

Civil Service LEADER

Vol. 6—No. 9 Tuesday, November 7, 1944 Price Five Cents

Worked Nights for Govt? Here's How to Get Paid

WASHINGTON—There are still hundreds of thousands of Federal employees who have money coming in the form of back pay for overtime worked at night. General Accounting Office reports few persons

have filed claims as a result of the decision which ruled that overtime worked at night must be figured on the basis of the night differential rate. Agencies had been figuring it on the basis of the day rate.

If you have ever worked on a night shift for Government, and if you have worked overtime while doing the night work, and, finally, if a night differential rate was paid for the work, you have money coming.

First consult the agency with which you did the night work and state the details of your work as completely as possible. This is important: Refer to G.A.O. DECISION, JULY 17, 1944 B-4193, the Stuart Kelly decision, when writing to the agency for the back money. If the agency does nothing or doesn't give you satisfaction, make the above referral and write to General Accounting Office, Washington, stating your case. GAO will act on it and if you have money coming, your claim will be paid.

GOOD JOBS NOW OPEN

EDITORIAL CLERKS — TRUCK DRIVERS — REPAIRMEN
PROFESSIONAL POSTS — FOREIGN SERVICE JOBS

see pages 2, 12, 16

Promotions from NYC Clerk Lists Will Be Announced December 15

Now that the Clerk, grade 3 and 4 promotion lists have been released by the New York City Civil Service Commission, the question before those on the lists is "What are my chances of promotion?"

From authoritative sources comes word that the normal promotion period, Jan. 1, 1945, will see the first large batch of promotions from the new lists. Examiners of the Budget Bureau assigned to the various City departments have been given copies of the lists and are checking the duties performed by the clerks in order to make their recommendations. It is expected that announcement will be made about December 15, 1944, of the number of promotions which will be made in January.

The previous promotion lists for Clerk, grades 3 and 4, have been used up. Practically every eligible was reached for promotion before

the lists died with the promulgation of the new lists. Chances seem good for all candidates, except possibly in the Department of Welfare. That department alone has 471 eligibles who passed the Grade 3 examination, and they're afraid that those on the lower half of the list face a very long wait and possibly the chance of dying on the list when it expires in 1948.

Law Suit Threatens

However, the lists face court action by employees who feel that the Civil Service Commission has misinterpreted the law by giving full credit for time-service to em-

ployees who have received earlier promotions from City-wide promotion lists.

They ask any clerks, who feel that their place on the list should be changed to file written protests immediately with the Commission. The law allows sixty days from the date of promulgation of the list (October 28, 1944) for those on the lists which appeared in *THE LEADER* last week.

The Background

The background of the dissatisfaction, and the possible Court action, is this:

In 1935 the Commission began to hold promotion examinations on a City-wide basis, so that employees could be promoted from one department to another. Several tests were given in this man-

ner, and many promotions made between 1936 and '41. Then in 1941, a lawsuit was brought contesting a City-wide promotion examination, (the Cornehl Case), from Junior Accountant to Accountant. The case was fought up to the Court of Appeals, and the Justices ruled that City-wide promotions were invalid.

However, to protect those who had received such promotions, Senator Seymour Halpern introduced a bill in the State Legislature which allowed City-wide promotion lists to be used, when there was no departmental list available. This bill was passed on April 14, 1943.

Then, early in 1944 along came the Water's Case. This was Court

(Continued on page 16)

Retroactive State Pay Checks Coming Through

ALBANY—Retroactive pay under Feld-Hamilton re-allocations is coming through. The Association of State Civil Service Employees has been advised that the Departments of Mental Hygiene, Audit and Control, and Civil Service are now processing all institutional payrolls to make necessary adjustments.

Mental Hygiene

In some Mental Hygiene institutions, where it has been possible to complete the retroactive payrolls, employees have already received their checks for back pay from April 1 to October 31. The department is trying to complete all such payments so that every mental hygiene worker entitled to the retroactive pay will receive his complete check before December 1, 1944.

Regular salary checks, dated November 20, 1944, will include the salary increase under the Feld-Hamilton re-allocations.

The Association of State Civil Service Employees views this distribution of back salary and increases as the successful culmination of its long campaign to gain salary improvements for the institutional workers.

STATE RETIREMENT AT 55

How the Plan Would Work

ALBANY—Optional retirement at 55 is one of the 11 points in the retirement proposals made by the Association of State Civil Service Employees. Here's how the plan would work out, with members paying the extra cost.

At the present time Section 68 (a) of the Retirement Law permits employees to retire at 55 on the basis of 1/60 of final salary times the number of years of service by paying the entire additional cost over and above the normal pension provided by the State. However, in the case of the New York City Employees Retirement System, the member is asked to contribute only the additional

cost of the annuity portion of the retirement allowance, with the City taking care of the additional cost for the pension portion. The pension portion in such cases is determined by using the fraction 1/120 multiplied by the number of years of service. The Committee feels that such an arrangement with the State system would tend to answer the constant demands by members for earlier retirement by spreading the cost equally over the members and the State.

The following illustrates what the contributions (as a proportion of salary) on this basis would have been for a male in Clerical and Administrative Group on basis

of Rates effective prior to June 30, 1943:

Age at Entry	For Retirement at 60	For Retirement at 55	For Retirement at 55 (employees paying approximately one half of extra cost)
20	.429%	.944%	.887%
25	.0437	.0957	.0697
30	.0453	.0986	.0720
35	.0480	.1038	.0759
40	.0517	.1112	.0815
45	.0561	.1202	.0882

Small Addition

Certain cost studies show that if the optional retirement benefit were accepted by all members, the flat addition to the total normal contribution would be less than

1/2 of 1% of the payroll of \$400,000. However, on the basis only of employees electing to contribute for retirement at 55 the cost would be very small. Under such an option the cost for retirement at 55 would be very burdensome for members who were within ten years of attaining such age. The Committee therefore suggests that members above age 40 be allowed to choose alternative retirement ages between 55 and 59, inclusive. Contributions of the member and the State for retirement at 56 would each be on the basis of a service fraction of 1/124 times the number of years of service; for retirement at 57, a fraction of 1/128; for 58, a fraction of 1/132; and for 59, a fraction of 1/136. This would make the benefit of more practical value to the older members.

For More State News 6, 7, 8, 9, 11, 15, 16

MEMO TO OFFICIALS

Important!

THE PUBLIC ADMINISTRATION section (see pages 10 and 11) deals with news, plans, programs of States, counties, cities towns and villages; it presents the problems of some communities, and relates the solutions to problems by other communities; it records new ideas by public officials and employees and by others whose work and talents are important in government.

GEN. BRADLEY: VETERAN'S GUIDE TO JOB HUNTING

See page 4

CDB Staff Fetes Col. Bell On Retirement

On the eve of his retirement, Colonel Hugh M. Bell, Chief of the Family Allowance Division of the War Department Office of Dependency Benefits, was honored at a dinner given by the officers and employees of his division in the ODB cafeteria. Mrs. Bell also was a guest of honor at the dinner. Officers and employees of other divisions attended.

Colonel Bell is one of a handful of officers who have seen the ODB grow from the small war agency which mailed the first 36.00 family allowance checks in September 1942 to a world-wide organization which since has mailed over 108 million checks to soldiers' dependents.

Before becoming a Division Chief, Colonel Bell was Officer in Charge of the Correspondence Branch, which handled correspondence for the entire ODB. During this period, more than 1,188,000 letters were mailed over his signature.

Why War Dept. 54-Hr. Week Didn't Work

Statistics recently released by the Army Service Forces show that the 54-hour workweek didn't work out quite as planned.

For one thing, separations from the service took a big jump. During the month of August, when the long workweek was in effect, departures from the Service Forces offices jumped to 7.7 percent. During the same period, the Army Air Forces, operating on a 48 hour week, only lost 1.23 percent of its personnel.

The ban on leave imposed by ASF didn't work out well either. During the month, leave taken by its employees averaged three days. Exit interviewers, who met with each departing worker, managed to convince 148 to remain at their jobs. The female sex proved more vulnerable to the longer hours, nine girls left for every man.

More Than 25% of All Released GI's Are Taking Positions With Government

By CHARLES SULLIVAN

WASHINGTON—More than one-quarter of all released servicemen are taking Government jobs.

Civil Service Commission is hiring returning vets at a rate of 10,000 a month of the 30,000 a month being released by Army and 10,000 being mustered out by the Navy. This is according to Army, Navy and Civil Service Commission figures.

Jobs as guards, janitors, maintenance engineers, messengers, and elevator operators are specifically set aside for vets, under the Starnes-Scruggam veterans' preference act. But the men coming back are almost completely shunning these jobs, and non-vets are still being put into these positions.

The Commission explains that veterans are able to find jobs paying more in other branches of

the service.

Going Into War, Navy Depts.

Bulk of them are going into Navy yards and War Department arsenals where the wages are comparatively high for Federal service, about on a par with private industry.

Permanence of Government service and the preference given them is the chief reason cited by the Commission for their flocking

into Federal positions.

"I will be sure of my job with Government in case there is a depression after the war," a vet told an appointing officer. "If there are plenty of jobs in private industry after the war and things have settled down, I will probably leave Government, but not until then."

Training Courses

It is reported that the President is planning to issue an order setting up special training courses for veterans to place them in Government. The Commission is already studying methods of applying the special training given service men to Federal jobs.

U. S. Food Jobs Close Soon

The Federal Civil Service Commission has given notice that November 20, 1944, will be the closing date for acceptance of applications for Apprentice Dietitian, \$1,752 a year, announcement 317 (1943); and Staff Dietitian, \$2,190 a year, announcement 325 (1943).

Applications must be filed with the United States Civil Service Commission, Washington 25, D.C., not later than that date.

Pearl Harbor Needs Civilian Mechanics

There is still an urgent need for workers at the Pearl Harbor Navy Yard and Naval Air Station, territory of Hawaii.

The list of vacancies includes the following: Electrician, Aircraft Instrument Mechanic, Aircraft Mechanic-Motor, Machinist, Radio Mechanic and Shipfitter. The wage rate for these positions is \$1.52 per hour, with time-and-one-half for all work in excess of 40 hours. Unskilled men with limited experience will be recruited as Classified Laborers at \$.88 per hour.

Applicants who qualify for these positions will be furnished transportation at government expense and will be housed and fed in low-cost government facilities.

Those interested should apply at once at Room 214, Federal Building, Christopher Street, New York.

Post-War Clerk Jobs Begin to Materialize

WASHINGTON — Bureau of Census will soon hire 2,000 clerks here and 26,000 persons in the field to take the Agriculture Census.

The jobs in the field will only last a few weeks, but the clerical jobs will last until December 31, 1946.

The managers, who will supervise the jobs in each state are now undergoing training and will soon leave to organize the huge task all over the country.

These clerical jobs will act as part of a cushion for employees who want to stay in Washington but whose present jobs are threatened by the end of the war in Europe. Disposal of surplus property, veterans administration, and reconversion will also furnish jobs for thousands of Government employees being released elsewhere.

(More on this in future issues. Ed.)

Navy Yard Employees Suggest New Rating Plan

Proposals to improve the method of efficiency ratings have been sent to the Civil Service Commission by the Federation of Architects, Engineers, Chemists and Technicians of the New York Navy Yard.

The principal change advocated by the employee group consists of the use of three ratings, "Outstanding," "Satisfactory" and "Poor" instead of the present five ratings.

In its letter, the union pointed out that the five rating system gives too much latitude to the supervisor and leads to substantial differences in the distribution of ratings in the different sections and departments.

The Recommendations

Recommendations for the changes suggested:

1. Three ratings shall be used: "Outstanding," "Satisfactory" and "Poor."

2. Ratings shall be based on element markings, using a form similar to that now used.

3. Ratings of "Poor" and "Outstanding" must be justified in writing and approved by the efficiency rating reviewing committee. The committee shall change to "Satisfactory" all ratings which it considers unjustified.

4. An employee receiving a rating of "Poor" may be recommended for demotion or discharge.

Within-Grade Increase

5. An employee whose rate of pay is below the middle of his grade shall qualify for within grade increases if his rating is "Satisfactory" or "Outstanding."

6. An employee whose rate of compensation is at or above the middle of the grade shall qualify for within-grade increase if:

a. His rating is "Outstanding" or b. His rating is "Satisfactory," and his rating official has submitted a supplementary statement that his efficiency is "better than good." This supplementary statement shall be only for the purpose of determining eligibility for the within-grade increase.

7. The salary of an employee rated "Poor" shall be reduced one salary step if his rate of pay is above the middle of the grade.

8. In reduction-in-force, em-

ployees with ratings of "Poor" shall be separated from the service first. Employees rated "Outstanding" or "Satisfactory" shall be laid off in inverse order of reduction credits, assigned as follows: One credit shall be given for each year of service and eight additional credits shall be given to employees rated "Outstanding."

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All the Answers to Your Retirement Queries

(Continued from preceding issues)

93. How is an employee's 5-year average basic salary determined? By adding the total basic salary for the highest 5 consecutive years and dividing this total sum by 5. The 5 years do not mean calendar years and need not be one continuous period, but must be consecutive as regards the employee; where breaks in service exist through separation (for any reason including retirement) and re-employment, service before and after the breaks may be joined together to compute the 5-year average.

94. Can a simple comparison be made between the three methods of computation?

Assume a male employee retires at age 70 after 30 years of service, with an average basic salary of \$3,500 for the highest 5 consecutive years and \$4,000 credited to his individual account in the retirement fund. At that age, the decimal applicable to his individual account is .074849, and the three computations would produce the following results:

Plan I.—\$900 (30x\$30) plus \$389.94 (\$4,000x.0974849) equals \$1,289.94.

Plan II.—\$1,600 multiplied by 30 and divided by 40 equals \$1,200.00.

Plan III.—\$3,500 multiplied by 30 and divided by 70 equals \$1,500.00.

The annuity of \$1,500 under Plan III would be allowed in this case, as that plan produces the highest rate of annuity.

95. Do the same computations apply with less than 30 years' service? Yes. Assuming the employee retires at age 70 with 15 years' service, a 5-year average basic salary of \$3,500, and \$2,000 in his individual account, the annuity would be computed as follows:

Plan I.—\$450 (15x\$30) plus \$194.97 (\$2,000x.0974849) equals \$644.97.

Plan II.—\$1,600 multiplied by 15 and divided by 40 equals \$600.00.

Plan III.—\$3,500 multiplied by 15 and divided by 70 equals \$750.00.

(To be continued)

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Most Firemen Now Working An 84-Hour Week

While the Court battle against the imposition of the 84-hour, 2-platoon working schedule on New York City's firemen is continuing, practically all of the firemen are now working the longer schedule.

Last week, the extra hours were handed to the 2nd Division, located at 22 East 12th Street, in downtown Manhattan, and the 10th Division at 395 Fourth Ave. both in busy neighborhoods.

That leaves very few of the City firemen working a normal week. The 3rd Division, at 33rd Street, Manhattan, and the 15th in the crowded Brownsville Section of Brooklyn are the only ones still on the old working schedule.

'Because of Emergency'

It appears that Fire Commissioner Patrick Walsh decided when conditions justified assignment of Divisions to the stiff schedule. The preamble of each order extending the 84-hour week reads (probably to meet legal requirements): "Because of the emergency due to acute and increasing manpower shortage in the Uniformed Force consequent upon the war and the necessity for furnishing adequate protection for life and property, . . . It is hereby ordered that the Three Platoon Added Duty System shall be suspended."

With the 2-Platoon setup, a nine hour working day is short; a 15-hour working day follows a 24-hour tour of duty.

Sanitation GI's Can Win \$25 For Letter

Servicemen from the NYC Department of Sanitation have a chance to win a \$25 War Bond by sending in a letter to the Department. An award committee will judge all those received, and the one which is the best description of the writer's experience in the service will win the prize.

The Committee consists of Harry R. Langdon, chairman; John Garbarini, Assistant to the Commissioner; Joseph Aimee, Assistant to the Commissioner; Miss Antoinette Rumb, and Thomas McQueeney. The idea for the contest was suggested by Dave Factor.

During the first six days, 81 entries were received from servicemen in this country, and a flood of letters is expected from overseas.

GI's Can Take Special NYC Clerk Exams

A special military examination will be held on November 21 for NYC employees who have missed the original examination because of military service.

Both employees who have been discharged from service, and those still in service, who can appear for the examination, and meet eligibility requirements, may take the test.

Persons in service, and veterans who think they are eligible should check with the offices of the Municipal Civil Service Commission, 299 Broadway, New York City.



Edgar J. Nathan, Manhattan Borough President, has suggested a new system of standardizing the pay of New York City's employees (see story below).

Parks Guild Holds Fifth Annual Dance

The fifth annual entertainment and dance of the Catholic Guild of Park Department Employees of the City of New York will be held on Saturday evening, November 18, in the Grand Ballroom of the Henry Hudson Hotel, 361 West 57th Street, New York City.

Proceeds from the dance will go in full to the benefit of the Welfare, Scholarship and Service Men's Fund.

Music will be furnished by Bob Cronin and his NBC Orchestra. Entertainment will start at 8.45 p.m. sharp. Dancing will be continuous until 2 a.m.

A program of varied entertainment has been arranged with Gus Howard & Co., in "Krazy Kapers" as the main attraction. Tickets may be obtained from Entertainment Chairman, Raymond A. Smith, P.O. Box 32, Station W, N. Y. or any of the Borough Vice-Presidents.

The Rev. Edward Lodge Curran LL.B., PH.D., is spiritual Director of the society, and Joseph M. Durkin, President; John A. Dunleavy, Vice-President of Manhattan; Joseph Kinney, Vice-President of Brooklyn; Edward A. Malone, Vice-President of Bronx; Joseph Gallagher, Vice-President of Queens; and Oscar Michaud, Vice-President of Richmond.

Snow Will Bring Extra \$ to NYC Employees

Snow will fall soon, and when it does, it will mean money to a lot of NYC employees, who get a chance to work extra hours on snow removal. The undermanned Sanitation Department can't handle the job by itself, and calls in other workers from Department of Public Works, the five Borough offices, Finance Department, Civil Service Commission, and the City Paymaster's Office, in addition to many hired outside.

The City workers who take extra work in connection with snow removal are paid straight

NYC Employees Comment On Automatic Promotions

Organizations of employees in New York City, and individual City workers, are urging a change in the present promotion setup to allow for upgrading based on terms of satisfactory service.

The Association of Store Service Employees of the Board of Education has endorsed the proposed change. Giving the reasons for this organization's stand, Charles Fischer, president, explains:

"This Association is wholeheartedly in favor of an automatic promotion plan based on an employee's number of years in the service. We will support any plan that will give an employee an opportunity to advance to the next grade after a given number of years in one grade.

"In the Board of Education we have 29 Stock Assistants out of 31 who have from 15 to 20 years of service in the same grade. We are a competitive group of employees who have never had the opportunity to take an examination in the Stores Service. In 1940 the Civil Service Commission re-classified our group, but the Board of Education did not approve the Stores Service Classification. They did however make their own schedule.

Municipal Civil Service Commission (Store Service).
Stock Ass. \$1200 to and inc. \$1800
Sec. Stock. 1800 to and inc. 2400
Storekeeper 2400 to and inc. 3000
Board of Education (Store Service).
Stock Assistant \$1200 to \$1638
Section Stockman \$1800 (PLAT)
Storekeeper (Abolished).

"Promotion opportunities in this department are limited and the salary is also meager. Recently the Civil Service Commission permitted Section Stockmen to compete in an examination for Storekeeper. The Civil Service Commission proposes to give the Stock Assistants an opportunity to take a promotion examination to Section Stockman, but there is very

little hope of advancing beyond the \$1800 flat salary. In fact there is very little ambition among the Stock Assistants to bother to take the examination.

"Therefore, it would be to the best interest of the employees to have some plan of advancement adopted whereby an employee will have a chance to advance after a number of years of service, and also to feel that as he gains seniority he has an incentive to do good and reach the maximum of his grades. On the present basis of promotion it is not the best employee who passes the examination. There are hundreds of cases where employees who do not pass an examination are more reliable and dependable than those who do pass.

"The McCarthy Law does not include employees of the Board of Education. Increments within the grade are a matter of Educational Law. The Board of Education has the power over salaries and grades."

From individual employees come more evidence that the present system works hardships.

Telephone Operator

"I have been a telephone operator, grade 1, for over six years. I took the clerk, grade 3 exam held in November 1943. I passed part I, but failed in part II. I do not know when a telephone operator, grade 2, examination will be held by the NYC Housing Authority. Therefore I do not

know how much longer I will be in grade 1." . . . Mrs. Evelyn Gregg.

Stenographer

"I entered the employ of civil service over 15 years ago. I had taken the Stenographer, grade 3 examination and passed it with quite a high mark. I was certified to a grade 2 position, but was told I would be certified to a grade 3 position when my name was reached on the list, but the list expired before I was reached. . . . Several years ago I took the stenographer, grade 3 promotion examination, I did not pass the first part, therefore, I did not get a chance to take the second part, which consisted of stenography and typing.

"It is very discouraging, to say the least, after 15 years of faithful service, to still be in grade 2. I sincerely hope that something will be done by Civil Service for myself and others who have been in one grade for so many years," . . . Mrs. Eleanor Dowling.

Another Steno

"I have been a stenographer, grade 2, for almost six years. Last year I applied for the grade 3 promotion. I passed the first part and received notice to appear for the second part in November, 1943. Unfortunately during October, 1943, I became ill. I was unable to attend the second part of the examination, and missed the opportunity to become a grade 3.

"I sincerely hope that something will be done for those who have been in one grade for 5 years, 10 years, or more." . . . Miss Antoinette Napolitano.

We'll be pleased to have further comment. How's about those opposed?—Editor.)

Sanitation Menu Frightens Customers

The menu in the NYC Department of Sanitation Lunchroom starts off with a brief news bulletin.

For instance, a recent menu read: "Did you know that there are 1,141 Sanitation Employees on the service; that 256 men were honorably discharged; that over 4,600 donations were made to the Red Cross Blood Bank; that this department had extra work due to the hurricane and that this is not a public restaurant. Have you noticed the signs "Curb Your Dog" and "Keep Your Sidewalks Clean."

Following this introduction came the regular menu which included "franks and sauerkraut . . . 35c". One woman first ordered this tasty dish; then read the item about curbing dogs and changed her order.

time, figured on their base salary, for the extra hours worked. But this year, there's a minor revolt on.

The municipal people figure that the cost-of-living bonus should be added in figuring the extra time. Clerks think they should rate time-and-a-half for overtime.

Last week the Budget Bureau was busy arranging a schedule of "snow" pay.

Latest News About Affairs Of NYC Fire Officers

"We have no representation in the Fire Department," complain the officers.

The newly organized Uniformed Fire Officers Association, has managed to sign up a majority of the 1,400 Fire officers. But, Commissioner Patrick Walsh told The LEADER, a majority isn't enough—they must have a majority in every rank. The greatest number of Fire officers are in the lower ranks; the higher officers are reluctant to sign up, and that means that the group can't act officially with the Commissioner, can't collect dues from the officers.

Meanwhile, the 50-year old Officers Association, New York Fire Department, is going through liquidation, after a meeting—attended by a small group of officers—voted to dissolve the affairs of the organization, and turn its assets over to the State for liquidation.

After this action had been taken, the members present considered a proposal to eliminate all provisions for benefit payments, yearly dues and initiation fees, reduce monthly dues from \$2 to \$1. This would take the Association out of the jurisdiction of the State Insurance Department, and allow it to continue as a welfare organization.

Men Lose Faith, Is Charge

However, men who are active in organizing the new Uniformed

Fire Officers Association charge that the men in the department have lost their faith in the old group. They point out that the final meeting, which voted to turn the books over to the State, was only attended by about 25 men, about two and one half percent of the purported membership.

They add that the officers of the old group had ample notice that their organization was headed for difficulties and that drastic action several years ago might have averted the necessity for liquidation, with financial losses to the officers.

As to the Lieutenants Association, they say that it has a membership of less than 20 percent of the officers in that rank.

However, until the new group can show more than 50 percent of the chief officers, it won't get official recognition from headquarters; and the Fire Department "gag" rule prevents its organizers from coming out in a strong campaign to get more men to join up.

Edgar Nathan Outlines Improved Pay Structure for New York City Employees

Edgar J. Nathan, Jr., President of the Borough of Manhattan, recommended a reclassification of city jobs and revision of budget methods and procedures in a talk last week to the American Federation of State, County and Municipal Employees (AFLE).

"A much better pay structure can be erected," said President Nathan, "and it is time for a conscientious and scientific effort to standardize salaries for the same grade and type of work, and to have salaries more fairly representative of the type of work done.

"Not only has the body of City employees grown, until now it is almost 150,000, but we can look forward to future growth of the city's needs in the post-war world.

Difficult Task

"Salary standardization will prove to be a difficult and extended task. All city departments and county and borough offices should cooperate. A particularly heavy share of the burden will fall upon the Municipal Civil Service Commission, which estab-

lishes titles, duties and salary grades. The job must be done and we should start as soon as possible. The result would be greater fairness and increased efficiency and economy in the city service.

"Horizontal pay rises, such as the cost-of-living bonus granted by the Board of Estimate, of which I am a member, are satisfactory temporary solutions in an emergency, but no part of a scientific and permanent pattern.

'Oddities'

"We have many instances of oddities and contradictions in the city service that demand correction.

"These anomalies accrue throughout the years and persist until their mass accumulation

compels action.

"We have examples of supervisory employees receiving less pay than the men and women they supervise; of persons performing more responsible duties being paid less than those whose work is of less importance or expertise, because they have the same title; and of some employees being required to do an excessive amount of work while some others could well take over the excess in a fairer redistribution of tasks.

"Budget methods and procedures, as affecting salaries, are also in need of an overhauling, to bring them more closely within the requirements of the City Charter and at the same time to fulfill more realistically the need for a line-by-line budget that safeguards against lump-sum budget practices where such are wholly inapplicable and even forbidden."

NYC Fire Singers And Musicians Get Time Off

Members of the NYC Fire Department, who are members of the band or glee club, last week were handed a schedule of hours off, to allow them to appear for performances or rehearsals.

Following is the newly announced schedule of the vocalists and musicians under the 84-hour week:

WHEN ORDERED TO REPORT FOR SERVICES:

1. During the period they are scheduled to be ON DUTY FOR 9 OR 15 HOURS, they shall not be required to report at quarters for any roll-call or other duty.
2. During 24-HOUR ON DUTY period they shall report as follows:
 - (a) If services are scheduled between 9 a.m. and 9 p.m., they shall not be required to report at quarters for any roll-call or other duty.
 - (b) If services are scheduled after 9 p.m., they shall be present at the 9 a.m. roll call and perform duty until relieved by the Officer in Command, who shall allow the Member sufficient travel time to reach point of assignment at the hour designated.
 - (c) If the time required for such

service extends into their OFF DUTY PERIOD for more than 4 hours they shall be excused from performing the next succeeding full tour of duty (9 or 15 hours).

(b) If the next succeeding full tour of duty is a 24-hour tour, they shall be excused for the first 9 hours of such tour.

(c) In accordance with the above schedule one leave (9 or 15 hours) shall be granted for such service which extended into an OFF DUTY PERIOD for more than 4 hours.

4. (a) When ordered to report for service during the period they are scheduled to be OFF DUTY they shall be excused from performing the next succeeding full tour of duty (9 or 15 hours).

(b) In addition, if the time required for such service extends into any portion of their ON DUTY PERIOD they shall be excused for the remaining portion of their ON DUTY PERIOD.

(c) If, however, the above service extends into a 24-HOUR ON DUTY PERIOD they shall be excused for the remainder of the 24-hour period.

WHEN ORDERED TO REPORT FOR PRACTICE:

1. (a) When ordered to report for practice during the period when they are scheduled to be ON DUTY (9 or 15 hours) they shall be excused for the tour, and shall not be required to report at quarters for any roll call or other duty.

(b) If ordered to report for practice when OFF DUTY they shall be excused from the next succeeding tour of duty (9 or 15 hours).

(c) Members ordered to report for practice during their 24-HOUR ON DUTY PERIOD shall report at their respective Units at 9 p.m.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Vets Guide to Job-Hunting



This week I continue the resume of servicemen's rights and benefits upon returning from the armed forces. You will recall that last week's column dealt with Mustering Out Pay, Government Insurance, Private Insurance, Getting Your Old Job Back, and Getting a New Job. The data is taken from House Document No. 682, 78th Congress, 2nd Sess'n.

Getting a Government Job

If you were a Federal civil service employee (other than temporary) when you entered service, you should apply to the agency where you were last employed, within 40 days of your discharge, or to the Federal Civil Service Commission in the event you experience difficulty in being reinstated.

As a veteran you are entitled to your former position or one "of like seniority, status, and pay."

If you didn't have a Civil Service job before, but want to get one after you are discharged, you will get special consideration and preference in Civil service examinations. This preference also applies to wives or widows of veterans under certain circumstances.

All wartime veterans discharged under honorable conditions are entitled to preference in U. S. Civil Service examinations. The entitlement to 5 or 10 points will be determined by the Civil Service Commission upon application to the Commission.

Other privileges for veterans are:

(1) Examinations for positions of guard, elevator operator, messenger, and custodian, will be restricted to veterans as long as veteran applicants are available.

(2) Time spent in military service will be credited toward experience required for a position of the kind you left.

(3) Age, height, and weight requirements are waived for veterans in most instances. Other physical requirements may be waived.

(4) Veterans are exempted from provisions of law prohibiting government employment to more than two members of a family.

(5) If an appointing officer passes over a veteran and selects a non-veteran, he must submit his reason in writing to the Civil Service Commission.

(6) In personnel reductions in any Federal agency, preference in retention will be given to veterans.

There are approximately 4,500 local Civil Service Secretaries located in all first- and second-class post offices, who will advise you concerning Government employment, or such information may be secured from your Reemployment Committeeman or the U. S. Employment Service, who will put you in touch with a representative of the Civil Service Commission.

(The Civil Service LEADER will keep veterans informed of all information in their interest.—Ed.)

Apprentice Training

Virtually all the 30,207 appren-

tice-training programs in the United States extend opportunities to returning veterans. Veterans may be employed as apprentices and be paid as they learn, getting not only a steady job but training which prepares them for skilled jobs. Age restrictions and other limitations are lifted for them in many cases. Information may be obtained through your nearest U. S. Employment Service office or the nearest facility of the Veterans' Administration.

Vocational Training

If you have a service-connected disability, which results in an occupational handicap, you can probably be taught in a new type of work in which your disability will not hinder you. Through the Veterans' Administration you may be trained in a college, business, or trade school or on the job with a business firm. Tuition, books, supplies, and equipment are provided at Government expense. During training, if the pension being received is less than \$92 per month, it will be increased to the rate of \$92 per month, if you are single; \$103.50, if married, with an added allowance of \$5.75 a month for each child, and \$11.50 for each dependent parent.

If your disability is not service-connected, or occurs after you have left the service, and constitutes a vocational handicap, you may apply to your State Board of Vocational Education for guidance, special training, and placement. If in financial need, other services available include medical treatment, hospitalization, maintenance, and transportation during training, educational supplies, occupational tools and equipment. This is a Federal-State program of vocational rehabilitation, and operates in each State. Apply to your

local Superintendent of Schools or the nearest United States Employment Service office for the address of the nearest Vocational Rehabilitation Officer.

Training for War Work

During the war you may acquire the skill necessary for war-production jobs under the vocational training for war workers program. Information concerning this program is available from your local Superintendent of Schools or the United States Employment Service.

If Unemployed

To cover temporary periods of unemployment after discharge, financial help is available to you, either through State or Federal sources.

State Programs.—State unemployment compensation programs provide weekly payments to unemployed workers based on their previous work in "covered" jobs—that is, most jobs in private firms in business and industry; factories, shops, mines, mills, stores, offices, banks, etc. Types of jobs not covered are farm work, household service, government and self-employment, and work for many small firms. Almost all the states have frozen any unemployment insurance rights you may have earned before going into

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service. You may be able to draw upon them in case you are unemployed after your return.

Full information on job opportunities and unemployment compensation can be obtained at your nearest U. S. Employment Service office.

Internal Revenue Clerks Advanced

Clerical employees of field offices of the Department of Internal Revenue have recently received advances in grade to bring them in line with field offices of other Government agencies.

A recent directive from the Commissioner to field offices, ordered the following upgradings:

1. Group chief clerks are advanced from Grade 3 to 4.
2. In offices having more than 100 agents, the pay of the chiefs of typing and records sections and the senior computation reviewer were raised from Grade 4 to 5, and their assistants from Grade 3 to 4.

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NYC Employees May Get Retirement Data

Next year, members of the New York City's Employees' Retirement System may get photostatic copies of their financial standing with the retirement fund.

The system, used by the State Retirement System, described on page 1 of last week's LEADER, is being studied by NYC officials.

Speaking of the State setup, Ralph L. Van Name, secretary of the City pension fund, says: "It's very interesting, and we're looking into it. A year ago, we were deep in the hole because of help shortage, but now things are shaping up, and we'll be able to improve our service."

At present a City employee can get a statement of his retirement status on request, but no regular reports are sent out to individual members.

Union Group Deals With Employee Complaints

Resolutions adopted at last week's convention of the City locals of the American Federation of State, County and Municipal Employees brought into light some of the complaints which are disturbing New York City's employees. Henry Feinstein was elected president of the municipal employees' group.

Following are some of the matters which came to the attention of the delegates:

1. The Mayor's proposed Health Plan was endorsed, but employee representation was asked on the committee which is setting up the framework of the health insurance project.

2. Salary increases were asked for employees of the Board of Education who are earning over \$3,000 a year.

3. One day off in every seven was asked for Bridge operators in the Department of Public Works. Also use of the promotion list to Bridge operator, and that

these men, who have to eat on the job, be given overtime credit for a lunch hour.

4. A recommendation to the Mayor to appoint a committee to survey employer-employee relations in the NYC Board of Transportation.

5. To amend the City Administrative Code to provide job-security for all regular city employees.

6. Asked an amendment to the McCarthy Increment Law to provide automatic yearly increases for employees earning over \$2,400, the present top for increments.

NYC Vets Get Bonus

The News bulletin of the Public Administration Clearing House recently had nice things to say about the New York City administration, when it carried an item that servicemen returning to their job would receive the cost-of-living bonus.

As explained by the Budget Bureau, the City's policy is to figure that the returning serviceman is entitled to the temporary increases which were handed out on July 1, 1943 and '44. However, the veterans do not receive any back payment of the bonus; merely go back on the payroll at the bonus-plus rate of pay.

And ex-servicemen who take a City job on their return to civilian life don't necessarily get the bonus.

Health Dept. Legion Post to Install

The American Legion Post Number 1193 of the NYC Health Department, will hold a Dance and Installation on Saturday evening, November 18, at the Terminal Restaurant, 47 Vesey Street, New York City.

Isadore Raphael is chairman of the committee making arrangements for the affair, and Dr. Bernard Niflot, out-going commander.

New officers, who will be installed at the affair are: William Gauer, commander; William Sheinberg, 1st vice commander; Joseph Gallichio, 2nd vice commander; and Eunice Smith (former World War I nurse), 3rd vice commander.

Progress Report on NYC Examinations Being Rated

PROMOTION		
Asst. Architect (Education) Rating of written completed.	test held Sept. 2, 1944.	
Asst. Chemist (Hospitals) Rating of written in progress.	Inspector of Housing, Gr. 4 (Housing & Bldgs) Written test held Sept. 13, 1944.	
Asst. Deputy Register (City Register) Written test held Sept. 21, 1944.	Law Assistant, Gr. 3 (Welfare) Rating of written completed.	
Asst. Foreman (Car Cleaning) (BT) Rating of written in progress.	Power Distribution Maintainer (BT) Rating of written completed.	
Asst. Foreman (Structures) (BT) Rating of written in progress.	Sr. Bacteriologist (Health & Hospitals) Written test held Sept. 22, 1944.	
Asst. Maintenance Engineer (Power) (BT) Rating of written in progress.	Sr. Chemist (HD) Rating of written in progress.	
Asst. Physician (Hospitals) Rating of written completed.	Sr. Pharmacist (Purchase & Welfare) Written test held Sept. 15, 1944.	
Asst. Supervisor (Buses & Shops) (BT) Practical-oral test held Oct. 10, 1944.	Stock Assistant (General) Rating of written completed.	
Asst. Supervisor (Signals) (BT) Practical-oral test held Oct. 4-5, 1944.	Terminal Foreman, Gr. 5 (Marine and Aviation) Rating of written completed.	
Chief Pharmacist (Purchase) Written test held Sept. 15, 1944.	Trainmaster (BT) Rating of written in progress.	
Clerk, Gr. 3 (General) Rating of written to be completed during Oct., 1944.	Yardmaster (BT) Practical-oral test to be held Oct. 24-27, 1944.	
Clerk, Gr. 3 (Higher Education) Rating of written in progress.	NON-PROMOTION	
Clerk, Gr. 4 (General) Rating of written to be completed during October, 1944.	Custodian Engineer, Rating of written completed.	
Clerk, Gr. 4 (Higher Education) Rating of written in progress.	Historian (Medical Records) Rating of Training, Experience and Personal Qualifications test completed.	
District Superintendent (Sanitation) Written to be rated.	Office Appliance Operator, Gr. 2 (IBM Alphabetic Accounting) Rating of practical completed.	
Examiner (Law Dept.) Gr. 3 (Law) Rating of written in progress.	Office Appliance Operator, Gr. 3 (National Cash Register) Rating of practical completed.	
Examiner (Law Dept.) Gr. 4 (Law) Rating of written in progress.	Physio-Therapy Technician, Rating of written completed.	
Foreman (Care & Shops) (BT) Practical-oral test held Oct. 10-20, 1944.	Plumber, Rating of written, Part I, completed.	
Foreman (Signals) (BT) Practical-oral test held Oct. 3-4, 1944.	Radio Dramatic Assistant, Rating of written completed.	
Foreman (Structures-Group A) (BT) Rating of written in progress.	Title Examiner, Gr. 2, Rating of written in progress.	
Foreman (Structures-Group B) (BT) Rating of written in progress.		
Foreman (Structures-Group C) (BT) Rating of written in progress.		
Foreman (Structures-Group D) (BT) Rating of written in progress.		
Foreman (Structures-Group E) (BT) Rating of written in progress.		
Foreman (Structures-Group F) (BT) Rating of written in progress.		
Foreman (Stores, Material, Supplies) (BT) Practical-oral test held Oct. 13, 1944.		
Health Inspector, Gr. 4 (Health) Written		

SUBWAY MEN DISCHARGED FOR "TOO MANY ABSENCES"

Too many absences was the reason given by the NYC Board of Transportation which ordered three employees dismissed last week after departmental hearings. Among those discharged: Anthony T. DeNardo, BMT bus operator; Jeremiah J. Keating, IRT Conductor; Louis Solitto, IND railroad clerk.

Advertisement

SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOL

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AUTO SCHOOL 1182 Fulton Street, Brooklyn, N. Y. MA 2-7707.

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NYC Promotion Exams Open Until Nov. 16

Applicants for the present series of examinations opened by the NYC Civil Service Commission have until 4 p.m. November 16 to file their applications, in person or by mail, at the office of the Commission, 96 Duane Street, New York City.

These are the examinations: Promotion: Assistant Electrical Engineer, Department of Education; Auto Machinist, Department of Parks and Sanitation; Captain, Marine and Aviation; Clerk, Grade 2, Hospitals; Door Stoy Maintainer, Board of Education; Foreman of Pavers, Borough Presidents of Brooklyn and Manhattan; Maintenance Man, several departments; Mate, Marine and Aviation; Stenographer, Grade 4, City Planning Commission, Law, Chief Medical Examiner, City Sheriff; Tunnel Maintainer, NYC Tunnel Authority.

Open-competitive: Interpreter, Yiddish and Italian. For salary, examination dates, other details, see last week's LEADER.

Union Endorses Unemployment Compensation

"Unemployment compensation is part of the necessary program for improvement of conditions among government employees. Men and women who work for New York City, New York State, or the Federal government need protection against joblessness just as much as do those who work for private employers."

This statement, issued by James V. King, was part of a general endorsement of social legislation for public employees, made by the State, County, and Municipal Workers of America. Mr. King, legislative representative of the Greater New York Industrial Council, CIO, is himself a candidate for election to Congress in the 14th District, Brooklyn, on the ALP ticket.

Mr. King's union endorsed the candidacy of Robert F. Wagner for re-election to the United States Senate, on the grounds that "Government employees have benefitted from the laws he has authored, will benefit from the bills he is currently writing, and have always had the benefit of his full and sympathetic audience."

A One-Gal League of Nations

The WAC has just acquired a new recruit, Joan C. Morse, who has set some kind of a record for holding international civil service jobs.

Before joining up with the Army, she held jobs with the Australian, Swiss and United States governments. For the past year she has been doing highly confidential work with the Engineers Office of the U.S. War Department.

Previously, she was with the War Supplies Procurement of the Commonwealth of Australia, and the Swiss Cargo Commissioner.

A native of England, she has been here for 17 years and is an American citizen. An Uncle is a major with the Canadian Army, and her sister is serving with the Red Cross in England.

VET GOSSIP Why They Complain In Vet Administration

The Vets' Gossip Column has on more than one occasion aided employees in their fight against certain injustices practiced by the Veterans' Administration Chiefs in their display of "school-room" tactics and general disregard of ordinary individuals; who became little tin Gods with their grade increases and their rise to categories of Assistant to Chief and Chief (and this, it has been claimed by some employees, often through acts of patronage) made life miserable for those unfortunate to be under them in grade.

Here are a few more samples of just what happens: One girl did some extra work for one of the big shots, staying late after work; when she was promoted she said did not like the job she was promoted into, and before you could say "R-O-B-I-N-S-O-N," she was a private secretary. She used the same tactics, except on this occasion it was practiced at close quarters, and soon she became an Assistant to the Chief.

She became obnoxious to the employees with her petty tactics, such as timing her girls going to the wash-room, noting how long they took to perform certain tasks, when they chatted for a moment (whether or not it was pertinent to the work didn't matter.) Then one day the girls banded together and decided to take concerted action. Suffice it to say, she didn't go into the wash-room alone for quite a number of days.... Then too, there's that Don Juan on the 5th Floor, who prefers his youngsters with sweaters and satiny-blouses, making comments of unique nature from the south-east corner of his mouth to the lads and lasses under his jurisdiction. Those who fare well with him on evaluations are said to be his "pets" working in his little circle, the private sanctum. All of his "pets," we have noted, "went places" and received "exceptional ratings" until one day he was asked to rewrite "rat-

Additional Names Of Employees On NYC List

Promotion to Clerk, Grade III Department of Finance	
Fitzsimmons, Mortimer J.	1 86050
Danzer, Charlotte	2 85590
Edelson, Henry	3 86400
Wetanson, Charles	4 84100
Feinstein, Joseph	5 84100
Lehrer, Benjamin	6 83150
Setaro, John	7 83150
Raphael, Gladys F.	8 83150
Stevenson, Mary F.	9 82900
Brobel, Joseph A.	10 82525
Kaplan, Jack	11 82525
Verling, Louis C.	12 82200
Westok, Franklyn	13 82025
Gerety, Thomas L.	14 82025
Eshoff, Tillie	15 81800
Steinberg, Mary	16 81800
Uhlfelder, Catherine	17 81800
Baumann, Herman J., Jr.	18 81615
Gregory, Edward J.	19 81350
Dwyer, William G.	20 81350
Miller, Philip	21 81345
Sullivan, Claire T.	22 80825
Capria, Pasquale A.	23 80225
Coffey, Blanche J.	24 80225
Biese, William C.	25 79778
Maguire, Mary F.	26 79775
Hassan, Rose	27 79600
Glazer, Eva	28 79420
Dillon, Alice M.	29 79050
Conboy, Rita M.	30 78875
Friedlander, Max	31 78475
Bass, Frances R.	32 78350
Urgenson, Morris	33 78275
Levine, Ada	34 78000
Weiner, Abraham	35 77550
Strano, Joseph I.	36 77475
Beckerman, Aaron	37 76875
Abraham, Geraldine M.	38 76825
Levenson, Ethel H.	39 76700
Solomon, Benjamin M.	40 76575
Monckton, Helen	41 76100
Doyle, Eleanor M.	42 76025
Fitzgerald, Edna T.	43 75850
Vetter, Rose E.	44 75075
Sayran, Jack	45 74825
Clark, Margaret H.	46 74700
Nantone, Harriet	47 73825
D'Atti, Frances C.	48 72475
New York City Tunnel Authority	
Tishman, Abraham	1 70750
Williams, Grace	2 78800
Adams, Marguerite	3 77950
Wise, Laura E.	4 77850
Chiarantano, Louise	5 77850
Lancaster, Ruth E.	6 76900
Board of Water Supply	
Wisan, Julian	1 83700
Huska, Elizabeth	2 80600
Klaus, Pearl	3 80600
Delahanty, Mary T.	4 79875
Conditional Veteran	
Berman, Arthur I.	5 70750
Administration	
Burke, William F.	1 82300
Nemiroff, Esther	2 79275
Engineering-Watershed Department	
Sheffield, Foster C.	1 81100
Chernick, Pauline	2 76375
Northern Department	
Hughes, Evelyn L.	1 77550
Coyte, Helen H.	2 71350

ings" according to Hoyle. Just how in the world did he ever get to be where he is? How about the Assistant Chief, Caf 7 on the 3rd Floor East who not so very long ago was only a Caf 3, jumping to Caf 4, then to Caf 5, and then the jackpot, reallocation to Caf 7. (Don't even question about the college grad, part, that person isn't one, and for that matter many of the others throughout the buildings of Vets are not.)

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LEGAL NOTICE
At a Special Term, Part 2, of the City Court of the City of New York, held in and for the County of New York at the Courthouse, No. 52 Chambers Street, in the City and County of New York on the 1st day of November, 1944.
Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of DAVID KUNINSKY and AUGUSTA KUNINSKY for leave to change their names to DAVID KUNINS and AUGUSTA KUNINS.
Upon reading and filing the annexed petition of DAVID KUNINSKY and AUGUSTA KUNINSKY, duly verified the 30th day of October, 1944, praying for leave to assume the names of DAVID KUNINS and AUGUSTA KUNINS, in place of their present names, and it appearing that petitioner DAVID KUNINSKY registered pursuant to the provisions of the Selective Training and Service act of 1940, and the Court being satisfied thereby that there is no reasonable objection to the change of name proposed.
NOW, on motion of JACOB M. FRIEDMAN, the attorney for the petitioners, it is
ORDERED, that the said DAVID KUNINSKY and AUGUSTA KUNINSKY be and they are hereby authorized to assume the names of DAVID KUNINS and AUGUSTA KUNINS respectively, on and after the 11th day of December, 1944, provided that they shall comply with the further provisions of this order, and it is further
ORDERED, that this order and petition herein be filed within ten days from the date hereof in the Clerk's Office of this Court, and that a copy of this order shall within ten days from the entry thereof be published once in Civil Service LEADER, a newspaper, published in the City of New York and 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, and it is further
ORDERED, that a copy of this order and papers upon which it is granted shall be served upon the Chairman of the Local Board of the United States Selective Service at which the petitioner 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 upon the filing of the

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LEGAL NOTICE
petition and order hereinbefore directed and the publication of such order and the filing of proof of publication of such order, that on and after the 11th day of December, 1944, the petitioners shall be known by the names of DAVID KUNINS and AUGUSTA KUNINS and by no other names.
Enter
JOHN A. BYRNES, C. J. C. C.
OF STATE, ss: I do hereby certify that a certificate of dissolution of JUNIOR-DEB COAT & SUIT CO., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 20th day of October, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.
STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of CARNEGIE RESTAURANT, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this thirty-first day of October, 1944.
Thomas J. Curran, Secretary of State, By Walter J. Goins, Deputy Secretary of State.

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Civil Service LEADER

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Don't
Repeat This!



Politics, Inc.

Inside Tammany: The feud between Wigwam leader Eddie Loughlin and Vito Marcantonio, Harlem Congressman, is no joke... And because they both dislike Loughlin, Marcantonio and his erstwhile foe, Phil Dunn, have been chummy lately. Dunn is Tammany's backfield strong man. Notwithstanding, Loughlin is pretty strongly entrenched. The lesser chieftains says it's almost a futile task to get sufficient votes to oust him under Tammany's present constitutional setup... Clarence Neal is more powerful than ever with Loughlin. Neal, incidentally, used to be Marcantonio's close ally; now they don't talk... Neal has given up his Harlem residence and moved into the swank upper east-side silk-stocking district, and into Jeremiah Mahoney's Grover Cleveland club... Paul O'Dwyer, Bill's brother, has been more active than most politicians know for Robert Wagner... Bklyn County Court Judge Nat Sobel is quietly performing a lot of \$1-a-year war work. Among other things, he's worked on the Baruch-Hancock committee... Thomas J. Curran has lost 21 pounds in the course of his campaign to become U.S. Senator...

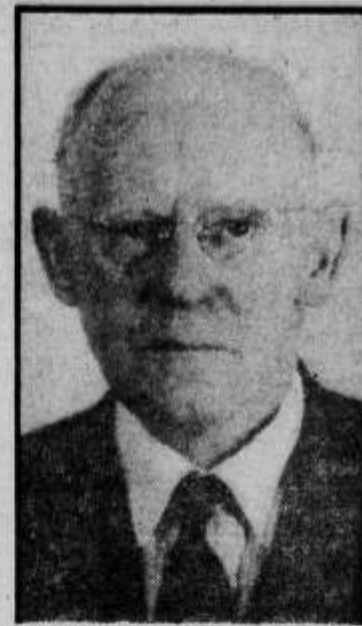
Stuff and Such

One of the NYC dailies is trying to find an "angle to explain Sanitation Commissioner William F. Carey's recent action in taking a post as landfill superintendent. But it can't get any "goods" on the commissioner. Reason: Carey is really sincere in his desire to remain with the department and do the nation's outstanding landfill job, even if there is a change in administration, and to build up Sanita, the department's summer rest spot for employees... Park Commissioner Robert Moses: If you don't want another "arm-chewing" incident in the Central Park Zoo, you had better look to the cage of Chang the elephant. It's simple for a child to walk between the bars on one side of the cage, and there's the possibility he might be trampled... The WCTU is against both Roosevelt and Dewey. Here's why. Neither, they say, offers a sufficient reconversion program. So, there will be a wave of unemployment. So, unemployment will cause a wave of drunkenness. So, they conclude, let's have prohibition again. Some logic!

man's job with the BMT Division and passed; and have been working as a motorman for a year. I was told, when I was being instructed for the job, that when the next regular civil service examination was given, all I would have to do would be to get a passing mark and I would hold my seniority over men who passed the test with marks higher than mine. But now, they have given a test and are taking men right from the list with no regards to seniority as provisionals; are giving them picks (choice of assignment) ahead of us who were provisionals for a year or longer. Last time, the provisionals stayed at the head of the list, and the new men, from those who were on the civil service list, got second choice. I don't think that I, and other men in the same fix, have been treated fairly.

M. S.
The Board of Transportation suggests that you file an appeal with Deputy Commissioner Edward C. Maguire. You may have a justifiable kick against this system of giving "picks."—Editor.

Merit Men



JOHN THOMAS O'CONNOR sees a lot of drama in his work as Chief Inspector of Carpentry and Masonry in the NYC Department of Housing and Buildings.

"Let us picture a fire," he says. "The fire apparatus comes rushing up with sirens blowing. Ladders are placed against the building. Hose is pulled out to get a stream of water against the fire—everything is hustle and bustle. During the progress of the fire, firemen can be seen everywhere; on fire escapes, in windows, on the roof.

"Everyone can see the splendid work done by the firemen, but how many of those watching the fire have the slightest idea of the work involved in confining the fire to a small area and providing means of egress so that occupants can get out safely?"

"A great deal of the work of the Fire department is done before the apparatus gets to the scene of the fire. This includes filing violations, insisting on the use of fire-retarding materials, assuring construction with enough exits for maximum safety.

"These plans are carefully examined by our engineers to determine structural safety. However, you can take all the work of those who wrote the code and examine the plans and throw it right out the window, if there is no adequate, competent inspection force in the field to see that work is done according to approved plans and specifications."

And as chief inspector, Mr. O'Connor is largely responsible

for the safety of buildings which have been erected in New York City in the past few years. Since 1938, he has been chief of an inspection force of skilled men, who get right on the job and make sure that all safety requirements are observed in construction and alteration work. Every man on this staff is required to have at least nine years of practical experience in the building trades before he can become a City Inspector.

With City Since 1920
Mr. O'Connor can look back on over 30 years in the field. Since 1910, he has been a member of the Bricklayers, Masons and Plasterers Union. After 10 years in private work, as a journeyman, he took a job with the old Bureau of Buildings in 1920 as an inspector of masonry and carpentry. Later he worked up the ranks, became a supervisor, and finally, in 1938, when the Department of Housing and Buildings was created, he was made chief of the division.

In addition to his practical work in the field, he has a good educational background. He studied in the New York City Public Schools. (He's a native Manhattanite, born on Prince Street, then went to Cathedral High School and La Salle Academy. He learned his trade at the Mechanics Institute; later studied at CCNY, where he received certificates in Structural Engineering.

His only outside pastime is keeping up with developments in his field. He's maintained an active interest in the Alumni Association of the Mechanics Institute, which gives young men a chance to learn skilled crafts.

A 24-Hour Job

He's required to be on call for 24 hours every day. If an explosion or large fire occurs, he's called out to check on the condition of the buildings. The duties of his job are plentiful. He supervises and trains inspectors. He gives in-training courses. Has personnel duties which include giving out service ratings. Does special investigations personally for Commissioner William Wilson, of the Department. Arranges the budget for his division; and handles other assorted duties which come up.

But all his tasks, he still finds time for a genial welcome to a visitor and will fill his pipe and enjoy a congenial smoke with his guest.

Despite his years on the job, he's still enthusiastic, and looks forward to the war's end, when a building boom will really keep him and his men busy.

POLICE CALLS

Whether PBA Should Join With Larger Group Brings Forth Much Comment

Last week, Police Calls asked members of the NYC Police Department for their ideas on the question of the Patrolmen Benevolent Association joining up with a labor union. This has been on the minds of many PBA members. The story brought forth a flood of letters pro and con.

Here's how one cop feels about it:

"I think it's about time that the PBA became part of the labor movement. Whenever we needed help from the organized unions, whether it was in fighting for an increase or to protect our pensions, we had to walk into the unions' offices with our hats in our hands and beg for help. We should become part of the labor movement and work together with other labor groups."

Another letter:
"The 15,000 members of the police force have the same problems as other workers. We should work with them."

"Joining a labor group would make the PBA more democratic. That's probably the only way we could gain the privilege of voting for our officers, instead of having to hand that power to delegates, and hope that they'll elect a responsible and active slate of men to represent us."

A third comment is on the "strike" issue:

"The opposition to police joining with labor because then they'd have to go on strike is a 'red herring.' For over thirty years, the Uniformed Firemen's Association has been an integral part of the American Federation of Labor and there has never been any thought of the firemen striking. On the other hand, being part of the labor movement would gain the police more prestige in arbitrating with the City administration and make it possible to settle all differences over the conference table."

"Joining a union wouldn't necessarily mean any internal changes in the PBA. The Fire organization has managed to retain its identity in the AFL. In fact, Vincent Kane is considered an important figure in AFL circles."

On the Other Hand
One patrolman in the Bronx writes: "As members of a uniformed force, we face different problems from those of other employees, in City government or private industry."

"Being charged with law enforcement, we can't very well join up with any nation-wide movement, even with the best of motives. If the Police came out for any political party, we'd be open to justifiable criticism. I feel the same way about aligning with any labor group. The police serve the whole public. In cases of strikes, we have the duty of maintaining order. If we were to join the AFL, then the CIO unions would feel that we'd be against them; if we went CIO, then the AFL might feel that we'd be partial. With all its faults, the PBA represents the men of the Department."

Another says: "I can't see any advantage in signing with a labor union. The rules and regulations of the department aren't subject to arbitration. Our pension, salaries, other conditions are fixed by law. As members of the Police Department we can make ourselves heard when legislation important to us is being considered."

What Do You Think of Automatic Promotions?

MANY letters have been received by The LEADER urging that New York City set up a system of "automatic" promotions in place of the present method of promotion through written and practical examinations.

For the past two months, this paper has presented articles on the activities of City employees and employee organizations which are behind this proposed change.

In general, it appears that many employees favor a plan to provide:

1. Regular automatic promotions for employees who maintain satisfactory service ratings.
2. Accelerated promotions for employees who maintain exceptional service ratings.
3. Promotion by examination for those who have the ability to advance more rapidly.

As yet The LEADER has taken no editorial stand on this matter, since the editors feel that such an important change in Civil Service procedure calls for deep study and consideration.

We should like more comments on this proposal, both pro and con. Let us have your ideas on this.

Uniform Leave Rules Needed in NY State

THE setting-up of uniform rules regarding vacation, sick leave, lunch periods, and overtime is a matter which all agree is for the good of the State service.

The lack of such uniformity is evident in the sort of thing that happens when a small-time supervisor with a big idea comes along and sets up his own rules. For a case turn to the story "Now Canal Workers Must Have M.D.'s OK to Get Sick" on page 16.

The State Civil Service Commission has been working over a period of many months on these rules. Now, the Commission doubts the rules will be in shape even by the end of November. The problem is "extensive and perplexing." But the job of the Commission is to iron out the perplexities, and do it fast. The burden of work on the Commission's shoulders during wartime is not so heavy as during peace; and there is every reason why this problem should be settled before it becomes a festering source of irritation.

Letters

Foundations of State Career System

Sirs: The Feld-Hamilton Law and the New York State Retirement System are the two foundations of our Civil Service Career System. The one to protect us while we work, the other to protect us when we can work no longer.

Therefore, the State Association's proposals for improving the Retirement System demand the most serious consideration of all State employees. Their report clears out the technical "underbrush" which has prevented the layman from choosing a course he could follow with confidence.

Your splendid co-operation in this work of educating employees prompts my sending you this letter. I would be very pleased if any effort of mine should be of use to you in your good work.

ROBERT R. HOPKINS,
President Buffalo Chapter,
Association of State Civil
Service Employees.

Inequalities in Pay Increases

Sirs: A glaring example of inequality is shown in the treatment afforded employees in the Department of Water Supply, Gas and Electricity, as contrasted to that received by those in the other City departments.

Approximately thirty employees in the Water Department who received merit increases in salary between July 1, 1943 and December 31, 1943, were unpleasantly surprised to learn that the amount of their increases was deducted from \$240 cost-of-living bonuses

granted by the Mayor to take effect January 1, 1944. This condition still exists. I understand that, in all the other Departments where this action was taken, the employees thereof subsequently received increases in salaries up to the amount of the full \$240 bonus. However, such action was not taken in the case of the employees in the Water Department, some of whom are receiving salaries of only \$60 in excess of their 1943 compensation. How come, Mr. Mayor?

DIGUSTED.

Seniority of U.S. Employees

Sirs: We wish to thank you for publishing the letter from STB in your Oct. 24th issue, telling how seniority for 30 years or more among Federal employees is not recognized in making efficiency ratings.

You state your reporter asked the Civil Service Commission about it. We note the CSC did not answer as to whether there was an IOTA, or a single DECIMAL POINT, that credited long service! The Commission, I understand, makes these Efficiency Regulations. Cannot they be asked to include such an important factor as seniority in the efficiency regulations so that young, immature, or prejudiced supervisors will follow the fair-play road of ethics?

FREDERICK JACKSON.

Subway Man Has a Complaint

Sirs: A year ago I took a provisional test for a subway motor-



The State Employee

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

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

THE FIRST resolution adopted by the delegates of the Association assembled in their Annual Meeting on October 17th, was one calling upon the State of New York, the employer of over 40,000 workers, to grant such workers a twenty-five percent emergency increase above basic wages to bring the income of the employees into balance with the increased outlay due to wartime prices.

The Association will at once communicate this just request to the Governor in order that there may be ample time to include the necessary appropriations in the Governor's Budget, which is now in preparation. Employees generally are expressing optimism as to the outcome in view of the Governor's vigorous statements as to the need of white collar and other workers and their neglect throughout the war years. This neglect has been noticeable in many jurisdictions including New York State service.

State's Attitude Difficult

IT IS DIFFICULT to understand the State's attitude toward its own workers during the past three years. The little steel formula does not interfere with just recognition of State employees in any way. Obviously, the 10 and 7½ percent war emergency allowances arrived at in the last few hours of the 1943 session, beginning on May 1, 1943, and applying to only part of the employees, was not based upon any cost of living facts or statistics of any recognized agency. And, the Association in 1943 and during the Legislative session of 1944, urged upon the administration in every way possible that it adopt a plan of adding to basic scales to the extent of cost of living increases and taking such away when the living costs were lowered. State employees are naturally pleased with the fine surplus which has accumulated as a result of increased revenue due to wartime industry, but they are conscious also that part of this surplus was accumulated by reason of the failure of the State to raise their salaries in line with raises in industry generally.

A Wrong Theory

WE BELIEVE that part of the theory back of the failure to grant State workers a more substantial emergency allowance was the false promise that an annual increment constitutes a raise in basic wages for the worker. In the first place, this idea could arise only from the most superficial understanding of the career service salary plan. The basic wage is the final wage in each grade. The State is not called upon under the plan to pay this basic wage, which is the wage fixed as the maximum worth of a position when the highest quality of service is rendered, until an apprenticeship or probationary period of five years is served. In almost all cases the incumbent reaches maximum efficiency long before this five year annual increment period is finished. The State thus actually receives the maximum service without paying the maximum for it until some years later in many instances.

In the second place, most, if not all of the employees in departmental and very many in institutional service as well, had reached their maximum before the high costs of living occurred, and they have therefore had to make even more serious adjustments in their standards of living in order to maintain their homes and families in a decent plane. It is no answer to say that everyone has had to "tighten his belt." It is sound American philosophy to seek to maintain the economic equality of all citizens and it is not fair to ask the State employees to live on lower standards than their neighbors, especially when State income is sufficient to make sound adjustments.

Higher Basic Scales

THE MATTER of higher basic scales for State workers will be an appropriate part of the Association's program this year, but the matter of increased emergency adjustments extending to workers in all brackets is a necessity which must be met by the State if it is not wilfully to assume the role of an employer unmindful of fair employment practices. There is no one so optimistic as to believe that living costs will decrease within at least a two year period.

Now that the Association has pointed the way, it behooves each of our over 27,000 members to talk with fellow citizens in every locality and community and to secure their support as well as to secure the support of candidates for the Legislature who have a paramount responsibility to see that State appropriations are sufficient to maintain fair wage levels. Every doctor, dentist, storekeeper is interested in getting paid for his services. He must get his pay from State workers out of their monthly wages or salaries. Every boy and girl in a State employee's home has a vital interest from health and educational standpoints in his parents' income just as has the youth in homes where emergency cost of living income has been increased. As Americans we want to go on together economically and socially. Practically every cent going into the State employee's check is spent in New York State and adds to the prosperity of every business and profession within the State.

The facts are clear. They have been very clear to State employees for two years. Our State government may not fairly ignore them longer.

Occupational Instructors Ask Meeting With Conway

Requests for a meeting were sent to Judge Edward J. Conway, head of the State Civil Service Commission, by the newly formed Occupational Instructors Organization. In their letter, over the signature of Frank J. Rogers, of Pilgrim State Hospital, president, the instructors asked for an opportunity to meet with Judge Conway, and to have counselor John T. DeGraff and other representatives discuss present salary adjustments, and future plans for the improvement of the instructors' lot. They also requested time off to attend the meeting without deductions.

In a supporting circular, also sent to Judge Conway, they made, among others, the following points:

Elect Officers

1. The N. Y. State Occupational Instructors met at the Rockland State Hospital on October 14, electing temporary officers and discussed future plans for the organization.

2. Mrs. M. B. Anderson, Acting Secretary from Kings Park gave a resume of the organization since it first started and introduced Mr. Harold Schumake of Middletown State Hospital, who in turn gave a report on what had happened at the Salary Standardization Board meeting on March 20th.

This was a joint hearing for both the Occupational Therapists and Occupational Instructors, as the Occupational Therapists were also going to represent the Instructors of the State. The result of the hearing was that the Occupational Therapists asked for a change in their salary allocation which had been \$1,400 to \$1,900, the same as that of the Occupational Instructors, to an increase of \$1,800 to \$2,300—but that the Occupational Instructors' salary should remain as is, \$1,400 to \$1,900. Also that no further opportunities or promotions be made for the Occupational Instructors, though their work is the same and often in the same unit.

3. It was also interesting to

Dannemora Hears Discussion of Unequal Pay

ALBANY—Over one hundred employees of Dannemora State Hospital attended a dinner meeting of the Dannemora Chapter of the Association of State Civil Service Employees in the Hotel Whiterell, Plattsburg.

Wesley LaPorte was the Toastmaster and introduced the speakers of the evening. These included Assemblyman Leslie G. Ryan, former Assemblyman Emmett J. Roach, County Judge E. Claude O'Connell and William F. McDonough, Executive Representative of the Association.

Unsatisfactory Pay

All of the speakers stressed the unsatisfactory pay situation existing at the Dannemora State Hospital where the employees perform the important task of looking after hundreds of insane criminals. Although this institution is in every sense a prison, the State has listed it as a "hospital" and the employees have been denied pay equal to the pay of the guards in other prisons. The matter was brought to the attention of the Salary Standardization Board and the Director of the Budget on several occasions without relief for the workers. Near-by the prison for the insane criminals, is Dannemora State Prison, where prison guards receive a maximum that is \$600 per year higher than that paid in the "hospital."

Assemblyman Ryan spoke feelingly of the need for adjustment, as did Judge O'Connell and former Assemblyman Roach. Mr. Ryan reviewed the efforts made last year and stated that they would be repeated with greater vigor this year and that he hoped the Legislature and the Governor would act to remedy the situation. Mr. McDonough outlined the Association's activities and program for the coming year and stated:

Important on Program

"Correction of the classification and pay situation at Dannemora and Matteawan State Hospitals for the criminal insane looms large on the Association's program for the year 1945." He stated that in its laws and overall attention to employment conditions in civil government New York led the other Commonwealths, but that there were glaring inequities between groups and that the Dannemora case was perhaps the most outstanding.

"State employees through their great Association must not only battle through the coming year to win a better administration of our civil service laws, but also to preserve those laws. The proposals for the revision of the Feld-Hamilton law, the best labor statute on the books of any State, and the attempts to introduce unlimited veteran preference in the State Constitution, are discouraging to the friends of the merit system within and without the State service.

On Retirement

"We have positive proposals for liberalizing the State Retirement System that have the universal approval of public workers who are members of that system and which would bring the State in line with sound superannuation and disability retirement plans in effect elsewhere, as well as meet the social security needs of public employees to a large extent.

learn that some of the members present have not only been doing O. T. work for 5, 10, 15 or 20 years, but even had up to 30 years' service with the State. It was pointed out that these people were no doubt pioneers in the O. T. field and that this in the service training could never be surpassed by any academic O. T. training. It was also pointed out that 19 out of 25 Supervisors of O. T. in the State Hospitals and schools had never attended an O. T. school but were trained in the service.

4. Many Occupational Instructors are teachers with one or two degrees and many of them are commercially and industrially trained professionals who stayed in the rehabilitation field to help those who were less fortunate. They expected better treatment from the therapist field and an equal salary base. It was a shocking blow to find conditions turned against them after so many years of loyalty to the State and the therapy field.

5. The group has the backing of the Association of State Civil Service Employees, who will aid them in appeals to the classification or salary allocation boards.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

New Privileges for World War II Veterans

VETERANS of World War II have been accorded special exemptions from the War Manpower Commissions "job-freeze" regulations, according to a recent memorandum issued to all State appointing officers by J. Edward Conway, president of the State Civil Service Commission.

If you are a veteran of World War II now employed in a State job, you are no longer required to obtain a statement of availability in order to accept other employment. However, this does not mean that you must be granted a leave of absence to take the other job. Leaves of absence are still entirely discretionary with your department head, and if he refuses to grant such leave there is still no appeal. The new regulation merely means that, as a veteran of World War II, you may be hired by another employer even though you lack a statement of availability.

The other special privilege granted to veterans of World War II permits them to be hired by State appointing officers even though such veterans have no statements of availability. This means that if you are a World War II veteran and are offered a job from a State eligible list or otherwise, you will not be obliged to decline an appointment merely because you lack a statement of availability. Thus, you could transfer from an essential war job to State service without waiting the usual sixty days in the case of a non-veteran who may have no certificate of availability.

Termination of Military Duty of Commissioned Officers

Under the provisions of the New York State Military Law, a public employee who has been on military leave of absence is entitled to reinstatement to his position during the sixty day period following the "termination of his military duty."

The term "termination of military duty" is defined as the date of a certificate of honorable discharge or a certificate of com-

pletion of training and service as set forth in the Selective Training and Service Act of 1940 and the National Guard and Reserve Officers Mobilization Act of 1940. Accordingly, it is clear that a State employee who has received a certificate of honorable discharge must make application during the sixty days following in order to compel his reinstatement. But what must be done in the case of a commissioned officer who has not been discharged but who has been placed on inactive duty? Is such an officer required to make application for reinstatement within sixty days after the date his inactive status begins, or can he wait until sixty days after his commission expires—which may be six months after the termination of the war?

The question regarding commissioned officers' was recently put to the Attorney-General. In an informal opinion, dated October 18, 1944, the Attorney-General held that the Military Law was intended to grant a military leave of absence only during an employee's period of active service; and that when a reserve officer is released from active duty (except a temporary period), he must claim his right to reinstatement in public employ with-in the prescribed sixty day period.

Citing Federal statutes which provide for certificates of service for commissioned officers, the Attorney-General concluded his opinion as follows:

"A release from active duty as a reserve officer under any of such provisions would seem to entitle an officer to a certificate of completion of service and must be deemed to be a termination of military duty under Section 246 of the Military Law. Should such an officer be at some future date recalled to active service during the period of the war or within six months thereafter, he would be again entitled to a military leave of absence from his public position, but there can be no doubt that the Military Law did not intend to grant such a leave for the entire period that an employee might be subject to call for active service although he is actually in an inactive status which does not prevent the performance of his civil duties."

Title Examiner Eligibles Protest Exempt Law Job

Eligibles on the State Title Examiner list this week strongly condemned the creation of an exempt job in the new Rights of Way Bureau in the Attorney General's Office, Julius B. Kaagan of the Bronx received an appointment as executive assistant in the bureau, which was set up jointly with the Public Works Department.

In a letter to The LEADER, a large group of the eligibles wrote:

"Sirs:
"The eligibles on the State Title Examiners list have read with great interest your excellent article this week regarding the Right-of-Way Bureau of New York State.

"The information your staff obtained verifies some facts elicited by our investigations of the situation.

"Perhaps you may be interested in the following supplementary facts:

"On June 1, 1944, about thirty eligibles were certified to the Attorney-General as appropriate for appointment. Most of them answered that the eligible candidates were ready to accept immediate appointments. Nothing further was done about it by the

State Law Department to date.

"The list expires March, 1945.
"The eligibles believe that the delays are the result of political interference to enable exempt or provisional appointments after the list expires.

"Your newspaper can render a great service to the Civil Service System by asking why, if the positions were not ready or available, did the Law Department ask for certifications in June, 1944?

"You can furthermore investigate the curious procedure used by the Law Department in contracting with Abstract Companies for work that was previously done and should be done by Title Examiners. (See Turel V. Delaney, 285 N. Y. 16)."

Public Works Man Reinstated After 15 Months

ALBANY.—At the request of Public Works Superintendent Charles H. Sells, the civil service rule limiting eligibility for reinstatement to a period of one year from date of separation from State service has been waived in the case of Leon W. Riker, a valued employee of the department.

Governor Dewey by his own signature signed the waiver permitting suspension of the rule in Mr. Riker's case, permitting his reinstatement.

According to a representative of the Public Works Department, Mr. Riker neglected to obtain a formal "war leave" from the department when he left the State service to go into war work. He was absent for about 15 months when he made application to return. Because this absence was without the benefit of departmental blessing, it required executive

State Promotion Examinations

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

No. 9194. Assistant Administration Clerk, Queens County Surrogate's Court. Salary over \$3,240. One vacancy at \$3,750. Closes November 8, 1944.

No. 9195. Second Assistant Accounting Clerk, Queens County Surrogate's Court. Salary \$2,641 to \$3,240. Closes November 8, 1944.

No. 9196. Second Assistant Probate Clerk, Queens County Surrogate's Court. Salary \$2,641 to \$3,240. One vacancy at \$2,700. Closes November 8, 1944.

action by the Governor to cut the red tape necessary for his return. He is a senior engineering aid.

NEWS ABOUT STATE EMPLOYEES

Willard State

WILLARD STATE Hospital has a total number of 99 employees in the armed forces up to this time. . . . Word has been received from the War Department of the death in France on September 23 of Sgt./T4 Elmer I. Guy. At the time Mr. Guy entered the military service he was employed as assistant clothing clerk at Willard. This is the first casualty among Willard State Hospital employees. . . . Word has been received by the wife of 1st Lt. Donald H. Moon, Inf., 81st Division, of his death on Palau Island on September 29. At the time of Mr. Moon's enlistment in the National Guard he was employed at Willard as an attendant . . .

Harlem Valley

DELEGATES from the Harlem Valley Chapter, who attended the annual meeting of the State-wide Civil Service Employees Association, were impressed with the program drawn up for the coming year. The Chapter has congratulated the Committee who made the arrangements and the officers and others who contributed to the pleasant atmosphere and business-like procedures are to be congratulated. Much was attended to in the short time allowed. . . . The Chapter regrets to report the deaths of Albert Gloyd who died at the Institution, and Sgt. Frank Clemente, who died from wounds received while in action in the European area recently. . . . Holy Mass was offered for Sgt. Clemente by the Rev. Albert Pinckney in the Hospital Chapel. Memorial Service was held in the Alfred E. Smith Hall. The American Legion was in charge of arrangements. Besides his parents, Sgt. Clemente is survived by a sister, Lt. Louise Clemente, who was also employed at the Hospital before entering the Navy. . . . The Men's Bowling League is going right along. Dr. A. M. Sullivan had high score for the week with an average of 194 for 3 games bowled. The names of the members of the team that will represent H.V.S.H. in the coming Mental Hygiene matches will be announced soon.

Syracuse

THE SYRACUSE Chapter State Association has just received word of their first casualty in World War II, Samuel Klotz, Investigator, Department of Labor, Syracuse, N. Y., who was killed in Holland. He is survived by his widow, and two year old son, Allan. He has been in the U. S. infantry for 1 1/2 years and in Europe for four months. His co-workers greatly grieve his loss and miss his earnestness and willingness to help. . . . Norman Randall, of the Department of Unemployment Insurance, is now in India, with the U. S. Army. . . . Ida Meltzer, of the Department of Labor, has just returned from her vacation, spent with friends in Miami, Fla. . . .

State College, Ithaca

A BIG meeting in December is planned by the State Association Chapter to elect officers for 1945. Many new members are anxious to sign up for membership and the 1945 program has promises of being a big year for the State College Chapter of the Association of State Civil Service Employees at Ithaca. . . . The Chapter is much opposed to changes in the Feld-Hamilton law as proposed by Budget Director Burton . . .

Newark

AT THE annual meeting of Newark State School employees held in September, the following officers were elected for the coming year to head the State Association chapter: President, Harland Craver; Vice - President, Charles Emerson, Jr.; Secretary, Theresa Frey; Treasurer, Ora Cutting. Executive Council—Melanie C. Purdy, Viola Verbridge, Gordon Munn, William Verbridge, George Benjamin, Doris Fortmiller, Arthur J. Bradley, Donald Sigsby, and Walter Dennis. . . . Harland Craver and Benn Townley, Jr., went as delegates to the annual meeting held in Albany. . . . Dr. H. G. Hubbell, Acting Director, and E. D. Pritchard, Senior Business Officer, attended the Quarterly Conference of the Department held at the Hudson River State Hospital. . . . The Men's Club sent Christmas packages to twenty-two former members now in military service. . . . Lt. Jacob Sirkin, former member of the medical staff, visited the School on October 17th. . . . Murray Pulver, former employee, has been promoted to Captain. Capt. Pulver is with the 120th Infantry somewhere in Holland. . . . Pfc. Edson B. Everts, serving with the Field Artillery of the First Army somewhere in Germany, was "wounded in action" on September 19th. He sustained a broken arm and has been awarded the Purple Heart. Mrs. Everts has received a second telegram from the War Department stating that her husband is making a "normal recovery." . . . Word has just been received that Corp. Robert A. Walls, former employee, was killed in action on Guam on October 8th. . . .

Central Islip

Central Islip was represented in Albany by Pat Jones, Mary Tobin and Supt. Mrs. Dorothy McLaughlin. . . . The student's Halloween Party was held in Home I, Thursday evening, October 31. A good time was enjoyed by all who attended. . . . Another reminder: Have you Central Islip people given your money to boost the Year Book yet? Time is drawing near and the Seniors want YOUR name in the book to remember you by! . . . A Probie student is ailing in the comforts of "J." Dr. Moore still holds honor place up there but glad to



That's Joseph Schechter talking. He was caught by The LEADER's photographer at a dramatic moment during his discussion of salary classification before the raptly-listening delegates of the Association of State Civil Service Employees. Schechter is Counsel for the State Civil Service Commission. That's Clifford C. Shoro, President of the Association, sitting on the left.

report that his condition has improved. . . . Missed lately is the sonorous voice of Mrs. William McLoughlin (Dorothy Curly) who has relinquished her position as telephone operator. . . . Another dance was held at Camp Upton recently. A follow-up came in the Staff House of Upton. This one was given by the officers and 35 girls from Homes 1 and 2 attended, reporting a de-lovely time. . . . Dr. and Mrs. Pitrelli have entertained Mrs. Pitrelli's father, Mr. Flaxon, and her aunt, Mrs. Drooker, from Canada. . . . Mary Flannery has left Sick Bay, recovered. . . . Healthy outlook is a phrase which might well describe the future of the local chapter of the Association of State Civil Service Employees at this hospital. A recent regular meeting of the chapter was held in Robbins Hall. A comprehensive program was drawn up. After the reading of numerous communications from headquarters at Albany, the business of electing new officers for 1945 was next taken up. A motion made by Dr. Trigstad to return to office all the present incumbents was seconded by Frank Walsh. Various committees were set up, including an executive committee of three members, a publicity committee of ten members, a legislative committee of five members and, finally, a grievance committee of three members. With these functioning 100%, the local chapter should make history in 1945 and Mr. McCrone, president, has given us his word that no opportunity will be neglected to make this chapter second to none in the State of New York. "Our present membership of well over 400 paid-up members," he says, "is going to be greatly increased in the coming year and we have now put this chapter on a sound basis to insure that result." The meeting concluded with Dr. Smith's taking the chair to discuss the pension system.

Progress Report On State Exams

Open Competitive

- ASSOCIATE EDUCATION SUPERVISOR (Business Education): 27 candidates, held May 6, 1944. This examination has been sent to the Administration Division for printing.
- BUSINESS CONSULTANT, Div. of Commerce: 92 candidates, held May 6, 1944. This examination has been sent to the Administration Division for printing.
- SENIOR CIVIL SERVICE INVESTIGATOR, Department of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is in progress.
- JUNIOR CLERK, Albany area: 1,189 candidates, held July 15, 1944. Exam. work completed. Pending establishment of Disabled Veteran's preference on two candidates.
- ASSISTANT ARCHIVIST, Education Department: 6 candidates, held September 23, 1944. This examination has been sent to the Administration Division for printing.
- ASSISTANT LABORATORY WORKER, Division of Laboratories and Research, Dept. of Health: 33 candidates, held September 23, 1944. Rating of the written examination is in progress.
- ASSISTANT LIBRARY SUPERVISOR (Public Libraries), Education Department: 8 candidates, held September 23, 1944. Rating of the written examination is in progress.
- ASSISTANT TO SUPERVISOR OF INSURANCE CONTRACTS: 13 candidates, held September 23, 1944. Rating of the written examination is in progress.
- CHIEF ACCOUNT CLERK: 48 candidates, held September 23, 1944. Rating of the written examination is in progress.
- ELECTRIC INSPECTOR, Public Service Commission: 11 candidates, held September 23, 1944. Rating of the written examination is completed. Rating of training and experience to be done.
- EMBALMING AND UNDERTAKING INVESTIGATOR, Health Department: 59 candidates, held September 23, 1944. Rating of the written examination is in progress.
- JUNIOR RESEARCH AIDE (Municipal Affairs): 61 candidates, held September 23, 1944. Preparation of the rating schedule in progress.
- MUNICIPAL RESEARCH ASSISTANT: 22 candidates, held September 23, 1944. Rating of the written examination in progress.
- JUNIOR STENOGRAPHER, First and Second Judicial Districts: 254 candidates, held October 7, 1944. Rating of the written examination is in progress.
- JUNIOR TYPIST, First and Second Judicial Districts: 284 candidates, held September 30 and October 7, 1944. Rating of the written examination is in progress.
- STENOGRAPHER, First and Second Judicial Districts: 314 candidates held October 7, 1944. Rating of the written examination is in progress.
- SENIOR EDUCATION SUPERVISOR (Business Education), Education Department: 19 candidates, held September 23, 1944. Rating of the written examination is completed. Rating of training and experience to be done.
- SENIOR T. B. HOSPITAL PHYSICIAN, Health Department: 14 candidates, held September 23, 1944. Rating of the written examination is completed. Rating of training and experience in progress.
- WOMEN'S PAROLE OFFICER, Dept. of Correction: 18 candidates, held September 23, 1944. This examination has been sent to the Administration Division for printing.

Promotion

- TAX ADMINISTRATIVE SUPERVISOR (Corp.), Taxation and Finance: 10 candidates, held June 6, 1944. Rating of the written examination being checked. Interviews may be held.
- ADMINISTRATIVE ASSISTANT - COMMISSIONER OF CORRECTION, Department of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is in progress.
- SENIOR STENOGRAPHER, Department of Taxation and Finance: 77 candidates, held September 9, 1944. This examination has been sent to the Administration Division for printing.
- PRINCIPAL FILE CLERK, Department of Taxation and Finance, Income Tax Bureau, Albany Office: 9 candidates, held September 23, 1944. Rating of the written examination in progress.
- PRINCIPAL INSURANCE EXAMINER (Complaints), Insurance Department: 13 candidates, held September 23, 1944. Rating of the written examination is in progress.
- OFFICE MACHINE OPERATOR (Calculating Key Drive), Taxation and Finance: 10 candidates, held October 21, 1944. Preparation of the rating schedule in progress.

Final Listing of State Assn. Resolutions

The listing below concludes the resolutions, carried in this and in the two preceding issues of The LEADER, passed by delegates of the Association of State Civil Service Employees, assembled in Albany on October 17.

Pay Deductions

RESOLVED, that all State employees be supplied with a detailed stub with each check, semi-monthly, showing accumulated deductions for all purposes.

Security in State Colleges

WHEREAS, we the members of the Association of State Civil Service Employees of the State of New York, believe that recent changes involving tenure, salary, security and the general well being of the employees at the New York College of Agriculture, New York State College of Home Economics, New York State College of Veterinary Medicine, Barton Hall and the New York State Agricultural Experiment Station, brought about by the present administration of Cornell University are undesirable, and WHEREAS, these changes ostensibly for the purpose of improving said institutions, we believe, threaten the morale of the workers, disregard seniority rights, merits and contributions of the individuals and so far as to indicate that the employees of said institutions are no longer employees of the State of New York, and WHEREAS, the administration at Cornell urged and secured the Governor's veto of legislative bill number 2488, which was passed by the New York State Legislature in 1944 and has not provided any substitute remedy, and further since the status of the present classification of employees by Cornell University is unknown and its goal

questioned, and WHEREAS, the staff members of said institutions are not covered by the provisions of the workmen's compensation laws of the State of New York and a number of staff members in said institutions had been injured in the course of performing their several duties and were forced to pay their own medical expenses, and WHEREAS, the whole situation is a serious threat to the promotion of efficiency of public service in the teaching and research at the named institutions and a direct disregard of the principle of fair and equal pay for similar work, THEREFORE, BE IT RESOLVED, that the Association seek to assist us, the employees of the New York State College of Agriculture, New York State College of Home Economics, the New York State College of Veterinary Medicine, Barton Hall and the New York State Agricultural Experiment Station, to determine definitely that we are State employees, to clarify our rights under the laws of New York State and that the Association take such steps as it deems advisable to help in the solution of our problems, and BE IT FURTHER RESOLVED, that the Association seek legislation to bring all such employees under the Feld-Hamilton law thus providing equity as to class and grade with other State workers.

WHEREAS, the whole situation is a serious threat to the promotion of efficiency of public service in the teaching and research at the named institutions and a direct disregard of the principle of fair and equal pay for similar work, THEREFORE, BE IT RESOLVED, that the Association seek to assist us, the employees of the New York State College of Agriculture, New York State College of Home Economics, the New York State College of Veterinary Medicine, Barton Hall and the New York State Agricultural Experiment Station, to determine definitely that we are State employees, to clarify our rights under the laws of New York State and that the Association take such steps as it deems advisable to help in the solution of our problems, and BE IT FURTHER RESOLVED, that the Association seek legislation to bring all such employees under the Feld-Hamilton law thus providing equity as to class and grade with other State workers.

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WHEREAS, the work of the Association has been well, faithfully and cheerfully performed by such Officers, Committees, Council and Headquarters Staff, and substantial good has resulted to State service and to employees, THEREFORE, BE IT RESOLVED, that the delegates here assembled express their full appreciation of the splendid fitness and unselfish zeal displayed by the Officers, Committees, Council and Headquarters Staff during the 1944 year.

New Members

WHEREAS, this Association exists to promote a good State service and the well being of State workers, and WHEREAS, it is essential to the carrying out of the progressive program of the Association that all State civil service employees in each office and institution without exception be enrolled as members of the Association, THEREFORE, BE IT RESOLVED, that the delegates here assembled approve the granting of membership for the balance of the year 1944 to all new members for the year 1945 enrolled during the period from this date to December 31, 1944.

Pay Increase for Mental Hygiene Workers

WHEREAS, certain employees of the Department of Mental Hygiene having worked many years in their present capacities, failed to benefit financially under the Feld-Hamilton Career Law due to the inadequacy of such law in fixing the maximum salaries for such positions considerably below the actual salaries received by these employees, thereby depriving them of any and all increments, THEREFORE, BE IT RESOLVED, that all such employees be granted at least a \$300 salary increase to compensate for the present deficiencies in their salaries.

Ada Kniskern Placed in Charge Of War Records

ALBANY—Miss Ada Kniskern, principal clerk for many years in the Bureau of World War Records, of the Adjutant General's Office, has been promoted to be acting director of the bureau, it was revealed this week by Adjutant General Ames T. Brown. The appointment is under military law, not civil service, he pointed out. The real head of the bureau is Colonel William J. Mangine, now on active duty with the United States Army. His six year term as head of the Bureau expires next Spring at which time General Brown said he would be reappointed.

To Divide Responsibility

The Bureau had been operated for the last couple of years under supervision of another unit in the Adjutant General's office. General Brown said he decided to divide responsibility and restore the Bureau as a unit under a single head. He said he picked Miss Kniskern because of her long experience in the bureau.

Individual military records of New York State men and women in the armed forces going back to 1812 are in possession of the Bureau. Its World War 1 records are believed to be the most complete state-file in the country. When World War 2 is terminated, General Brown hopes to obtain from the War Department a similar complete service record of all men and women in the current conflict from New York State. This may be a photostatic reproduction of the official War Department records.

Centralization Necessary

The centralization of all service records was necessary after the last war to establish the legality of claimants for the state war bonus. Many believe the Legislature will enact a bonus law for veterans of this war.

Buy By Mail

Photo Frames

Simulated leather photo frames, standard sizes, colors; strong construction. Prices: \$2.75 (8x10"), smaller sizes deduct \$2.25 per inch. Send remittance to FLATBUSH MFG. CO. 710 Ave. M., Brooklyn 30, N. Y.

What's Your I.Q.?

MEASURE YOUR OWN INTELLIGENCE. Confirm your self appraisal. In your own home take 20-minute standardized test mailed you. When returned, psychologists explain your I.Q., advise suitable vocations, schooling. Test helps select courses, schools, colleges, jobs within your ability. Sometimes discovers unknown strengths. Test, results, counsel, complete, \$2. Refund if dissatisfied. Find what you're best fitted for. Adults or adolescents. Vocational Counsellors, Box 86B, Highland Park, N. J.

Books for Sale

SMALL BOOKS—Good reading: Bible, study; 10c each, 3 for 25c; stamps accepted; no catalog. A. Pfeiffer, 1431 W. Adams St., Chicago, Ill.

Photography

16MM SOUND MOVIE PROJECTORS SOLD, sound film rented, machines repaired. Dime brings list, Anchor Supply Service 482, Ithaca, N. Y.

Sporting Goods

REVOLVERS, AUTOMATICS, SHOT GUNS, Rifles Reblued, Durlite process, \$10.75 FOB. Anchor Supply Service 482, Ithaca, N. Y.

Hobbies

INEXPENSIVE HOME-MADE PRINTING PRESS. Details free. Novelty Shop, Downsville, La.

FLATBUSH MFG CO.

710 Ave. M., Brooklyn 30, N. Y. WINE—Home made every 30 days, 40c gallon. Old American Secret, \$1.00 PERLESS PRODUCTS, Phoenixville, Penna.

Largest Selection of All Kinds of FRESH SAUSAGES, BOILED and SMOKED HAM and FRESH PROVISIONS

For the past 45 years we have produced only ONE quality—the BEST

HENRY KAST, Inc.

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Recent NY State Eligible Lists

Table listing names and addresses of eligible individuals, including stenographers, typists, and various professionals.

Table listing names and addresses of eligible individuals, including various professionals and business owners.

LEGAL NOTICE

PLASTICS DESIGN GUILD—The following is the substance of a certificate of limited partnership...

LEGAL NOTICE

HIRSCH, RICHARD.—Citation, P2471, 1944.—The People of the State of New York, by the Grace of God free and Independent...

CERTIFICATE OF LIMITED PARTNERSHIP

STATE OF NEW YORK. COUNTY OF QUEENS. W. KENNETH G. JUDSON and CAROLYN W. JUDSON, having formed a limited partnership...

Albany Shopping Guide

- Hobbies: AIRPLANES, Stamps, Boats, Railroads. Optician: CHARLES LEVY, OPTICIAN—Modern eyeglasses... Schools: STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method...

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...

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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...

Advertisement for DEWITT CLINTON, a Knott Hotel, featuring the slogan 'Even in War-Time' and 'is better than GOOD!'.

Advertisement for LUMINOUS Religious Figures, National System Studios, located at 54 Central Ave., Albany, N.Y.

Advertisement for WANTED DIAMONDS AND ANTIQUE JEWELRY, WE PAY YOUR PRICE, UNCLE JACK'S LOAN OFFICE.

Advertisement for MORE MONEY Is What You'll Get For Your Car, ALBANY GARAGE, Used Car Lot.

Advertisement for STATE OF NEW YORK, DEPARTMENT OF STATE, regarding the dissolution of M. S. FOODS, INC.

Advertisement for STATE OF NEW YORK, DEPARTMENT OF STATE, regarding the dissolution of HILTON TOOL & MACHINE CORP.

Advertisement for STATE OF NEW YORK, DEPARTMENT OF STATE, regarding the dissolution of FAYANNA FROCKS, INC.

Advertisement for TAKE NOTICE that Segal Window Shade Cleaning Co., Inc., New York City, filed its Trade Mark, Justice-Buff Cleaning Process...

PUBLIC ADMINISTRATION

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

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

An Idea for New York State Communities

City employees of Kalamazoo, Michigan, are learning about the work of other city departments and how their own jobs fit into municipal government as a whole as a result of using a manual entitled "Better Public Service." The manual is also "required reading" for persons taking civil service examinations, is used in the high school civics classes, and is sent out by the city and the local Chamber of Commerce in replies to inquiries about the city government.

The fifty-page booklet prepared by city employees and edited by the city's Bureau of Municipal Research, contains organization charts of the city departments, together with a description of the functions of each office, its location, and hours of work. The outline of functions places special emphasis on services to the public.

Centralized Purchasing Plan

By WILLARD V. PAPE
Purchasing Agent, City of Seattle, Washington

The economies offered by centralized purchasing are of interest to municipal and State officials. Last month, *The LEADER* presented an article by Joseph E. Nicholson, vice-president, National Institute of Government Purchasing, on this subject.

I HAVE READ with a great deal of interest Mr. Joseph E. Nicholson's article on Centralized Purchasing, published in your issue of October 10, 1944.

I heartily endorse his ideas of Governmental Purchasing; however, I feel that my loyalty to the Pacific Northwest requires me to inform your readers that the State of Washington, and the Cities of Tacoma and Seattle, and possibly others in Washington, have modern centralized purchasing systems of which we

are all proud. Back in 1936 the Legislative Body, or City Council, submitted to the voters of the City of Seattle an Amendment to the City Charter creating a centralized Purchasing System, patterned after the modernized system of New York City, which was then considered one of the outstanding systems of the United States. This Amendment was passed by the voters with a large majority.

In January, 1937, the new system became operative and removed City Purchasing from the control by political appointees.

Space will not permit me to recite the entire law. The important features in brief are set forth below.

1. The entire personnel of the Division of Purchase is selected under Civil Service Regulations.
2. The Purchasing Agent purchases all supplies, materials and equipment for all Departments.
3. The Purchasing Agent sells

all supplies, materials and equipment of all Departments not needed for public use.

4. The Purchasing Agent has general charge of all store-rooms and warehouses, and inspects or supervises the inspection of all deliveries.

5. The Purchasing Agent must secure bids for the purchase and sale of property in accordance with rules and regulations prescribed by Ordinance.

6. A Board of Standardization composed of three members, including the Purchasing Agent, prepares and adopts written specifications for all supplies, materials and equipment used by the City.

Save 25 to 55 Per Cent

The Division of Purchases has now been operating seven years. At the beginning of this period, in 1937, prices were reduced from former prices paid from 25 per cent up to 55 per cent on major annual contracts - for products consumed in large quantities. Total purchases annually amount

to approximately \$4,000,000 and consist of approximately 80,000 items. Annual purchasing costs to operate this Division amount to approximately one-half of one per cent.

The City of Seattle is one of the few cities owning and operating three large utilities, Light, Water and Transit System.

Since the adoption of this new system the suppliers, composed mostly of local firms, have evidenced increased respect, not alone for the Division of Purchases, but also for the entire Municipal Government, and have responded to the fairness and efficiency of open, competitive bidding by, not only better prices and service, but also trade information invaluable to the Division.

Favorable contracts, on which we have succeeded in securing advantageous prices due to quantity purchases, have been extended by our suppliers to other governmental agencies, such as county agencies and school districts.

How N. Y. City Stays Clean

By WILLIAM J. POWELL

Assistant to Commissioner, N.Y.C. Department of Sanitation

STREET CLEANING and Waste Collection is the largest bureau of New York City's Department of Sanitation. This bureau employs approximately 11,-

000 people. The bureau, which is under my jurisdiction, has set up staff offices to handle the functions of planning, snow removal, safety and building re-

pair and maintenance.

The Division of Operations, under the management of Assistant to Commissioner John Garbarini, aided by City Superintendent Andrew W. Mulrain, is charged with:

(a) Sweeping, cleaning, sprinkling, flushing, washing and sanding of the streets, except streets in the Boroughs of Queens and Richmond not having permanent pavement.

(b) The removal and hauling to disposal points of ashes, street sweepings, garbage, refuse, rubbish, dead animals, and offal.

(c) The removal of ice and snow from the streets.

In order efficiently to effectuate these functions the city is geographically divided into boroughs and zones under the control of Borough Superintendents who are directly responsible to the City Superintendent. The boroughs or zones are divided into districts which in turn are subdivided into sections.

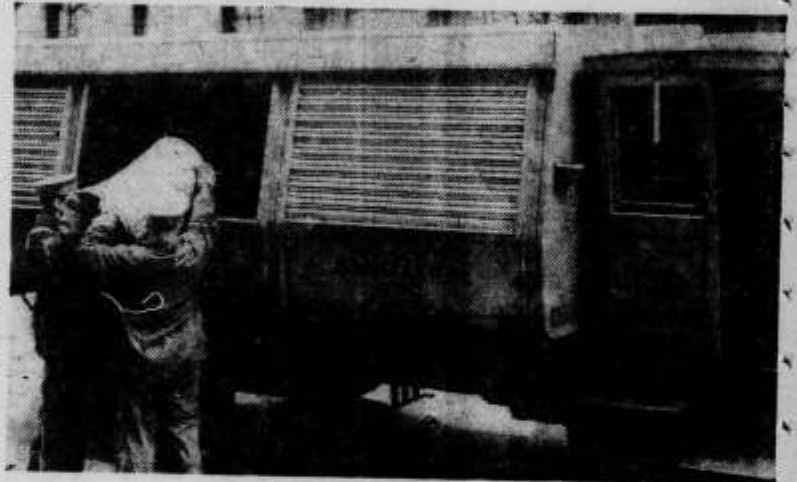
Division of Work

A section constitutes a fundamental division of sanitation work of the city. Sections are laid out to incorporate sweeping and collection routes. The men assigned come under the jurisdiction of the Foreman, who is responsible to the District Superintendent for all section activities. The size of a section is governed by its topography, number of paved streets, type of pavements, density of population and buildings, type of neighborhood, traffic and parked car conditions, output of material and area to be cleaned. Therefore, the size of the section varies considerably throughout the city and does not conform to any fixed standard. At present, the city is divided into 248 sections (245 day and 3 night).

Sanitation districts are laid out to include as many sections as can efficiently be administered under the direction of a District Superintendent; their size varies with the size of the sections and the amount of material to be collected. At present there are established 61 districts (60 day and 1 night).

To each district are assigned men and rolling apparatus to accomplish the given tasks—housed in a garage or garages, or section of a garage when used by more than one district. The operation of the garage and maintenance of apparatus is placed under the direction of one Garage Foreman who has two assistants in charge of the night-shifts.

The personnel of garages in-



This old style collection truck caused many injuries to Sanitation workers. Ruptures and torn muscles frequently resulted from lifting heavy barrels. The hard rubber tires rumbling over the streets disturbed sleepers.



Today's modern truck, built according to NYC Department of Sanitation specifications, has twice the capacity of the old vehicle. An automatic conveyor loads the truck evenly. The low hopper eliminates lifting heavy loads. The pneumatic tires allow silent service.

Information

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

96. ELECTRIC PHOTOMETER

For interesting information on results achieved in water analysis through use of an electric photometer, the literature of the Klett Mfg. Co., 179 East 87th St., New York, N. Y., explains how it is employed for any determination in which color or turbidity can be developed in proportion to substance to be determined. Water works employees and officials may obtain copies.

97. SIGNS OF THE TIMES

Many communities have neglected signs and indicators for pedestrian and vehicular traffic. Now that signs are becoming available, it may be well to take inventory. Often it is taken for granted by officials who constantly use the same thoroughfare, that the public is adequately protected and guided. Cataphote Corp., Toledo, Ohio, will furnish you with lists of steel reflector signs now available and instructions for the proper location of various types.

98. 24-HOUR CEMENT

The "Winter Concreting Book" published by the Lone Star Cement Corp., 312 Madison Ave., New York 17, N. Y., explains the use of "Incor" 24-hour cement. Without protection at 50 degrees, "Incor" concrete attains stripping strength and is safe from sudden freeze 2 to 3 days sooner. Graphs, etc., explain how schedules are maintained and economies affected.

99. TRACING CLOTH THAT IS PERSPIRATION PROOF

Prints do not have to be smudged or soiled by perspiration. Keuffel & Esser Co., Hoboken, N. J., will send

you upon request the full story together with a sample of Phoenix tracing cloth with which you may experiment. It is moisture-proofed thus making it resistant to damp hands and arms. You can also ask them for literature on drafting, reproduction, surveying equipment and materials.

100. RIGHT ANGLE PUMP DRIVE

Designed to meet specifications for application in sewer and water supply work as fire fighting, flood control and various special problems, the right-angle pump drive of the Johnson Gear & Mfg. Co., Ltd., Berkeley, Calif., is used as a connecting unit between the pump and the power. Catalog No. 12 contains full particulars and offers interesting suggestions.

101. MATERIAL SPREADER

Bulletin S-P 100 describes the construction, uses and advantages of the Buckeye Spreader for spreading gravel, slag, crushed stone, etc., for highway and airport construction work. Included in the literature of the Buckeye Traction Ditcher Co., is information on the use of a strike-off attachment for securing uniform heavy spreads to a maximum depth of 6 inches.

102. FOUNDATION FOR PIERS

Drilled in caissons anchored in rock shafts are illustrated in the catalog and prints of jobs done by Spencer, White & Prentiss, Inc., New York 16, N. Y. These patented foundations are designed for heavy loads up to 1,500 tons on a single caisson and can be sunk to great depths through difficult ground.

Public Administration Editor
Civil Service Leader, 97 Duane Street, New York City
Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

Name _____
Title _____
Organization or Agency _____
Address _____
Numbers of Items _____

1,000,000 Men Will Be Needed In Highway Transport

One million more men will be needed in the field of highway transportation immediately after the war if that industry is to keep its end in post-war labor plans. According to Charles C. Upham, engineer-director of the American Road Builders' Association, approximately one-seventh of pre-war labor was engaged in the work of highway transportation.

The post-war requirement of eight million additional workers means an increase of 1,000,000 in those employed in the varied fields around highway transport—highway construction and maintenance, automotive construction, garage workers, gas station employees, bus and truck drivers, he says.

cludes Garage Foremen and assistants, clerks and sufficient drivers designated as "C" men to operate the equipment and effect the collection and conveyance of material to disposal points as is required by the district.

A Big Job

In 1943, this division utilized 335,835 truck days in collecting 1,211,164 loads of material amount to 20,863,060 cubic yds.; an average of 3.7 loads per truck or 16.96 cubic yards per load per day, at an average cost of \$0.695 per cubic yard. 72,840,739 square yards of pavement were cleaned at an average cost of \$0.108 per square yard.

Aside from our regular functions additional war-aid activities are performed such as: weekly tin and waste paper collections, salvage drives for scrap metals, along with our civilian defense activities.

Help Wanted—Male

Employment Opportunities

BOYS! MEN!

PERMANENT POSITIONS

Immediate Openings

for BOYS and MEN, 18 years and UP. You'll work in our Commissary Department, at LA GUARDIA FIELD. 48 hour week, automatic increases. Good health.

APPLY

COLONIAL AIRLINES, INC.

Room 3164
630 FIFTH AVE.
Radio City, New York

PORTERS

WALL WASHING, CLEANING DAY OR NIGHT
Or Part Time—6 P.M. to 10 P.M.
Also Saturday or Sunday

SCHRAFFT'S

56 WEST 23D ST.
Or Apply 5 to 8 P.M.
1381 BWAY, (89th St.)

MEN

NO EXPERIENCE REQUIRED
\$130 MONTHLY

5-DAY, 40-HOUR WEEK

Miscellaneous clerical and messenger work in Engineering Office.

BABCOCK & WILCOX CO.

85 Liberty St., New York City

MEN MEN

NO EXPERIENCE REQUIRED
PACKERS-COUNTERS-WASHROOM

5-DAYS — GOOD PAY
OVERTIME — VACATION
SICK LEAVE

NEW YORK LINEN SUPPLY and LAUNDRY

302 E. 62nd St. (1st Ave.)

MEN

Day and Night Porters
Full Time

STOCK MEN

Full time or 10 A.M. - 2 P.M.
And 2 P.M. to Closing

HEARN'S

74 Fifth Ave., New York City

Help Wanted—Male

MEN

NO EXPERIENCE

MEALS AND UNIFORMS FURNISHED

FULL OR PART TIME

BAKERS (Night DISHWASHERS POTWASHERS Porters, Day or Night SODAMEN Good Appearance SALESMEN

6 P.M. to 1 A.M.

BONUSES—PAID VACATIONS PERMANENT POSITIONS

SCHRAFFT'S

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

MEN

ESSENTIAL WAR WORK

No Experience Necessary

Assist Shipping & Receiving

4 P.M. to 10 P.M.

GEORGE W. LUFT CORPORATION

34-12 36TH AVENUE
LONG ISLAND CITY

Phone Mr. Nemeč

STIlwell 4-4308

MEN

FOR TRAIN SERVICE

No Experience Necessary
Apply by letter only

Hudson & Manhattan R. R. Co.

Room 113-E, 30 Church St.
New York 7, N. Y.

Essential Workers Need Release Statement

CHAUFFEURS

MECHANICS

GREASERS

WASHERS

HELPERS

Garage Workers

No Experience Necessary

GOOD SALARIES
PAID VACATIONS

GREEN BUS LINE

148-02 147TH AVE.,
JAMAICA, L. I.

Help Wanted—Male

KEEP 'EM ROLLING

Urgent Need to Move Service Men and Women

THE PULLMAN CO.

LIMITED EXPERIENCE REQUIRED

Upholsterers Electricians Mechanics

NO EXPERIENCE REQUIRED

Pullman Porters Laundry Workers Store Room and Commissary Laborers

Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board

APPLY

THE PULLMAN CO.

EMPLOYMENT OFFICE

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

WORTHINGTON PUMP & MACHINE CORPORATION

HARRISON, N. J.

NEEDS

ALL TYPE FOUNDRY AND FACTORY WORKERS
DRAFTSMEN — BEGINNERS
MECHANICAL ENGINEERS AND CLERICAL HELP

ALSO

BOYS 16-17 YEARS OLD
HERE'S A CHANCE TO LEARN A TRADE
TIMEKEEPERS CLERKS

An Opportunity to Work for a Firm 100 Years Old
Located in Harrison, N. J., for 40 Years

WE WILL BE HERE AFTER THE WAR

APPLY AT EMPLOYMENT OFFICE
8 A.M. TO 5 P.M. DAILY

WORTHINGTON AVE., HARRISON, N. J.
No. 43 BUS PASSES THE PLANT

W. M. C. RULES OBSERVED

Help Wanted—Male & Female

MEN -- WOMEN -- BOYS

TRAINEES OR EXPERIENCED
SUB-WIRING
GENERAL WORKERS
ALL AGES

GOOD POST-WAR OPPORTUNITIES

Fada Radio & Electric Co., Inc.

30-20 THOMSON AVE., LONG ISLAND CITY
20 Minutes from Times Square

Help Wanted—Male - Female

MEN & WOMEN WITH CARS

Full or Part Time

You can perform a patriotic duty and render a useful public service by delivering telegrams during day, evenings, weekends.

Work Without Uniforms

MEN, Minimum Age 18
WOMEN, 21 and Over

Apply at Your Nearest Office

WESTERN UNION

40 BROAD ST., nr. Wall St., N. Y.
40 HUDSON ST., Room M-5, nr. Chambers St., N. Y.
127 WEST 40th ST., nr. 8'way, N. Y.
422 EAST 149th ST., nr. 3rd Ave., N. Y.
311 WASHINGTON ST., Brooklyn
Near Boro Hall
27-06 THOMPSON AVE., L. I. CITY, nr. Court Sq.

Help Wanted Agencies

A BACKGROUND OF SATISFACTION in Personnel service since 1910.

Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator, BRODY AGENCY (Henriette Roden Licensee), 240 Broadway, Barclay 7-8133 to 8137

Help Wanted—Female

GIRLS - WOMEN

16 or Over

\$22.44 to Start
5 DAYS — VACATION

Good Working Conditions
VACATION, SICK LEAVE
NEW YORK LINEN SUPPLY & LAUNDRY
362 EAST 62nd ST.
Corner First Ave.

COMPTOMETER OPERATORS

5 DAY—40-HOUR WK.

Employment Office
Apply 10-12

THE NAMM STORE

452 Fulton Street
Brooklyn

GIRLS

No Experience Required

5-DAY, 40-HOUR WEEK
GOOD WORKING CONDITIONS

Miscellaneous clerical work in Engineering Office.

BABCOCK & WILCOX CO.

85 Liberty St., New York City

WAR MANPOWER COMMISSION

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

Help Wanted—Female

WOMEN

Over 16 Years of Age

Part Time

Stock and Clerical

Mon. to Fri.

5 or 6 P.M. to 10 P.M.

S. KLEIN

6 UNION SQUARE
NEW YORK CITY

SALESWOMEN

Full Time
And 1 P.M. to Closing

CLERICAL, CASHIERS STOCK GIRLS WRAPPERS SODA FOUNTAIN ATTENDANTS

5-DAY — 40-HOUR WEEK

No experience necessary.
We will train you.

HEARN'S

74 Fifth Ave., New York City

SECRETARY

To Top Company Official
PERMANENT AGE-25-35
5 Days — \$30 Start
EXCELLENT OPPORTUNITY

INSULINE CORP.

36-02 35th AVE., L.I.C.
2 Blocks 8th Ave. Sub. Steinway St.

GIRLS

For addressing envelopes; hand or typewriter; at home or office. Box 375, Civil Service LEADER, 97 Duane St., New York 7, N. Y.

CLERKS

Blueprint File and Invoice

5-Day Week

Good Future

W. L. Maxson Corp.

460 WEST 34TH ST.
NEW YORK CITY

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, in the Borough of Manhattan, City of New York, on the 1st day of November, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of VIVIAN GLORIA LOEWENTHAL, for leave to change her name to GLORIA VICKEE RICHARDS.

Upon reading and filing the petition of VIVIAN GLORIA LOEWENTHAL, duly verified the 27th day of October, 1944, and entitled as above, praying for leave of the petitioner to assume the name of GLORIA VICKEE RICHARDS, in place and stead of her present name, and it appearing from the petition of VIVIAN GLORIA LOEWENTHAL that she assumed the name of GLORIA VICKEE RICHARDS without the permission of the Court, which was her legal right to do under the laws of this State, and that she desires a record thereof and a formal permission from a Court of Record, and the Court being satisfied that there is no reasonable objection to the change of name proposed:

NOW, on motion of MORTON M. MAN, attorney for the petitioner, it is ORDERED that the said VIVIAN GLORIA LOEWENTHAL, be and she hereby is authorized to assume the name of GLORIA VICKEE RICHARDS, on and

after the 11th day of December, 1944, upon condition, however, that she shall comply with the further provisions of this Order; and it is further

ORDERED, that this Order and the aforementioned petition and all papers be filed and entered within ten (10) days from the date hereof in the Office of the Clerk of this Court, County of New York, and that a copy of this Order shall within ten (10) days from the entry hereof 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 (40) days after the making of this Order, proof of such publication shall be filed and recorded with the Clerk of the City Court of the City of New York, County of New York; and it is further

ORDERED, that after such requirements are complied with and on and after the 11th day of December, 1944, the petitioner, VIVIAN GLORIA LOEWENTHAL, shall be known by the name of GLORIA VICKEE RICHARDS and no other name.

Enter
JOHN A. BYRNES, C. J. O. C.

CITATION—The people of the State of New York by the grace of God, free and inde-

pendent, to Attorney General of the State of New York: LUCILA VARAS DE AVA- LOS; VIOLETA AVALOS SWAN; AR- TURO AVALOS VARAS; THOMAS LUIS AVALOS VARAS; ROBERTO AVALOS VARAS; LUCILA CARMELA AVALOS GULLI; and the next of kin of LUIS LORETO AVALOS PAEZ, deceased, whose names and Postnames and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, next of kin or otherwise in the estate of LUIS LORETO AVALOS PAEZ, deceased, who at the time of his death was a resident of Monte Carlo, Principality of Monaco.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 15th day of December, 1944, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto

affixed.

Witness, Hon. JAMES A. POLEY, a Surrogate of our said County, at the County of New York, the 30th day of October in the year of our Lord one thousand nine hundred and forty-four.

GEORGE LOESCH,
Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EMPRESS COATS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 30th day of October, 1944.

Thomas J. Curran, Secretary of State.
Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BELLOSE PRINTING CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 30th day of October, 1944.

Thomas J. Curran, Secretary of State.
Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a

certificate of dissolution of BALART REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of October, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LIBERTY STEEL COMPANY, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of October, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of TRACCO HOMES OF BUFFALO, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of October, 1944.

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

New York State Eligible Lists

(Continued from Page 11)

Table of eligible lists for New York State, listing names and numbers.

Table of eligible lists for New York State, listing names and numbers.

Amusement

By J. RICHARD BURSTEN



LASZLO HALASZ Musical Director of the New York City Center Opera Company...



JUNE HAVER Starring in 20th Century Fox's new technicolor film 'Irish Eyes are Smiling'...

Advertisement for 'Irish Eyes are Smiling' featuring June Haver and Dick Haymes.

Advertisement for 'The Rainbow' movie, featuring Stanley and promotional text.

Advertisement for 'To Have and Have Not' starring Walter Brennan and Lauren Bacall.

Advertisement for 'The Conspirators' starring Hedy Lamarr and Paul Henreid.

Advertisement for Radio City Music Hall featuring 'Mrs. Parkington'.

Advertisement for Paramount Presents 'I Love a Soldier'.

Advertisement for St. Matthew's Church Bazaar.

Advertisement for Refreshments and Entertainment at St. Matthew's.

Advertisement for 11th Record Week featuring Ronald Colman and Marlene Dietrich.

Advertisement for Dance at City Center Casino.

Advertisement for Plum Point vacation resort.

Advertisement for N. Y. City Center Opera Company 3rd Gala Season.

Advertisement for Mexican Hayride at Wint Garden.

Advertisement for Plymouth Restaurant.

Advertisement for Zimmerman's Hungaria.

Advertisement for Third Avenue Rendezvous.

Advertisement for Elsie's Dining Room.

Advertisement for Alma's Tea Room.

Advertisement for Hedy's Tea Garden.

Advertisement for Cafe Wienecke.

Editorial Clerks, Typists, Messengers—Good Pay

Vacancies exist in Federal offices for 363 Stenographers and 513 Typists, and also for editorial clerks, business machine operators and messengers. The majority of these vacancies are at the Grade II, about \$34 per week, level. However, persons with one year's experience as stenographer or typist will be eligible for consideration for the next grade provided they pass the written examination. Positions at Grade III pay approximately \$38 for a 48-hour week.

There are vacancies, too, for Messengers, Male or Female, paying approximately \$28 for a 48-hour week.

Operators of Office Devices including IBM Key and Card Punch are vitally needed. Telephone Operators with Multiple Board experience, and Teletype Operators, to work rotating shifts are in demand. Salary for these positions is approximately \$34 for a 48-hour week. Tabulating Machine Operators, Multilith Operators and Mimeograph Operators with training or experience can also be used.

Editorial Clerks

There is also a need for Editorial Clerks at \$2,433 per annum. Experience in copy writing and working knowledge of type faces required. Must be accurate typists. Advertising or cataloging experience desired. Editorial Clerks at \$2,433 per annum, who have an excellent knowledge of Spanish

and good knowledge of English with experience in proofreading and copyreading, are also needed. These are known as "V-1 posi-

tions." Applications are available at the office of the U. S. Civil Service Commission, 641 Washington Street, New York City.

Disabled Veterans - Who Need Houses

Disabled war veterans and the widows and children of veterans will be given preference by the New York City Housing Authority in assigning apartments to the many families who have filed applications, Edmond B. Butler, the Authority's Chairman, has announced.

Number of Promotions From Clerk Lists

(Continued from Page 1)

action brought when layoffs were pending in the Board of Water Supply. In that case, the Court ruled that those who had come into the department by City-wide promotion examination, had less seniority than those who had originally started with the department, and must be laid off first.

To counteract the effects of the Water's decision, Senator Halpern introduced another bill into the State Legislature in 1944, which validated all City-wide promo-

tions made before April 1, 1943 (when his earlier bill became effective.) But one section of that law reads: "No credit shall be given for service before April 14, 1943, in any pending or future promotional examination."

The Dispute

The words "pending or future" give the complaining employees the basis for their action. They maintain that an examination which hasn't been completed is "pending." The Commission holds that, since the first part of the tests were held on November 6 and 13, 1943 (before the second Halpern bill was passed), the tests weren't pending, and allowed full seniority credit for those who had received City-wide appointments.

Other employees, who started with the departments in which they took the grade 3 and 4 tests, feel that those who transferred in shouldn't have the credit which

Now Canal Workers Must Have MD's OK to Get Sick

ALBANY—Another example of the arbitrary promulgation of rules affecting State employees in a restricted group came this week, and immediately renewed demands that the State Civil Service Department adopt uniform rules for everybody on which it has been working for months.

An order signed by W. F. Lysett, canal section superintendent, was posted on the bulletin board in Utica, informing canal employees of that unit they would be strictly supervised on sick leaves. The order stated that em-

employees out for more than one day because of illness will have to produce a physician's certificate stating the nature of the malady and the dates when the employee was actually under the care of the physician. Employees are allowed 18 days annual sick leave and heretofore no certificate of medical care had been required where the employee was out three days or less.

The Association of State Civil Service Employees immediately called upon the Public Works Department, of which canals is a division, for an explanation of Superintendent Lysett's action. An amicable settlement of the grievance is forseen.

For months the State Civil Service Commission has been working on a set of uniform rules governing sick leave, vacations, lunch periods, overtime, and numerous other personnel situations. Asked when these rules would be set up and adopted, Judge J. Edward Conway, president of the Civil Service Commission said:

"There is no prospect of getting the rules in shape before the end of November and I doubt they will be put into effect even then. We are making slower progress than we anticipated. We are short of help and other things are taking our time. The problem of uniform rules is extensive and perplexing. It will require much study to compose and harmonize all differences."

moved them up on the list. They're the ones who are planning Court action.

The Commission has also received a request from the State, County and Municipal Workers of America to use the 3 and 4 lists on a City-wide basis. The union points out that many employees are in departments where there are few promotional opportunities. In other departments, the promotion lists will be used up, and provisional promotions will be made, or new tests ordered. By allowing City-wide promotions, the chances of advancement would be improved. However, the Commission, after considering the request, decided to put off any action for one month.

Through an error, The LEADER last week stated that an asterisk following a name on the clerk lists indicated that the person had already received a promotion. The asterisk actually was used to indicate the person moved up on the list in cases where the final examination average was tied, because of seniority in appointment.

POLITICAL ADVERTISEMENT

PLAIN TALK

About the Dewey Administration of Civil Service
By Charles Burlingham of the Civil Service Reform Association

"The association is disturbed by the recent action of the State Civil Service Commission in appointing to the new position of Assistant Administrative Director, with a salary of \$6,700, a person whose experience and background, as outlined in the press, indicates no practical knowledge of public personnel administration and no outstanding qualifications of any sort for this responsible post.

"We understand that this appointment has been made on a provisional basis. We assume therefore, that the record and qualifications of the new incumbent meet with what the Commission has determined to be the prerequisites for permanent appointment, and foreshadow what the Commission will require for admission to the competitive examination which will be held later. "If this is so, we believe the Commission has set an unduly low standard for this responsible administrative position, which may be interpreted by other departments of the State government and by municipal agencies serviced by the Civil Service Department as an indication of what the Commission deems a proper standard for high positions generally.

"The dubious selection in this particular instance, following equally dubious appointments to the positions of Secretary to the Commission and Director of Classification, indicates an alarming tendency to fill the key positions on the Commission's staff with persons of meager experience and no demonstrated fitness for these specialized positions. Unless the Commission can find appointees who are, through past experience and demonstrated ability in the personnel field, genuinely qualified for these places, economy alone would seem to dictate that they be left vacant at this time.

"The selection of a poorly qualified administrator in an operating department of the State government can hardly be condoned; the selection of a poorly qualified person—especially if based apparently on political qualifications—for the staff of the personnel agency which itself is responsible for recruiting for operating departments, is inexcusable. It raises unfortunate doubts as to the competence and integrity of the administration of the civil service system by the Civil Service Commission."

To Maintain the Merit System

VOTE THE STRAIGHT DEMOCRATIC TICKET

FOR PRESIDENT

Franklin D. Roosevelt

FOR VICE-PRESIDENT

Harry S. Truman

For United States Senator

Robert F. Wagner

For Judge Court of Appeals

Marvin R. Dye

Vote Every ★ Vote Row B All the Way

DEMOCRATIC STATE COMMITTEE
PAUL E. FITZPATRICK, Chairman

U.S. Jobs

(Continued from page 12)

- show productions).
- EDITOR (\$2000 to \$3200, Inclusive): Technical.
- ENGINEERS (\$2000 to \$5000 Inc.): Electrical, Studio Control, Hydrologist, Exhibits, Soils Mechanical, Materials, Mechanical, Mining, Industrial, Hydraulic, Heating, Ventilating, & Plumbing, Marine, Commodity, Equipment, Production Security, Aeronautical, Radio, Junior, Field, Sig. Corps Equip., Welding, Geologist, Chemical, Ordnance, Specification Writer, Architectural, Radio Photo.
- EXPERT (\$2000 to \$3200, Inclusive): Packaging, Maintenance or Lubrication.
- INSPECTORS (\$2000 to \$3500, Inclusive): Plant Quarantine, Warehouse, Rail, Veterinary Meat.
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- OFFICERS (\$2000 to \$5000 Inc.): Administrative, Property Disposal, Production, Supply, Priority Control, Asst. Regional Exec.
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- PHYSICIST (\$2000 to \$3800, Inclusive):
- PHYSIOLOGIST (\$3200).
- REPORTER (\$3200): (General news, Rewrite and general newspaper experience.)
- REPRESENTATIVE (\$2000 to \$4000, Inclusive): Field.
- SPECIALISTS (\$3200 to \$5000 Inc.): Industrial Procurement, Editorial, Procurement, Marketing, Training, Industrial Feeding.

- Photographic Equip. Associate Industrial.
 - STATISTICIAN (\$2000 to \$3200, Incl.): Associate.
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 - TRANSLATOR (\$3200): Technical Chinese, Technical Spanish.
 - TECHNICIANS (\$2000 to \$4000 Inc.): Personnel.
 - VETERINARIAN (\$3000).
 - WRITER (\$2000 to \$3000): Editor, Scenario.
- POSITION and SALARY**
- Attendant, \$1200-\$1440 p.a.: 67c-78c per hr.: \$23.60-\$26.00 per wk.
 - Chauffeur, \$1320-\$1680 p.a.: 55c-97c hr.
 - Carpenter, \$1800 p.a.: \$6.24 per diem; \$1.14-\$1.26 per hr.
 - Checker, \$2000 p.a.
 - Cook and Baker, \$1020 p.a.: 81c-92c per hr.: \$28.40-\$31.60 per wk.
 - Elevator Operator, \$1200 p.a.
 - Electrician, \$2200 p.a.: \$1.16 per hr.
 - Firefighter, \$1680-\$1800 p.a.
 - Helper:
 - Helper Trainee, 77c-89c per hr.
 - Helper Welder, 77c-89c per hr.
 - Helper General, 77c-89c per hr.
 - Helper Electrician, 77c-89c per hr.
 - Helper Blacksmith, 77c-89c per hr.
 - Leather and Canvas Worker, Helper, \$1500 p.a.
 - Painter Helper, \$1500 p.a.
 - A/C Engine Parts Cleaner Helper, \$1620 p.a.
 - General Mechanic Helper, \$1500 p.a.
 - Ordnance Helper, 84c per hr.
 - Plumber Helper, 84c per hr.
 - Auto Mechanic Helper, 84c per hr.
 - Apprentice Mechanical Trades, 58c per hr.
 - Stationary Boiler Fireman, \$1820-\$1500 p.a.: 87c-97c per hr.
 - Guard, \$1500-\$2040 p.a.
 - Janitor, \$1200-\$1500 p.a.: 55c per hr.
 - Laborer, \$1200-\$1680 p.a.: 53c-86c per hr.: \$5.25-\$6.40 per diem.
 - Laundry Operator, \$1200-\$1500 p.a.: 60c-78c per hr.: \$24.80-\$29.60 per wk.
 - Lithograph Operator, \$2000 p.a.: \$1.24 hr.
 - Mechanics:
 - Auto Mechanic, \$70-\$1.16 per hr.: \$1800 p.a.
 - General Mechanic, \$.95-\$1.04 per hr.
 - Addressograph Mechanic, \$1800 p.a.
 - Aircraft Mechanic, \$1800-\$2300 p.a.
 - Mechanic (Dockbuilder), \$2040 p.a.
 - Mechanic (Scaffold Painter), \$1860 p.a.
 - Mechanical Trades:
 - Molder & Coremaker, \$1.20-\$1.36 per hr.
 - Toolmaker, \$1.34 per hr.
 - Apprentice Toolmaker, 58c per hr.
 - Welder, \$1.10 per hr.
 - Pipefitter, \$1.01 per hr.: \$2200 p.a.
 - Millwright, 98c-\$1.01 per hr.
 - Cooper, \$7.60 per diem.
 - Miscellaneous:
 - Caretaker-Gardener, \$1500 p.a.
 - R.R. Brakeman, \$.97 per hr.
 - Letterer, \$1440 p.a.
 - Locksmith, \$.95 per hr.
 - Millwright, \$.98-\$1.01 per hr.
 - Mixer Macropot Operator, \$.93 per hr.
 - Stillman, Ether and Alcohol, \$1.01 per hr.
 - Rope and Wire Splicer, \$.86 per hr.

- Railroad Trackman, \$4.48 per diem.
- Vehicle Washer, \$.93 per hr.
- Crane Groundsman, \$.70-\$8.80 per hr.
- Shipfitter, \$1.14-\$1.26 per hr.
- Shipwright, \$1.14-\$1.26 per hr.
- Wharfbuilder, \$1.14-\$1.26 per hr.
- Boilermaker, \$1.14-\$1.26 per hr.
- Coppersmith, \$1.14-\$1.26 per hr.
- Pipefitter, \$1.20-\$1.32 per hr.
- Welder, \$1.10-\$1.16 per hr.
- Apprentice Toolmaker, \$.55 per hr.
- Toolmaker, \$1.31 per hr.
- Grip, Ungraded, \$2900 p.a.
- Auto Tire Spot Vulcanizer, \$.90 per hr.
- Cooper, \$7.60 per diem.
- Tier Lift Oper. and Warehouse Laborer, \$.73-\$5.80 per hr.
- Molder and Coremaker, \$1.20-\$1.36 per hr.
- Leather and Canvas Worker Helper, \$1500 p.a.
- Repairman:
 - Office Appliance Repairman, \$1500-\$2280 p.a.
 - Office Machine Repairman, \$2040 p.a.
 - Typewriter Repairman, \$1860 p.a.
 - Armament Repairman, \$1.00-\$1.03 p. h.
 - Scale Repairman, \$.78 per hr.
 - Sewing Machine Repairman, \$1.17 p. h.
 - Auto Body Repairman & Welder, \$1.04-\$1.16 per hr.
 - Sheet Metal Worker, \$1.04-\$1.26 per hr.
 - Storekeeper, \$1200-\$2300 p.a.
 - Allowance Aide, \$2000 p.a.
 - Engineering Aide, \$1620-\$26000 p.a.
 - Technical Consultant, Trainee, \$2600 p.a.
 - Negative Cutter, \$2900-\$3300 p.a.
 - Clothing Designer, \$3800 p.a.
 - Draftsman, \$1320-\$2900 p.a.
 - Illustrator, \$1620-\$2000 p.a.
- Inspector:
 - Safety Inspector, \$2800 p.a.
 - Inspector General Supplies, Apprentice, Trainee, \$2000 p.a.
 - Jr. Inspector, \$2300 p.a.
 - Inspector Paper, \$2000 p.a.
 - Inspector Electric, \$2300 p.a.
 - Inspector Supplies & Equipment (Textiles), \$2000 p.a.
 - Marine Inspector, \$3200 p.a.
 - Inspector (Textile) \$3200 p.a.
 - Materials Inspector, \$2900 p.a.
 - Ship Repair Inspector, \$2300 p.a.
 - Inspector Subsistence, \$1800 p.a.
 - Fire Inspector, \$2000 p.a.
 - Inspector of Radio, \$1440-\$1800 p.a.
 - Inspector Ordnance Materials, \$1440-\$2600 p.a.
 - Inspector Engineering Materials, \$1440-\$2000 p.a.
 - Shipbuilding Inspector, \$2600-\$3200 p.a.
 - Inspector Transportation Equipment, \$2300-\$3200 p.a.
 - Inspector Metal Products, \$2000 p.a.
 - Inspector, S. C. M., \$1440 p.a.
 - Inspector, Engineer, \$2300-\$3200 p.a.
 - Inspector, Quartermaster Materials, \$2300-\$3200 p.a.
 - Inspector, Med. Materials, \$2300-\$3200 p.a.
 - Procurement Inspector, \$2000 p.a.
 - Diesel Locomotive Inspector, \$3200 p.a.
 - Und. Insp. A/C Supplies, \$1500 p.a.
- OVERSEAS VACANCIES
 - Master Machinist, \$1.37 1/2 per hr.
 - Tinsmith, \$2600 p.a.
 - Fire Truck Driver, \$2400 p.a.
 - Evaporator Operator, \$2600-\$2875 p.a.
 - Electrician, \$3600-\$2875 p.a.
 - Armature Winder, \$2600-\$2875 p.a.
 - Diesel Oiler, \$2300-\$2500 p.a.
 - Boiler Operator, \$2600-\$2875 p.a.
 - Ice Plant Operator, \$2600-\$2875 p.a.
 - Firefighter, \$2400 p.a.
 - Plumber, \$2600 p.a.
 - Laborer (Bldg.), 75c per hr.
 - Carpenter, First Class, \$1.35 per hr.
 - Reinforcing Rodsetter, \$1.35 per hr.
 - Painter First Class, \$1.20 per hr.
 - Electrician First Class, \$1.50 per hr.
 - Truck Driver, 5-10 Tons, \$1.05 per hr.
 - Mechanic First Class, Heavy Duty Equip., \$1.50 per hr.
 - Mechanic, Second Class, Automotive, \$1.25 per hr.
 - Machinist, First Class, \$1.50 per hr.
 - Tractor Operator, \$1.45 per hr.
 - Shovel Operator, \$1.65 per hr.
 - General Machinist, \$1.38-\$1.50 per hr.
 - Auto Mech., \$1.28-\$1.34 per hr.
 - Watch Repairman, \$1.28-\$1.40 per hr.
 - Instrument Repairman, \$1.33-\$1.45 per hr.
 - Armament Electrician, \$1.33-\$1.45 per hr.
 - Armament Machinist, \$1.28-\$1.40 per hr.
 - Armorer, \$1.28-\$1.04 per hr.
 - Mates, \$2,600 p.a.
 - Riggers, \$2000 p.a.



"Mr. Brown is very fussy, Beatrice. He insists the house be as clean as Chock Full O' Nuts."

Chock Full O' Nuts