jobs

Twenty-five names were certified to the Department of Hospitals from the social investigator list for temporary positions at \$1,500. 1406 was the last number to be certified.

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WAR JOB NEWS

How You Can Become a Navy Inspector Fast, at Good Pay Positions Near Home; For Men, Women

How many individual parts, from smallest screw to heaviest rifle barrel, enter into the construction of a monster battleship? or an aircraft carrier, submarine, P-T boat?

The only possible answer is that the number of parts involved in naval construction reaches an astronomical figure.

All parts have to be inspected. Lots of them. Nowadays it means more and more women inspectors.

Training of naval inspectors is the responsibility of a little known school which has been operating in New York City since last August 17. The name is the Navy

Inspector School, and it's located at 265 West 14th Street, Manhattan. If you'd like to apply for the training and the important war job that follows, you may file an application at the offices of the U. S. Civil Service Commission, 641 Washington Street, up to April 1. After that date, apply directly at the school.

Only Three Exist

This New York City naval school is one of only three of its kind in the United States. The others are in Chicago and San Francisco. The 500 men and women graduated to date by the local school are now profitably employed by several different branches of the Navy service in and around New York City. They are being paid in proportion to their skill and length of service, from \$1,440 to \$2,000 a year, and some of them will do even better.

In the minds of many people, working with mechanical appliances means dirty work. Whatever may be the jobs the graduates are called upon to do, during the period of instruction they work in surroundings as clean as the proverbial whistle and neat as the well known pin. Under fluorescent lights, using precision tools and valuable instruments, they enjoy some of the finest classroom accommodations to be found anywhere in this country. Ask some mechanically minded friend if Rockwell and Brinell hardness testers and gear teeth vernier calipers are to be had just for the asking.

Watching Them at Work

At one table may be seen two brunettes (female) and one blonde (male) still in their twenties learning to check the measurements of an airplane crankcase under the watchful eye of a naval supervisor. In another room five girls and one man are testing radio tubes, the girls excelling at the task because of the nimbleness of their fingers. Others check the measurements of machine-gun and anti-aircraft gun parts against blueprints. In still another room movies and slides are being used for visual education. The school has a library of close to 100 films and slides.

Practical Courses

The instructors are inspectors transferred from Navy inspection offices, and the courses are practical instead of theoretical. Classroom work simulates actual shop practice. Two-thirds of the current crop of students are girls or women. They range in age from eighteen to forty-five, but there is no maximum age limit. At least twenty new students are needed each week to keep the school operating at full capacity, so the Civil Service Commission is constantly on the lookout for likely candidates.

What You Learn

The usual course covers six weeks of forty-eight hours a week,

and includes the following:
180 hours of shop work, using instruments.

30 hours in reading blueprints.
10 hours' review of simple mathematics.

10 hours' study of metallurgy and identification of materials.

10 hours' specialized paperwork, covering Navy inspection procedures.

Special outside study on pertinent topics.

What does the training prepare the student for? In the Navy's language it is:

Dimensional inspection of machined parts, as needed in ordnance.

Dimensional and visual inspection of aircraft materials.

Dimensional inspection of airplane engine parts.

Inspection of electrical and radio parts.

There is also a supplementary course in gear instruction.

With all this learning stored away where it will do Hitler and Hirohito the most harm, the graduates are ready to perform important war work. Every effort is made to place them near their homes. To date all graduates have been employed either in New York or New Jersey and within a reasonable distance of New York City. In no event will any graduate be asked to accept employment further than 500 miles from New York City.

How to Enroll

Is it easy to enroll in this earn-while-you-learn course? The answer is "yes," if you have the qualifications. But, first of all, applications are not wanted from persons now engaged in war work of equal or higher skill.

Preference in consideration is given to persons with the following qualifications:

Two years of college education or two years of high school or equivalent education in engineering, mathematics or physics; or one year of machine shop or other mechanical experience; or one year of electrical or radio experience. There are many boys and girls and men and women who can meet those qualifications. However, don't let lack of such experience keep you from applying. You still have a chance.

Applicants will have to take a written mechanical aptitude test consisting of problems in space relations, arithmetic and simple mathematics. These are given directly at the school—and you can take the test the same day you apply and be appointed before you go home.

The Navy Inspector School needs twenty new students each week. If one pound of blueprints is required per ton of battleship, how many parts are there in the Navy's construction program? Even Pythagoras couldn't answer that one without burning a lot of midnight oil. But it wouldn't take him a second to realize that lots and lots of inspectors are needed by the Navy. And he'd probably be surprised to discover that most of the new ones nowadays are women.

Dry Cleaning Workers Can Earn Up to \$50 a Week

Experienced workers in the dry-cleaning industry can find plenty of jobs at the United States Employment Offices at 225 West 34th Street, Manhattan, and at 165 Joralemon Street, Brooklyn.

Men are needed at wholesale and retail plants and at army posts. Machine pressers, tailors, bushclers, dry-cleaners, dry-cleaner helpers and spotters are needed. Salaries offered range from \$20 to \$50 a week.

Women with experience in the line are needed at plants throughout the metropolitan area. Pleaters, and clerks and store managers are needed especially. Salaries are between \$18 and \$30 a week.

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General Bradley's Column

By
Brigadier General
John J. Bradley (Ret.)



Some Late Draft News.

Your employer has a better chance of getting deferments for his important workers now. New ruling lets him file appeals with board in the district where the man is working rather than where he is registered. Theory behind this: it gives a board with actual first-hand knowledge of the manpower situation in the area a chance to judge the case.

One loophole in the administration of the Selective Service process was plugged recently when a U. S. District Court in California ruled that a writ of "habeas corpus" could be gotten by a man who was contesting the legality of his induction order . . . seems that the action of the local draft board is not immune from inquiry by the courts . . . just another safeguard to assure a democratic way of running things . . . back in '17, the minute you got your induction order you were in the army, and your appeal would have to be through military law.

Women Officers

Woman college seniors can now sign up as officer candidates with the WAVES and SPARS. They won't be called to active duty until after graduation. Apply at nearest Naval Officer Procurement Office (33 Pine Street in New York area) with a certificate from the dean of your school, with your college record, and the endorsement of a special faculty committee.

Over 38 In Army?

You are still eligible for a discharge if you will go into an essential occupation. Deadline for application is April 30. You can get a discharge even if you haven't a war-industry job waiting. Employer or USES just has to certify "probable employment," and you get the discharge papers. The Army is pretty liberal in its interpretation of "essential." Any occupation essential to maintain civilian economy is considered O.K. for the over-age soldiers.

Women In Coast Guard Volunteers

A women's volunteer unit to serve with the Coast Guard is now being formed. They will work with the men who are doing spare-time patrol work with the Coast Guard on a volunteer basis. Will wear uniforms, be under military discipline while on duty. Uniforms won't be same as the SPARS. Main duty will be to assist in work of guarding water-front installations.

Jottings

Forty-six of the 48 states now allow service men some form of absentee voting privileges. The old military saying that only criminals, insane persons, and Army officers are deprived of suffrage no longer applies. . . . Proposals are being made in Congress to provide men honorably discharged from the services for physical or other reasons to wear a special insignia. . . . DISABLED VETERANS will benefit by a bill now before the President. While training they will receive \$80 a month plus allowances for wife and children. Program would be administered by the Veterans' Administration.

Navy men will be glad to know that the way to a commission has been eased. The Naval Academy now can accept men with less than nine months' service at sea. Ruling was changed to allow men who had previously been barred by technicalities to become officers.

General Bradley will be pleased to receive letters from readers, but cannot undertake to answer them individually. Those of general interest will be answered in this column.

Mechanics: War Work Overseas

Mechanics are need to maintain and repair heavy construction machinery up north in Greenland. Work will be on diesel, gas and steam machinery.

Pay is \$1.77 an hour, with overtime after 48 hours. You sign a contract for one year, and the company provides transportation, maintenance, and warm clothing.

Men over 38 and up to 55 are acceptable, but must have at least five years experience doing similar work.

Must be citizens, (bring some proof of citizenship when you apply) and draft deferred. You have

to pass a stiff medical test before you will be considered.

15 men are needed immediately for these jobs. Apply in person at the United States Employment office, 44 East 23d St.

48 Names Sent To Fire Department

Last week, 48 additional names were certified to the Fire Department, making 2505 the last number to be certified. The positions are all permanent and pay \$1,320 a year.

Miss and Mrs.! Lots of things you want just for you—you'll find tips and hints in Reader's Service Guide, page 13.

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, March 30, 1943

Mayor La Guardia— Note Dewey's Action

THE electrifying news came down from Albany a few hours before the Legislature adjourned that a substantial pay raises are coming through for State employees. Those earning under \$2,000 will get a 10 percent increase. Those earning between \$2,000 and \$3,975 will get an increase of 7½ percent.

The cost is \$5,500,000 to the State.

Governor Dewey has by this action shown resiliency of mind, and a realization of the times in which we live. He deserves fullest thanks of the employees. We hope that this approach to the problems of employees continues, and we shall watch to see how it is effectuated in another aspect of the Dewey program—firings.

Credit must go, too, to the various employee organizations who stuck to the fight. The long-range planning of the Association of State Civil Service Employees; and the hard, unremitting plugging of the State, County, and Municipal Workers—even when it looked hopeless—finally pushed the bill through.

AND ON THE FEDERAL FRONT, TOO

From Washington, too, comes word that the pay situation will resolve in favor of the employees, with a \$300 pay minimum guaranteed to all. The postal workers are winning their fight with unanimous Senatorial approval of their \$300 bonus demand and a flat 15 percent increase for hourly and part-time workers.

ALL THE NEWS IS GOOD, EXCEPT—

—except from the LaGuardia budget retreat. The Mayor has indicated that he understands the difficulties of the lower-salaried City employees, and will do something about it. Something isn't enough. The Mayor may well look about at the two excellent precedents set by State and nation. Minimums should be set up, and \$1,200 isn't too much for a minimum. Either flat increases or a percentage increase based on the Little Steel formula—15 percent—might do the trick, Mr. Mayor.

letters

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

Postal Man Tells His Story

Sir: The recent announcement of the Municipal Civil Service Commission that competitive examinations would be held for the positions of foremen and superintendents in the Sanitation Building Dept. brings late glaring contrast the conditions existing in the Federal Post Office Dept. The salaries of the supervisory employees of the Sanitation Dept. are in the same range as that in the Post Office Dept.

Postal employees—clerks and carriers receive their top salary after four years on the job and then they work 30, 35, 40 years without receiving an increase; except, of course, for the few hundreds who are raised above the rank and file through devious channels that the rest of us can only surmise.

Perfect records, meritorious citations year after year have never helped a post office employee to achieve a promotion. He is doomed to a lifetime of service without the incentive to raise in his chosen field, which is contrary to the ideals of every American.

Today there are approximately 2500 New York post office employees in the armed services, and more going every day. What a tremendous encouragement would result if they learned one morning in the camps or in the field that upon their return they would be free to compete with their fellow postal employees for the higher, better paying, more responsible positions.

A campaign now, in conjunction with the drive for a sensible salary increase would help to right a wrong under which P. O. employees have been laboring for many years.

Paul Grossman.

It looks as though the postal workers are finally winning through on pay. Perhaps a more equitable promotion system will come next.—Editor.

Why an Attendant Quit His Job

Sirs: This is one State hospital attendant who has already sent his resignation in. I pinned a great deal of hope on our newly elected governor, Thomas E. Dewey, but it looks now that he is going to back-track.

What caused him to change his mind on his proposed 15 percent increase, and his time-and-one-half overtime for the 12-hour shift?

When I look back upon that \$100 bonus that we were given so generously last year, and had it so cunningly and quietly taken away with the other hand by virtue of a secret clause inserted at the very last moment to stop all time service increments, then I know just what to expect from the Field-Hamilton Law.

I can draw but one conclusion. The Department of Mental Hygiene can, and probably prefers to get along without me. So, its me to the defense plants where I am needed.

An ex-hospital attendant,

JOHN WALD.

See Editorial above.—Editor.

Don't
Repeat This!



Bits and Scraps
Remember when this column told you that Mayor LaGuardia was dangling a brigadier general's commission? . . . Glad to see that Tom Patterson got OK as budget director—suggested here several times. . . Fire Commissioner Patrick Walsh looks like a character out of a Dickens novel—if you can imagine him in civilian clothes. . . Stanley Bresnick, who lost in election to Executive Board of the Municipal Credit Union, is now back as a paid officer. . . Over at the Municipal Civil Service Commission: Man with cop application phones in. "It says here Name." "Yes." "It says next Address." "Yes." "Then it says Where was I born." "Yes." "Do I fill it out?" . . . Leo McDermott, former Budget Director, is acting as political adviser to Walter Hoving, head of the 5th Avenue Association. . . Prof. Hoppock, who teaches occupational guidance at NYU, sends his students to movies instead of class. Idea is to compare the real facts with glamorized version. . . Pleasantest telephone voice of any city employee belong to Marian Pettiford in Municipal Civil Service information office. . . Sensational coming news: Big U. S. hiring office of Chanin Sanitation Building will be broken up . . . Employees in that unit are frozen into jobs, can't take others, don't know where they'll go. . . John Hughes, fired by Sanitation Department last week, now has job earning twice as much as he made there. . .

Shopping Around

Sirs: Perhaps you can explain why it is that a City employee who wants to change from one department to another has to go shopping around until he finds a department that can use him, and then go through the trouble of getting accepted, and released, and other red tape?

Why can't the Civil Service Commission, or some other office, keep a list of openings so that a skilled worker who would like to try another department can find out where to go?

L. H. R.

Catch-Sentence On Welfare Island

Sirs: A new ruling of the Department of Hospitals says that employees, visitors, and living discharged patients (dead ones get more consideration) cannot ride on buses from City Hospital.

The reason for this ruling seems to be the patriotic desire to save gasoline. No one denies the nurses the privilege of riding the bus, but if the bus is almost empty no one else but a nurse can occupy the empty seats.

The nurses were smart. They threatened to quit en masse if they had to walk around the island. The rest of us were glad walk.

We have a new catch-sentence on the island. "May it be raining and the wind blow when you come here!"

A CITY HOSPITAL WORKER.

Merit Men



the war effort.
"It's a different job than we've ever done before," Mr. Moyer says. "And yet, it's the same job, too. It's different because we've never before been called upon to hire so many people so quickly. It's the same because our objective remains the same—to secure for Uncle Sam the very best qualified personnel we can possibly obtain for him."

Started 29 Years Back

A South Carolinian by birth and a graduate of the College of Spartanburg, he came to the Commission as an examiner 29 years ago. He advanced rapidly and 1919 found him as Manager of the Fifth Region at Atlanta, Georgia. He was called to Washington in 1932 as Manager of the Fourth Civil Service Region and later became Chief Examiner of the Civil Service Commission. In 1938, he was made Executive Director and Chief Examiner.

This brief account of his advancement tells inadequately of his personal fairness, his diplomacy and tact in handling people, and his thorough knowledge and belief in the civil service system as a genuine merit system that works. Today, as one of the most important career men in the Federal Government, he occupies a position which affects the personal comfort, happiness and morale of millions of American civil service employees.

Mr. Moyer has a background of experience in all phases of the Commission's activities. He knows and appreciates the problems that the national emergency has brought to the peacetime activities of the Civil Service Commission, and he gives to his daily work never-failing enthusiasm, a belief in the soundness of the merit system and untiring energy. He works long hours and seldom goes home without a filled brief case. Before the demands of the war program intervened, he liked to play golf and bowl and used to lead his team in a bowling league. Mr. Moyer is married and father of a son and daughter; his son, a recent college graduate, is in the army.

TO THE THOUSANDS of persons who have business with United States Civil Service Commission, the name of Lawson A. Moyer ought to be familiar.

That name probably is signed to more documents than that of any other man in Government, except President Roosevelt.

The possessor of the signature is a stocky, graying man, and very affable. Also, he holds one of the most important jobs in Government . . . executive director and chief examiner of the Commission.

That, of course, tells only part of the story. The real job is that of staffing Government for war, seeing that the typists in New Jersey or Wisconsin, and the machinists in Massachusetts and Missouri quickly bring their skill to

QUESTION, PLEASE

When Does Seniority Begin?

I.E.F.: Seniority in laying off New York City employees because of the lack of sufficient budget appropriation is determined according to the date of the original appointment into the City service, not according to the date of promotion to a particular grade. Thus, if a person has been a City civil service employee for ten years and has been working in the title of clerk, grade 4 for one year, he has greater seniority than the person who has been employed as clerk, grade 4 for five years, but has been in the City service for only 7 years.

Release from the Army

F.M.: If your brother is over 38 years of age and wishes a release from the Army, he has to secure a letter from a defense firm saying that he will be employed there if he is released. He then has to apply for discharge through his commanding officer. He cannot secure his release as an employee of the Sanitation Department as those employees are not being deferred.

War Jobs During Vacation

J.R.: As a City employee you may not take a job in a defense plant during your vacation. If you wish to take such a job you must request a leave of absence from your department head. If your department is not undermanned, you will probably be granted a leave.

Tell the Truth

J.T.: The fact that you have been arrested twice won't prevent you from filing applications for civil service clerical tests. When filling out the application, be sure to state the facts correctly, as you will be investigated by the Civil Service Commission. If a candidate shows a good record since his last arrest, the Commission will act in a lenient manner towards him.

If You Fail the Written Examination

B.L.: If you have been notified by the New York City Civil Service Commission that you have failed in the written examination and you believe that you should have passed, you may visit the Record Room of the Civil Service Commission at 96 Duane Street, New York City. Here you may ask to see your examination papers. You will be given a set of the correct answers which you may check with your answers. If you find that the examiners made a mistake you will be given a form to fill out requesting that your rating be reviewed. If your rating should be changed, the Commission will do so.

Own Business Conducted at Night

There is no general rule in the Federal service regarding an employee's right to carry on a business of his own after official working hours. It does not appear that there would be any objection to your selling insurance in the evenings if you do not use your government job as a means of getting business or permit your insurance selling to interfere with your day-time work for the Government.

Guidance Service

There are several places in New York City where you can get free guidance service. The Salvation Army at 120 West 14th Street, Manhattan has a special guidance service which you can secure by making an appointment. You can also secure help from the Vocational Service for Juniors at 95 Madison Avenue. They will try to determine where your interests and aptitudes can best be utilized. The Civil Service LEADER has a guidance service which is free to its subscribers. You will be given a personal interview to determine your abilities, training and interests, and be advised of occupational and training opportunities for which you are best suited.

POLICE CALLS

The Case of Pat Harnedy

We don't hesitate to say what we think about matters affecting policemen, so we think it's fair enough when somebody takes a punch at us.

Here's a letter came in to Police Calls this week that does a job of taking us apart. We're printing it in full, and we think you ought to read it, and our answers — because they're good. We're glad this letter was written, because it gives us a chance to set the record straight.

Dear Sirs:
"Relative to your Police Column in your recent issue of March 16th I would like to take the opportunity at this time to take exception to several items therein. Inasmuch as I have from time to time listened to reporters pad their stories as they phoned them in in order to make them good reading for the public I usually take my press stories with a grain of salt. Knowing that you could not have attended the meeting of which you wrote about, as you are not a P.B.A. member, I must take it for granted that someone must have given you your information, and hearsay information is not always the most reliable source.

"You state that Pat Harnedy took a couple of slaps at you and that the delegates took a slap at Pat. Let me inform you that business is conducted in the good old American way at these meetings and that Pat did at no time mention you or your column.

"Relative to the matter of Temporary Police you say that your mail bag proves that everyone else in the Department felt doubtful about the plan presented. Do you infer that the P.B.A. was in accord with this plan? If so, let me inform you that the Association was on record as being opposed to this plan and used every honorable means to defeat it. This was not possible but the Association had the Bill so amended that the mayors do not want it in its present form.

"In regards to the pay raise you imply that the P.B.A. does not know how to present the proper legislation and that its Board of Officers are not competent or are slipping. It will be a tough day for the members when they have to depend upon your genius to achieve this goal. The P.B.A. is only one of the many organizations representing some 188,000 civil service employees which have been unsuccessful in negotiating a pay raise with the present administration either direct or by legislation, and it is my opinion that all civil service employees will receive more compensation within a short time which of course you will take credit for in your unreliable column.

"You say that you never publish your own opinion but that you express the opinion of the majority of members in the Police Department. Let me inform you that you have no way of determining the majority of opinion from the few letters you receive.

"Once again you are wrong when you state that the P.B.A. is advancing into new fields by employing a public relations man and that a policeman is not fitted for the job. For your information the P.B.A. has had on its payroll two previous public relations men, both of them former policemen and both of them men of a calibre that will be hard to replace by men from any walk of life.

"If you should happen to print all or part of this letter, please advise P.B.A. members to attend a few meetings and they will be sure to get their information firsthand and I'm sure that if you want police news to publish in your fighting column that it will be given to you if you apply for it at the proper source. I would also like to recommend to your editor that the proper one to write the Police Column would be an ex-cop because that requires specialized training that you simply cannot have."

That's telling us off, but good! Now we're gonna talk back.

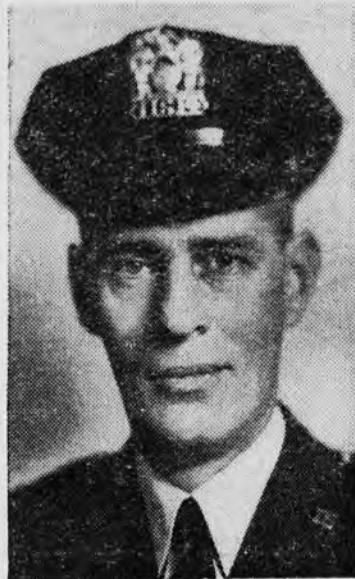
Rest assured we know pretty well what went on at that Delegates' meeting, and at all Delegates' meetings. And our sources are good.

Point 2
About the temporary cop bill, the answer is clear: It's law.

Point 3
We recognize as well as anybody the forces arrayed against employees seeking a pay raise. We didn't say "that the PBA does not know how to present legislation and that its Board of Officers are not competent or are slipping." Just as you don't like to be misinterpreted, neither do we. So for the record, let's repeat just what we did say, in a direct message to Pat Harnedy:

"Most of all, you must bring your case to the public, Pat. The man-in-the-street is under the impression that the members of the Police Department make a very good salary. He doesn't figure how much of that salary goes to the various payments that must be made—huge pension contributions, cost of uniforms and equipment, and taxes. Point out how little is left over after it's all taken off. Shake off the dust and let it out. You and your colleagues can do it."

We went to the trouble of having our Albany correspondent check on the chances of the bill. And we learned that it wasn't going to get out of committee—and



Pat Harnedy, President of the PBA, is a hard man to reach

that Pat's lobbying had been ineffective. What did you want us to do—hide the truth about this?

We said the only way that a salary raise would be gotten would be to inject some imagination into the campaign. The old methods obviously weren't working. What did you want us to do— withhold from the policemen the true facts?

And now we've been borne out. The Legislature just didn't give a hoot about the bills for a pay increase for cops.

Pat Harnedy cannot be blamed one hundred percent for failure. He can only be blamed if he didn't try hard enough. And let us point out here that representatives of State employees were able to put through a raise by hard plugging. It should have been no more difficult for the cops to get a raise—who have the public's respect and admiration, especially in these difficult times.

Point 4
About the argument that we don't know the opinions of the cops.

We probably talk to more cops and get letters from more cops than any other newspaper in the city.

Point 5
Again, let's get this straight. In talking about the proposed \$15,000-a-year public relations man for the PBA, we were only reporting what actually happened. You can be sure that we appreciate the value of a patrolman as public relations man. One of the men who is most revered by this newspaper is Joe Moran, who did a wonderful job. We knew Joe intimately, and we feel he used his talents and imagination most effectively in advancing the interests of patrolmen. Every man in the department in the early 30's remembers the way Joe used newspaper space and other fine ideas to clear the good name of patrolmen in one case; how he brought the facts for a pay raise directly to the people in another. No professional public relations man could have done a better job.

Point 6
We agree that PBA members should attend meetings.

Point 7
Sorry to disagree, but we can't get any news by applying for it at what you call the "proper" source, by which we assume you mean Pat Harnedy. You should know that it's practically impossible to reach Pat Harnedy. He fails to return phone calls, and no one else presumes to speak on PBA policy. We still maintain what we said once before: It's harder to cover the PBA than the War Department. Who gains by this policy? You tell us.

Point 8
We think that Pat Harnedy is personally a decent guy. But we're completely objective when we say that more imagination, more careful thinking, and a deeper sensitivity to public response, would stand Pat in good stead. Let's end this on a friendly note: We wish Pat Harnedy best of luck as he copes with problems of the patrolmen. Be assured, Pat, that when we criticize, there's no personal malice attached. We're glad to bring up the things you do that are good, too.

And now let's get on with other things.

James Sheridan On Endowment Groups

Here's another letter we're glad to print:

"I have read your article in Police Calls entitled "Once Again—Endowment Organizations."

"Of course, I have no fault to find with this article—in my mind it explains the situation very well. However, there are items which I may add to the article.

"First, I must call attention to a typographical error. The amount estimated to be realized from securities is \$25,000, and not \$2,500, and this figure must be considered an estimate.

"Second, I wish to emphasize what your paper has already stated, that the present Board of Officers has had nothing whatever to do with the present condition. When I took office in 1939, and the other officers with me, we immediately set out to find a solution to the problem—which was growing at that time, but had not yet reached the present proportions. Our first try was consolidating with other organizations acting on the principle that one strong organization is better than a number of weak ones. For various reasons, although meetings were held, the attempt at consolidation was a failure. Next, we tried to interest an insurance company in our problem, and attempted to find our answer in low cost life insurance, with the usual conversion benefits. After negotiating for over a year, the organization was refused by the insurance company.

"During this time we called meetings of the retired men and explained the situation to them. The majority of them accepted, at least temporarily, the offer of a death benefit, while awaiting a real solution to the problem. Finally a plan was arranged by which a sort of amortization of the obligation was made by partial payments to the retired men; the balance if any, to be a death benefit. Further overtures were continually being made to other insurance companies, but to no avail. Although this letter takes but a short while to read, it must be understood that the negotiations, etc., mentioned above, of necessity took many months, and finally ran into years. Finally, the burden of retirements became so great that it was necessary to take the step which was taken at last Monday's meeting.

"I consider your paper's treatment of this subject eminently fair. But I am trying to bring out the point that this condition was caused by the depreciation in value of securities held, the great number of retirements, and the fact that there has been a drop in membership, both in the membership in the organization, and in new membership. Up to the last meeting, at which time another insurance plan was offered, the present Board of Officers has tried all in its power to reach some solution to a problem that was fast becoming titanic. I can say nothing more, except that an examination of the books during my term will show no cause for actual or contemplated action; that the present Board of Officers acted in good faith, and that the circumstances which led to the

V For Vetgossip

Old Glory

It's very patriotic of the Vets to have a huge American flag hanging in the hall, BUT unless my Boy Scout Handbook is all wet, the flag is hanging the wrong way. Seems that the rules say when a flag is displayed in a public building, it should hang so that a person walking into the building sees it with the stars up to the left. This flag seems to be reversed.

And Slacks

Slacks came into the conversation t'other day. The front office doesn't mind what you kids wear so as long as you do your work. But girls, leave the boys some illusions to carry off to the Army with them. If a photographer ever stood in the downstairs hall and took snapshots of a departing view of some of the slack-clad dandies—well, I'll bet there would be less slacks about the next day. . . . The zoot suits don't help to add to the beauty of 346 Broadway either.

Also Red Faces

One day last week Mr. Reichert took this reported on a Cook's tour of the building. While he was showing off one office, he noticed a young man industriously bending over his desk with a look of intense concentration. Walked over to display this paragon of workinghood and found him reading a paper which was neatly folded in the open drawer of his desk. If it had been a LEADER, might have defended him, but 'twasn't.

About This Up and Down Business

The elevators may resemble the cans of sardines that we used to be able to buy. But here are a few thoughts that came to me one day when I was riding up and down.

The people who take their gooey chocolates and ice cream pops into jammed carry-uppers ought to be kicked in their . . . and made to walk. Mostly the female element seem to enjoy eating while in transit. But if I ever have to stand in an elevator again and get jabbed by elbows because some Vetter is pushing the end of her lunch into herself and get chocolate stains and ice-cream juice over my new suit I'll make a revolt.

Milk Is Healthy

But some of the young bloods are getting into the habit of hopping out during their half-hour eating time and downing a few at the nearest swinging door. It's O.K. to like beer, but you have all evening to tell your troubles to the bartender . . . Besides it

present condition is no fault of mine or any of the officers.

"James M. Sheridan."
James Sheridan, author of the letter, has been a patrolman since 1936. He entered the endowment organization in 1938, became its treasurer in 1939. He has an excellent record in the City service, having worked in the Bureau of Audit, Comptroller's Office as well as the Police Department. It once helped save the City \$4,500,000 in a case involving the Sanitation Department. With three years at Manhattan College and a diploma from Pace Institute Sheridan has plenty of education under his belt. He's particularly interested in the field for low-cost insurance for policemen. In 1939, seeing the handwriting on the wall, Sheridan says, he tried to amalgamate the police endowment organizations, but found it an impossible task. He claims he found it equally impossible to save the Patrolmen's Endowment Association from the results of investments made long before Sheridan came in, and the falling membership. One little item: Sheridan was once a spelling champ on WOR.

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

makes everybody else in the place thirsty when your breath wafts the gentle aroma of malt and hops to all the nearby desks. Take it easy, boys.

Jottings

Some of the boys will have a chance to get back to Washington. The notice says that a limited number of healthy young men will be trained to operate International business machines. Transportation to Washington and \$1,440 a year plus overtime are the inducements . . . Apply to your supervisor.

Most of you are glad to have a place to sit and smoke now, but some think it's mighty peculiar that just when it begins to get warm and it's nice outside, then the benches appear . . . that's life at the Vets.

Vets are about tops in Red Cross Work. Over 800 parting with blood . . . even some of the supervisors have blood in their veins and are letting it out, and over \$4,030 in cash to the R.C. so far . . . nice work.

General Frank T. Hines, the BIG Boss made a flying visit to the office last week . . . now the executives know how you feel when the supervisor is peering down your shoulder.

The WAACS are starting a recruiting drive in Vets soon. Maybe they'll try to show that the lady top-kicks aren't any tougher than some of the supervisors.

Kind Words, For a Change

Miss Hester, new super on the 12th floor steno. pool needs a telescope to see what's going on, she has so many people to watch at one time, but how about giving her a break, kids. She's new on the job and things may improve when she gets hep to things . . . Miss Orebaugh rates orchids for what her department thinks of her. When she was transferred from the 8th floor they hated to lose her . . . Hear that Peter Anderson, an 8th floor unterfuhrer—supervisor to you—hasn't smiled since when . . . It would make his kids happy if he said, "Good morning" occasionally too.

Veterans in Vet's

One war veteran WAS working at 346 Broadway. Seems some letters were written to Washington complaining about the kindergarten tactics at the office. He got hauled up on the carpet and the next thing he knew he got bounced. Payoff came when he had an interview with one of the biggies who, says the vet, threatened to "knock the whiskers off my face if I didn't resign." The next day he got his notice.

He was in line for promotion to clerk, grade 3 when all this happened. Now he is out of work. Can't get another government job till his record is straightened up. Can't get a private job because he has some trouble with his hands as a result of the 18 months he spent over in France during the last war.

Auto Engineman List Sees Action

A number of certifications were made from the auto engineman's list. Twenty-eight names were certified for temporary positions, 10 in the Department of Hospitals and one in the Department of Purchase. The last number certified was 1746, at a salary of \$1,500. There is one permanent opening in the Department of Hospitals at Otisville for which 21 names were sent over. The salary is \$1,080. 615 was the last number reached. The Department of Hospitals also had 15 names certified to it from this list for positions in all boroughs of the city at \$1,500 per annum. The positions are on a permanent basis. The last number certified for these openings was 276.

21 Assistant Supers Certified to Welfare

Fourteen names were certified to the Department of Welfare from the promotion list of assistant supervisor, grade 2. The positions are permanent and pay \$2,100 per annum. The vacancies exist in the department for aid to dependent children. The last number certified from this list was 26.

Examination Requirements

NEW YORK CITY CIVIL SERVICE EMPLOYMENT OPPORTUNITIES

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

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

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

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

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

Salary: \$2,000 per annum without increments.
Applications: Issued and received from 9 a.m. March 16, to 4 p.m. March 31.
Fee: \$1.00.

Vacancies: There are numerous vacancies caused by the absence of regular members on military duty.
Age: Not over 50 on the date of appointment.

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

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

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

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

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

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

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

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

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

Applications by mail will be accepted if mailed and postmarked up

to and including 12 midnight on the last day for the receipt of applications and received by the Commission not more than five days thereafter.

CORRECTION OFFICER
Salary: Up to but not including \$2,400 per annum. Appointments are usually made at \$1,759.
Applications: Issued and received from 9 a.m. March 16 to 4 p.m. March 31, 1943.
Fee: \$1.
Vacancies: Occur from time to time.
Duties: To guard, discipline, care for and instruct inmates of correctional institutions and to perform related duties. Certifications will be made from this list to the Department of Correction and to the Sheriff's Office.
Ages: Not less than 21 years of age on the date of filing application nor more than 40 years of age on the date of appointment.
General Requirements: No minimum education or experience is required. Proof of good character will be an absolute prerequisite to

Written Examination application forms may not be issued by mail after April 1. Deadline for unwritten examination applications is April 15. When writing for unwritten application form specify number and title of position and enclose a 3 1/2" x 9" or larger self-addressed return envelope bearing 6c postage. Address request and application when completed including fee, to State Department of Civil Service, Albany, N. Y. Applications may also be obtained at Room 576, State Office Building, 80 Centre Street, New York City. Persons interested in any of the following exams may see full requirements at The LEADER office.

State Written Examinations of April 17, 1943

- Applications should be filed by Apr. 1
- 6020. Assistant Laboratory Worker, Division of Laboratories and Research, Department of Health. Usual salary range \$1,150 to \$1,650. Application fee \$1. If eligible, candidate may compete also in No. 6027, Junior Laboratory Technician. A separate application and fee must be filed for each.
 - 6021. Dental Hygienist, State Departments and Institutions. Usual salary range \$1,400 to \$1,900. Application fee \$1. At present, a vacancy exists in the Department of Health at the Hospital for Incipient Tuberculosis at Raybrook at \$1,900 and maintenance.
 - 6022. Filter Plant Operator, Conservation Department, Long Island State Park Commission. Usual salary range \$1,800 to \$2,500. Application fee \$1. At present, a vacancy exists at Jones Beach State Park.
 - 6023. General Park Foreman, Saratoga Springs Commission, Conservation Department. Usual salary range \$2,100 to \$2,600. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,100. At present, one vacancy exists.
 - 6024. Head Nurse (Cardiac Service), New York State Reconstruction Home, Department of Health. Usual salary \$1,200 and maintenance. Application fee \$1. This examination is open to residents and non-residents of New York State.
 - 6025. Industrial Investigator, Division of Women in Industry and Minimum Wage, Department of Labor. Usual salary range \$1,800 to \$2,300. Application fee \$1. Appointment expected at the minimum but may be made at less than \$1,800. Several appointments expected. This will be certified for appointment to Minimum Wage Investigator and Industrial Homevisit Investigator. Write for Special Circular.
 - 6027. Junior Laboratory Technician, Department of Health. Usual salary range \$1,150 to \$1,650. Application fee 50 cents. At present more than forty vacancies exist at the Division of Laboratories and Research. If eligible, candidates may compete also in No. 6020, Assistant Laboratory Worker. A separate application and fee must be filed for each.
 - 6028. Laundry Supervisor, State and County Departments and Institutions. Usual salary range \$1,500 to \$1,900. Application fee \$1. At present, a vacancy for a woman supervisor exists at the New York State Training School for Girls at Hudson at \$1,900 and maintenance.
 - 6036. Occupational Therapist, Department of Mental Hygiene. Usual salary

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

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

6030. Senior Medical Social Worker (Ophthalmic), Bureau of Services for the Blind, Department of Social Welfare. Usual salary range \$2,700 to \$3,300. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,700. This examination is open to residents and non-residents of New York State, but preference in certification will be given to legal residents of New York State.

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

6032. Special Agent, Department of Mental Hygiene. Usual salary range \$2,700 to \$3,300. Application fee \$2. Eight appointments expected. Duties: To investigate in an assigned district the financial ability of patients in State Mental Hospitals and their relatives.

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

State Unwritten Examinations
Later Than April 17, 1943
Applications should be filed by Apr. 16

UNWRITTEN EXAMINATION forms may not be issued by mail after April 15, and to be accepted should be delivered personally or near postmark not later than April 17.

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

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

UNITED STATES CIVIL SERVICE EMPLOYMENT OPPORTUNITIES

CONSULT ANNOUNCEMENT FOR COMPLETE INFORMATION. For announcements and application forms, apply to the Board of U. S. Civil Service Examiners at first- or second-class post offices, to the United States Civil Service Commission, Washington, D. C., or at 641 Washington Street in New York City. SALARIES given below (annual unless otherwise specified) are subject to a retirement deduction of 5 percent. AGE requirements are given in the announcement. There is no maximum age limit unless given below. APPLICATIONS MAY BE FILED WITH THE CIVIL SERVICE COMMISSION, WASHINGTON, D. C., UNTIL FURTHER NOTICE UNLESS A SPECIFIC DATE IS MENTIONED BELOW. Qualified persons are urged to apply at once.

Miscellaneous
ACCOUNTING AND AUDITING ASSISTANT, \$2,000.
For service in Washington, D. C. only.
(Written test required).

Closing Date—February 23, 1943.
Announcement 287 (1943).
BINDERY OPERATIVE (Hand and Machine).
86 cents an hour.
Government Printing Office.
Announcement 250 (1942) and amendment.

- COAL MINE INSPECTOR, \$3,200 to \$4,600.
Bureau of Mines, Department of the Interior.
Maximum age—55 years.
Announcement 106 of 1941 and amendments.*
- DEPARTMENT GUARD, \$1,500.
(Written test required).
Announcement 194 (1942) and amendment.*
- DIETITIAN, Staff, \$1,800.
Announcement 44 of 1941 and amendment.*
- ANALYST, \$2,600 to \$5,500.
ECONOMIST and ECONOMIC Options: Commodity studies; Industry studies; Marketing; International economics; Price studies; Transportation (water, air, rail, motor truck); Money, banking, and fiscal policies; Labor economics; General economic conditions and trends; Public utilities; Public regulation of business; Economic theory; Other fields (to be indicated by the applicant).
Announcement 285 (1943).
- ENGINEER, Steam-Electric, \$1,650 to \$2,040.
Announcement 255 (1942).
- INSPECTOR, Assistant Lay, \$1,620.
(Inspection of meat and meat food products. Open to men and women).
Announcement 276 (1942).
- INSPECTOR, Defense Production Protective Service, \$2,600 to \$5,600.
War Department.
Announcement 180 of 1941 and amendment.*
- INSPECTOR: Hats, \$2,000; Miscellaneous Supplies (Hosiery and Knit Underwear), \$2,000; Textiles, \$1,620 and \$2,000; Clothing, \$1,620 and \$2,000.
Quartermaster Corps, War Department.
Announcement 142 of 1940 and amendment.*
- LIBRARY ASSISTANT, \$1,250 to \$1,620.
(Written test required).
Announcement 268 (1942).
- LITHOGRAPHER (Artistic or Mechanical), \$1,440 to \$2,000.
Announcement 205 (1942) and amendment.*
- MATERIALS INSPECTOR, Assistant, \$2,600.
United States Maritime Commission.
Opinion: Paints, Textiles, General.
Announcement 270 (1942).
- MOTION PICTURE TECHNICIAN, \$1,440 to \$3,800.
Needed: Motion picture cameramen, film technicians, sound technicians, and projectionists.
Announcement 267 (1942).
- PHOTOGRAPHER, \$1,440 to \$3,800.
Needed: Wet plate, process, and Microfilm Photographers particularly; women applicants especially wanted.
- STATISTICIAN, \$2,600 to \$5,500.
Options: Industrial studies; Commodity analysis; General economic analysis; Price analysis; Mathematical statistics; Labor market analysis; Transportation analysis; Other fields (to be indicated by the applicant).
Announcement 284 (1943).
- TRAFFIC AND TRANSPORTATION SPECIALIST, \$2,600 to \$6,500.
Options: Railroad, including street railway; Highway, including local bus; Water (inland and ocean), Air.
Announcement 286 (1943).†
- TRAINING SPECIALIST, \$2,600 to \$5,800.
Options: General (Diversified technique), Trade and industrial.
Announcement 199 (1942) and amendment.*

- Announcement 235 (1942) and amendment.*
- METALLURGIST, Junior, \$2,000. Announcement 254 (1942) and amendment.*
- METEOROLOGIST, \$2,600 to \$5,600. Announcement 237 (1942) and amendment.*
- METEOROLOGIST, Junior, \$2,000. Announcement 127 of 1941 and amendments.*
- PHARMACOLOGIST, \$2,600 to \$4,600. Announcement 186 (1942) and amendment.*
- PHYSICIST, \$2,600 to \$5,600. Announcement 236 (1942) and amendment.*
- PHYSICIST, Junior, \$2,000. Announcement 253 (1942) and amendment.*
- TECHNICAL AND SCIENTIFIC AID, \$1,620 to \$2,600.
Options: Chemistry; Geology; Geophysics; Mathematics; Metallurgy; Meteorology; Physics; Radio.
Announcement 297 (1943).†
- TECHNOLOGIST, \$2,000 to \$3,600. Any specialized branch.
Announcement 188 (1942) and amendment.

Trades
Positions exist at Ordnance, Naval, and Air Corps establishments. The salaries shown below vary according to the place of employment.
INSTRUMENT MAKER, \$7.44 a day to \$1.24 an hour.
Announcement 162 of 1940 and amendment.*

- LENS GRINDER, \$5.92 to \$5 a day. Announcement 158 of 1940 and amendments.*
- LOFTSMAN, \$1.04 to \$1.12 an hour. Announcement 159 of 1940 and amendment.*
- MACHINIST, \$1,800 a year to \$1.06 an hour.
Announcement 161 Revised, 1941 and amendments.*
- SHIPFITTER, \$6.81 to \$8.93 a day. Announcement 160 of 1940 and amendment.*
- TOOLMAKER, \$7.20 a day to \$1.08 an hour.
Announcement 133 Revised, 1941 and amendments.*

- * Urgently needed for war work, ** Newly announced
- TRAINEE, SCIENTIFIC AND TECHNICAL AID, \$1,440. (Written test required).
For service in Washington, D. C., and vicinity only.
Announcement 294 (1943).†

Recently Opened
Traffic and transportation specialists, \$2,600 to \$6,500—Persons with at least 3 years of experience to handle difficult technical assignments requiring thorough familiarity with, and practical knowledge of, traffic and transportation problems in the transportation industry. Specialized Fields: Railroad, including street railway; Highway, including local bus; Water, inland and ocean; Air.

Investigators (Material Division, Air Corps) \$3,200 to \$4,600.—Persons with 4 to 6 years or more of appropriate investigational experience (or appropriate college study plus 2 to 4 years of such experience) to perform responsible investigational work safeguarding military information, protecting Air Corps projects and materials against theft or sabotage.

Control specialists, \$2,000 to \$6,500.—(For the administration of the Controlled Materials Plan.) Persons with engineering or industrial production experience in (1) metal fabrication and machinery production; (2) electrical and communications equipment; (3) transportation equipment; (4) engineering materials, nonferrous metals, steels, plastics, rubber, construction materials, etc. Crop production specialists, \$2,600 to \$8,000.—Persons who have performed research in rubber, oil-producing, or other tropical plants, or have had experience in the production of rubber or oil-producing plants, or in the procurement of wild rubber, for service principally in Central and South American countries where they will develop and maintain research stations and plantations.

Engineering draftsmen, \$1.44 to \$2,600.—Men, women who have had 6 months or more drafting experience, or have completed appropriate drafting training. Applicants with some drafting experience or training gained in commercial art, interior decorating, etc., will be considered.

Junior professional assistants, \$2,000.—College graduates, women especially, with major study in any field. Eligibles are particularly sought in fields of Public Administration, Business Administration, Economics, Economic Geography, Library Science, History, Public Welfare, Statistics, Mathematics, and Agriculture. Written test required.
Trainee, Scientific and Technical Aid, \$1,440 a year (plus overtime).
For appointment in Washington, D. C., and vicinity only.
The appointing agencies desire women for these positions. Advancement after prescribed training period determined by appointing agency.
Announcement No. 294, 1943.

Scientific

- See also Announcements 163, 256 and 279 under "Engineering."
- ASTRONOMER, Junior, \$2,000. Naval Observatory, Washington, D. C.
Announcement 179 of 1941 and amendment.*
- CHEMIST (Explosives), \$2,600 to \$5,600.
Announcement 162 of 1941 and amendment.*
- JUNIOR CHEMIST, \$2,000.
- CHEMICAL AIDE, \$1,800.
(Open to both men and women).
Announcement 274 (1942).
- CHEMIST, \$2,600 to \$5,600.
Announcement 253 (1942) and amendment.
- GEOLOGIST, Junior, \$2,000.
Announcement 249 (1942) and amendment.
- INSPECTOR, Power & Explosives, \$1,620 to \$2,600.
Ordnance Department, War Dept.
Announcement 104 of 1940 and amendments.
- METALLURGIST, \$2,600 to \$5,600.

Reform Congregation To Hold 3-Day Council

"Man's Faith and This Crisis" will be the theme of the 35th Council of the Union of American Hebrew Congregations, to be held at the Hotel New Yorker, April 2nd through April 4th. Delegates from Reform Congregations of forty-two states and Canada will meet to discuss the phases of the application of religious principles to the problems to be faced at the end of the present war. On Friday evening, religious services will be held at Temple Emanu-El, Fifth Avenue and Sixty-fifth Street, and on Saturday morning at Congregation Rodeph Shalom, 7 West Eighty-third Street.
The National Federation of Temple Sisterhoods and the National Federation of Temple Brotherhoods, affiliated units of the Union of American Hebrew Congregations, will also be represented.

A STAMP A DAY

For the Boy Who's Away

JOIN THE CLUB!

How the Club Works

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

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

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

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

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

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



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CO.
168 Greenwich Street | ACADEMY AUTOMATIC
MACHINE & TOOL CO.
178 Center Street |
| DETEX WATCH CLOCK CORP.
76 Varick Street | RAINBOW RESTAURANT
282 Columbus Avenue | MOSES E. COHEN
293 Grand Street | SUPERIOR PAPER CO.
468 West Broadway | SAMUEL ROBINSON
76 Suffolk Street |
| GRETA'S BEAUTY SHOP
260 West Broadway | SOL SCHARF
31 John Street | WEARITE SPECIALTY CO.
628 Broadway | BEIDMAN FOOD SALES
39 Cortlandt Street | MRS. ANNA SAMPERI, Grocery
520 East 14th Street |
| F. W. ARNDT
16 North Moore Street | WILLIAM J. DUNN
47 Walker Street | S & M JEWELRY CORP.
240 Grand Street | JOS. LANDAU, INC.
11 Irving Place | THE WILLIAM LYONS
NOVELTY CO.
122 Spring Street |
| TONY'S RESTAURANT, BAR &
GRILL
18 Grand Street | J. MARQUEZ, Cigars
145 Third Avenue | EVER READY
UNDERGARMENT CO.
54 Canal Street | ARTHUR GOTTLIEB
155 Canal Street | del PINO DIONISIO CIGARS
240 East 14th Street |
| GERARD E. NEYROUD
75 West Street | JAMES ALLEN, Restaurant
349 East 14th Street | A. NESIN
66 Bowery | FRANK G. BAGNELLI,
Mannequins
43 Wooster Street | I. AARONSON, Dairy
203 East 14th Street |
| PETER FRESCA, Grocery
36 Grand Street | PREMIER SUPPLY CO.
480 Sutter Avenue, Brooklyn | ISADORE STAHL, Butcher
99 Avenue C | J. GUTTWETTER
160 Orchard Street | MARTIN A. FARRELL
11 Moore Street |
| GREENBURG MEAT MARKET
281B Columbus Avenue | NASSAU LINEN SHOP
58 Nassau Street | DAVE'S LUNCHEONETTE
262 East Broadway | S. WHITEBOOK, Jewelry
9 Eldridge Street | A. SCHUSTER
392 Grand Street |
| GEORGE DANILIDES
Restaurant
13 Columbus Avenue | MIZRACHI SHOE CO.
100 Nassau Street | F. ALBERTI, Bakery
441 East 12th Street | IDEAL DOUGHNUT SHOP, INC.
115 West 23rd Street | MARTIN M. GOTTLIEB,
Hardware
119 Third Avenue |
| LIBOW & HURWITZ
Delicatessen
143 Columbus Avenue | SAMUEL EDELMAN, Restaurant
24 East Broadway | JOS. CONTINAZE, Butcher
Washington Market | S. BLOHM, Luncheonette
223 West 14th Street | HOLLYWOOD PHARMACY
Broadway & 152nd Street |
| BENSON & PRICE
Delicatessen
219 Columbus Avenue | MISS JANE CAMERON
2 Rector Street | JOHN OCCHIOGROSSO, Bakery
344 East 12th Street | LOVELINE HAT CO.
Mfr. of Children's Hats
133 West 22nd Street | FOREIGN LANGUAGE
EMPLOYMENT BUREAU
132 Nassau Street |
| | PRINCESS CO.
611 Broadway | MATSIL BROS.
564 Broadway | ABE JASSEN, Butcher
156 Orchard Street | JAMES J. DIAMOND, Restaurant
61 Christopher Street |
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2390 Broadway | | | |

This Advertisement Is a Contribution to America's All-Out War Effort

THE JOB MARKET

By MRS. MATILDA MILLER

Beginners

Western Electric Co. will train men with a little radio experience. Women also will be trained for war jobs. Apply 100 Central Avenue, South Kearny, N. J.

Girls and women will be trained for vital war work by R.C.A. Victor Division Radio Corp. of America, 415 South 5th Street, Harrison, N. J.

General Instrument Corp. will train women, 18 to 50, in tight bench and machine work. Apply 829 Newark Avenue, Elizabeth, N. J.

Men unskilled in factory work can get a job with National Union Radio Corp., at 48 Spring Street, Newark, N. J. Also women will be trained, and paid while learning. Apply 233 West 42nd Street, N. Y. C. (4th floor).

Skilled and unskilled male help wanted at Wright Aeronautical Corp., 245 Park Avenue, Paterson, N. J.

Help Wanted

BELL TELEPHONE LABORATORIES INC.
NEW YORK CITY

NEEDS STENOTYPISTS

High School graduates with or without experience. Should have completed a course in stenotypy in an accredited school.

Apply in person or by letter.

Women's Employment Office
744 Washington St., N. Y. C.
Interviews 9 to 5; Mon. through Sat.

GIRLS

WAR JOBS, LOWER MANHATTAN OVERTIME - ADVANCEMENT EXCELLENT OPPORTUNITIES

CLERKS - TYPISTS

BOOKKEEPERS & ASST. BOOKKEEPERS
Exp'd. Knowledge typing essential.

MESSENGERS
no experience needed. Outside errands. Advancement to office or shop work.

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EXPERIENCED ONLY

For immediate interview, write full qualifications including age, experience and salary expected to

BOX 235
Equity, 113 West 42 St., N. Y.

HELP WANTED—MALE

MEN--MEN--MEN

50 YEARS AND OVER

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

Full time or part time

Various sections of the city

Opportunity for overtime work

NO UNIFORMS

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

WESTERN UNION

SALESMEN PART-TIME

Experience not essential

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

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

SUPERINTENDENT

White, part-time. 23 - family house; 4-story walk-up. FREE electricity and three-room apartment on main floor.

\$70 Month

Box 19, Civil Service LEADER
97 Duane Street, N.Y.C.

Men and women will be trained as draftsmen at Simmonds Aerocessories, Inc., 29-10 49th Avenue, Long Island City, N. Y.

Federal Telephone and Radio Corp. will train women, 18 to 50, regardless of previous experience. Apply at offices in Newark and East Newark, N. J.

Factory workers needed in a large plant. Apply 601 West 26th St., N. Y. C.

Men, no experience necessary, will be trained for drilling, grinding, and lathe work. Apply Federal Precision Tool Corp., Cooper Avenue and Dry Harbor Road, Glendale, N. Y.

Men, not over 15, wanted for factory work at 656 3rd Avenue, Brooklyn.

Women can learn folding of paper patterns. Apply 420 Lexington Avenue, N. Y. C., Room 1940.

Men and women can learn tire repairing. Firestone Tire & Rubber Co., 61st Street and West End Avenue, N. Y. C.

Chance-Vought will train men and pay them while learning. Apply U.S.E.S., 87 Madison Avenue, NYC.

Clerical Positions

Western Electric Co. needs men and women as clerks, inspectors, material handlers, typists, stenographers, tabulating machine operators, comptometer operators. Apply at the plant, South Kearny, N. J.

Clericals with some knowledge of I.B.M. machines are wanted at Godwins, 529 Fulton Street, Brooklyn.

Sears, Roebuck & Co. wants female typists and clerks. Apply 390 West 31st Street, N. Y. C.

Beginning typists (girls) will be hired by Kent Stores, 1745 Cross Island Blvd. Whitestone Queens.

Experienced stenographers desired by Gibbs & Cox, Inc., 21 West Street, Manhattan.

Cashiers and Clerks (no experience) wanted at Safeway Food Stores, 1246 Madison Avenue, NYC.

Clerical and stenographic opportunities for women at American Airlines, Inc., 100 East 42nd Street, N.Y.C.

Girls wanted for general clerical work, no experience required. Apply W. P. Wodall Co., 153 Waverly Place, N.Y.C.

Female clerks needed for Brooklyn warehouse. Apply Henshaw Furniture Company, 164-14 Jamaica Avenue, Jamaica, L. I.

Girls needed as stock clerks at Gertz Dept. Store, 162-10 Jamaica Avenue, Jamaica, L. I.

Many openings for clerical positions—clerks, typists, bookkeepers, messengers, payroll clerks. Write Box 235, Equity, 113 West 42nd Street, N.Y.C.

Stenotypists are wanted by The Bell Telephone Laboratories, N.Y.C. High School graduates with or without experience who have completed a course in stenotypy. Apply at Women's Employment Office, 744 Washington St., N.Y.C., Monday through Saturday, 9 to 5, or by letter.

Sales Positions

Abraham & Straus has openings for inexperienced shoe saleswomen. Apply Fulton and Hoyt Streets, Brooklyn.

Salesmen wanted for Ramsay Business Systems Inc., 192 Lexington Avenue, N.Y.C.

N.Y. Life Insurance Co. will train men to pass State examination for license. Liberal commission. Apply 1440 Broadway, N.Y.C., Suite 1907.

Macy's has openings for experienced shoe salesladies.

Part-time Positions

Part-time and full-time positions for men over 40. National New York Packing and Shipping Co., Inc., 327 West 36th Street, N.Y.C.

Part-time work for mature women at 30 Rockefeller Plaza, N.Y.C., (47th floor).

Part-time sales openings at Arnold's, Gertz Department Stores in Jamaica, and Saks, 34th Street, N.Y.C.

Men and women wanted at Western Union for full and part-time work. Apply 60 Hudson St., N.Y.C.

Men needed for retail shoe store. Experience not essential, 122 West 34th Street, Manhattan.

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

Part-time (day) salesmen for check accounts. Drawing account against commission. Write Box 132, Civil Service LEADER.

Miscellaneous

Men, 38-50, needed in shipping department. Rosenblatt & Hahn, 520 Eighth Avenue, N.Y.C.

Bell Laboratories needs civil engineers and architects. Apply 57 Bethune Street, N.Y.C.

Houseman wanted at Hotel Commodore, N. Y. C.

Porters and Gardener's Helpers needed at Parkchester, 2006 East Tremont Avenue, Bronx.

Elevator men, porters, carriers, will be hired by Gimbels, N.Y.C.

Girls wanted as floor checkers at Hotel New Yorker.

Tall, attractive girls needed as hostesses at Schrafft's; 56 West 23d Street, N.Y.C.

Are You Looking for a Job?

War Production
Civil Service
Clerical

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

WELFARE NEWS

Meeting With Rhatigan

The SCMWA reports a very satisfactory meeting with First Deputy Commissioner Rhatigan last week. The outstanding problems were gone over and the union reports progress on almost every point. Here's the gist of the matter:

- 1) Ediphone typists to be reclassified to Grade 2. The jobs to be filled by an exam open to all Grade 1 typists.
- 2) Reclassification of stenographers. All Secretary-stenographers to Grade 3.
- 3) Case loads to average 70-75. Harlem and outlying districts would have lower loads.
- 4) Thirteen promotions to Assistant Supervisor.
- 5) Use of clerk, grade 2 list to fill vacancies to avoid hiring \$960 employees.
- 6) Assistant Case Supervisors' salaries to be boosted to \$2,699.99.
- 7) Grade 2 Investigators affected by Petrocelli decision will be able to examine back payrolls to determine what back pay is coming to them. Those now with Health Department to maintain full rights in Welfare. Thumbs down on voluntary increments for grade 2 investigators earning less than \$2,399.99, but will try to find other solution for them.
- 8) Definition of job content will be issued shortly.
- 9) Increase of \$60 for twenty-nine cleaners now awaits the Budget Director's approval.
- 10) No comment on the freezing of Assistant Supervisors at \$2,399.99. Administration requested a union brief to study the problem.

Crossed Fingers

That's the way some of the heads of Welfare are walking around these days. The court action brought by Yetta Berman, a discharged investigator who wants her job back and says she was fired as a result of discrimination, is the cause of the anxiety. If the case should come up in court and the papers get hold of it . . . WOW . . . charges and counter-charges will fly left and right. . . She claims that she was picked on by her supervisors and rated down after resigning from a union. . . Official point of view is that she proved incompetent, was given the usual hearings and discharged. Will be a gala day for the witch-hunters, and everybody in Welfare from the elevator operators to the commissioners can expect to be called in to court and asked to talk.

Orchids from the Press

Big spreads in the dailies all about how Welfare has taken men from the Bowery and turned them

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Opp. B'klyn Paramount Phone MAIn 4-8558

into worthwhile workers nothing new to Welfarites. This project has been a pet of Commissioner Rhatigan's for a long time.

Clerks, Grade 2

The Welfare promotional list for clerk, grade 2 stretches from here to there with almost 700 names, on the roster. Until the budget comes back from City Hall, there's no way of telling how many promotions will be handed out, and rumor has it there are going to be a lot of ic raises, but at least that opens the way for annual increments . . . \$120 more won't put you in the lap of luxury but it will help pay the butcher. The full list appeared in last week's LEADER.

So Long

Dinner in honor of Ellis Ranen last week—a big send-off to a man who after standing on the Boss' side of the fence for seven years, is now working on the AFL side of the labor scene. SCMWA didn't participate. Ozanam Guild, St. George Association, Ozirim Society, Veterans' Association, Civil Service Forum, did. Raymond Diana was chairman of the Guest Committee.

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SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOLS

Academic & Commercial—College Preparatory

Boro Hall Academy — DeKalb and Flatbush Ext., Brooklyn — Regents accredited — MAIN 4-8558.

Accounting & Investment Analysis

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

Assembly & Inspection

Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—STuyvesant 9-990.

Auto Driving

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

Aviation Production Mechanic

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

Bank Examiner — Insurance Examiner

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

Business Preparation

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

Pulcifer School—5111 5th Ave., Brooklyn — Stenography, Typewriting, Accounting, Comptometry, etc. Day and Evening Classes. WI. 9-6675.

Card Punch Operator

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

Civil Service

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

Drafting

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

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

Mondell Institute, 230 W. 41st St.—Day & Evening Classes. Wisconsin 7-2956

Fingerprinting

Delehanty Institute—11 E. 16th St. Course—Day or Eve.—Class now forming New York School of Fingerprints—22-26 E. 8th St.—Introductory course for fingerprint expert. GRamercy 7-1268.

National Fingerprint and Identification School — 9 East 46th St.—Individual Instruction. PL. 5-6868.

The Faurot Fingerprint School — 240 Madison Ave. — Evening Classes — ASHland 4-5346.

Languages and Business

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

Machine Shop

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

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

Machinists, Tool & Die Making — Instrument Making

Metropolitan Technical School — 260 West 41st Street. Day and Evening Classes. 3 to 12-week courses. LONGacre 3-2180.

Mechanical Dentistry

New York School of Mechanical Dentistry — 125 W. 31st St. — Day and Evening Classes—Employment Service—Free Booklet C—Chickering 4-3294

Medical—X-Ray—Dental

Manhattan Assistants' School — 60 East 42d St. — 3 mos. Special Courses—Dental, Laboratory Tech. and X-Ray. Day-Eve. Book L. MU. 2-6204

Radio Television

Radio Television Institute — 480 Lexington Ave. — Laboratory Training — Day and Evening Classes—FlAZa 3-4585—Dept. L.

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

Russian Language

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

Secretarial

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

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

Eastman School, 441 Lexington Ave.—E. C. Gaines, Pres.—All Commercial Subjects, Spanish and Spanish Stenography. Day and Eve. MU. 2-3227

Gotham School of Business, 244 Madison Ave. (Cor. 38th)—Individual Instruction—Day or Evening Classes. LE. 2-4735.

Merchants and Bankers Business School — 55th Year — Day and Evening — 220 East 42d St.—MU. 2-0988.

Welding

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

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Brooklyn Broadway FO 9-8127
Jamaica Sutphin Blvd. JA 6-3535
Flushing Main St. FL 3-8538

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Transit Cops Organize Athletic Group

The N. Y. C. Transit Police Association has formed an athletic committee to organize participation in wrestling, boxing, handball, softball and baseball.

St. George Assn., Transit System

The second annual Communion Breakfast of the St. George Association, New York City Transit System, will be held on April 11, at the Church of The Incarnation,

Fire Department Club to Meet

Members of the 37-39 Club of the Fire Department Emergency Auxiliary Corps will hold their regular monthly meeting on Tuesday evening, April 6, at quarters of Engine Co. 79 and Hook and Ladder 37, 2928 Briggs Avenue, Bronx, New York.

Madison Ave. and 35th St., Manhattan. Breakfast will follow in the Hotel Pennsylvania. Major Gustav H. Lamm, Deputy Grand Commander Knights Templar, State of New York, will be Toastmaster.

Army; Navy Exams

The Eron School, 853 Broadway, has been designated by the War and Navy Departments as one of the schools to give preliminary examinations for admission to Army and Navy college training programs.

Two-Way Bowling, A New Game

Two-Way bowling, a new way to enable enthusiasts to have the fun of knocking down pins without the expense or the space needed for a regulation bowling alley is making rapid strides at the Army camps where it has been installed, and bids fair to become as sensational as miniature golf some years ago.

HERE'S A JOB

Help Wanted Agencies BACKGROUND OF SATISFACTION in Personnel Service since 1910. Secretaries, stenographers, File-Law Clerks, Switchboard Operator, BRODY AGENCY (Henriette Roden, Licensee) 210 Broadway Barclay 7-3135.

BOOKKEEPERS - stenographers - Billing and Bookkeeping Machines operators, all office assistants. Desirable positions available daily. KAHN EMPLOYMENT AGENCY, Inc., 100 West 42d St. WI. 7-3900.

LEARN FAST

Tutoring CASH TEACHER, university graduate. Experienced grammar, conversation, translation. Adult; reasonable. 297 W. 50th St. TR. 7-5614.

FUNERAL HOMES

MICKEY FUNERAL SERVICE, Inc. Est. 1884, 228 Lenox Ave. in the Harlem section. Offers special attention to Civil Service employees. LEhigh 4-0693.

BOOK-WORM CORNER

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

LIMITED PARTNERSHIP NOTICE GRAND MACHINERY EXCHANGE - NOTICE IS HEREBY GIVEN that the following is the substance of a certificate of Limited Partnership filed in the New York County Clerk's Office on March 1, 1943: Name of Partnership is Grand Machinery Exchange. Character of business is the buying and selling of machinery, motors, fixtures, tools and appliances necessary for the conduct of such business.

LEGAL NOTICE

AT A SPECIAL TERM, PART II OF the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, 52 Chambers Street, Borough of Manhattan, City of New York, on the 25th day of March, 1943. Present, Hon. James C. Madigan, Justice. In the Matter of Application of BENJAMIN FRANK for leave to change his name and to assume the name of BEN FRANK.



READER'S SERVICE GUIDE

LET'S SWAP!

Jewelry TURN YOUR JEWELRY INTO BONDS We will buy your diamonds; jewelry; gold, at highest prices. MERRIN S. Madison Avenue (54th St.) PLaza 3-8088

Pot-Pourri JOHN'S SWAP SHOP pays top prices for USED CLOTHING, cameras, tools, pawn-tickets, etc. 322 Third Ave. MU. 3-7965.

CALL WORTH 2-2062 TODAY. TOP PRICES PAID FOR Waste Paper, Office Records, Files, Books. TROIANO & DEFINA, 225 South St.

MR. FIXIT

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

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

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

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

QUICK SERVICE SHOE REPAIRS, 100 East 14th St. GRamercy 3-7795.

SAVE YOUR COUPON NO. 17 - and help conserve leather. Let us make your old shoes look like new. SHOE REPAIRING AT ITS BEST, PARAFOTT'S, 317 Broadway, in the heart of the Civil Service District.

Groundwork "IDEALIZE" Carpet cleaned on your premises. Repaired-Relaid-Dyed-Stored. Upholstered furniture cleaned, polished. (Inexpensive). Estimates invited. IDEAL, 567 Third Ave. MU. 2-1039.

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

Upholsterer MIA DECORATORS and UPHOLSTERS Living Room suites are re-upholstered; equals new drapery & slip-covers. Repairing and refinishing. LO. 9-0130.

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Rain Proof LADIES and GENTLEMEN-Do you need a raincoat? Large selection at moderate prices. Ladies rubbers \$1.39 Men's \$1.48. SAFE RAINWEAR CO., 8 E. 23d St. GRamercy 7-0720. Open 'til 8.

ANTICIPATE THOSE SPRING SHOWERS! Umbrellas repaired, re-covered, or made to order. H. SEIDEN, 34 St. Marks Place. GRamercy 5-4589.

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

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POSTAL NEWS

No Subs . . . So What?

With the list for subs about exhausted, there are a lot of rumors around that the Post Office needs help and anybody can walk in and get a temporary job—tain't so—not according to Postmaster Goldman. . . Seems that hirings now are on a piece-meal basis. When they need a helper, they just look around and pick the first likely candidate. . . They have a couple of thousand letters on hand, some from ex-postal workers . . . relatives of men in service . . . war veterans, etc. . . but when it comes to saying "go to work," there's no regular way of deciding who gets the nod. . . And the P.M. isn't too hopeful about the prospects of anyone writing in and ever getting a job as a result of the letter. Shucks, and we thought there was a manpower shortage. Or are we a little naive?

On the Wage Front

United National Association of P. O. Clerks is still working for its program, after the drubbing it took in Washington when the hearings were held. In a letter sent to Postmaster Walker they slammed him—out of the Postal Service. Saying the post office has "reached its most inefficient stage since the turn of the century," ending the letter with the plea for a 20 percent increase plus overtime. . .

That's a grand idea say local members of the Federation of Post Office Clerks, "we'd like a 40 percent increase and double time for over 40 hours, but it's the old gag of working for something that hasn't got as much chance as a snowball in Africa."

No Shirts

Next to money, shirts are the big problem on the minds of mailmen these days. The same material that goes into letter carriers' shirts goes into Army uniforms, and the boys in khaki seem to get preference when it comes to deciding who gets the

chance to wear patches. . . A committee has been canvassing all the local shirt factories and they can't seem to locate a single yard of material anywhere. Next step is a meeting with the O.P.A. and the W.P.B. to see whether Uncle Sam's mailmen will have to walk around this summer with their manly chests exposed to the elements.

The're Off Again

Now that the \$200 bonus seems to be in the bag, the boys are getting together to organize a war chest to fight to have the raise put on a permanent basis. Congress gives and Congress takes, but Bill Browne, Jr., first vice-president of the Joint Conference is head of a committee which is starting to lay plans for fund raising activities to get the dough that it takes to work for legislation.

New Candidates For A.P.O.

Here are the names of some postal men who looked in their letter boxes lately and found that the local draft board had a 1-A opinion of them:

Max Rosenson, Station B, Prexy of Br. 36 Credit Union.

Lewis Usilton Jr., of Williams-bridge.

Max Blum, of the same station.

Dave Hecht, Times Square Station.

While on the war front, news comes that John K. Gibson who used to handle mail at College Station, is now getting his letters in the Middle East where he is proudly wearing corporal's stripes.

Back Home

Way up north in Yonkers, Herbert Gebhardt, secretary of the New York State Association of Letter Carriers has just been made editor of the State paper. . . We hear too that up in Yonkers the Chamber of Commerce fetes the mailmen.

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

Here's the True Story About Firings in U. S. Civil Service

(Continued from Page Two)
Act prohibiting political activity) may authorize it to withhold the salary of some employee or request the accounting office to withhold a department's funds.

Can't Review Firings
There is no provision in the Civil Service Act specifically authorizing the Commission to review dismissals from the service. There is no Federal statute granting to any employee the specific right to bring a proceeding against a head of department to compel him to reinstate an employee illegally dismissed. There is no authorization for a Federal court to order the reinstatement of an employee illegally dismissed from the service. Therefore, no matter on what grounds an employee may be dismissed, whether it be for political or religious or racial reasons, whether it be made without giving an employee a statement of reasons, the employee cannot successfully maintain any court proceeding for his reinstatement. The Federal courts have ruled that they have no jurisdiction in suits for reinstatement of employees.

The only redress an employee may have for reinstatement to his position is by appeal to the President or to the department head who dismissed him. The President is the head of the executive civil service. He can remove any employee in that service. He can order his executive boards of departments or agencies to reinstate any employee—or else!

An Actual Case
An actual case that came before the court in recent years will illustrate the virtual impotence of the Commission and the sweeping authority of the executive. Originally attorneys in the Federal Communications Commission were in the unclassified service (exempt class). Congress passed an act placing the positions in the competitive (classified) service and required that the positions be filled from the civil service register established by the Commission after competitive examination. The Commission certified the list. The department refused to displace its old employees, many of whom failed in the test; some of whom were way down on the list. The President then issued a decree directing the

department to appoint incumbents to the jobs regardless of their standing on the list and that they be preferred ahead of all others. Suit was brought against the department and the Commission to comply with the act of Congress requiring appointments in regular order of standing on the list. The court refused to interfere with the action of the President. It could not question his authority. It disclaimed jurisdiction. All the poor eligibles who were passed over on the list could do was to bemoan their fate and cuss out the law.

Every so often a district judge of the Federal court sympathizes with the injustice done to a dismissed employee and permits his sentiment to overrule his good judgment in ordering the reinstatement, only to be reversed by the Appellate court as outside the court's jurisdiction.

There are cases, however, where an employee may obtain some redress where he is illegally dismissed. It is rather indirect. Suppose he is removed without the requirement of a statement of reasons and opportunity to answer, as the civil service rules provide. He cannot bring a mandamus action for reinstatement. He may, however, bring a suit against the department in the the Court of Claims for the salary to which he may contend he is entitled inasmuch as he is legally still in the service because he has not been legally separated from it. In a proper case the court may direct the payment of his salary illegally withheld from him, even though it could not specifically order his reinstatement. As a practical matter the department will reinstate him and make him earn his way rather than pay him without working. That state of bliss may not last, however, much longer than the department will take to comply with the procedure for his legal dismissal from the service. So there!

Even in the Court of Claims the court will take jurisdiction only where the dismissal is made without compliance with the procedure provided by the statute. That court will not hear cases involving the reasons for removal whether alleged to be arbitrary or not. Indeed, no Federal court will go into the question of the suf-

ficiency of the reasons for removal of a Federal employee, or question the good faith, wisdom or discretion of the removing authority.

Not until the Congress vests authority in the statutory Federal courts to hear and determine proceedings brought by an employee for his reinstatement can an employee look to the Federal courts for any redress against illegal dismissals.

Where's the "protection" of a Federal civil service employee? Sometimes only an appeal to the President can help. Sometimes the Commission may "mercifully" intervene and bring the matter to the attention of the department or to the notice of the President. Otherwise—look to the gramin!

CO-PARTNERSHIP NOTICE

NOTICE is hereby given that the persons hereinafter named have formed a limited partnership for the transaction of business in the State of New York and have filed a limited partnership agreement in the office of the Clerk of the County of New York on the 28th day of February, 1943, of which the substance is as follows: 1. The name of the said partnership is Price-Schlesinger & Co. 2. The character of the business of said partnership is conducting a business of manufacturing, jobbing, purchasing and selling materials, piecegoods, silks and materials of kindred thereto. 3. The location of the principal place of business of said partnership is 1490 Broadway, Borough of Manhattan, City, County and State of New York. 4. The name and place of residence of each member of said partnership is as follows: A. General Partner: DAVID Wm. PRICE, 225 Tremor Drive, New Rochelle, N. Y.; DAVID L. ROSENFELD, 23 West 73rd Street, New York, N. Y.; CHARLES SCHLESINGER, 1016 Fifth Avenue, New York, N. Y. B. Limited Partners: DAVID Wm. PRICE, 225 Tremor Drive, New Rochelle, N. Y., as Trustee for the Benefit of PHYLIS PRICE, EDGNE B. PRICE and NATALIE CHARLOTTE PRICE, under Trust Indenture dated December 30, 1942; ANNA ROSENFELD, 23 West 73rd Street, New York, N. Y.; MARJORIE SCHLESINGER, 1016 Fifth Avenue, New York, N. Y. 5. The term for which said partnership is to exist is from October 1, 1942, to September 30, 1943, and shall be renewed automatically for successive periods of one year each subject to notice of termination as per contract on file. 6. The amount of cash and description of and agreed value of the other property contributed by the said limited partners is \$50,000 each, as described in a schedule annexed to the agreement. 7. The additional contributions agreed to be made by said limited partners is none. 8. The time when the contributions of said limited partners are to be returned is at the termination of the partnership agreement. 9. The share of the profits or other compensation by way of income which said limited partners shall receive by reason of their contributions is interest at the rate of 8% per annum and one-sixth each of the distributable profits. 10. There shall be no right in said limited partners to substitute assignees as contributors in their places. 11. There shall be no right in the partners or any of them to admit any additional partners. 12. There shall be no right in said limited partners to priority over the other partners as to contributions or as to compensation by way of income. 13. On the death of any partner, the partnership shall not terminate but shall be continued at the option of the survivors. 14. There shall be no right in said limited partners to demand and receive property other than cash in return for their contributions. The limited partnership agreement referred to above was subscribed and acknowledged by the general and limited partners on September 30, 1942.

LEGAL NOTICE

AT A SPECIAL TERM, PART II, OF the City Court of the City of New York, held in and for the County of New York, at the County Court House, 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 24th day of March, 1943.

Present, Hon. James C. Madigan, Justice, in the Matter of the Application of HAROLD GINSBERG and FRANCINE GINSBERG, his wife, for leave to change their names to HAROLD GANS and FRANCINE GANS. ORDER.

Upon reading and filing the petition of Harold Ginsberg and Francine Ginsberg, his wife, duly verified the 23d day of March, 1943, and entitled as above, praying for leave of the petitioners to assume the names of Harold Gans and Francine Gans respectively, in place and stead of their present names, and it appearing that the petitioners, Harold Ginsberg, pursuant to the provisions of the Selective Training Act of 1940, has submitted to registration as therein provided, and the Court being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of names proposed.

NOW, ON MOTION OF MARTIN C. HELFMAN, ESQ., attorney for the petitioners, it is,

ORDERED, that Harold Ginsberg and Francine Ginsberg, be and they hereby are authorized to assume the names of Harold Gans and Francine Gans, on and after the 3d day of May, 1943, upon condition, however, that they shall comply with the further provisions of this order, and it is further

ORDERED that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the Clerk of this Court and that a copy of this order shall be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication shall be filed with the Clerk of the City Court of the City of New York, and it is the County of New York; and it is further

ORDERED that a copy of this order shall be served on the chairman of the local board of the United States Selective Service at which the petitioners submitted to registration as above set forth, and within twenty days after its filing that proof of such service shall be filed with the Clerk of this Court, ten days after such service, and it is further

ORDERED that following the filing of this petition and order herebefore directed, and the publication of a copy of the order as hereinbefore directed, that on and after the 3d day of May, 1943, the petitioners shall be known by the names of Harold Gans and Francine Gans, respectively, and by no other names.

Enter: J. C. M. J. C. C.

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Is Vincent J. Kane Losing Hold on Uniformed Firemen?

(Continued from Page Five)

The Uniformed Firemen's Association operates via the delegate system, whereby delegates from each station act as contact between the officers and the men. "Why don't more delegates attend meetings?" was a question heard more than once as this reporter made the rounds. The men don't like the apathy of their delegates.

Some of them don't like either, the difficulty in getting the floor at meetings for a man who wants to speak his mind. Said one fireman: "Unless a man has a large group behind him, he can't get recognition on the floor." It may be assumed that those who made this statement constitute the opposition to Kane. In justice, however, it can be revealed that at the famed meeting on whether or not to accept V-duty, full recognition was given by the chair to all who wanted to speak.

Officers' Tyranny

A standing grievance of many firemen is the officiousness and occasional outright tyranny of some of the officers. The reporter heard of unbelievable cases where an officer refused to unbend in the most trivial matters. Apparently these officers fear their own superiors and hesitate to take a more tolerant attitude toward their subordinates. Cases came to light where men were shifted to different boroughs as punishment, sometimes far from their homes. And in more cases than one would imagine, there was resentment against the UFA because, as a Staten Island fireman pointed out, "The union doesn't stand back of the men in cases like these. When you talk to a delegate or trustee about it, they say 'the thing to do is to go up and voice your opinion at the next meeting.'" There is no regular machinery for handling small grievances. And in the absence of such machinery, and the failure of the union to go to bat, there is little for the men to do but to suffer many petty punishments inflicted upon them. Officers of the department argue that proper discipline makes this system necessary. But whether it is proper union tactics to accept capricious actions that hurt the men, is another story.

Despite everything, however, Kane is liked personally by almost all who know him. He is a power in AFL politics. And he can point to one of the strongest employee organizations in the entire country, which he has been instrumental in building up.

From time to time, The LEADER will go again into various aspects of the Fire Department and its employee organizations. Pur-

pose of these articles is to arrive at an understanding of problems in the Fire Department, their causes, and occasionally, perhaps, their solutions. The LEADER believes that intelligent, straight-from-the-shoulder, no-axes-to-grind discussion will be welcomed by the men. Members of the Fire Department are invited to suggest such topics for discussion, to comment upon articles appearing, and to voice their opinions on any matter affecting their interests.

Civil Service League Meeting

The Civil Service League will hold a meeting in the Pulitzer Building, 63 Park Row, Manhattan on Friday Evening, April 2. League Committeemen will report on the Park Employee Bill, campaign for salary adjustments to meet rise in cost of living, Mayor's statements as to the coming budget and other matters of concern to members. The Entertainment Committee will report on the progress of a League entertainment and dance to be held on Saturday Evening, May 22d, at Webster Hall, New York City.

Do You Pay Too Much For Ready Cash?

For many years, check cashing by individuals, termed check cashers, has flourished among civil service workers. From the point of view of the check cashers, it is the simple practice of carrying plenty of cash. He is always sure or getting the full amount of the check he receives from the worker, while the worker pays too much for the convenience of the ready cash afforded by the check casher. The person who makes a business of cashing the checks of civil service workers, at a charge of one percent, is doing all right by himself. It can be readily understood that by doing this for several workers each payday, he obtains a tidy sum during the course of a year. It is not uncommon for check cashers to charge the worker a higher rate than one percent. Many civil service workers are interested in making arrangements to better this situation.

One solution is offered by the Trust Company of North America, located at 115 Broadway, New York City, which is only a few blocks from the heart of the civil service district. It has become known as the bank for the civil service employees and is now starting a campaign to encourage banking by mail, a service which overcomes the high charges of check cashing. This is being accomplished by introducing an especially prepared envelope which is provided for use in making deposits. It makes it as easy to put money in the bank as it is to walk to the nearest mail box. Any envelope will do, of course, but the Trust Company of North America envelope is designed to serve as a deposit slip and receipt as well.

You can open an account by mail and pay your bills with your own checks. You can send your pay check along as your first deposit and start drawing checks as soon as you receive your check book with your name printed on each check. A book of twenty costs \$1.75, that is at the rate of 8 1/2 cents per check. There is no charge for deposits. While the supply is available, a handsome brown or black leather combination wallet is offered to each LEADER reader who opens a Trust Company account. The bank's hours are from 8:30 to 3:30 and they are open on pay-days (1st and 15th of the month), till 4:30.

Amusement Parade



ALICE FAYE
is back on the screen. She appears in the 20th Century-Fox musical, "Hello, Frisco, Hello," now showing at the Roxy Theatre.

By JOSEPH BURSTIN

Alan Marshall will have the lead opposite Irene Dunne in MGM's forthcoming screen adaptation of Alice Duer Miller's narrative poem, "The White Cliffs of Dover". . . . Henry P. Sanders, father of George Sanders, will make his acting debut at the age of 74 in Columbia's "Appointment in Berlin," in which his son stars. . . . Victor Borge, the unmelancholy Dane, continues his upward surge in show business. MGM has booked him for a per-

LEGAL NOTICE

AT A SPECIAL TERM PART II OF the City Court of the City of New York, held in and for the County of New York, at the Courthouse, 52 Chambers Street in the Borough of Manhattan, City of New York, on the 26th day of March, 1943, Present, Hon. James C. Madigan, Justice in the Matter of the Application of AARON SAMUEL LEISEROWITZ for leave to change his name to AARON SAMUEL LAZAR.

Upon reading and filing the petition of AARON SAMUEL LEISEROWITZ, duly verified the 25th day of March, 1943, praying for leave to assume the name of AARON SAMUEL LAZAR in the place and stead of his present name, and it appearing that the said petitioner, pursuant to the Selective Training and Service Act of 1940 has submitted to registration as thereunder provided, and the Court being satisfied thereby that the averments contained in said petition are true, and that there is no reasonable objection to the change of name proposed, and Mollie Leiserowitz the wife of said petitioner having consented to the granting of said application.

Now, therefore, on motion of ARTHUR STOLL, attorney for said AARON SAMUEL LEISEROWITZ, the petitioner herein, it is hereby

ORDERED, that said AARON SAMUEL LEISEROWITZ be and he hereby is authorized to assume the name of AARON SAMUEL LAZAR, in place and stead of his present name, on and after the 5th day of May, 1943, upon condition however that he shall comply with the further provisions of this order, and it is further

ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the clerk of this Court, and that a copy of this order shall, within ten days from the entry thereof be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order proof of such publication thereof shall be filed with the clerk of the City Court of the City of New York, in the County of New York, and it is further

ORDERED, that a copy of this order shall be served upon the Chairman of the Local Board of the United States Selective Service at which the petitioner herein submitted to registration as above set forth, within twenty days after its entry, and that proof of such service shall be filed with the clerk of this Court in the County of New York within ten days after such service; and it is further

ORDERED, that following the filing of the petition and order as hereinbefore directed, and the publication of said order, and the filing of the proof of publication thereof, and of the service of a copy of the order as hereinbefore directed, that on and after the 5th day of May, 1943, the petitioner shall be known by the name of AARON SAMUEL LAZAR and by no other name.

Enter: J.C.M., J.C.C.

LIQUOR LICENSE

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

NOTICE is hereby given that License No. RL 0078 has been issued to the undersigned to sell liquor at retail in a restaurant under the Alcoholic Beverage Control Law at 112-14-18 West 125th Street, City and County of New York, for on-premises consumption. Michael Popelar, 112-14-18 West 125th Street.

sonal appearance at the Capitol Theater on April 1, his first theater engagement in this country. He will then leave for the coast for "Broadway Melody of 1943" . . . Sophie Huxley, niece of Aldous Huxley, noted English writer, has been signed by Jack L. Warner for an important role in "Saratoga Trunk," which reunites Gary Cooper and Ingrid Bergman. . . . "Happy Go Lucky," Paramount's musicomedie in technicolor, continues at the Paramount Theater. Les Brown and his orchestra, Gil Lamb and the King Sisters continue on stage. . . . Jerry Wald, his clarinet and orchestra, featuring lovely Lillian Lane, begins an engagement in the Terrace Room at the Hotel New Yorker, Monday, April 12 . . . Hildegard opens at the Persian Room of the Plaza on April 6, and Alex Templeton succeeds Victor Borge at the Wedgwood Room of the Waldorf-Astoria on April 2. . . . "Flight For Freedom," film drama co-starring Rosalind Russell and Fred MacMurray, with Herbert Marshall, will be RKO Radio's first April release. . . . "The Hard Way," with Ida Lupino, Dennis Morgan and Joan Leslie, continues on screen at the Strand, with Ina Ray Hutton and her all male band, plus Jane Wyman and Irene Manning on the stage. The Stanley Theater is showing "Diary of a Nazi" produced by Mikhail Romm, a drama of occupied Europe under the iron yoke of the Nazis.

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LINCOLN FABRICS CO. — NOTICE IS hereby given that on February 27th, 1943, a certificate of limited partnership was filed in the Office of the Clerk of the County of New York, of which the substance is as follows: The name of the partnership is LINCOLN FABRICS CO., and its business is converting, manufacturing and dealing in textiles. Principal place of business is located at 35 White Street, New York City. The name and place of residence of each member are: Harry Odzer, 951 44th Street, Brooklyn, New York, general partner; Limited partners, Meyer Lefkowitz, 824 West 176th Street, New York, N. Y., and Rena Odzer, 57 East 58th Street, New York, N. Y. The cash contributed by the limited partners is as follows: Meyer Lefkowitz, \$8,000.00; Rena Odzer, \$12,000.00. The contribution of a limited partner is to be returned in three (3) months after termination of the partnership. No right is to be given a limited partner to demand or receive property other than cash in return for this contribution. The share of the profits and other compensation which each limited partner shall receive is interest at the

Leader Movie Merit Rating Scale

100%—Must be seen.
99-90%—Excellent.
89-80%—Good.
79-70%—Fair.
Below 70%—Poor.

Title	Rating
A-STAR—"Human Comedy"	95%
B'way & 45th St.—CI. 6-4642	95%
CAPITOL—"Stand By For Action"	90%
Beg. Thurs.—"Slightly Dangerous"	85%
B'way & 51st St.—CI. 5-1250	85%
CRITERION—"It Ain't Hay"	85%
B'way & 40th St.—BR. 9-7800	85%
GLOBE—"Chetniks"	80%
B'way & 40th St.—CI. 6-0800	80%
HOLLYWOOD—"Air Force"	80%
B'way & 51st St.—CI. 7-5545	80%
PALACE—"Casablanca"	100%
"Ladies' Day"	60%
Beginning Thursday—	
"They Got Me Covered"	87 1/2%
"Falcon Strikes Back"	81 1/2%
B'way & 51st St.—BR. 9-4388	
PARAMOUNT—"Hitler's Children"	95%
Beg. Wed.—"Happy Go Lucky"	85%
B'way & 43rd St.—BR. 9-8738	
RADIO CITY MUSIC HALL—"Keeper of the Flame"	90%
6th Ave. & 50th St.—CI. 6-4000	
RIALTO—"Frankenstein Meets the Wolf Man"	70%
B'way & 42nd St.—WI. 7-0200	
RIVOLI—"The Moon Is Down"	90%
B'way & 49th St.—CI. 7-1033	
ROXY—"Hello Frisco, Hello"	85%
7th Ave. & 50th St.—CI. 7-0000	
STANLEY—"Diary of a Nazi"	90%
7th Ave. & 42nd St.—WI. 7-0080	
STATE—"The Power Girls"	70%
Beginning Thursday—	
"Stand By For Action"	90%
150 B'way—BR. 9-1957	
STRAND—"The Hard Way"	89%
B'way & 47th St.—CI. 7-5000	

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

The most important picture in 1943:

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Survey of Dismissals In State Departments

Exclusive

A survey made by The LEADER of firings in various State departments, following our revelations of last week, shows these facts:

No layoffs in the Public Service Commission.

No layoffs in the Health Department.

No layoffs in the Insurance Department.

Some layoffs probable in Department of Public Welfare. Action had not yet been completed in this department as The LEADER went to press.

No layoffs of competitive civil service titles in the Attorney General's Office.

No layoffs in the State Education Department.

Public Works

The Department of Public Works responded to a LEADER telegram in these words:

"... the picture is changing every day... any information we would send you now would be out of date five minutes after it was sent. We had planned a necessary layoff of a certain number of people in order to meet the reduction in our budget. However, with military leaves and leaves of absence occurring daily and hourly, it is impossible to keep up with the list and have it of any value. Some time after April 1st it will be definitely known what our layoffs will be."

Correction

The Department of Correction reports that the following positions have been abolished:

4 prison guards at Clinton Prison.

2 prison guards at Walkill Prison.

1 prison guard at Napanoch.

1 prison guard at Coxsackie.

1 hospital attendant at Woodbourne.

1 institution teacher at the Central Guard School.

1 junior physician at Westfield State Farm.

However, the department believes it will not be necessary to

fire anyone now permanently employed.

Hardest hit by the firings, as revealed in The LEADER last week, is the Motor Vehicle Bureau, with more than 140 getting the axe. Some of those on the dismissed list have been with the State more than a quarter-century.

The above listing of "no dismissals" is not to be taken as final, and a number of State agencies had not yet reported as The LEADER went to press. The State Civil Service Commission has been given the task of weeding through the State agencies and abolishing "useless" jobs.

Boner of the Year

At a dinner last week in Albany of the Association of State Civil Service Employees, Governor Dewey spoke, but did not touch on the dismissals, a subject which was on the mind of everyone present. One story came down of an important official of the association, who now holds a big position with the State. Speaking to his companion at the dinner table, whom he hadn't met before, he bemoaned the firings, and said:

"When things like this happen, it's time to do something about the administration."

His companion said not a word. He was Paul Lockwood, Secretary to the Governor.

The association put on a skit about "Clean-em-out-Soap." The motto was:

"Relax your nerves and ease the strain
While Dewey sends you down the drain."

Dewey gave no indication during his speech that evening of any of his forthcoming plans. There was not the slightest hint of how far the dismissals would go; nor of the impending pay raise which came through for all State employees just before the Legislature ended its session.

All State employees should watch next week's LEADER for additional details of dismissals.

Grievance Boards Could Be Set Up Under New Bill

A bill now before the governor will allow New York City to create labor boards to hear employee appeals and investigate employee complaints.

Introduced by Assemblyman Wachtel and State Senator Halpern, the bill provides that the cities may appoint three-member boards of persons qualified to deal impartially with labor problems. Appointments would be made by the local civil service commission and the members would be paid for their expenses incurred in service. Paid investigative staffs and hearing stenographers would be hired from civil service lists.

Employee Could Appeal

Within thirty days after a civic employee had been fined, suspended, or removed from his job he would be able to file an appeal with the board which would have the power to summon witnesses, and would give an advisory opinion. The bill provides that the officer or body having disciplinary power may upon receipt of the decision rescind or modify any disciplinary order and restore any lost pay.

The bill has had the backing of the Citizens Union and The Civil Service Legislative Council.

Disabled Vets To Get Gov't Job Opportunities

That disabled war veterans be given every opportunity for war-service appointments is the gist of an order issued by the Federal Civil Service Commission to its regional directors and division chiefs.

Pointing out that private industry had taken every measure to find jobs for disabled veterans, the notice asked governmental bureaus to take similar action.

Former government employees discharged from the services will be returned to their former positions or positions with like pay and seniority, if they are physically able to perform the duties.

State vocational rehabilitation services and the United States Employment Service will be used to aid in the placement of discharged service men.

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But we are being forced to leave your employ by the thousands because of low wages.

Four thousand vacancies in hospitals... fifteen hundred in the Sanitation Department... and so on down the line.

Low wages threaten the vital services you must have... particularly in war time.

We are leaving because it is impossible to make 1925 wages meet 1943 needs.

Thousands of us have received no wage increase since 1925.

Hundreds of us make as low as \$70 a month.

The average skilled city worker makes less than \$27 a week.

Yet we, like you, must meet the staggering increase in the cost of living.

We are desperately in need of wage increases.

We are asking that a 15% raise be included in the budget which is now being prepared.

When you need us we are always ready. Today we need you.

The S.C.M.W.A. has just negotiated an increase for State Employees with Governor Dewey. This will alleviate their wage problem.

New York City should do the same.

Write to Mayor LaGuardia. Tell him you want your employees to earn a living wage.

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