Civil Service Tuesday, December 19, 1944

Relieve Pensioners of Tax. **NYC Council Asks Congress**

APPLY AT ONCE!

PERMANENT CAREER JOBS OPENED BY NY STATE

EARN EXTRA CASH-Be a Full-Time, Part-Time Mailman

See Page 16

NYC Sits Tight on Wages, Employees Fume

A bill introduced into the City Council by Councilman James Quill to increase the cost-of-living bonus paid New York City employees, again brought the underpaid municipal employees' situation to public consideration last week. So did Mayor LaGuardia's statement to operating departments-now making up their budgets-that they keep their budgets down.

The Quill measure, referred by ne Council to its Committee on Finance for study, provides:

-All employees earning less

than \$5,000 a year would receive a \$500 duration bonus. Their present bonus would be increased to reach this sum.

-Employees, on a daily basis (mainly skilled workers), would receive a bonus of \$2 a day, instead of the present \$1 bonus.

The proposals made by Mr. last year, Quill are part of the program of the State, County and Municipal promoted.

Workers of America, to equalize the pay of City workers as com-pared to that of workers in private

industry.
\$1,500 Minimum

In addition, the SCMWA program calls for: A \$1,500 minimum salary (\$27.69 a week); time and a half for overtime work. Also, a general improve-ment of the promotional system, SCMWA figures cite the fact that last year, 10,000 employees were on City promotion lists; 1,650 were

The Civil Service Forum proposal to remedy the financial straits of City workers is making the present cost-of-living bonus a permanent increase, Legislation asking that step has passed the City Council, is now buried by the Board of Estimate, which alone has the power to make such financial changes.

The AFL union, the American Federation of State, County and Municipal Employees, proposes a general revision and study of the grades, salaries and assignments

grades, salaries and assignments of City employees. As examples of unwise economies, the AFSCME tells of DPW bridge workers who have to remain on duty as long as 24 hours because their relief man takes sick. This organization also forward 1500 minimates. ization also favors a \$1,500 minimum pay schedule.

against the plan whereby the City payrolls "under protest" miss out on back pay. The City makes alaries to employees who work salaries to employees who work on prevailing rates. According to Section 220 of the State Labor Law, employees in the skilled craftsmen categories are entitled craftsmen categories are entitled to earn the same salary as is paid for similar work in private industry in the area. Employees file complaints against sub-standard rates with the City Comptroller. The Comptroller makes a survey and rate determination. Usually a Court fight follows, with the City (its usual procedure) taking the matter to the highest courts of appeal. When the employees finally win and the Court establishes a new rate, the City "hedges" by cutting down the number of days of work to limit the employee's annual earnings to Prevailing Pay Situation the employee's annual earnings to his previous salary. In addition, All organizations are bitter those who failed to sign their

for vacations and pension bene-fits, amounting to 10 per cent.

No Bonus for New Employees

The wage situation is especially hard on new employees who are not given the cost-of-living bonus. Salaries as low as \$1,200 are of-fered for clerical workers; \$1,500 for pharmacists; \$1,200 for lib-rarians; \$1,200 for laboratory as-sistants and stock assistants, ap-prentices are listed at \$2.83 per day, luncheon helpers, \$1,200.

Difficulty in hiring help at these salaries increases the dif-ficulty of the older employees who have to take over the work of unfilled positions. In addition, the financial policy of the City calls for economies in each department to absorb the bonus cost by un-filled jobs; missed promotions.

And the cost of living continues to go up.

These are the elements which form an explosive mixture now smoldering, but which is likely to break out violently in coming months.

A Survey Shows

A LEADER survey indicates that employees are:

1. Slashing scales of living to an all-time low.

2. Utilizing the services of repu-table loan companies and of loan

3. Taking outside jobs.

Hunting for jobs in priva

salaried employees.

In normal times, required overment work, both in industry and (Continued on Page 2)

5. Supplementing income by having other members of the family work—often children of school age.

Public

vised upward in order to com- effect in most instances for more of basic rates of pay for salaried pensate for increases in cost than 10 years. what adjustments should be made as a result of the increases, over a period of the past several years, in the cost of living.

A permanent overtime law should be enacted for industry.

time

For More State News Pages 7, 8, 15, 16 Administration Page 10

U. S. Employees Due for More Pay And Unemployment Security

for Federal employees featured the 61st annual report of the Civil Service Commission given to the sident last week.

More money to permit Govern-ment workers to meet the soaring cost of living and put them on a par with workers in private industry was the No. 1 item of the report. The Commission also recommends higher overtime pay and unemployment compensation.

Because of the importance of these sections of the report, The LEADER prints them in full.

least 15 per cent. All compensa-tion for overtime has been based on these increases in basic rates

Federal employees paid at daily or at hourly rates have had their wages adjusted to conform to the prevailing rates of pay within their localities. As a result, their basic rates of pay have been increased in most instances by at least 15 per cent. All compensato depend on finding persons who are willing to make monetary sacrifices in return for the priviand unemployment compensation.

Because of the importance of these sections of the report. The LEADER prints them in full.

PAY

1—Basic rates of pay for all salaried workers should be re
1 be a lor for overtime has been based in return for the privilege of serving all the people. Such persons should not, however, be expected to stand by and not receive adjustments in their basic pay structure in order to compensate for increases in cost of living. There should, therefore, be an immediate re-examination

WOMEN STATE EMPLOYEES NOT ENTITLED TO EQUAL PAY, SAYS ATTORNEY GENERA

Decision Assailed as Not in the Public Interest—See Pages 6, 8

U. S. Civil Service Commission Urges 15% Higher Pay, Also Unemployment Compensation, Dismissal Wage, Travel Pay

in government, is the exception rather than the rule. It is de-signed to take care of emergency situations

Throughout the war, manpower

Throughout the war, manpower shortages and the tremendous needs of the Army and Navy have made it necessary for all employers engaged in the war program to require overtime work. Employees have been, and should be, compensated for this aditional work at increased rates of pay.

Following the war, this nation will unquestionably once again subscribe to the policy that overtime work is something to be avoided, and that when it becomes necessary it should be compensated for at higher rates of pay. Any other policy would invariably result in some workers receiving large incomes while others, who would be just as anxious to work, would find themselves deprived of such an opportunity.

The Federal Government, as an employer, was slow in recognizing the necessity for compensating its salaried employees for overtime despite the fact that existing laws required private employers to pay higher rates for overtime work.

required private employers to pay higher rates for overtime work. Clearly, Federal employees should continue to receive compensation for overtime work throughout the war. Just as clearly, the Federal Government after the war should do everything it can to discourage overtime work within the Govern-ment by providing for additional compensation at higher rates of pay. It will be necessary for all employers, both public and priv-ate, to follow such a policy if the goal of full employment is to be achieved.

Consequently, before the present overtime pay law expires on June 30, 1945, a permanent law should be enacted for salaried employees which would-

(a) Authorize additional pay at 1½ times the regular rate for all employment in excess of

all employment in excess of 40 hours in any administrative work week; and Provide that overtime pay should be computed according to a formula that converts per-amum rates to hourly rates by dividing by 2080 (52 weeks times 40 hours).

Salaried employees who work regularly at night should be paid at rates 10 per cent higher than day rates for the same kind of employment.

same kind of employment. Heads of agencies can, in fix-

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ing rates of pay for persons paid on a per-diem or hourly basis, provide that persons who work at night shall receive higher rates of pay than persons engaged in the same type of employment dur-ing the day. ing the day.

Some Federal employees who receive annual salaries for their work also are compensated at higher rates of pay when they work regularly during night hours.

The prevailing practice in private industry is to compensate employees at higher rates of pay when they are called upon to work during night hours.

All salaried Federal employees should be compensated at higher rates of pay when called upon to work during night hours just as some Federal salaried employees are now compensated, and just as most Federal employees paid on a per-diem or hourly basis and employees of private organizations are now compensated.

-Immediately following the war, all Federal employees who are required to work on national holidays should be paid for such work at 1½ times the rate for ordinary

Under existing law, private employers holding war contracts are required to compensate their emloyees in this manner.

Surely, what government re-quires private employers to do for their employees, government should be willing to do for its own employees.

5—Definite steps should be taken to assure that salaried Federal employees in the field service of the Federal Government receive equal pay for equal work.

equal work.

All persons acquainted with Federal pay practices recognize that the present situation in the field service, as far as salaried employees are concerned, can be described by just one word, namely, chaotic. Because of manpower shortages, agencies are in many instances engaged in vigorous competitive bidding for the services of employees.

The same controls which exist in the departmental service, in so far as the classification of posi-tions for salary purposes is con-cerned, cannot be extended to the field during the war.

The Congress can, however, specify that any standards for the classification of positions promulgated by the Civil Service

ODB Employees Really Go to Town In War Bond Drive

NEW YORK-With the Sixth War Loan Drive nearing the halfway mark, the employees of the War Department Office of Dependency Benefits have already pur-chased more than 90 per cent of the cash quota of \$175,000, ac-cording to Brig. Gen. H. N Gil-

ODB employees are spurred to new efforts by a huge pictorial chart in the Concourse of Nations. Each branch of the huge war agency is represented on this chart by a bomb poised to drop on enemy territory below. As the branch exceeds its quota by 120 per cent, the bomb drops and is pictured as exploding. The bomb representing Fisca! Division Head-quarters was the first to explode. There are now 11 explosions shown on the exhibit, indicating that 11 branches of the ODB have gone more than 120 per cent over their quotas. And 15 more bombs are poised directly on their tar-gets, indicating 100 per cent or

more for their branches. Displays

Many of the branches in both the Family Allowance Division and the Class E Allotment Di-vision have originated their own displays to spur sales of bonds. Outstanding among these are: a coffin for the Hitler gang, into which employees are allowed to drive a nail upon purchase of a bond; a chart depicting a dam in progress of construction, under the slogan "Let's Dam the Ene-my;" and a chart showing little my;" and a chart showing little jeeps on their way to Berlin and Tokyo, each jeep a bond pur-chased by employees of that

Almost \$146,000 a month now deducted from the pay of ODB employees for the purchase of war bonds pledged in previous



Enlisting the Federal Employees Division in the March of Dimes, executives in government service met with Banil O'Connor, head of the National Foundation for Infantile Paralysis. The appeal is held in January, Photo, Left to Right: ISeated) T. Vincent Quinn, U. S. Attorney, Eastern District of N. Y.; Colonel E. R. Coffey, District and Medical Director, U. S. Public Health Service; Mr. O'Connor; Albert Goldman, Postmaster of New York; Lt. Colonel David Brady, Selective Service System, and John F. X. McGohey, U. S. Attorney, Southern District of New York; IStanding) Joseph A. Doyle, Postmaster, Flushing, N. Y.; Frank J. Quale, Postmaster, Brooklyn, N. Y.; James W. Johnson, Collector 3rd New York District, Bureau of Internal Revenue; J. K. Doran, Chief Inspector, Post Office Department, and Moses Symington, Postmaster, Long Island City.

The Swoon Perfume Floors the Boys

WASHINGTON - Girls at Department of Interior have been asked to not use high-octane perme around the office and save it for the boy friend after hours.

It said it was koped that gals would get large bottles of the stuff from the boy friends for Christmas but to save it for them. "Smell sweet, yes," they were advised, "but stick to the lighter honeysuckle or flower scents."

Commission shall be binding on all agencies when it comes to classifying their field positions. At the same time, the Congress can authorize the Commission to post-audit actions taken by the agencies to determine whether they are in conformity with the standards. The Congress can provide further that, if the Civil Service Commission finds that jobs are not being classified in accordance with standards, it can direct that immediate adjustments be made. ments be made.

-The executive branch should have more freedom in de-termining the rates of pay, within the ceilings establish-ed by the Congress, at which employees may be hired. At present, for example, if the

Federal Government is in the process of hiring someone for a top-ranking administrative job, it must decide whether to hire him at \$6,500 a year or at \$8,000 a year. It is prohibited by law from hiring him at \$7,000 or at \$7,500 a year.

Such a situation is unsound.

This situation and other com-parable ones could be corrected if Congress would pass a law giving the Commission the right to establish entrance rates of pay above the minimum now provided, but within the ceilings established by Congress for separate classes of positions within existing

-Salaried employees of the Federal Government who do satisfactory work should be given a salary increase every aried groups and every 18
months in the higher-salaried
groups within the salary ceilings established by the Con-

At the present time, employees who perform their work satisfactorily cannot look forward to any salary increases on their present jobs until they have worked for 18 months, if they are in the lower-salaried groups, and 30 months, if they are in the higher-salaried groups. This waiting period should be reduced to 12 and 18 months. and 18 months.

In addition, agencies should be placed in a position where they will have more flexibility in granting increases in salary for especially meritorious services.

A law should be pased pro-viding for eash awards for employees in all agencies for suggestions which lead to out-standing improvements in the efficiency of the Federal Government.

At the present time some agencies have been given authority by the Congress to grant such awards. Other agencies have no authority to take such action.

SEPARATION OF FEDERAL EMPLOYEES

-Federal employees should be made eligible for unemploy-ment compensation benefits either under a Federally administered system of unem-ployment compensation or in accordance with the provisions of the District of Columbia unemployment compensation

Employees of private industry are in a position to claim unem-ployment compensation benefits during the transition from a war to a post-war economy. They are in a position to claim such benefits by virtue of laws placed upon the statute books by the Congress and the various State legislatures.

Employees of the Federal Government should, likewise, be in a position where they can claim unemployment compensation benefits if they find themselves out of work during the transition from a war to a post-war economy. No legitimate reasons can be advanced for drawing a line of demarcation in this respect between Government workers and those Government workers and those who work for private industry.

Any law designed to carry out this recommendation should provide that the Federal employee who worked in one part of the country will receive the same treatment as the Federal employee who worked in another part of the country. Many Federal em-ployees have, in response to the request of the Government, moved form one part of the country to another in order to render more effective service to the war program. No unemployment compensation law should be passed which would have the result, in some instances, of penalizing employees who were willing to move to a part of the country where they could make a more direct contribution to the war program.

The Commission feels, therefore, that the provisions of the District of Columbia unemployment com-pensation law should be made ap-plicable to Government employees wherever they may be employed. The law itself, however, should be administered through the ex-leting State unemployment com-

-If Federal employees are not provided with unemployment compensation protection, they should be granted a 90-day dismissal wage.

The Civil Service Commission believes that the most effective way of assisting Government workers in making the transition from war to peace is to bring them under an unemployment compensation system.

If, however, this protection is not accorded by the Congress, then Federal employees should be then Federal employees should be given a 90-day dismissal wage which they can use for the purpose of assisting them in this transition period. Such a wage should, of course, be paid only to those persons who are involuntarily separated without fault of their part as a result of reof their part as a result of reduction-in-force programs.

> -Federal workers should be included in any law providing for the payment of transportation to war workers from their present places of em-ployment back to their homes. (Continued on Page 15)

They should be given such au- Public Employees Strongly Support Infantile Fund

Federal, State, County and Municipal employees in every branch of government service are repre-sented in the Greater New York Division of the 1945 Fund-Rais-ing Appeal conducted by The National Foundation for Infantile National Foundation for Infantile Paralysis, it was announced today by Basil O'Connor, president of the National Foundation. Committees representing employees in each branch of service will seek contributions to the Annual Appeal which provides the funds for the fight against infantile paralysis. ralysis.

Postmaster Albert Goldman will head the Federal Employees' Di-vision for the sixth consecutive

The State Employees' Division will again have New York Sec'y of State Thomas J. Curran as

The Municipal Employees' Division will be headed by Peter F. Amoroso, Commissioner of the Department of Correction.

The County Employees' Division, by John J. McCloskey, Jr., Sheriff of New York City.

Alaska Beckons Men and Women For Govt. Posts

The urgent need for workers at the Naval Operating Bases in Alaska continues. Current vaccancies includes the following: Automotive Mechanics, \$1.44 per hour; Electricians, \$1.52 per hour; Joiners, \$1.52 per hour; Laborers, \$1.01 per hour; Refrigeration Mechanics, \$1.52 per hour; Clerk-Typists, \$1800 per annum; Property & Supply Clerks, \$1800 per annum; and Storekeepers, \$1800 per annum; and Storekeepers, \$1800 per annum; Female applicants are acceptable for the clerical post-tions. All applicants must be U.S. citizens between the ages of 18 citizens between the ages of 18 and 62 if males, and between the ages of 21 and 62 if females. Those who qualify will be furnished transportation and meals at government expense while en route to Alaska where housing at

Those interested should apply at once in Room 214, Federal Biulding, Christopher Street, New York, N. Y.







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Announcement of Clerk **Promotions Is Delayed**

Clerks (especially those who took the recent promotion tests to rade 3 and 4), accountants, stenographers, other City employees on ew York City promotion lists, face a bit longer wait before they now whether they will be included among those who are up-graded. The Budget Bureau had hoped

finish the job of scanning the ists and approving the promotions by December 15, but the press of other year-end work came along. Then the annual budget task in the Bureau began.

January 1 Is Date
July
January 1, 1945 is the next regular promotion period for the group elerical employees of the City. Pro-

motions will be effective on that date, but now it appears probable that the names of those being promoted won't be available until after the first of next year.

The last promotion period, on July 1, 1944, saw about 750 promotions made, one of the largest groups ever to go through at one

Promotion Forbidden To Ex-GI Transit Men

motion examinations because of military service are given special military examinations on their

NYC employees who miss pro- Board of Transportation filed for special promotion tests, but their applications were rejected because they lacked sufficient service in their jobs to meet the promotion requirements: John Rittenhouse, Mechanical Maintainer, Group B; peturn to their civilian jobs. However, they must meet all the requirements for the test, or they aren't allowed to take the special John Crawley, Railroad Clerk; Joseph Kwasinowicz, Conductor, Total Division.

New York City Loses Its Only Woman Civil Engineer

When the retirement of Mrs. Elsie D. B. Swindells became of-ficial last week, the Borough of Queens lost the first and only woman civil engineer in the his-tory of New York City.

Sixty-one years old on her last birthday, Mrs. Swindell of 89-18 175th Street, Jamaica, N. Y., was actively employed in civil service for 23 years. During the 16 years she worked for the Borough of Queens she was assistant civil engineer of Sewer Drainage Design. Division of Design and Con-struction. Some of the projects she had worked on: the World's Pair trunk sewers, the Midtown Highway, Connecting Highway Highway, Conne

Born in NYC

Born in New York City in June 1883, Mrs. Swindells graduated Girls High School in Brooklyn and one year later entered the second grade Engineer Course in Cooper Union's night school.

Employed as a stenographer during the day, she attended classes at night and graduated in 1906, completing the 5 year course in four years, becoming the first woman in the school's history to enter the engineering profession. enter the engineering profession.

In 1905, one year before grad-uation, Mrs. Swindells took and passed an examination for Topographical Draftsman and received her appointment to the Bureau of Highways in the Borough of Brooklyn where she remained for

years. When her husband. John Swin-dells, became ill in 1928, Mrs. Swindells was forced to re-enter the engineering profession. She was appointed to the Division of Sewers in the Borough of Queens,



Mrs. Elsie D. B. Swindells, the first woman civil engineer in the New York City Civil Service, and one of the few in her sex to enter that profession, is retiring after a long career in the Office of the Bor-ough President of Queens.

profession provided she asks no special considerations for being a woman and uses backbone instead

where she remained since.

No Special Consideration

Asked to speak of her experiences as the only woman engineer before a radio audience in 1931.

Mrs. Swindells proved that a "woman can get along in a man's profession. Her father was also

of wishbone."

When asked why she chose the field of engineering, which is considered a "man's job." Mrs. Swindells is a member of the St. George Society and the St. George Society and the Technical Guild. Beside being an accomplished planist, she is an avid photography fan.

Marine and Aviation

John J. Bracken, Clerk, Supreme Her husband, John, died in 1932.

Mrs. Swindells is a member of the St. George Society and the St. George Society and

Now Is Time to Talk To Your Dept. Head

Now is time for City employees to make their salary requests to their departments. Within the next few weeks, Budget hearings will be held and department heads given a chance to explain their departmental needs to the Budget Bureau and members of the Board of Estimate. After the budget for the fiscal year, July 1, 1945 to June 30, 1946 is adopted, it becomes more difficult to make changes in salaries.

NYC Orders New Group of Examinations

The following examinations were ordered last week by the NYC Civil Service Commission. They must still be approved by the Budget Bureau, won't be given for several months:

Promotion

Foreman of Asphalt Plant, Of-fice of President, Borough of Man-hattan.

Chemist, New York City Tunnel Authority.

Assistant Director of Stores, Department of Purchase.

Senior Storekeeper, Department of Purchase. Senior Storekeeper (knowledge automotive parts) Department

Open-Competitive Custodian

Santa Smiles On NYC Welfare **Employees**

Santa Claus seems to be smiling in the direction of the NYC Department of Welfare this year.

First, the employees received one-half day off for their Christ-mas shopping. Then last week, around came a notice from the office of Deputy Commissioner Joseph P. Piccirillo that:

1-Each member of the department will receive a day off, with pay on either Saturday, Decem-ber 23, 1944, or Saturday, Decem-ber 30, 1944.

Skeleton Starts

2-All offices will operate with skeleton staffs after 4 p.m., Fri-day, December 22, 1944. Those employees who serve as members of the skeleton staff later receive equivalent time-off. And, employees who wish, may hold parties in the office on that day. The only rules are: Party must end by 6 p.m.: furniture must be put back in place afterwards; no intoxicants may be brought onto premises of the Department.

Some other departments their employees some time off for shopping, look the other way if they leave early before holidays, but Welfare is about the only one to come out and make the Christ-mas spirit official.

employed by the Borough of Queens as an engineer during the years of 1901 to 1909.

Mrs. Swindells has one son, James, employed as a test en-gineer for the Ranger Aircraft, and one daughter, Dorothy, a science and mathematics teacher. Her husband, John, died in 1932.

Relieve Pensioners of Tax, City Council Asks Congress

The New York City Council last week came to the aid of pensioned employees by asking Congress to exempt their pensions from present tax payments. Pending before Congress is a bill, H.R. 4883, which would provide relief from income taxes for persons receiving pensions or retirement payments up to \$1,440 a year. By a unanimous vote, the members of Council passed a resolution urging Congress to enact this bill into law.

In their plea to the national legislators, the Council stressed the fact that such legislation would help assure the re-employment of returning veterans. The Council said:

"The standard of living of pen "The standard of living of pensioners as a group is necessarily considerably lower than when in active employment, and income taxes cut further into this very limited fixed income. Many aged employees are compelled to postpone retirement until the age of 70 in order to make provision for future income tax payments, and such deferred retirements will retard the employment of returning tard the employment of returning War Veterans.

"A number of States, including New York, now exempt pensions from the State Income Tax, and Congress has exempted pensions received under the Railroad Re-tirement Act, Social Security Act, and World War Veteran's Act.

"Pensioners as a group are per-sons who have taken a sharp re-duction in their standard of living by receipt of pension averaging about one-half of their former active pay; and

"Individual income such as that of a pensioner, which is reduced, deferred, unproductive and fixed, like unprofitable business, should be more lightly taxed; and

"The Federal Income Tax now cuts deeply into the income received by low-paid pensioners, in-come which, in most cases is their sole and only means of support, and which they generally cannot supplement to offset the increased cost of living because of their advanced age or disablement; and

"Contributions by the states and cities for the pensioning of the



Joseph Sharkey, majority leader of the NYC City Council, which last week urged Congress to free pensioned public employees from income fax payments.

aged and disabled, amounting, in the case of The City of New York, to \$47,000,000 annually, are greatly reduced in their effectiveness by the seizure of a considerable part of the contributions in the pensioner's hands for Federal income tax: and come tax: and

"Aged employees are compelled to defer retirement and to con-tinue working until the age of 70 in order to make provision for Federal income tax payment; and

"Such deferment of retirement will retard the employment of able and willing and youthful vet-erans returning from the War."

Russell Tarbox, 26 Others Over 70, Stay on NYC Jobs

Russell Lord Tarbox, Assistant Corporation Counsel and member of the Municipal Civil Service Commission, heads the list of over-age-70 employees granted permission by the NYC Board of Estimate to stay on the job although they have passed the mandatory retirement age. Oldest of the group is 76 year old Frederick J. H. Kracke, Chairman, Board of Assessors.

The twenty-five others included on the list James S. McCaffrey, Court Attendant, Municipal Court... 72 Alfred Cassanese, Supervisor of Bronx Carroll Blake, Borough Superintendent, Housing and Buildings
George J. Lavender, Assistant
Special Deputy Clerk, Suprese Court, First Judicial District Isidore Brown, Attendant, Parks Peter Wynne, Chief Clerk, 70 70

Brooklyn Office, Licenses .. 70 Giuseppe Lombardi, Paver, President, Richmond George Stoddard, Machinist's Helper, President, Richmond 71 Thomas Falvey, Foreman, President, Brooklyn 72 Peter A. Farley, Civil Engineer, President, Brooklyn James F. Newman, Bookbinder, City Register
Joseph J. Herrlein, Clerk,
City Register
William J. York, Claim Examiner (Torts), Board of Trans-Board of Transportation... William B. Kupfer, Railroad Watchman, Board of Transportation
Anthony J. Scholl. Foreman
(Track). Board of Trans-Board of Transportation Robert MacLaury, Assistant Counsel (Torts), Board of Transportation Herman Hoelzer, Railroad Caretaker, Board of Transportation 70

LEADER Expose of Vet Discrimination Finally Gets Results

The fact that returning veterans face discrimination at the hands of the NYC administration when they want to return for their municipal jobs—first disclosed by The LEADER months ago—made headlines last week, when the City Council bitterly assailed Mayor La-Guardia for this practice.

The LEADER'S articles had found that the policies of the Municipal Civil Service Commission and of some of the departments, rather than the Mayor, were at

Three bills were passed by the Council to correct some injustices. City employees in the armed forces have received cards from the Mayor's office assuring them that their jobs would be waiting, but the Council members affirmed the fact, described in earlier LEADER articles, that the City's anti-veteran practices were unfair and set a bad example for private industry.

The following bills were passed, went to the Mayor for his signature:

-To extend the life of pre-ferred eligible lists for reemployment (mainly in engineering titles) until January 1, 1946, to protect the rights of men now on military leave. Normally the lists would have expired shortly, and the men would have lost their rights to reinstatement privileges.

2—Permitting re-instatement of

veterans who had resigned their City jobs to enlist in the armed services. Many patriotic City employees, refused permis-sion by their departments to en-

Some just walked out of their City posts to the recruitment offices.

-A measure specifically authorizing Fire Commissioner Patrick Walsh to reinstate Robert T. Huben, who left a Fire Depart-ment position to enlist in the returned with a medical discharge.

Among cases which The LEADER brought to public at-tention were the Carlson and Murray matter, when two patrolmen were ordered dismissed after they had received medical discharges from the Army. After harrowing experience at the hands of the Municipal Civil Service Commission, they were restored to their Police Department positions, are now working as cops. It is felt that only the wide publicity given

their case resulted in their return to jobs as patrolmen.

In last week's LEADER, a front page headline read "Vets on NYC Eligible Lists face Civil Service Quiz." Back

Back in August, 1944. The LEADER told the story of Fire-man Francis J. Shields, who left the Army Transport Service, the trouble he had to get his job

As early as May 2, 1944. The LEADER, in a front-page article broke the story that the War Manpower Commission and the City were at odds over LaGuardia's treatment of veterans — with the City Civil Service Commission taking the blame.

LaGuardia answered Council criticism by placing blame on the State Military Law.

"My hands are tied by State Law," said LaGuardia," explain-ing that persons on eligible lists, those who resigned from City Service must take physical examinations.

But section 10 of the New York State Military Law reads: "PHYSICAL EXAMINATION: If

a physical examination is required for employment in or promotion to any position in the public serv-ice, the physical disability of a candidate incurred by reason of injury sustained or disease con-tracted while in military sergice . . . during the World War shall not be deemed to disqualify him for such position unless the dis-ability is of such a nature as to prevent him from efficiently performing the duties of such posi-

3 Negligent

Triple Play Hits

A triple-play by the Trial Board of the NYC Board of Transporta-tion caught three employees for

\$5.07 each, a one-day suspension and 6 month's probation.

It seems that \$15.21 was missing from a change both in the BMT System. When John Peavy,

BMT System. When John Peavy, booth attendant, went off duty, he didn't put the canvas money bag in the safe according to regulations. When Mae Brandwood relieved him she didn't see him put the bag in the safe according to regulations. When Matthew J. Newman, the collecting agent came along to collect, he didn't do what he should have done, so he came in on the deal too. The loss was divided three ways among the three employees.

Sanitation Dept. Distributes 1100 **Xmas Packages**

Behind the distribution of 1,100 Christmas packages to employees of the NYC Department of Sanitation in service is a story of hard work on the part of many em-

First, funds were raised by First, funds were raised by voluntary contributions from employees. David Factor supervised the packing and shipping, setting up an assembly line in the subbasement of 125 Worth Street, to speed up the work.

Others who pitched in and helped were: from Chief Clerk James Dwyer's Office, Angela Santoro, Carmine Meligano, Larry Garelli and Frank Pisa; Cecilia Sweeney. Catherine Lynch. Betty Kessler

Catherine Lynch, Betty Kessler and Carrie Hart from Miss Helen Farnon's Office; Max Ribman from the Snow Office; Mary Genco, Veronica Boyd and Helen (Buckley) Fenton, from the ad-ministrative offices,

Appointments To New York City **Positions**

Following are new appointments reported by New York City Departments last week.

Department of Health

Department of Health

Ella M. Ashe, Director at \$4,500.
Bacteriological Laboratory Assistants at \$1,200: Rosetta Leventon, Diana Blitz, Beatrice Weisman, Alla R. Kleederman, Chemical Laboratory Assistant at \$1,200.
Cierks at \$1,200: Mary E. Chadwick, Susie L. Gorham, Paula Guralnick, and Louise Olson, Veronica Shannon, Evelyn Stockman, James P. Hassan, Alma M. Morgan, Alma L. Harris, Ruth M. Olson, Consultant at \$225 a month.

Dentists at \$5 a session: Sidney Gerstenhaber, Joan Sekler, Augusta Kornberg, Health Inspectors at \$1,801: Doris P. Siegel, Margaret M. Weiss, Henrietta Taylor, Laboratory Heiper at \$1,200.

Medical Inspectors at \$5 a session: Benjamin Phillips, Edward DiFronze, Solomon S. Fiderer, David Hertzberg, Kono Fujii, Office Appliance Operator (IBM Numeric Punch) at \$1,440. Ruth A. Rothmayer, Public Health Nurse in Training, at \$150 a month, Public Health Nurses at \$1,500: Catherine M. Capper, Grace F. Coleman, Hilda L. Pins and Ethyl F. Geyer; Rosits J. Jackson, Dorothes I. M. Dietz, Julia V. Bonilla, Lilyan Milenbach, Pearl Robinson, Pearl Meyerowitz, Isaac Horowitz, Tuberculosis Clinician at \$4,000.

Office of the Comptroller

Office of the Comptroller
Nicolina Ruffino, Temporary Clerk at
\$4 a day. Temporary Investigators at
\$1.800: Edward Rudley. Natale F. Scottoregio. Helen M. Mitchell, Temporary
Comptometer Operator at \$1,440.

Department of Public Works
Ole Anderson, Able Seaman at \$1.20 a
month, Laborers at \$1.620; James Collier,
Joseph Gizzarelli, Laborers at \$1.860;
Walter J. Bietka, Vincent J. Caccavo and
Joseph M. Guillent, Cleaners at \$1.320;
Andrew C. Hansen, James F. Harrison,
Grace Gook, Telephone Operator at \$1.320,
John Dick, Machiniat's Helper at \$2,200,
Margaret Gsell, Elevator Operator at \$1,320,
John Dick, Machiniat's Helper at \$2,200,
Margaret Gsell, Elevator Operator at \$1,320,
Steel at \$2,401, Prederick A, Groff, Assistant Electrical Engineer at \$3,120, Nicholas
Berry, Civil Engineering Draftsman at \$2,540.

Borough President Queens rnest F. Parks, Laborer at \$1,620.

Department of Markets

James Saxon, Temporary Licensed Fire-man at \$7.84 a day, Antonio DiSalva, Laborer at \$5.50 a day, as a Military Substitute. Joseph R. Pape, Temporary Inspector of Markets, Weights and Meas-ures at \$150 a month,

Department of Housing and Buildings

Appointed—Stenographers at \$1,201:
Mary T. McSweeney, Beatrice Drechen,
Rosemarle A. Paretta, (Temporary), Mildred L. Keene, Temporary Clerk at \$1,200

Department of Sanitation
Elizabeth Prozansky, Stenographer at
\$1,201. Anthony Bulkowski, John G.
O'Brien and Alex Yakushewish, Sanitation
Men at \$2,040.

Department of Finance

Typewriter-Bookkeepers: Ethel Krutman and Cecile Bass, at \$1,440; Anneste G. Goldstein, Pearl Gordon and Dorothy B. Jaffe, at \$1,500. Temporary Clerks at \$1,200: Josefa F. Craig and Mary Kirahltein, Josephine H. Read, Nettie Freiman and Josephine E. Austin.

President Borough of Manhattan John La Palo, Temporary Laborer at \$1,020.

Jobs Still Open At Public Works

The following jobs, paying up to \$3,120 a year, are still open at the NYC Department of Public Works. If you're qualified, call at Room 1821-A, Muncipal Building, Park Row. These are temporary, non-civil service appointments, but may last for a long time.

Civil Engineering Draftsman,

Ele rical Engineering Draftsman, \$2,640.
Assistant Architect, \$3,120.
Jr. Architect, \$2,700.
Assist. Civil Engineer (Struct.)

\$3,120.

Assist. Elect. Engineer, \$3,120.
Assist. Mech. Engineer, \$3,120.
Jr. Mech. Engineer, \$2,640.
Assist. Landscape Architect,

\$3,120. Typists, \$1,320. Laborers, \$1,860.



Some firemen feel that Vincent Some firemen feel that Vincent Kane, perennial head of the Uni-formed Firemen's Association, tried a bit of fence-sitting at the recent City Council discrimination hearing. Kane's big current activ-ity is to try to put through a \$450 permanent raise for men in his department.

Promotion

Asst. Chemist, Health—Rating of written completed, waiting for service ratings. Asst. Deputy Register, City Register—Bating of written in progress.

Asst. Electrical Engineer, Education—Written test held December 12, 1944. Asst. Foreman (Car Cleaning), All Divisions. NYCTS—Rating of practical completed, waiting for service ratings.

Asst. Maintenance Engineer (Power). BMT-IRT, NYCTS—Rating of practical completed.

completed.

Asst. Physicist, Health—Ratings of written completed, waiting for service rat

ten completed, waiting for service ratings.

Asst. Supervisor (Burean of Chil Welfare).

Welfare—Written held December I, 1944.

Auto Machinist. Sanitation. Parks—Written to be held January 13. 1945.

Budget Examiner, Budget—Written held December 18, 1944.

Captain, Ferry. Marine and Aviation—Practical to be held January 15, 1945.

Chief Pharmacist, Purchase—Rating of written in progress.

Civil Service Examiner, CSC—To be held January 4, 1945.

Claim Examiner (Torts). Grade 2, NYCTS—Rating of written completed, waiting for service ratings.

Claim Examiner (Torie), Grade 2, NYCTS—Rating of written completed, waiting for service ratings.

Clerk, Grade 2 (Farm Colony and Seaview). Hospitals—Written held December 13, 1944.

District Superintendent, Sanitation—Rating of written in progress.

Door Stop Maintainer, Education—Practical to be held January 13, 1945.

Foreman, Maintenance Painters, NYC Housing Authority—Held December 5, 1944.

Foreman of Pavers, Borough Manhattan and Brooklyn—Written to be held January 31, 1945.

Foreman (Structures), IND, NYCTS—Rating of written in progress.

Foreman Structures, Groups A. B. C. D. E. F. BMT-IRT, NYCTS—Rating of written in progress.

Health Inspector, Grade 4, Health—Rating of written completed, waiting for service ratings.

Maintenance Man (General)—Practical to be held January 8, 1945.

Stock Assistant, General—Waiting for service ratings.
Terminal Foreman, Grade 2, Waring and

Open-Competitive

ress. Custodian Engineer—Rating of practical in

Physiotherapy Technician — Training ex-perience and personal qualifications in-terviews held November 31, 1944. Plumber—Rating of the written in prog-

Plumber—Rating of the written in prog-ross.

Radio Dramatic Assistant—Practical-oral held December 15, 1944.

Sanitation Man. Class B—Qualifying prac-tical and oral held in October and No-vember, 1944.

Technician (X-ray)—Practical to be held December 31, 1944.

Telephone Operator (Women)—Qualifying practical (second chance) was held October, November and December, 1944.

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Latest Progress Report

examinations at the New York City Civil Service Commission:

On Pending Eligible Lists

Following is the up-to-date report of the present standing of

City.

cludes:

and refreshments.

(LEADER Merit Man).

Kane Defends Fire Officers On Discrimination Charge Subway Workers

Whether Vincent Kane, presi- | got up to speak. dent of the Uniformed Fireman's Association, is for the members of his union, or against them, is the subject around City firehouses

At a hearing before the City Affairs Committee of the City Council on alleged anti-Negro discrimination by Fire Department Officers in some fire houses, Kane (Street, Street, Street,

got up to speak.

The gist of his talk was that if any Fire officer was charged with discrimination, he, Kane, would rise to defend the officer.

Practically all of the 79 Negro firemen are UFA members. At the hearing, Kane gave the impression that he was defending the officers, not representing his

Cops, Firemen to Try For Permanent \$450

\$450 salary increase, on a permanent basis, is the goal of a drive by the Patrolmen's Benevolent Association and the Uniformed Firemen's Association, who worked together before the City granted a \$450 cost-of-living bonus.

The PBA is reported sparking the drive, but PBA delegates are in ignorance of the whole business. One PBA delegate told a LEADER reporter, "At the last meeting the

Civil Service Vets

"Veterans Benefits," will be the

topic of the talk by Deputy Com-

missioner Joseph M. Aimee of the

NYC Department of Sanitation,

who will address the installation

meeting of the New York War

Veterans in Civil Service on

Thursday evening, December 21, at 8:30 p. m. at the Tough Club, 243 West 14th Street, New York

Following the meeting, and in-stallation, the remainder of the evening will be devoted to dancing

The new slate of officers in-

State Chairman, Henry J. Fischer.

Financial Secretary, Michael Sisti (LEADER Merit Man). Recording Secretary, Jacob H. Webber. Treasurer, William M. Teves. County Chairmen: Robert Pearson, New

York: John Deitch, B'klyn: John J. O'Con-nor, Kings: James Somers, Queens, Ray Hannan, Richmond, and Charlet Gallagher,

To Hear Aimee

On Benefits

matter came up, there was a few minutes talk about it, that's all. If the drive has started, I guess it started among the officers of the PBA. Maybe later, the delegates will hear about it."

The Steps

These are the steps which are necessary to get the extra \$450:

1. Introduction of a bill into the State Assembly

State Assembly. 2. A "message of necessity" from the New York City Council to the Assembly.

3. A favorable vote in the State Senate (requiring a 2/3 vote).
4. Approval by Governor Dewey.

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FIRE DEPT. ST. GEORGE TO ELECT OFFICERS

the three employees.

Election of officers, annual report, preparations for the 1945-Ball and Breakfast will take place at the meeting of the St. George Association, New York City Fire Department, on Tuesday evening, December 19, at 8 p.m. The meeting will be held at the Tough Club, 243 West 14th Street.

Election of officers, annual re-

Harold A. Shaw is president, Henry F. Haase, recording and corresponding secretary and Reu-ben Timmins, financial secretary.

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Nasau.

Sergeant at Arms, George P. Sims.
Executive Committee: Martin Bernstein,
Clyde L. Boardman, Engene Boylan, Milton Chapman, James J. Devlin, Henry
Egan, William A. Farrell, Frank Gormley.
Thomas J. Haley, Henry Harrison, Edward
Johnson, Bernard S. MeGovern, William
B. Murray, John B. O'Neill, Carlton A.
Pickett, Frank A. Presto, William Spivack,
Peter F. Tague and Sol Ungor.
Legislative Committee, William Skillman. Aircraft Instruments

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of written completed, waiting for service ratings. Maintenance Man (General)—Practical to be held January 8, 1945. Mate. Ferry Service, Marine and Aviation—Written to be held January 27, 1945. Metorman, BMT-IND, NYCTS—Qualitying practical to be held in January, 1945. Power Distribution Maintainer, All divisions NYCTS—Practical was held December 4 to 11, 1944. Senior Bacteriologist, Health and Hospitals—Rating of written in progress. Senior Pharmacist, Purchase—Rating of written in progress. Stenographer, Grade 4—Civil Service, Sheriff, Law, Medical Examiner, City Planning—Written held December 10, 1944. Stock Assistant, General—Waiting for service. Optometrist vice ratings. Terminal Foreman, Grade 2, Marine and Aviation—Rating of oral completed, waiting for service ratings. Tractor Operator, Sanitation—Rating of practical completed, waiting for service ratings. Trainmaster, HMT, IRT, NYCTS—Practicaloral to be held January 16, 17, 1945. Tunnel Maintainer, Structures, Tunnel Authority—Practical to be held January 9, 1945.

Eyes Examined

Special Consideration to

enture sesn't Pay **Bus Driver**

William Ballett, a bus operator has found, to the tune of twelve days unpaid suspension and six months probation, that the Board of Transportation doesn't have proper appreciation of the adventurous spirit among its em-

Driving an empty bus to the lepot, Ballett happened to wander off the appointed route. In the ourse of his unsponsored travels, he bus chanced to skid. There collision with another

Next thing, Ballett was summoned to appear on the carpet before the Trial Board charged with a number of ominous violadons of rules, to wit: 3(c), 4(a), 4(b), 4(c), 4(d), 158(b), 158(c), 158(d), 158(d), 159(b), 159 (c), and Bulletin Orders No. S-507, dated 9-6-44 and No. S-510. lated 9-12-44, of the Rules and Regulations Governing Employees Engaged in the Operation of the Division of the New York City Transit System.

The charges were sustained and he penalty meted out to Mr. Bal-

Bklyn Bureaus Deliver Up 17 Tons of Paper

Almost 17 tons of paper, made up for the most part, of obsolete city records and documents, are on their way to contributing to the war effort via the scrap paper drive. With permission granted by the Board of Estimate, Borough President James A. Burke of Queens, emptied files and closets in the various borough departments and marked the records for pulping mills and reclamation instead of fuel for the fire, which was the usual procedure for city documents.



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Memo to Govt. Men Age 26 to 37

Government work is considered essential. Men between the ages of 26 and 37 who now work as public employees will have no change in their previous status. The same selective service rating they hold now will continue.

However, should they leave their posts, they are subject to call by their local boards.

Fire Telegraph **Dispatchers Get** New Wage Scale

New salary scales were approved for the Fire Telegraph Dispatchers by the NYC Civil Service Commission last week.

The Commission's resolution, which must be approved by the State Civil Service Commission and Mayor LaGuardia, sets up the

following schedule: Fire Telegraph Dispatcher: \$1,-801 to \$3,120 a year.

Supervising Fire Telegraph Dis-patcher: \$3,121 to, but not includng \$3,500 a year.

Chief Fire Telegraph Dispatch-er, \$3,500 a year and over. While the Commission was con-

sidering the resolution, representatives of the dispatchers were conferring with Budget Director Thomas Patterson, Representatives of the AFL

Municipal employees union report that the budget bureau agreed to lift those dispatchers now earning less to \$2,400 a year by Jan. 1, 1946; to place them under the mandatory increases provided by the McCarthy Increment Law.

Public Works Clerk Learns Drafting, Gets Promotion

Lester N. Lipkind, a clerk, grade 2 in the NYC Department of Public Works (\$1800 a year) learned drafting. Recently there was an opening in the department for a Civil Engineering Draftsman at

Frank P. Clements, director of administration of Public Works asked the City Civil Service Commission to grant the clerk a leave

to take the drafting job.
"O.K.", said the Commission, and Lipkind moved up.

MEMORIAL MASS FOR GERALD R. DOUGHERTY

Officials of the NYC Sanitation Department attended a memorial mass for the late Gerald R. Dougherty, Pr/2c, who was killed in action in the Pacific, Services were held at St. Andrew's Church on Thursday, December 14th, at 12:20 p.m. He was formerly employed in the department, and had been serving aboard a repair ship in the Pacific when he was killed. He is survived by a wife, Dorothy (whom he met at Sanita, Sanitation summer camp), a mother Mrs. Anna Doughterty, and two brothers in the service.

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What Would You Do If You Holy Name Group Were to Retire Tomorrow?

The inquiring gal of the NYC Sales Tax Bureau, Celia Peckelney, walked around the office and asked her co-workers, "What would you like to do if you were to retire tomorrow?" Here are the results:

Andy Giasi, Supplies: "I'd go out and make some real money."

Evelyn Puller, Clerk: "I'd love to travel."

George Skidell Accounts

George Skidell, Accountant: "How can a humble City employee even conceive of such a thing!"

Dave Schwaber, Accountant: T'd build myself a houseboat on

How can a humble City employee wen conceive of such a thing!"
Dave Schwaber, Accountant: T'd build myself a houseboat on ake George and go fishing."
Felicia Horn, Stenographer: Go on living my life just as I m, except that I wouldn't worry bout the cost of living. I'd get anyself a spinet piano and a car. Dh, yes, I'LL GET UP WHEN I "LEASE!"
Jack Ashley, Unit Head: "You nean you can get a release from his sanitarium?"
Julius Sheikewitz, Clerk: "I'd throw away my alarm clock." Lake George and go fishing."
Felicia Horn, Stenographer:
"Go on living my life just as I am, except that I wouldn't worry about the cost of living. I'd get myself a spinet piano and a car. Oh, yes, I'LL GET UP WHEN I PLEASE!"

mean you can get a release from this sanitarium?"

Novel or compose songs reflecting the mood of the American peo-

good standing of this Society, may compete for this scholarship. The examination will be held on Saturday, January 13, 1945, at 9:00 a.m., at St. John's Prep, 84

Lewis Avenue, Brooklyn. Candidates must forward im-

mediately, the following information to Mr. Frank Gannon, con Department of Sanitation, Room 914, Brooklyn Borough Office: Name, Address, Name of Father, Place of Assignment, Name of School, Date of Graduation.

In Sanitation

Brooklyn.

Gives Scholarship

The Holy Name Society of the Department of Sanitation, Boroughs of Brooklyn and Queens, has established a four year, tuition-free scholarship at St. John's Prep, 84 Lewis Avenue, Brooklyn

Boy graduates of Public or Parochial Schools of January 1945 who are sons of members in

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Each Contribute 8 Pints of Blood

The names of 42 members of the "Gallon Club," employees of the NYC Department of Sanitation, who have donated at least eight pints of blood to the American Red Cross were announced by the department last week.

Following are the Sanitation workers who are doing their bit to help save the lives of wounded fighting men:

workers who are doing then one to help save the lives of wounded fighting men:

Frank A. Brigant, Foreman, Dist. 2, Man.; Anthony J. Cardone, 'Asst. Fore... Dist. 6, Man.; Reuben Hempling, Dist. 10, Man.; Lawrence A. Conlon, San. Man. B. Dist. 10, Man.; Adam Krasnicke, San. Man. B. Dist. 13, Man.; Bartholomew Wall, San. Man. C. Man. Boro. Off. West; Joseph Mormando, San. Man. C. Dist. 3, Man.; Thomas E. Mullipan, San. Man. B. Dist. 11, Man.; John Scott, San. Man. B. Dist. 11, Man.; John Scott, San. Man. C. Dist. 21, Bronx; Salvatow Costanza, San. Man. C. Dist. 23, Hronx; Robert Hams, San. Man. C. Dist. 24, Hronx; Joseph P. Lee, Boro. Supt., Brooklyn Enat; Edward Kelly, San. Man. B. Dist. 46, Brityn; Michael Calandrillo, San. Man. B. Dist. 40, Bidyn.; Walter S. Pitzpatrick, San. Man. B. Dist. 45, Bklyn; James F. Lawlor, Dist. 45, Bklyn; James F. Lawlor, Dist. 45, Bklyn; John Slavin, Foreman, Dist. 45, Bklyn; John Sharin, Foreman, Dist. 45, Bklyn; John A. Taylor, Foreman, Dist. 34, Bklyn; John Sherman, San. Man. B. Dist. 35, Bklyn; John Sherman, San. Man. B. Dist. 36, Bklyn; John Sherman, San. Man. B. Dist. 36, Bklyn; John Sherman, San. Man. B. Dist. 37, Right, John Sherman, San. Man. B. Dist. 36, Bklyn; John Sherman, San. Man. B. Dist. 36, Bklyn; John Sherman, San. Man. B. Dist. 37, Queens; Frederick Woerner, San. Man. B. Dist. 58, Queens; Can. Man. C. Dist. 58, Queens; John Edwards, San. Man. B. Dist. 58, Queens; John Edwards, San. Man. C. Dist. 58, Queens; John Edwards, San. Man. B. Dist. 68, Queens; John Edwards, San. Man. C. Dist. 58, Queens; John Edwards, San. Man. B. Dist. 68, Queens; John Edwards, San. Man. C. Dist. 58, Queens; Sopp. Q.; William J. Rickerby, Jr., Investigator, Bur. of Insp.; Harry E. Bans, Personnel Repres., Main Office; Walter Scholl, Eng., Waste Disp.

Recent NYC Eligible Lists

Department of Marine and Aviation

Carrick, M. G. 8 Deats, Fred H.
Tramutela, M. 9 Sullivan, J. A.
Vitacco, M. J. 10 Cronin, J. P.
Shaw, Harold A. 11 Walsh, James R.
Golinsky, A. 12 Werkmeister, G.
Medford, Miles 13 Sadowski, W. J.
Parise, Santo L. 14 Pell, Joe
15 Daly, James J.

Promotion to Assistant Architect Department of Education

1 Mutchnik, M. L. 11 Pavuk, J. J. R.
2 Zwilling, S. J. 12 Pancani, Jr., A.
3 Schreiber, M. B. 13 Koso, Edward D.
4 Giambaivo, A. 14 Parmer, A. D.
5 Talay, Michael 15 Littman, S. S.
6 Murno, Jas. J. 16 Silverman, M.
7 Simpson, J. J. 17 Saunders Jr., J.
8 Scafuri, D. J. 18 Farrell, Jos. P.
9 Jagemann, C. H. 19 Rome, Max
10 De Sio, Jr., V. 20 Shapana, Murray

Promotion to Assistant Physicist Department of Hospitals

1 Sellmer, Frederick

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42 Sanitation Men Employees Urged To Avoid Xmas Cards Employees of the NYC Depart-

ment of Health were asked, last week, not to send Christmas cards. In a memo to the staff, Commissioner Ernest L. Stebbins said: "In view of the shortage of paper and the extremely heavy load carried by the Post Office at this time of year, it is suggested that, as a patriotic measure, the exchange of Christmas cards by employees of this department be discontinued for the duration."

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Civil Service

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19 MEMBER AUDIT BUREAU OF CIRCULATIONS
17 DUANE STREET NEW YORK CITY COrtlands 7-5068

Double Standard For Public Employees

THAT goes on here?
The State's Attorney General interprets the VV State Labor Law — which reads that women should be paid the same salary as men for the same work as not applying to employees of the State and municipalities. The legislators who wrote that law say they never meant to exclude public employees. Competent legal opinion this week questioned the logic of the Attorney General's ruling, and held it wouldn't stand up in

Why do some officials so constantly insist on treating public employees as though they were somehow a lesser breed than other citizens?

Take a few examples:

Practically everbody else is entitled to the protection of unemployment insurance-but not public em-

Practically everybody else who works overtime gets paid time-and-a-half-but not public employees, who are expected to work overtime at straight time, or often for

Practically all who work have seen substantial raises in pay during the war-but not public employees.

If an employer in private industry shifts an employee to a job in a new area, it is accepted that he will pay the moving costs. But if an employee working (say) in Albany is told he must shift to Buffalo, he pays the moving costs out of his own pocket.

It's a curious kind of double standard. The State, which should stand forth as an ideal employer, looks like something quite the opposite.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Plans Are Ready for Better Job-Guidance to Veterans



Paul V. McNutt, chairman of the War Manpower Commission, last week announced plans for an expanded employment counseling service in local offices of the United States Employment

Service to assist returning veterans, displaced war workers, new workers and other job applicants.

The new employment counseling program, developed by WMC headquarters and field staff members with the assistance of an advisory committee composed of representatives of managements. mittee composed of representatives of manage-ment, labor, veterans' organizations, vocational guidance organizations, colleges and universities, will be introduced at a series of five inter-regional conferences, the first of which was held in New York City, December 11-19.

The expanded employment counseling service is needed now and the need will become greater as the nation is faced with employment problems

resulting from demobilization of our armed forces and the recon-version of industry during the post-war period, Mr. McNutt said. Many returning veterans and others in the labor market need assistance in determining the occupational field or specific jobs which they are most suited. Through an expanded counseling service, it is hoped that local USES offices will be able to place these workers in a more effective

1. Assisting the applicant to discover, analyze, and evaluate his potential abilities.

2. Providing current informa-tion on exact job requirements and employment opportunities. 3. Assisting the applicant to

formulate a vocational plan by relating his known and deter-minable abilities and interests to occupational requirements and to occupations, and assisting him in putting the plan into effect.

4. Putting the applicant in State will be brought for "on-the-touch with community facilities, job" training in employment coun-including training, through which seling.

he may better equip himself for

employment in his chosen field.
5. Discovering and analyzing some of the factors that have prevented an individual from finding work or holding a job in his chosen field and assisting him to overcome these barriers to employ-

6. Assisting the applicant in locating a suitable job.

7. Follow-up of the applicant where necessary, after he has been placed on a job or referred

Following the field conferences. a nucleus of trained personnel will established in each State to develop and put into operation a State-wide program of employment counseling services. This is to be accomplished by the establishment of "pilot centers" in from one to three USES offices in each State to which selected USES offices. State, to which selected USES em-ployees from other offices in the State will be brought for "on-the-

letters

Can't Quit After

20 Years on Job

Sirs: I've been with New York
City for 20 years, and I'd like to
quit, but I can't.

Here's why. I still have 11
years before I can retire on a
pension (at 55). If I leave now, I lose all the City contributions to

my pension account. All I would
get back is my own contributions
with interest. The investment of
20 years acts like a ball and chain
to keep me tied to the job, with
no outlock for any promotions.
I feel, and know many agree,
that after 20 years, I should be
able to get a better break on my
pension fund account if I resign.

C. J. F.

Merit



Charles R. Culver

AFTER TWENTY-FIVE years a general insurance agent, Charles Robert Culyer decided to step into public service—and he's gone places.

That was seven years ago, on December 27, 1937, when he took a position in the City of White Plains as Resource Consultant to the Municipal Welfare Department. A while later, he transferred to the Municipal Employment office, then seeing greater horizons, joined the State Department of Placement and Un-

employment Insurance.

His first State position was as a claims examiner in Westchester County. He studied nights at New York University, learned the problems of unemployment from the scientific point of view and applied his knowledge to his job.

He became manager of an unemployment insurance of the learner of the le

employment insurance office in the County; now is serving as Senior Claims Examiner of the DPUI in New York City. Its a job he can't talk about much. "My work is pretty confidential," he says, "Let it go at that."

Meteoric Rises

His meteoric rise in the State service is paralleled by his rise in the Association of State Civil Service Employees. One of the first things he did as a State employee was to join the employees' organization. For the past four years he has been a delegate from the DPUI to the New York City Chapter, last year he was elected vice-president. On December 27th, he will be installed as president of the State's largest chapter, with a membership of 3,000.

He feels that now, more than ever before, it is necessary for all State employees to unite. He expects momentously important legislation to be introduced into the legislature; that the problem of veterans preference must be solved without forgetting the responsi-bility which the State owes to its employees who have stayed on the

employees who have stayed on the job.

"The employees who resisted the lure of highly paid work in private industry to remain at their State posts deserve the protection of law," says Mr. Culyer. "And the closer the organization comes to 100 per cent membership, the more powerful will its voice be in the legislative halls."

Looks Like President

In appearance, he looks as though he should be president of something. His sturdy frame—he was quite a basketball player in his youth, still follows the game —the slight edge of gray in his hair, his rimless glasses all blend to give him an executive appear-

In addition to work for the Association, he finds time to play an active part in DPUI activities. He's chairman of the Sixth War Loan Drive there, hopes to double the figures for the Fifth Loan. He was born right in New York

City, in a section which he de-scribes as, "Well you can either call it Hell's Kitchen or Murray Hill, depending on your point of view." Now he lives in White Plains with Mrs. Culyer. What he Plains with Mrs. Culyer. What he can't understand is this: He's a good salesman. He made his living many years by selling. He's enthused over State service, but he couldn't sell any of his three daughters the idea of coming to work for the State.

To give you an idea why he's so popular. He doesn't smoke. But even in times like these, he carries matches around to help out friends who may need a light.

Truth Is Strange

TRUTH is really stranger than fiction. Ten months ago, employees of the ODB in Newark bought 5 medium tanks through the Fourth War Loan Drive. At that time, Brig. General H. N. Gilbert head of the agency, remarked that these tanks might be led into battle by his own son, Lt. H. N. Gilbert, Jr., who commands platoon in Company A, 716th Tank Battalion, in the Pacific area... Last week it was learned that Company A, 716th Tank Battalion, had actually received those 5 tanks... and they were commanded by the General's own son... And add coincidences: The information came not from the General or from his son, but from a private in the South Pacific who wrote a letter to a relative who works in ODB...

SELECTIVE SERVICE HEADQUARTERS in NYC has inter-vened in the case of 5 veterans who applied for jobs as temporary patrolmen and were found to have the necessary qualifications patrolmen and were found to have the necessary qualifications—until their Army discharge records were examined, and showed that they had been released for psychoneurosis... Selective Service takes the view that Army "P.N." does not disqualify a man for a civiliar job; and also, that if the City holds to its present attitude, it means that instead of being aided because he is a vet, the former GI has still another hurdle to overcome—his medical discharge record... Look forward to more on this...

SPITTIN' IMAGES of one another: Jim Farley and Dow Walker, of the Disabled American Veterans . . . Sam Rosenberg, accountant in the Manhattan D.A.'s office under Dewey and Hogan, resigns January 15 to start his own firm with Eli Wittenberg . . . A top appointment in the Board of Education will soon hit the press as a "scandal" . . . Genevieve Earle, NYC Councilwoman from Brooklyn, believes that members of the City Council are quite well paid for the work they do

SANITATION COMMISSIONER William F. Carey, of NYC, went to see Mae West's "Catherine Was Great." In the theatre he found that his seats were way back, so he went to the box office ready to pay for better seats. "Oh no," they told him, "we'll exchange the seats," and gave him a place in the second row... Carey's punch-by-punch description of the show is hilarious. "Whenever she liked a soldier she promoted him to general. Well, she kept looking at me there, and pretty soon I thought I was going to be promoted to admiral." Genevieve Earle, who listened to the recital, chimed in: "Yes, admiral of the Sanitation scows"... Among City officials, Carey admiral of the Sanitation scows" . . . Among City officials, Carey ranks first in popularity . . .

Last WEEK, this column told about the grouse of newsmen at City Hall, who complained that Room 9, press headquarters, needed a de-bugging and repainting. Well, the members of the Board of Estimate, upstairs, are complaining, too, about falling plaster, which at any time is likely to shatter their dignity. So the entire interior of the Hall is due for a going-over in '45....

POLICE CALLS

Not a Chance for Temporary Cops To Attain Status as Permanent Men

The temporary police of New York City are in hot water because they looked back at what happened with certain women after the last war. Then, there weren't any temporary policemen. Members of the Home Defense Corps, volunteers, wore grey uniforms and helped out the Police Department. But a number of temporary policewomen were added to the force, for the duration.

During the war, these women't

During the war, these women pressed for action, and a bill was passed by the State Legislature, granting them permanent police positions. "If that happened for the policewomen, why can't it happen for us?" reasoned some of the temporary cops, and they organized to try and get legislation through making them regular

They Needed Money

So far, so good, but to accomplish anything in this world takes money and they began a drive to raise money, retained a lawyer. That's where Mayor LaGuardiastepped in. In phrasing their appeal to other men, the temps made the mistake of using the phrase, 'beg, borrow or steal!" to raise \$100 each to finance the drive for legislation. That's a common enough colloquial expression. It was only meant to stress the urgency of the matter to the the urgency of the matter to the men involved. But the Mayor picked it up, as he has a habit of doing with things like these.

"We do not like to have patrolmen borrow," said LaGuardia,

"We do not permit them to beg, and the laws of New York State provide against stealing . . . I sup-pose that Commissioner Valentine, who brought the matter to my attention, will take appro-priate action."

The Police Commissioner did

take appropriate action. It consisted of immediately discharging Temporary Patrolman Conrad Mandel, who was acting as presi-dent of the temp's association,

Tried to See Mayor

Last week, Mandel was trying to see the Mayor to put in a plea that he be allowed to resign in-stead of having the dismissal against his record. He's a young man, 24, likes his work as a cop. wants to make a career of it. He's planning to try the next examination given for the NYC Police Department, and feels that with the dismissal against his record he hasn't much chance.

Plenty of Opposition
The idea of making the tem-

poraries permanent faces plenty of opposition from all quarters. For one thing, physical and age

requirements were forgotten when the temporaries were appointed. They had to pass a very mild qualifying examination and a fairly rigid character investigation. Recently, the department has accepted applications and hired some men without even going through the Civil Service Commission. Commission.

The Patrolmen's Benevolent Association is expected to register strong protest against this suggestion. Present members of the force took about the stiffest examination ever given by the Civil Service Commission for their jobs. Many of the men who qualified for the Police eligible list had to settle for jobs as subway cops or bridge officers. They won't like the idea of the temporaries step-ping in as regular cops. And the war veterans certainly won't like the idea that temps may deprive them of jobs on the police force. No Privileges

At present the temporary cope earn \$2,000 a year, have no pen-sion or other departmental priv-ileges, are subject to dismissal at

any time.

Usually, however, if any com-Usually, however, it any complaint is presented against a temporary patrolman, he is called down to headquarters and given an opportunity to explain what happened. This is a courtesy extended by the Department, not a right of the temporary appointee. In addition the department adds. In addition, the department adds, when each temporary was appointed he signed a waiver in which he agreed to accept the position on a temporary basis, as a military replacement, said he understood the temporary nature of the tob. of the job.

The temps should remember that the war isn't over yet, and their jobs still have quite a while to go. When the time comes that a general exam for patrolmen is given, they'll be ahead of the game— and maybe the City may give them a little credit for experience.



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. Shore discusses all and any matters of interest to imployees of the State of New York. He is writing this column with complete leeway to express his own views.

Employee Problems Coast to Coast

I AM WRITING this enroute from Washington, where attended a five-day session of a committee of State Tealth Department fiscal officers. There were seven other nembers of the committee from Connecticut to California. We met in annual session to discuss and agree on recommendations to be submitted regarding procedures of oudgeting, expending and reporting of federal grants-in-tid to states for public health work. We also discussed ndividual problems of all kinds concerning State emloyees. It is surprising to find that—to quote the mem-er from California—"We are confronted with very much ne same situations on the Pacific Coast."

New York State Out in Front

IT IS GRATIFYING to find, however, that New York state seems well out in front in matters of conditions surounding State employment. I found that, of the major dvantages of New York State employees -- our Merit Career System, Retirement, Compensation Insurance -none have all three in the same degree of coverage and protection, and few have any two and some very little if any. Salary rates in California are somewhat higher in the lower pay scales, which is encouraging in the light of our efforts here to gain an increase in our lower scales, particularly in the hospitals.

Local problems and conditions are somewhat different in the several states, but in the main, the major

objectives are the same.

All of which goes to make this country of ours the createst nation in the world. And even with its short-comings in some things, New York State is truly the "Empire State."

But Hard Work Is Ahead

BUT THAT must not blind us to the need, the immediate necessity, of correcting those conditions in State ervice that need correcting to remove the existing inequalities in pay scales and to provide sound advances in ther matters. I am sure that with unity and hard work, we will be able to gain those adjustments.

STATE CIVIL SERVICE BRIEFS By THEODORE BECKER

Canvass vs. Appointment IF YOU ARE on a State civil ervice eligible list and are asked by a prospective appointing of-ficer how soon you can report for work, it is advisable to find out whether the letter in which the question is asked is a canvass letter or a letter of appointment, canvass letter merely seeks to find out if you would be willing to accept appointment, if offered, whereas the letter of appoint-ment, as its name implies, advises

you that you have been selected.
According to the long standing
policy of the State Civil Service
Department, if an eligible is unable to report for work within
fifteen days after date of notice
of appointment be may be passed of appointment, he may be passed over on the eligible list, but this fifteen days is reckoned from the date when the eligible is definitely offered employment and not from the date when inquiry is made as to his willingness to accept employment.

Two Week's Notice

The fifteen day period allowed by the State Civil Service Department affords the appointee an opportunity to give two week's no-tice to the employer he is leaving. Until an eligible is actually notified of his appointment, it is inadvisable for him to give such notice. A canvass letter, merely inquiring as to an eligible's avail-ability, is not an offer of appointment, and an eligible should not resign his job on the strength of it. Inability to report for work within fifteen days after receipt of such convass letter does not result in any loss of eligibility. This policy has recently received judi-cial approval in a case involving an eligible on the list for Unem-ployment Insurance Referee.

Couldn't Report for Six Weeks

This eligible had indicated on a canvass letter that he would be willing to accept immediate appointment, if offered, and that he would be willing to report for work on a date six weeks later. Treating the eligible's statement as an indication of inability to report for work within fifteen days, and therefore, as declination of and, therefore, as declination of appointment, the eligible's name was skipped by the appointing authority and persons lower on

the list were appointed. When the eligible learned of these appointments he brought suit.

Eligible Right But Without Remedy

The Supreme Court of Albany County, in a decision rendered about six months after the argument, sustained the eligible's con-tention that he should not have been ignored by the appointing officer. The Court decided reluctantly, however, that although the eligible was right, there was no existing vacancy to which the eligible could be ordered appointed. The Court stated:

Court's Opinion

"It clearly appears from the answer interposed herein and the exhibits attached thereto that the petitioner was not passed over in the exercise of discretion vested in the appointing officer by the Rules of Civil Service. He was excluded solely by reason of his statement in the canvass letter that he would be willing to appear for work on December 1st.

"Such exclusion, for such rea-son, does violence to the principles of fairness and equal opportunity for public employment which should underlie the administration of civil service. Noministration of civil service. No-where in the canvass letter is it stated that the date which is given in answer to the question, when the applicant would be wil-ling to appear for work, would have a determining effect upon the matter of appointment. No-where, therein, is it stated that the Rules required the giving of a date not more than two weeks from the receipt of the canvass letter. As a matter of fact, the letter. As a matter of fact, the petitioner did signify his willingpetitioner did signify his willing-ness to accept immediate employ-ment. He did not state that he was unwilling to report to work immediately if that should be necessary in order to secure the appointment. The form of the question, as framed by the res-pondents, indicated that a per-sonal preference as to the date for the commencement of employfor the commencement of employment might be stated. Nowhere in the form, is there any indication that time is of the essence. On the contrary, the statements quoted above, advising the peti-tioner not to leave his current

Volunteer Firemen Join Campaign To Defeat Hampton-Devany Measure

ALBANY.—To the list of 20 organizations who seek to enact a substitute in place of the Hampton-Devany veteran preference proposal, is the State Association of Volunteer Firemen.

At a meeting of the executive committee of this powerful group a few days ago, a resolution was adopted putting the firemen on record against the Hampton-De-vany measure, which is due for consideration again in the 1945 Legislature. If it passes the two houses next spring it will go to the vote of the people in the fall.

which was introduced and passed this year. The proposed amendment of two years ago passed the Assembly but died in committee in the Senate when Lieut. Governor Hanley, then GOP majority leader, and other war veteranlegislators objected to a rider which would have extended civil preference to volunteer. A couple of years ago the vet-erans had a proposal similar to firemen on the same basis as pro-the Hampton-Devany measure posed for the veterans.

The veterans at that time objected to inclusion of the firemen the proposed amendment and as a result the measure failed of passage. This time the veterans saw to it that the Hampton-Devany measure would be limited solely to veterans. The firemen were given the go-by and now the firemen have joined other groups in an all-out battle to beat the official veteran preference proposal ence proposal.

There is much strength on both sides of this question, and a hectic battle is anticipated in the State

In-Service Training Plan Postponed; Vet Re-Employment Unit to Be Set Up

ALBANY-Establishment of an "in-service" training bureau in | department to handle the hiring the Civil Service Commission will be postponed although the Commission is anxious to found such a unit as soon as possible, it was learned this week.

The wide success of private in-dustry in developing efficient em-ployees from untrained material has made a profound impression on advocates of "in-service" train-

ing for public workers.

The unsettled conditions prevailing in recruitment for State service at this time, the lack of interest in many proposed ex-aminations, and the status of the returning veteran are some of the

factors holding up development of an "in-service" program.

Central Canvassing
One activity the Civil Service
Commission intends to pursue with vigor, however, is the central

canvassing of eligible lists to fill appointments. This method of working lists for wanted em-ployees was put into motion some months ago and has proved of value, it was said. It had resulted in saving in time for those agencies that have used it and has been welcomed by the can-didates on many lists. The service is purely voluntary, the Com-mission declining to force central canvassing on any department that doesn't want to take advantage of it.

War Vet Unit A new unit in the civil service

and reinstatement of war veterans is likely a little later when demobilization accelerates. There is mobilization accelerates. There is no organized agency of this character in the department now but one will be needed, it is freely admitted by members of the Commission. In connection with the proposed new veteran-aid unit, the Commission may seek authority to hire its own medical advisors to check veteran applicants who check veteran applicants who claim preference by reason of dis-ability. At the present time such applicants are examined by medical men retained by the department on an examination-fee basis. A medical investigation unit probably will be required later, it was

NEWS ABOUT STATE EMPLOYEES

Craig Colony

Charles Carney is back on duty after several weeks illness. The Executive Council of the local chapter is made up of the follow-ing members: Dr. Bonajede, Salvatore Cippola, Claudia McCarthy, Dora Draper, Irwin Tucker, Fred Chichester, Wm. Herman and Walter Link. . . . Stanley Baker has been enjoying a vacation from his duties. . . Link Milliman, patrol-man, is "wowing them" at the local dances with his solid piano playing. . . . E. Carney and K. Robinson recently obtained driver's licenses. Don't let your in-surance lapse, boys. . . . The bas-ketball season is in full swing with the Rev. Ralph Webb in charge.
.. The regular monthly meeting of the local ASCSE chapter, held in Shanahan Hall was well attended. Dancing and cards followed the meeting. Music was furnished by Father Sellinger. A feature of the meeting was an interture of the meeting was an interesting talk given by Sqt. Anthony Barone, Jr., a former employee, who has just returned after several months' service abroad. . . . The Cook's Club, under the direction of Porta Praner, held a tion of Dora Draper, held a Christmas party Wednesday, December 13. . . . Walt Mannix has taken his Santa Claus outfit out of storage and plans a busy yule season. He's perfect for the role.

employment, would indicate that considerable time would elapse before he would be called on to begin his new duties, if appointed. Court Tried to Decide in Favor of Eligible

"For the foregoing reasons, Court has delayed decision of this Court has delayed decision of this motion, expending considerable time and effort to find a legal basis for granting relief to the petitioner. It is the opinion of the court that the petitioner has been deprived, through no fault of his own, of the opportunity for public employment which he has public employment which he has sought, and for which he has shown his fitness. Despite such opinion, the Court is convinced that no relief can be given to him

in this proceeding.

"The inescapable fact is that
the position which the petitioner
seeks has been filled. There is no vacancy to which he can be ap-pointed. The respondents are without power to create such vacancy, or to create a new position. The persons who have been appointed hold their offices under color of right. They were appointed from a validly established and existing list. They are not parties to this proceeding. Their title to their positions can not be here determined." (Einhorn v. Corst.)

Dannemora In Dannemora State Hospital,

a testimonial buffet supper was served in honor of Dr. Blakely R. Webster's retirement as Director of the institution. An overof the institution. An over-capacity group attended, it being necessary for many to be served at a second sitting. . . . Arthur S. Lefeve, Senior Business Assistant to the Director, was called on for expression and he praised Dr. Webster for the high sense of hu-mane values, and directive abili-ties which enabled him to either to resist or run with the vast cur-rents of varied feelings so prominent in the minds of the em-ployees and the 1,200 mentally unbalanced insane prisoners under his jurisdiction. . . . Ralph E. Walker, President of the State Hospital Chapter of the Association of State Civil Service Employees, thanked Dr. Webster for relationships marked by harmony and uniform and invariable agreeand uniform and invariable agree-ment. . . . Thomas J. Devlin. Chief Attendant, in his address spoke of an incident which proved to him that Dr. Webster was a "regular guy." In 1919, when re-turning veterans of World War I were being entertained, Dr. Webster, although a guest, assisted by performing menial tasks to help make the party a success. . . Dr. Blakely R. Webster graduated from Middletown High School in 1903. During school vacation in 1903. During school vacation in 1904 he worked as an attendant at Gowanda State Hospital, After completing a medical course at Cornell University Medical College in 1907 he interned at the New York City Hospital (1907-1909), then took up a private practice (1909-1912) in Blairstown, New Jersey, and Pine Bush, New York. Evidently, the contacts made at Gowanda State Hospital impressed the doctor and were a factor in his acceptance of a position on the Medical Staff of the Matteawan State Hospital in 1912. He served the State at Matteawan as Junior Senior and Tem-prorary First Assistant Physician, was appointed First Assistant Physician at the Dannemora State Hospital, resigned September 25, 1921 for a position with the Veteran's Administration Facility, New York, N. Y., returned to Dannemora (reinstatement) April 28, 1922 and was appointed to the position of the Polymer Polyme sition of Superintendent in Feb-ruary, 1935, which title was changed to Director on April 1.

Utica Dist. No. 2—Public Works

kotten predicts that this district will go over the top just as it has for the previous loans. . . . Thelma A. Tilbury has been appointed senior stenographer (prov.) in the new bureau of right-of-way. Her place in the Oneida County maintenance department has taken by Bernice Hess of Boon-ville. . . . Jane D. Buehler of Oris-kany has resigned in order to devote full time to her family, has been succeeded by Edith Hazzard of Bridgewater. . . . Legrand W. Chandler read in this column of a vacancy as clerk in the office of the County Assistant Engineer of the County Assistant Engineer in Madison County. He was performing similar work on the office of the County Assistant of Saratoga County, and requested a transfer, which was granted. This change enables him to get to his home in Cicero more frequently. ... Arthur G. Bowman, 36, for-merly of Amsterdam, died of pneumonia in Utica on November 28. Art was a senior engineering aid and had worked in this district for sixteen years. Many attended his funeral. The pallbearers were all members of the de-partment. Sympathy is extended to his wife and daughter. . . . Leo E. Houlihan is back at work after spending several days in the hospital as a result of an injury to his eye. His doctor predicts that he will recover normal vision, which is most pleasing considering that he came quite close to losing his eye. . . . Arthur W. (Sliv) Smith reaches the age limit this month and is retiring. has been the County Assistant in Madison County since 1922 and in the State service since 1904. has been succeeded by Arthur T. Madison, who advances from Assistant Civil to Senior Civil Engineer, quite appropriate-Madison to Madison County! . . "Doc" Ringrose, chief draftsman, lost his brother-in-law, F. J. Deveraux, in a wreck on the B. & O. Railroad at Salamanca on November 4. . . . Some of the fellows went deer hunting after election and came home empty-handed—as usual.
... But County Assistant Bob
Ingersoll's daughter Agatha, wife of Reynold Doerer, engineer in the conservation department, proved her marksmanship by bringing home a nice buck, thus showing up the boys a little. . . "Speck" up the boys a little. . . . "Speck" Haues' father was taken by death just a short time after Speck had returned from Florida, where he was called during his father's last illness. . . . The annual Christmas party of the office staff is sched-uled for December 19. Chairman Marie Helfert is busy with plans to make it a success. . . . A com-mittee headed by Gerald Fenner has been named to arrange for a testimonial dinner to be held dur-ing the latter part of January in honor of the several members of the department who have recently retired from State service. (Centinued on Page 15)

THE SIXTH WAR LOAN drive is in full swing, and based on re-sults so far, Director E. M. Weis-

Att'y Gen. Rules: (1) Female Employees May Be Paid Less; (2) Salary Board Needn't Explain Its Decisions; (3) No Court Review

ALBANY-It is purely optional with the State Salary Standardization Board either to observe or ignore provisions of the Todd Law prohibiting pay discrimination between male and female employees doing like work, Attorney General Goldstein ruled this week.

He held, in an official opinion to the Board, that the Todd law to the Board, that the Todd law is operative against private employers but is not enforcible against the State or any municipality. He suggested, however, that the Board observe the "expression of public policy" contained in the Todd Law.

The decision was immediately

The decision was immediately assailed as not in the public interest and contrary to the interest of the law.

There were two other points covered in the opinion of vast im-

covered in the opinion of vast importance to every State employee in any question arising before the Salary Board.

Public Explanation?

In response to a second query, the Attorney General held that the Board "can decide for itself whether it should make findings and whether it should make them public or furnish them to interpublic or furnish them to interested parties" in apeals cases. Many employees, who appeal their cases after the Board has denied, without explanation, a request for reallocation of title, have sought information explanatory of the Board's decision. The opinion now says the Board is not required to

divulge any information and can Rehearing

keep mum.

The third point involves the right of a rehearing where an appeal has been disallowed. Employees want to know whether they have any right to appeal to the courts or to request any information from the board.

Again the Attorney General up-held the outright independence of the Board and declared that a person aggrieved by action of the board is not entitled to judicial review of its action.

Full Text
Here is the full text of the opinion in which the Salary Board made a home run and the employees had three strikes: Temporary Salary Standardization Board. Room 113, The Capitol, Albany I. N. Y.

Albany I. N. Y.
Gentlemen:
Your letter of November 21 presents
three questions for my opinion, as follows:
I. Does L. 1944. c. 793, prohibiting pay
discrimination because of sex (Labor Law
1 198, 199-a), apply to State employees? And if it does not, does the
provision of L. 1937, c. 859, i 4, which
provides that your Board shall follow "the
principle of fair and equal pay for similar work" in making allocations therein
authorized, accomplish the same result as
to State employees? It appears, as an
illustrative case, that your Board has
before it appeals from prison matrons at
certain prisons and reformalories for women, and they claim that they should receive the same wage scale as is paid to
prison guards in men's prisons. Another
case is that of women parole agents, who
apparently are paid less than male parole
officers.
I advise you that the 1944 statute first

apparently are paid less than male parole officers.

I advise you that the 1944 statute first referred to, although some sentences of it express in very broad terms the principle of non-discrimination in wages because of sex, was not intended to be and is not enforcible against the State. This conclusion is based not only upon its definition of "employment," but more particularly upon its enforcement provisions. If the Legislature had intended that it be enforced against the State or its municipalities it seems apparent that some enforcement procedure would have been provided other than recovery by the Labor Commissioner from the offending employer of fifty dollars civil penalty for each violation.

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\$1,500,000.00 BENEFITS PAID TO STATE EMPLOYEES SINCE 1936

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However, the 1944 statute is an expression of public policy which may well be read together with the more general expression of the 1937 statute when your Board is acting upon cases under the authorization therein contained. The specific cases you mention, of prison matrons and women parole agents, necessarily depend upon facts not yet in evidence, and will be for your Board to decide if and when those cases are properly presented. S. Your second question is stated in your letter as follows:

"Is the Board under any obligation to make public its findings in cases upon appeal. Appellants frequently request the findings of the Board on the substance of their appeals and are not satisfied merely with notice that the appeal has been denied."

As will be noted below relative to

that the appeal has been denied."

As will be noted below relative to your third question, the law does not require a hearing at which evidence is taken, or prescribe the form of the Board's decision, and ordinarily it will not be subject to judicial review. Under those circumstances the judicial doctrine which make findings of fact essential in many determinations of boards and similar bodies (of. Matter of Elite Dairy Products v. Ten Eyek, 271 N. Y. 488, 498, and subsequent cases) appears to be in-

applicable, and the Board can decide for itself whether it should make findings and whether it should make them public or furnish them to interested parties. The merits of making and furnishing such findings are doubtiess apparent to the Board, and it can determine whether they are outweighed by disadvantages in particular cases or in its general practice.

are outweighed by disadvantages in particular cases or in its general practice.

3. Your third question is stated in your letter as follows:

"The law gives to employees the right to appeal within sixty days after salary allocation or reallocation. Does this right extend to a reheaving or supplemental hearing or filing of a new appeal when the Board has acted on the appeal to the extent of denying the appeal. Has the appellant any right to appeal to the courts or to request any information from the Board in the matter."

My opinion upon the several branches of this question is that the matter of granting or refusing a rehearing or supplemental hearing or acting on a new application covering the same question (which is apparently what is meant by your reference to a "new appeal") or furnishing information to the applicant other than a statement of the action taken, are all matters within the discre-

tion of the Board. In my opinion the applicant is not ordinarily entitled to appeal to the courts for a judicial review of the action taken.

instead that he may present the facts "In such manner as may be specified by the board." In the original bill form the language was: "The board may hear, consider and determine any such application." but since amendment by L. 1941, c. 871, it provides only: "The board shall examine and review any such application." The result of action by the Board is merely a recommendation, as is evidenced by the language: "Any reallocation recommended by the board pursuant to this act shall be filled forthwith with the sovernor for inclusion, is his discretion, in the next budget — — no such reallocation shall be effective until such appropriation is made."

Having due regard to these various indications of legislative intention I advise
you that a person aggrieved by action of
the Board is not ordinarily entitled is
judicial review of its action. For obvious
and arbitrary abuse of its powers, the
courts may sometimes afford redress, but
ordinarily the courts will hold, as they
did in the Levine case previously mentioned: "This was an administrative matter with which the courts are loath to
interfere."

NATHANIEL L. GOLDSTEIN, Attorney-General,



Dr. Frank L. Tolman, employee member of the State Salary Standization Board, has recently been in disagreement with majority members on salary policies.

Effort Made To Spur Purchase Of War Bonds

ALBANY-In an effort to spur war bond sales among state employees, William F. Pfeiffer, executive assistant to State Comptroller Moore, last week sent a circular letter to bond drive leaders in every state agency urging

personal solicitation of employees.
Rallies conducted by Mr. Pfeiffer's aides resulted in the sale of war bonds by pledge and for cash in an amount less than \$100,000, but it was pointed out that many employees were de-laying their spot purchases, and would come through this week.

Commercial Casualty Insurance Co.
10 Park Pl., Newark, N. J.

SCHENECTADY, N. Y.

Law Dept. Men Entertain Law Dept. Gals

The following legal sounding notice appeared on the bulletin boards of the NYC office of New York State Law Department last

THE MEN OF THE DEPART-MENT OF LAW "TO: THE GIRLS OF THE DE-PARTMENT OF LAW

PARTMENT OF LAW
CHRISTMAS GREETINGS:
"WE COMMAND YOU, That
all business and feminine excuses being laid aside, you and
each of you appear in your holiday regalia before HON. SANTA
CLAUS, Supreme Judge of the
Court of Good Cheer, on the 21st
day of December, 1944, at 4:30
o'clock in the afternoon of that
day, at the Village Room of the
Hotel Tatt, 50th Street & Seventh
Avenue, New York City, to dance,
feast and generally make merry
(all diets, restrictions, etc. being feast and generally make merry
(all diets, restrictions, etc. being
laid aside) — and for your failure
to attend you will be deemed
guilty of being high-hat, crotchety
and an old stay at home.

"WITNESS, HON. SANTA
CLAUS, Supreme Judge of the
Court of Good Cheer."

It seems that each year the Law

It seems that each year the Law men invite the gals to be their guests at a Christmas party. Chairman for this year's affair is John Rutenberg.

State Promotion Examinations

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

No. 9216. File Clerk, Albany office, Department of Education. Salary \$1,200 to \$1,700. Closes December 23, 1944.

No. 9217. Stenographer (3-lb), Department of Commerce. Salary \$1,200 to \$1,700. Two vacancies at present. Closes December 23, 1944.

No. 9218. File Clerk, Brooklyn.

No. 9218. File Clerk, Brooklyn No. 9218. File Clerk, Brooklyn the State service had their penmaica Office (including the Jamaica Office, Bureau of Motor
Vehicles), and the New York
Office Department of Taxation
and Finance. Salary \$1,200 to
\$1,700. Closes December 23, 1944.
No. 9218. File Clerk, Brooklyn the State service had their penthe NYC Board of Estimate approved turning their City pension
credits over to the State Retirement System.
The following were involved:

\$1,700. Closes December 23, 1944.
No. 9219. Farm Manager, Department of Correction. Salary \$2,100 to \$2,600. Immediate appointments expected at Great Meadows and Auburn Prisons. Closes December 23, 1944.
No. 9220. Senior Stenographer, Department of Civil Service. Salary \$1,600 to \$2,100. Two vacancies at present. Closes December 26, 1944.
No. 9221. Stenographer (3-lb).

No. 9221. Stenographer (3-lb) New York Office, Department of Labor, Salary \$1,200 to \$1,700. One vacancy at present. Closes December 26, 1944.



Barge Canal **Unit Elects** Officers

ROCHESTER — V. R. Warner has been re-elected as President of the Barge Civil Service Employees Association, Western Central Unit, Rochester, for the ensuing year. Other officers relected were: Vice President, Richard Cooper; Secretary and Treasurer, L. W. Barlow, Sr., V. R. Warner and Richard Cooper were elected regular Delegates: Chas. elected regular Delegates; Chas. Harrier and L. W. Barlow Sr., Alternatés.

Raymond Houston **Becomes Deputy** Welfare Chief

ALBANY—Welfare Commissioner Robert T. Lansdale this week announced the appointment of Raymond W. Houston, deputy county executive of Nassau County, to be Deputy State Commissioner of Welfare, succeeding Clarence E. Ford, resigned, who

had come up through the ranks.
As Deputy County Executive for
Nassau County for the last six
years, Mr. Houston assisted in
the administration and the policymaking connected with some 60 county departments and agencies From 1934 to 1938, he was

Director of the Emergency Relief Bureau of Nassau County, a pub-lic agency which provided food, shelter, clothing and medical care for thousands of destitute families in the county.

Mr. Houston holds a B.A. degree from Cornell College, Iowa, and a B.D. degree from the Union Theological Seminary. He is 43 years old, married, and has made his home at East Williston, Nassau County. He is a member of the Nassau County Mental Hygiene Committee.

NYC Employees, In State Service. **Transfer Pensions**

Nine former New York City employees who have transferred to the State service had their pen-

Name, Former Title and Agency

Withdrawn from City System and Deposited Within the Year in the State System

James J. Bongard, Jr.,
Railroad Construction
Inspector, Transit
Commission \$2,562.45
Agnes B. Welling, Social
Investigator, Welfare . 715.24
Benjamin Latin, Auto
Engineman, Housing &

Engineman, Housing &

251.52 209.42

County Clerk, New York
County
Sam Ginsberg, Bookkeeper, Welfare
Arthur Cecil Stern, Civil
Service Examiner
(Eng.), Municipal Civil
Service Commission
Louis Thorup, Social
Investigator, Welfare
Albert L. Ward, Clerk,
Water Supply, Gas and
Electricity 886.48

Electricity 3,664.10

Frank D. Mott, Senior
Grade Separation Engineer; Transit Commission 5,913.95

ATTACK

Albany Shopping Guide

STENOTYPE SECRETARIAL STUDIO rapidly growing machine method of stenography. Evening classes every Kon-day and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace The-ater Bidg., ALbany 3-0357. Flowers

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

For The Ladies

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

TRIXY FOUNDATIONS and Bealth Sup-ports. Free figure analysis at your con-venience. CAROLYN H. VAN ALLEN, 45 Maiden Lane, Albany, N. Y. Albany 3-3929.

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

Hotels

HOTEL CAPITOL — Green St.— Just est State St. Special weekly rates, Air-conditioned restaurant. Albany 4-6171. Millinery

HATS INSPIRED WITH quality and beauty, \$1.50 to \$5.00 Over 1.000 hate to select from, THE MILLINERY MART, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 126 Main St., Gloversville, N. Y.

Bicycles Repaired
BICYCLES, TRI-CYCLES repaired, baby
carriage whoels repaired and re-tired;
toys, games, skis, sleds, skates, tobaggans, anow shoes. Charles Klarsfeld,
67 Hudson Ave. Albany 3-7392.

Specialty Shop

LARGE SELECTION—SILK and house dresses. Sixes 18½ to 60 \$4.08 up. Specializing in hostery, flancel gowns and pajamas; snuggish. At low prices. K's Specialty Shop, 178 South Pearl St., Albany.

Where to Dine

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

We Are Paying More Than Ever For Used Cars ALBANY GARAGE

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JOHN J. HYLAND, Man

Upenings

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

Helpers Trainee

Serve at the U.S. Navy Yard, Brooklyn,
N.Y. Men and women, Earn \$6.16, \$6.64.

\$7.12 per day. For all work in excess of
Forty hours per week, you will be paid
the overtime rate of time and a half.
Ank for Recruitment Circular 2R-53. Obtain Application Form 60, from The Recorder, Labor Board U.S. Navy Yard,
Brooklyn, N. Y., or from Director, 2nd
U.S. Civil Service Region, Federal Bidg.
Christopher Street, New York 14, N. Y.
Or at any first or second-class post office
in which this notice is posted. Mail application to, or file in person with the
Recorder, U. S. Navy Yard, Brooklyn,
N. Y.

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

cecupations to which assigned, and to recelve instruction and training for the
progressively more difficult and exacting
work in such trades or occupations.

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

NOTE: Persons entitled to veterans preference should include in their experience
statement the duties performed while serving in the armed forces,
Credit will be given for all valuable
experience of the type required, regardless of whether compensation was received
or whether the experience was gained in
a part time or full time occupation.
Applicants must show ability to read
and speak the English language sufficientby well to understand spolten and written
directions. This requirement does not apply to former permanent employees of
the Yard seeking re-omployment.
On the date of filing application, applicants must have reached their 18th
birthday. There is no maximum age limit.
Physical Requirements.— Applicants
must be physically capable of performing
the duties of the position.

Vocational Adviser
\$4,428 and \$3,828 a Year
(Salaries include the amount paid for
evertime as shown below).
Places of employment: Veteran's Administration Regional Offices, located at
Batavia, N. Y.; Bronx, N. Y.; Lyons,
N. J. N. J. Bronk, N. Y.; Lyons, Closing Date: Applications will be re-selved until the needs of the service have been met.

ecived until the needs of the service have been met.

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

Specialized Exprience: Applicant must have had, for the \$4.428 grade, at least three years, and for the \$3.828 grade at least two years of responsible experience in one or more of the following specialized fields:

(1) Personnel management or employment replacement,

(1) Personnel management or copier-ment replacement, (2) Vocational rehabilitation programs conducted by Federal, State or Municipal governments, or by private health, wel-fare, or employment service organizations, (3) Vocational guidance or placement service in a secondary school, college, university, or governmental agency, pro-vided that it was a regularly designated responsibility.

onsibility.

4) Teaching college or university sees covering instruction in vocational nselling or indirectly related subject

minter.

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

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

Note: Persons entitled to veterans pre-

determining compensation, pension, or yocational handicap.

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

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

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

There are no age limits for these positions.

No written test is required. Applicants will be rated on the

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

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

Read the Job-listing below.
When you have spotted the job
for which your training or experience fits you, go to the office
of the U. S. Civil Service Commis(Continued on Page 12)

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DUDLEY'S 73 NEW ST. clothes for men and women

Reminder * For the Best in Furs Armand Chene & Co.

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Your cue to make an appointment with ARMAND now!

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PUBLIC ADMINISTRATION

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

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

Work for a Municipal Department? 'Package' Sewage Then You'd Better Start Thinking!

By MILTON MUSICUSS

Member, New York State Municipal Service Bureau

WITHIN a period of a little more than a decade, municipalities are about to face a third major challenge. The problems of a depression and of a war are now to be followed by the problems of a post-war period. The success with which municipal employees and officials meet problems will determine the vitality and future growth of the municipality.

What are some of the major problems with which the municipalities will be faced? And which administrators and employees can help solve?

Unemployment and Public Works
Two of the big problems are WITHIN a period of a little

Two of the big problems are closely allied. In fact, one may be considered the solution to the other. On the one hand, municipalities must help solve the prob-lem of unemployment caused by the transition of industries to peacetime production and by the demobilization of the armed forces. On the other hand, every municipality has construction work, deferred because of the war. There are roads, parks, and public buildings to be built, grade crossings to be eliminated, housdeficiencies to be corrected, and water supply and sewage dis-posal systems to be constructed. By making plans for these phy-sical improvements before the end of the war and by starting the public works program im-mediately after the war, the gap in the reconversion process may be filled successfully.
Public works, however, are not

to be considered a substitute for private employment but rather as an aid in solving post-war re-adjustment. Municipalities should take steps to encourage private construction and industry can be done by establishing fair and equitable taxes and assessments, by repealing or revising unduly restrictive ordinances, by publicizing the advantages of the community and by obtaining the active support of the citizens in the program of development.

Public Services
However, not only will the municipality face the need for

physical improvement, but it will also have to provide its inhabitants with more and better services. The demands for educational and recreational facilities tional and rectain to increase in are almost certain to increase in the post-war period. Special con-sideration will have to be given to beter supervision and greater provision for public recreation for teen age groups. There will be an increased demand for police and fire protection. The need for public welfare assistance can be expected to expand. More comprehensive health programs will have to be established, in-cluding all the new means of handling disease and promoting health which have been de-veloped during recent years.

The rehabilitation of persons disabled by injuries received at the battle front and by mental and physical strains generally resulting from the war, repre-sents a problem of great magni-

Those on the inside - those working in municipal departments — are equipped to do the best thinking in these fields.

Efficient Administration

The resumption of construction work and the provision of increased services naturally in-volve the need for additional funds. In fact, many municipalities do not even have the neces-sary funds to prepare the plans for post-war projects. Although federal and state grants are available, there still remains a financial difficulty, since one of the conditions for receiving these grants is that the municipality must provide about fifty per cent of the costs. To handle this heavier financial burden, the municipality will not only have to look to its sources of revenue for a solution but must also examine the administration of every function of its government. The budgeting, accounting, personnel, and purchasing pro-cedures must be reappraised. There will have to be established a personnel program which will make it possible to recruit and

Employees and administrators who work for municipal departments shouldn't wait for outsiders to do their post-war thinking and planning for them. If you are engaged in a community's police, welfare, health, budget, fire, or recreation work-your thinking is needed now—before the war ends. An author who is in constant touch with local government outlines some of the problems he finds.

retain competent and efficient

Inter-government Relations .The relation of local govern-ment to state and federal government is another major problem. To meet the need for greater revenue, the municipalities will have to decide whether they should establish new sources of taxation or delegate this function to the state or federal government and receive a share of the receipts. During the depression period, municipalities eagerly accepted assistance from the other levels of government. When the war came, the activities of the federal and state govern-ment were further increased, This tendency for increased cen-tralization on the one hand, and a demand for greater home rule on the other, will have to be resolved. Otherwise, municipali-ties will find themselves continually losing presige and func-

Public Relations

The post-war period will witness the resurgence of the activities of organized and pressure groups, and new requirments by the citizens of the community. To handle these effectively, of-ficials of municipalities will have to know public opinion better and have the public know its governmental services better. This will involve the setting up

of realistic public relations programs, and the stimulation of citizen interest and participation in government. The voluntary citizen participation in war activities is to be solicited for the regular municipal activities. Government reporting will have to be improved, and civic educa tion made more effective and universal.

Organization for Planning Since municipalities will be called upon to handle a large called upon to handle a large share of the process of reconversion to peace, it is important that they be properly organized to deal with the post-war problems. The planning for tomorrow can be done either by (1) a paid staff employed for this purpose, or (2) an outside consultant, or (3) the community itself with some expert advice. The recommended procedure is one which will utilize as much of one which will utilize as much of

the local talent as possible. Every citizen should be reached for his ideas and suport of the program. Every department of the municipality should pre-pare its plans for tomorrow. The pare its plans for tomorrow. The co-ordination of all this effort should be in the hands of a planning board or committee which will represent the various community interests. The final plans should be based on conferences with officials, employees, and various private groups.

Plant for Small Communities

A new "package" sewage plant for the small community (one with a population of 100-3,000) has been placed on the market. It has been described by the manufacturer, not as a cut-down large plant, but a unit specially designed to meet the needs of the small community. It offers the advantage of simplicity of operation and can be tended by unskilled operators. Many installations are under the supervision of former laborers or other municipal workers, who have received operating instructions from the manufacturer.

The plant consists of an aera-

The plant consists of an aera-tor and clarifier within a single tank, positive automatic sludge control with no valves. The ap-paratus is claimed to be prac-tically odor free and to render purification up to 98 per cent. In design, it consist of:

Primary tank. Combination aerator-clari-

3. Pump house. 4. Digester.

The Chicago Pump Company, 2348 Walfram Street, Chicago, who install the plant, have complete information and operating data which should be helpful information to small-town sewage disposal officials and employees

Hand Protection For Workers Who **Use Metals**

Many hours of work are lost in most communities as a result of hand-injuries and infections. New protective hand creams developed by the Mine Safety Appliances Corporation are described by the maker as offering protection against minor cuts and chemical maker as

skin disorders.
Fend-U Cream offers protection against oils, cooling com-pounds, kerosene, carbon tetra-chloride, benzol, mild acids and alkalides, alcohols and acetates. Fend-F Cream protects against dermatosis from aluminum, mag-

nesium and zine dusts and against sharp metal particles. Fend-PC Cream is

recommended for laboratory workers as it reduces hand perspira-tion, gives protection against dust-

borne irritants.

The New York Office of the Mine Safety Appliances Corporation is at 82 Fulton Street, New York City.

Information

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

183. TAX PROBLEMS?

A new booklet on the Sundstrand
Modern Tax Billing machine prepared by the Underwood Elliott
Fisher, 1 Park Avenue, New York
City, may prove the answer to the
problem of providing the most efficient means of keeping tax records,
SLUICE CATES.

184. SLUICE GATES

Interchanceable equipment is one feature of the sluice gates manufactured by the Chapman Valve Manufacturing Co., Indian Orchard, Mass. The Shice Gate Handbook gives complete data and specifications on all types of sluice gates,

185. TESTED PUMPS

Their pumps are laboratory tested before delivery says the Carver Pump Company, Muscatine, Iowa. Their catalog lists design data and

information on capacity and service which the pumps will deliver.

Different types of hydrants needed according to the temperat range of the community. A booklet "Hydrants by Greenberg," gives com-plete data on the line of hydrants made by M. Greenberg's Sons. 765 Folsom Street, San Francisco, Cal.

187. ECONOMICAL PIPE-LAYING

The "Universal Catalog" of the Central Foundry Company, 386 Fourth Avenue, New York City, tells how to save time, labor and money by use of Universal cast from pipe which combines the pipe and joint in one unit. Sections are bolted together by use of a ratchet wrench.

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

Recreation Courses Of Aid To Park Workers

Employees of municipal parks departments who are interested in advancing to administrative

positions will find help in a new course for home study on Municipal Recreation Administration.

The course is specially prepared to acquaint the park recre-ational worker with the admini-strative aspects of the Park Department and its correlation with the other municipal agencies. Special emphasis is placed on the recreation problems faced by

park personnel: programs, maximum use of area and facili-ties, leadership technique, oper-ation of playgrounds and recreation buildings, recreation organization, personnel, the prepara-tion of records and reports, publicity and public relationship.

Texts and study material have been prepared by the Institute for Training in Municipal Ad-ministration, 1313 East 60th

Street, Chicago, Illinois.
Full information on the scope
of the course may be obtained
from the Chicago office.

If You Work On Payrolls— Here's Help

The growing problem of fast, efficient payroll handling will become further complicated after January 1, 1945. When the individual income tax act of 1944 goes into effect, determining employees' taxes will be more complex than it now is.

Because tax determination

Because tax determination must come first, less time will be left for actual writing of the payroll. A new peak will develop— unless preventative measures are

To help overcome present pay-roll writing difficulties and avoid new ones, the Burroughs Adding Machine Company offers a com-

prehensive new study, "Payroll Peaks," packed with constructive sugestions. The company also of-fers help in computing new withholding tax rates after January
1, 1945, in the form of government-approved withholding tax
tables for weekly, bi-weekly,
monthly and semi-monthly payroll periods.

The following items are avail-

able free, on request:

1. "Payroll Peaks" . . . A comprehensive booklet graphically describing the growth through the years of payroll peaks—and emasures to level them. It dis-cusses several payroll plans; their comparative merits; their suit-ability to various accounting

2. Withholding Tax Tables . . .
For establishing withholding tax
figures as prescribed by the Individual Income Tax Act of 1944.

Wondering How To Get Out Your **Annual Report?**

The annual report is the only opportunity many governmental agencies have to acquaint the pub-lic, and other officials, with their performance during the year.

Shortages of printing papers and lack of skilled help have made it impossible for many bureaus to issue the printed booklets which formerly highlighted the reports. But the A.B. Dick Company reports that through use of the mimeograph duplicator an attractive appuist report can

use of the mimeograph duplicator an attractive annual report can be run off, and sufficient copies made to meet all demands.

Color, graphs, lettering and illustrations may be used to emphasize all important points, and the costs of mimeographed material is far less than printing.

A new folder, "How to Plan and Publish the Annual Report" will be interesting to many officials and employees entrusted with the task

be interesting to many officials and employees entrusted with the task of preparing the annual summary. It has practical answers to all the questions confronting the official who sits down to plan a report. Copies may be obtained, without charge, from the A.B. Dick Company, 720 West Jackson Boulevard, Chicago, Ill.

effective January 1, 1945. Printed on heavy card stock, these tables are a great convenience to the employer who does not want to bother computing the exact tax on each employee's earning. For the above, write to the Burroughs Adding Machine Com-pany. Detroit 32, Michigan.



SHE'S THREE YEARS OLDER NOW

-But Her Daddy's Still in the Fight, and the War Bonds You Bought Back in the Days of Pearl Harbor are Still Needed in the Fight, Too-for Victory!

REMEMBER this touching picture of a little girl's farewell to her war-bound daddy? Appearing shortly after Pearl Harbor, it touched the hearts of millions of Americans and helped to launch the greatest voluntary savings program in all history.

That girl is three years older today. In that time, our enemies have been pushed steadily back toward their own frontiers... thanks in no small measure to the overwhelming flood of tanks, ships, planes and guns that more than 85 million Americans have poured into the fight through their purchases of War Bonds.

But her daddy is still at war—the fight goes on—the money you've put into Bonds is still needed, just as it was after Pearl Harbor. KEPT IN THE FIGHT—KEPT IN WAR BONDS—IT WILL CONTINUE TO WORK FOR VIC-

TORY-AND FOR YOU.

For just as that little girl has grown, so have the War Bonds you bought three years ago. The \$100 Bond you paid \$75 for then is already worth more than you paid—and how swiftly the

time has passed! In another year it will be worth \$80-at maturity, \$100. Here's money you'll need later—for education, repairs, replacements, retirement—just as your country needs it today.

So let this picture remind you - HOLD TIGHT TO YOUR BONDS!



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U.S. Jobs

(Continued from Page 9)

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Helper Traines, 77c-89c per hr.
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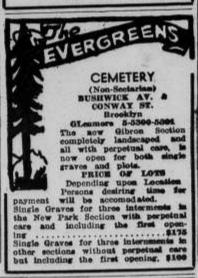
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Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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Opportunity to tearn good peacetime Trade

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U.S. Jobs

(Continued from page 12)

(Continued from page 15)
\$1800 p.a.
Rigger Mechanic, \$1860 p.a.
General Mechanic, \$1860 p.a.
General Mechanic, \$1860 p.a.
Addressograph Mechanic, \$1860 p.a.
Aircraft Mechanic, \$1860-\$2300 p.a.
Mechanic (Dockbuilder), \$2040 p.a.
Mechanic (Scaffold Painter), \$1860 p.a.
Rievator Mechanic, \$2300 p.a.
Refrigeration & Air Conditioning Mech.,
\$1,15-\$1,20 p.h.
Typewriter Mechanic, \$8e-\$1.01 p.h.
Jr. Mechanic, 86e p.h.
Mechanic, F. R. U., 95e p. h.
Aircraft Mechanic, \$2200-\$2300 p.a.
Mechanic-Painter, \$1860 per annum,
Incellaneous:

Mechanic-Painter, \$1860 per annum. liscellaneous:
Locomotive Engineer, \$1.04-\$1.16 p.h. Sand blaster, \$88-\$1.00 p.h. Sailmaker, \$1.14-\$1.26 p.h. Chippor & Caulker, \$1.14-\$1.26 p.h. Stock Selectors, \$.77 p.h. Locomotive Conductor, \$1.00-\$1.12 p.h. Caretaker-Gardener, \$1500 p.a. B.R. Brakeman, \$.97 per hr. Locksmith, \$.95 per hr. Millwright, \$.98-\$1.01 per hr. Sandblaster, \$82-\$1.00 p.h. Sailmaker, \$1.14-\$1.26 p.h. Vehicle Washer, 76c-\$6c p.h. Auto Laborer, Trades, 66c p.h. Upholsterer, \$7c-\$1.04 p.h. Wire Chief, Communications, \$1.10 p.h. Chassis & Wheel Aligner, \$8c-\$1.09 p.h. Tool Crib Attendant, 84c p.h. Rope and Wire Spilcer, \$86-\$1.09 p.h. Tool Crib Attendant, 84c p.h. Railroad Trackman, \$4.48 per diem. Shipfitter, \$1.14-\$1.26 per hr. Shipwright, \$1.14-\$1.26 per hr. Shipwright, \$1.14-\$1.26 per hr. Coppersmith, \$1.14-\$1.26 per hr. Pipefitter, \$1.14-\$1.25 per hr. Toolmaker, \$1.10-\$1.16 per hr. Apprentic Toolmaker, \$5.5 per hr. Toolmaker, \$1.10-\$1.16 per hr. Apprentic Toolmaker, \$1.50 per hr. Cooper, \$7.60 per diem. Leather and Canvas Worker Helper, \$1500 p.s. Gas Cutter & Burner, \$1.14-\$1.26 per hr.

hr. Chipper & Caulker, \$1.14-\$1.26 per hr. Painter, \$00-\$1.26 p.h. Phimber, \$1.14-\$1.26 p.h. Phinisher, \$5.28 p.d. Sizer, Marker, Eaminer, \$.67 p.h.

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Apply all week except Wednesday,
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Write qualifications. Personnel Dept.

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Seamstress, Studio, \$2000 pa. Power Machine Trainee, 64c p.h.

Sorter, 67c p.h Sub. Pneumatic Tube Operator, 60c p.h. Jr. Electroplater, \$1860 p.a. Blacksmith, 52200 p.a. Foreman (Tire Collection Center \$1.32 per hour: Tire Stacker, 77c per hour; Stock Selectors, 77c per hour; Mill-wright, 98c-\$1.01 per hour.

Office Appliance Repairman, \$1800-\$2260 p.a.

Engineering Aide, \$1620-\$26000 p.s.

Negative Cutter, \$2900-\$8200 p.a. Clothing Designer, \$3800 p.s. Draftsman, \$1320-\$2900 p.a. Draftsman, \$1820-\$2900 p.s.

Illustrator, \$1820-\$2900 p.s.
Allowance Aide (Electrical), \$20000 p.s.

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Scale Repairman, \$1.00 per hour;

Scale Repairman, 76c per hour;

Sewing Machine Repairman \$1.17 ph.;

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Paper & Paper Products, \$2000 p.a.
Motion Picture Technician, \$2000 p.a.
Motion Picture Technician, \$2000 p.a.
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Photograph Specialist, \$3200 p.a.
Photograph Specialist, \$3200 p.a.
Photograph Specialist, \$3200 p.a.
Fire Prevention Inspector, \$2000 p.a.
Inspector of Radio, \$1440-\$2000 p.a.
Inspector Ordnance Materials, \$1440-\$2000 p.a.
Inspector Engineering Materials, \$1630-\$1800 p.a.
Und. Insp. A-C Supplies, \$1500 p.a.
Shipbuilding Inspector, \$2000 p.a.
Animunition Inspector, \$3200 p.a.
Motion Picture Technician, \$2000 \$2000 p.a.

p.a.

Laundry Superintendent, \$2000 p.a.

Laundry Superintendent, \$2000 p.a.

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C. W., \$1200-\$1820 p.a.

eneral Supplies, \$2000 p.a.

Chemicals, \$2500 p.a.

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Employers in non-essential industry may not hire a worker previously employed in ESSENTIAL industry without a state-ment of availability and referral eard from the USES of the WMC.

WMC.

Suployers in non-essential industry employing 4 or more persons may not hire any workers between 18 and 46 years of age previously employed in MON-ESSENTIAL industry without a referral eard 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 age.

Employers in essential industry may hire any worker from non-essential industry without a statement of availability, and with-out 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.

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Master Machinist \$1.37 p.h.

Laborer (Construction), 75c ph. Tinsmith, \$2600 per annum. Carpenter, First Grade, \$1.35 p.h. Carpenter, Second Grade, \$1.20 p.h. Pire Truck Driver, \$2400 p.a. Evaporator Operator, \$2680-\$2875 p.a. Carpenter, Third Grade, \$1.10 p.h. Reinforceing Rodsetter, \$1.35 p.h.

Watch Repairman, \$1.29 a.h.

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MEN

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LEGAL NOTICE

ARTHUR DOCTOR & CO. — The following is the substance of a certificate of limited partnership signed and acknowledged by the reneral and limited partners, filled in the New York County Clerk's office on December 11th, 1944. The name of the parinership is Arthur Doctor & Co., engaging in the business of magnificaturing, buying, selling and dealing in ladies' coats and suite at wholosale, with its principal place of business at 350 West 36th Street, Manhattan, New York, and Theodore Doctor residing at 300 West 86th Street, Manhattan, New York, and Theodore Doctor residing at 57 West 75th Street, Manhattan, New York, and Theodore Doctor is Celestine H. Doctor residing at 200 West 86th Street, Manhattan, New York, The limited partner is Celestine H. Doctor residing at 200 West 86th Street, Manhattan, New York, The limited partner is delectine H. Doctor residing at 200 West 86th Street, Manhattan, New York, The limited partner is dissolved. Given in supplicate under my hand and official soil of the Department of State, at the City of Albany. (Seal) this 7th day of December, 1944.

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

shall make no additional contribution. The limited partner shall receive 25% of the net profits. There is no right of substitution in the limited partner. There is no right to admit additional limited partners. Neither general partner has right to continue the partnership on death, retirement of other general partner. Limited partner has no right to demand and receive property other than each in return for her contribution.

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Electrician, \$2600-\$2875 p.s.

Painter, First Class, \$1.20 p.h. ice Plant Operator, \$26

Firefighter, \$2400 p.a.
General Machinist, \$1.79 p.h.
Instrument Repairman, \$1.64 p.h.
Armament Electrician, \$1.54 p.h.
Armament Electrician, \$1.54 p.h.
Armorges, \$1.28-\$1.59 p.h.
Stevedore Superintendent, \$4600 p.a.
Fire Chief, \$2875 p.a.
Electrician, First Glass, \$1.50 p.h.
Mechanic, First Glass, \$1.50 p.h.
Mechanic, First Grade, \$1.55 p.h.
Boilermaker, First Grade, \$1.55 p.h.
Boilermaker, First Grade, \$1.55 p.h.
Plumber, First Glass, \$1.50 p.h.
Plumber, \$2600 p.a.
Diesel Operator, \$1.30-\$1.43 p.h.
Mason Bricklayer, \$1.65 p.h.
Welder, First Grade, \$1.55 p.h.
Truck Driver, \$0c p.h.
Structural Steel Worker, First Grade,
\$1.35 p.h.
Operator (Tourspull), \$1.55 p.h.
Machinist, Second Grade, \$1.50 p.h.
Machinist, Second Grade, \$1.50 p.h.
Fireman, Second Grade, \$1.50 p.h.
Fireman, Second Grade, \$1.50 p.h.
Electrician, Second Grade, \$6c p.h.
Electrician, Second Grade, \$6c p.h.
Electrician, Second Class, \$1.20 p.h.
Engineering Aife, \$1800-\$2600 p.a.
Draftsman, \$1800 p.a.
Inspector (Mech.), \$2000-\$2600 p.a.
Surveyman, \$1800 p.a.
Inspector Plumbing & Sewerage, \$2300 per annum,
Master Mechanic, \$1.43 p.h. General Machinist, \$1.79 p.h.

per annum. Master Mechanic, \$1.43 p.h. Inspector (Concrete Placing), \$2600 p.a.

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ARVE WEST BRAUTY SHOP, Miss, West, Master Beautician of Baltimore, Md. and Washinston, D. C. By appointment. University 4-9380, 307 W. 135th St. (1 fl. up)

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

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

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Dresses

Clockwork Height Increased

ocked at SINGER'S WATCH RE-TRING, 169 Park Row, New ock City, Telephone WOrth 2-3871.

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POR GUARANTEED RADIO RE-PACE Service, Call GRam. 3-3093.

All makes. Limited quantity of all tubes now available. CITY-TIDE RADIO SERVICE, 50 Uni-serity Pi., Bet. 9th & 10th Sts.

PADIO SERVICE LABORATORY. Quaranteed radio repairs on all makes. Tubes now available. Call ATwater 9-0927, 1070 Second Ave. I. Y. O., between 86th-87th Sts.

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Regular and hard to fit sizes.
Complete your outfit with a charming hat styled to suit your face.
Audubon 3-9879. GASH PAID IMMEDIATELY for Pianos and Musical Instruments.
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A SOCIAL CLUB Chartered by State of N. Y. Confidential, dignified introductions. Meet congenial friends, ladies, gentlemen all ages, Out of towners welcome. Call or send stamped envelops for particulars. Clara Lane Manager, Contact Center Club. 58 W. 47th, N. Y. BR. 9-8043 (Hotel Wentworth). Jol.A WHITE, Proprietor of The Washington Beauty Salon, former-ly of Washington, D. C., is now established at 754 East 165th St., Bronx, Opportunity for two oper-ators, Dayton 3-8308.

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SOLD — RENTED — REPAIRED—
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Expert baby carriage repairs.

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Recapped, Rebuilt, Retreaded and
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NOW OPEN — TITO's Specialty
Shop, 2752 Eighth Ave (near
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Drosses, etc.

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KITCHEN UNITS, WARDRORES and LUMBER OF ALL DESCRIP-TIONS, Liberty Lumber Co., 126-16 Liberty Ave., Richmond Hill, VI. 3-7220; 218-42 Hempstead Ave., Queens Village, Hollis 5-3739.

FURS REPAIRED, REMODELED, expert glazing, blending; all kinds of furs for sale, BROADWAY FURRIERS, 305 7th Ave., 7th floor, CH 4-6995.

MAGNIFICENT GENUINE FUR COATS, Wonderful quality, Sam-ples from Fashion Show Room, From \$65, LEONA STUDIO, 105 W. 79nd nr. Broadway (not a

RESTYLED AND REPAIRED.
Bring old model to us, we will
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it. FINEST OF CARE—UTMOST
IN STYLE, reasonable cost. All
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GREATIONS IN STYLE AND FASHIONS as seen in Harper's Baraar. Vogue, etc., featuring exquisite suits, street and cocktail dresses for fall and winter. Most complete store of its kind in city. DOROTHE'S EXCLUSIVE DRESS SHOPPE, 270 St. Nicholas Ave. (Cor. 124th St.) UN. 4-7790.

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209 W. 125th St., Room 211, N. Y.
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SMALL sift shops. Unique personalized plan. Small lots wholesale.
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Prescriptions. Blood and urine ap
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CLARENCE GREEN'S MIRACU
LOUS DISCOVERY restores hair to
baid heads; age or condition of baid
ness does not matter; Roots don'
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LEGAL NOTICE

*DARK HAMMOCK COMPANT.—The following is the substance of the Certificate of Limited Partnership, subscribed and acknowledged by all partners and filed in the New York County Cierk's Office on November 18, 1944. The name and location of the principal place of business of the partnership is: DARK HAMMOCK COMPANY, 119 West 57th Street, New York City, and its business is producing the play DARK HAMMOCK, General Partner; Meyer Davis, 101 West 55th Street, New York City, Limited Partners, their cash contributions, profit share and readonce, all of which is New York City unless otherwise specified, are as follows: Abraham M. Sonnabend, 337 Buckminster Read, Brookline, Mass., \$1,200, 2%; Joseph B. Simon, St. Georges Road, Chestnut Hill, Pa., \$3,000, 5%; Ermanuel W. Wirkman, 6708 McCallum Street, Philadelphia, Pa., \$1,200, 2%; Gerald C. Heller, 4 Sinde Avenue, Pikesville, Md., \$600, 1%; Frederick R. Mann, Rittenhouse Plaxa, Philadelphia, Pa., \$1,800, 3%; Charles Miller, 15 Dolma Road, Scarsdale, N. Y., \$3,000, 5%; Reginald Denham, 190 Central Park South, \$2,400, 4%; Lew Sarnoff, Orchard Hill Road, Katonah, N. Y., \$2,500, 41/6%; Meyer Davis, 101 West 55th Street, \$12,500, 20-5,6%; William S. Wasserman, 225 South 15th Street, Philadelphia, Pa., \$1,800, 3%.

The partnership term commences on filing of certificate, continuing until all partnership rights in the play have terminated, Limited Partners' contributions returnable in cash only unless otherwise agreed by all parties in writing, after play opens in New York City, and payment to, or provision for all liabilities pulse shall have been paid. After production of play is discontinued, partnership to limited Partners' contributions shall have been paid. After production of play is discontinued, partnership to limited Partners until capital contributions shall have been paid. After production of play is discontinued, partnership to limited Partners until capital contributions shall have been paid.

were \$7,300 case reserve to be paid monthly to Limited Partners until capital contributions shall have been paid. After production of play is discontinued, partnership assots to be liquidated and applied to payment of liabilities and unpaid capital contributions. Payments of profit shall be returned by Limited and General Partners in the event of insufficient assets to pay liabilities; the Limited Partners to make additional capital contributions equal to 20% of original contribution upon request by General Partner, Additional partners admissible but share of profits payable only out of General Partner's share. Substituted Limited Partners prohibited. No priority to any Limited Partner as to contributions or to compensation. Partnership terminates upon death, insanity or retirement of General Partner. General Partner.

CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP—We, the undersigned, being desirous of forming a limited partnership, pursuant to the laws of the State of New York, do certify as follows:

1. The name of the partnership is BEBBY JUNIOR COAT & SUIT COM-

DEBBY JUNIOR COAT A SUIT COMPANY.

3. The character of the partnership business is the manufacturing and selling of coats, suits and raincoats.

3. The principal place of business of the partnership is 247 West 38th St., Borough of Manhattan, City, County and State of New York.

4. The name and place of residence of each member, and a designation of which are general partners and which are limited partners are as follows:

General Partners—SAMUEL ORKEN-BLATT. 20 Evergreen Ave., Lynbrook. Nassau County, New York; HERMAN GOLDBERG, 1700 Grand Concourse. Borough and County of Broax, City of New York.

Limited Partners—LEE GREENBLATT.

30 Evergreen Ave., Lynbrook, Nassau

4. The name and place of residence of each member, and a designation of which are general partners and which are limited partners, are as follows:

General Partners—SAMUEL OREEN-BLATT, 20 Evergreen Ave., Lynbrook.
Nasann County, New York; HERMAN GOLDBERG, 1700 Grand Concourse.
Borough and County of Bronx, City of New York.

Limited Partners—LEE GREENBLATT, 20 Evergreen Ave., Lynbrook.
Nasann County, New York; HERMAN GOLDBERG, 1700 Grand Concourse, Borough and Concourse, Borough and Concourse, Borough and Concourse, Borough and Connety of Bronx, City of New York; RUTH MARKS, 330 West End Ave., Borough of Bronx, City of New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassan County, New York; DOROTHY KLEIN, 371 Belimont Ave., City of Newark, New Jersey.

5. The term for which the limited partners hay substitute Samulation Goldberg may substitute Samulation Goldberg may substitute Samulation Goldberg may substitute Market, Co. The limited partners, Ruth Marks, Sayde Goldstein, Fannie Schneider and Dorothy Riein, Fannie Schneider and Goldberg may substitute Market, Co. The limited partners, Ruth Marks, Sayde Goldstein, Fannie Schneider and Goldberg may substitute as assignee in her place.

(c) The limited partners, Ruth Marks, Sayde Goldstein, Fannie Schneider and Dorothy Riein, Fannie Schneider and Goldberg may substitute as assignee in her place.

(d) All substitutions shall be upon the american partnership agreement, but there are no judgments as provided for in the original partnership agreement, but there are no judgments and partnership agreement, but there are no judgments and partnership agreement, but the original partnership agreement, but additional limited partners

automatically renew itself from year to year unless any one or more of the partners gives sixty (60) days written notice to all the other partners of his or her intention to dissolve the partnership, and upon such notice the partnership shall proceed to dissolution.

ceed to dissolution.

5. The amounts of cash contributed the limited partners are as follows:
Lee Greenblatt \$12,000
Cella Goldberg 12,000
Ruth Marks 4,000
Sadye Goldstein 4,000
Fanny Schneider 4,000
Dorothy Klein 4,000

7. The limited partners shall make additional contribution at any time.

8. The contributions of the limited partners shall be returned upon termination or dissolution of the partnership, and if at any time there is insufficient capital to repay both the limited and general partners all their respective amounts which they contributed to the partnership, then there shall be repaid to them an amount pro rated according to their respective original contributions of capital to the partnership. partnership.

9. (a) The share of the profits or other compensation by way of income which each limited partner shall receive by reason of his or her contribution is as follows: Lee Greenblatt and Cella Goldberg are each to receive \$100 per week and 1/8th of the profits; Buth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein are each to receive \$50 per week and 1/12 of the profits. In case any of these drawings will be increased or decreased, then such increase or decrease shall be made proportionately—that is, the decrease or increase shall be in the ratio that the present fixed amount bears to the total amount distributed to all the parties herein.

(b) The general partners jointly and 9. (a) The share of the profits or other

herein.

(b) The general partners jointly and severally guarantee payment unto Ruth Marks. Sadye Goldstein. Fannie Schneider and Dorothy Riem jointly, the sum of \$25,000,00, which includes \$16,000,00 originally contributed by them upon the formation of the partnership. If any portion of the profits or the whole or any part of the original investment shall have been received prior thereto, then such sum or sums so received shall be applied toward the return of the guaranty of the said \$25,000,00.

(c) If and when the aforesaid pay-ment of \$95,000.00 shall have been paid and there be a total not asset of \$50.-

and there be a total net asset of \$50,000,00 or less, then in such event that
sum shall be divided equally amongst
Samuel Greenblatt, Lee Greenblatt, Herman Goldberg and Celia Goldberg.

(d) If one or more of the last aforesaid shall have received any portion of
the profits or the whole or any part of
the original investment prior thereto, then
such stim or sums so received shall be
applied towards the payment of \$50,000.00 or less, as aforesaid.

(a) The surplus, if any, of the assets

(e) The surplus, if any, of the assets then remaining, shall be divided in the following manner: 1/6 thereof shall be given to Lee Greenblatt and Celia Goldberg, and 1/12 thereof shall be given to Ruth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein.

10. All the limited partners may substitute assignees as contributors in their places.

(a) Lee Goldblatt may substitute for

viving general partner, who agrees to purchase such interest and pay for it as provided for in the partnership agree-ment; thereafter, the partnership shall continue between the remaining general partner and the limited partners, under the terms contained in the partnership agreement.

14. The limited partners shall have no right to demand and receive properly other than cash is return for their contribu-

The above certificte was signed, acknowledged and sworn to by all the above mentioned partners on October 31, 1944.

HORNERS JRS. The following is the substance of a Certificate of Limited Partoership signed and acknowledged by the general and limited partners, filed in the New York County Clerk's office on November 30, 1934. The name of the partnership is HORNER JRS., engaging in the manufacture and sale of ladies dresses and wearing apparel, at 240 Weag 35th Street, New York City, General Partners are Manuel Horner, 115 E, Olive St. Long Beach, N. Y., and Daisy Tunick, 198 Seventh Avenue, New York, Limited Partner is Goldie B, Horner, 115 E, Olive Street, Long Beach, N. Y. The term is 3 years from December 1, 1944, subject to termination at November 39 in any year at option of Partner Tunick, Limited Partner has contributed \$5,000 in cash, returnable nopn termination of partnership and is not to make any additional contribution; and she shall receive 25 per cent of net profits after total allowances of \$135 weekly to general partners, as her share of profits or other compensation by way of income. Limited Partner may substitute an assignce as contributor upon compliance with Section 114 of Partnership Law.

IRVING ABRAMS LAMB DIVISION. Following is substance of limited partnership filted in Clerk's office, New York County, on December 4 1944. Parinership name—IRVING ABRAMS LAMB DIVISION: Character of business—mianufacturing and selling slippers, mittens, gloves and other products. Principal place of business, 158 West 29th Sircet, Manhattan, New York City. General Partners—Irving Abrams and Edyths Abrams, both residing at 117-01 Park Lane Street, Kew Gardens, Long Island, Limited Partners—Addresses, contributions and net share of profits are—Natalis J. Paul, 525 West End Avenue, New York City, \$1000.09, 25 per cent. Shirley Zimmerman and William Zimmerman, both of 976 East 27th Street, Brooklyn, New York City, each \$750 and each 12% per cent. Terms of partnership from November 20, 1944 to January 1, 1947. Partnership to continue on death of either general partner. No right to admit additional limited partners. Certificate was severally signed and seknowledged IRVING ABRAMS LAMB DIVISION.

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of CANDELORO TRUCKING CORP, has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Scal) this 28th day of November, 1044.

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 BELLEVILLE TAB & CHEMICAL, CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 108 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official scal of the Department of State, at the City of Albany. (Seal) this 17th day of November, 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 JENMIK REALTY CORPORATION and that it appears therefrom that such corporation has complied with Section 106

of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 8th day of December, 1944. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, es.: I do hereby certify that a UTILITY MANUFACTURING 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 4th day of December, 1944.

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

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News About State Employees

(Continued from page 7)

Thomas Indian School FARM HELPERS are classed as laborers, which means they get no increments, no advancement. . . . Ernest Falk trying to get reclassified. He's a farmer now, wants to be head farmer, because he acts

RADIO CITY -MUSIC HALL

Showplace of the Nation ROCKEFELLER CENTER

Presenting . . .
A film of charm and character . . . of deep emotion and exciting adventure

"NATIONAL VELVET"

A Clarence Brown Production in TECHNICOLOR MICKEY ROONEY

BONALD CRISP — ELIZABETH

TAYLOR — JACKIE JENKINS —

TAYLOR — JACKIE JENKINS —
REGINALD OWEN

A Metro-Goldwyn-Mayer Picture
Based on the novel by Enid Bagnold
and
THE MUSIC HALL'S GREAT
CHRISTMAS STAGE SHOW

"The Nativity"—traditional Yuletide
pageant . and "Star Bright"—
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as assistant to farm manager. . Mrs. Joella Clark lives in one of the four girls' buildings, where they get the noise from the children who don't quiet down till 9 or 9:30. And although she's off duty at 6, the children come and ask questions and play—and con-sequently she and the other as-sistant house-mothers think they pay too much for their quarters. The children were in school when the rooms were classified as to price. . . There's one house-mother there, Mrs. Cunningham, who can't get any maintenance at

Rochester Barge Canal Unit

V. R. Warner has been reelected President of the Barge Canal Civil President of the Barge Canal Civil Service Employees Association, Western Central Unit, Rochester, for the ensuing year. Other officers reelected were: Vice-President, Richard Cooper; Secretary and Treasurer, L. W. Barlow, Sr.; Mr. Werner and Mr. Cooper were elected regular delegators. Charles elected regular delegates; Charles Harrier and L. W. Barlow, Sr., alternates.

NYC Chapter

NYC CHAPTER of the State Assciation added another to the lists of its members who have been commissioned: William A. Johnston, an assistant underwriter for the State Insurance Fund when he enlisted in the 69th Regiment, State Guard, as a private in 1941, is now Lieutenant Johnston. . . . Last Thursday, members of the Association at the 69th Regiment Armory heard an interesting dis-course from William McDonough, executive secretary of the State Association, who attended the election meeting. Here are the new officers of the Armory group: President, James A. Deucher; vice-president, Donald Sherman; cor. secy., Frank Gonsalzes; recording secy., Sidney Bateman; treasurer, George J. Fisher; secy. executive committee, Frank E. Wallace, and sergeant-at-arms, James A. O'Connor.



HUMPHREY BOGART

HAVE AND HAVE NOT"

. . . WARNER BROS. HIT . . .

Walter Brennan Dolores Moran BROADWAY at 51st ST.

Lauren Bacall Hoagy Carmichael HOLLYWOOD

62 Stars in Warner Bros. "HOLLYWOOD CANTEEN"

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-an epic!"

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Breaking Week! STANLEY 7th AVE. bet. 'A PRIZE FILI'-Cue

NYC Chapter, Elects Officers

The newly elected officers of the New York City Chapter will officially take their places at installation ceremonies on December 27, 1944. Here are the new leaders of the State's largest chapter;

Charles R. Culyer, DPUI president; Michael L. Porta, Labor Department, first vice-president; William K. Hopkins, Law Department, second vice-president; Elizabeth Eastman, Education Department, third vice-president; Kenneth A. Valentine, Public Services vice Commission, financial secre-tary; Joseph J. Byrnes, Public Works Department, treasurer; Eve Heller, Housing, corresponding secretary, and Rose Burns, Education Department, recording secre-

U.S. Commission **Urges Pay Raise**

(Continued from Page 2)

It seems clear to the Civil Service Commission that Federal employees should be given identically the same treatment in respect to this particular issue as may be accorded by the Congress to the employees of private industry.

Federal employees who serve less than 5 years in the Federal service should have their period of employment in the Federal Government counted in connection with any determination of their rights.

The Army has chosen Bob Hope's latest picture, "The Princess and the Pirate," as the Christmas screen show for our armed forces overseas.

There should be coordination between the civil-service retire-ment system and other Federal governmental retirement systems so that persons who change from positions which are under one or the other shall be assured of full protection for their old age.

Police Auxiliary Elects 1945 Officers

The Auxiliary of New York City Police Post Number 460, American Legion, recently elected a slate of officers for 1945. Following are the new leaders of the women's group:

President, Mrs. Margaret Graham; 1st Vice President, Mrs. Lilium Paylecker, 2nd Vice President

lian Pavlecka; 2nd Vice President, Mrs. Helen McManus; Treasurer, Miss Elizabeth Casey; Secretary, Mrs. Lucy Murphy; S'gt at Arms, Mrs. Mae Mayer; Historian, Mrs. Jean Green; Chaplain, Mrs. Estelle Nickel.

Little Women

Little Women

"Little Women" Louisa M. Alcoit's classical children's story is at the New York City Center for a two week stay bringing the Christmas spirit to help the pionsering city company celebrate ite first anniversary.

Produced by Eddie Dowling in association with the City Center company, Marian DeForest's adaptation is a whimsical dramatization of the American war story of 4 good little girls, Acted by comparative newcomers to the New York stage, the presentation has that nostalgic touch which is quaintly reminiscent of the American Music Hall's melodrams. The Adam furniture, the modest costumes the high moral plane and the whole goody-goody atmosphere of the period seem worlds away from the jitterbur. Even with its sophisticated outlook The play is at least a reminder that such world did exist, a throw-back to the charm and whimsy of an old world and the old style family frozen portrait with which the dast takes its final bow.

LEARN DANCE PRIVATELY mucht by capertly trained teachers
Waltz, Foxtrot, Rumba
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EDDIE CANTOR One of the stars in "Hollywood Canteen" which is the new pic-ture new at the Strand Theater. Lionel Hampton and his orchestra head the stage show.



MICKEY ROONEY Gives another wonderful perform-ance as the star of the film which heads Radio City's Christmas show—"National Velvet."

The Strand Theater has a new show. On screen, they are showing the much-talk about film, 'Hollywood Canteen," which features 62 Hollywood stars and three name bands. The in-person shows stars the famous yibraharp

The well known stage actor, roles.

Warner Anderson, has been signed for his first screen role. He will play opposite Phyllis Thaxter in the MGM picture, "Weekend At

the Waldorf."
MGM has begun production on "Her Highness and the Bellboy." romantic comedy starring Hedy Lamarr and Robert Walker. Others in the cast are "Rags" Ragland, June Allyson, Warner Anderson and Agnes Moorehead.

Otto Kruger has been assigned to play the role of the FBI man in the new Columbia picture, "Out of the Fog." William Wright and Lynn Merrick play the romantic

Stage Plays

Stage Plays

BOBBY CLARK

MEXICAN HAYRIDE By HERBERT & DOROTHY FIELDS . Staged by HASSARD SHORT

MICHAEL TODD presents

SONGS by COLE PORTER

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Lab Mechanics Sought by Govt.;

The Federal Government has arscounced openings for laboratory m-chanics to work on research and experimental jobs in laborato tes of the National Advisory Committee for Aeronautics. Sal-aris run up to \$3,828 a year, the low-st paid will earn \$1,752 to

The exact salary will depend on the applicant's previous experience and training. No written test will be given; the applicants will be judged on their statements of past work and education.

Among the types of workers needed are: Aircraft and engine mechanic, carpenter, electrician, engine mechanic, engineman, general mechanic, instrument maker, mamechanic, instrument maker, machine operator, machinist, maintenance mechanic, metalsmith, modelmaker, patternmaker, pipefitter, sheetmetal worker, technician, toolmaker, welder (combination), wind tunnel mechanic and woodworker.

The positions are at Langley

The positions are at Langley Field, Virginia; Moffet Field, Cali-fornia and Cleveland Airport, Ohio. There are no age limits. To apply, obtain forms at the nearest Civil Service Commission office (641 Washington Street, New York City), file with the U. S. Civil Service Commission, Washington, Service Commission office

Bd. of Education Issues Call For Stenographers

The New York City Board of Education seeks stenographers for work in the City's schools and at the Board's headquarters. Posi-tions may also be available for a few typists. Salaries begin at \$1201

Interested persons should apply at the Board of Education, 110 Livingston St., Brooklyn, Room

WHEN REVENUES ARE SHORT Charged with failure to remit total revenues, a BMT street car operator was ordered dismissed by the NYC Board of Transportation last week. Arthur L. Edwards was brought up on charges when discrepancies were noted on his register cards.

DIME SAVINGS BANK IN XMAS CAROL PROGRAM

The Dime Savings Bank of Brooklyn will entertain their de-positors and friends with a pro-gram of Christmas Carols sung by The Dime Savings Bank Mixed Chorus at the Bank's Main Office, Fulton and DeKalb Avenue, from 11:15 until 12 o'clock noon, on Saturday, December 23rd. This year will mark the 11th Annual Christmas Carol Broad-

cast from The Dime Savings Bank over station WMCA, which is scheduled from 11:45 until 12 o'clock noon, during which Mr. Philip A. Benson, president of the Bank, will extend Christmas

NYC Post-Office Seeks 2,700 Men Pay Is Up to \$3,828 For Short-Term Full or Part-Time Jobs

H.re's a chance for 2,700 men in New York City to earn \$7 a mail to the homes, making pick-day for day-time outdoor work between now and January 31st. The ups from mail boxes and carrying New York Post Office needs that many men to speed along the collection and delivery of Christmas mail. Those who cannot put in a full day may be hired for as many hours as they can give. In addition, a number of husky men are needed for work on the plat-

addition, a number of husky men forms, handling mail bags.

Some men clerks will also be taken on, but there is no need for women workers right now.

For these jobs, apply at the General Post Office, 33rd Street and Eighth Avenue, New York able, but not certain, that the City, Room 3216. American citizenship is necessary, also ability to read and write. The work-day runs about 8 hours.

Postmaster Albert Goldman explains that the need for men to help out the regular employees is feit all over the City. It is probable, but not certain, that the Christmas-rusa employees will be assigned to districts near their homes.

The Duties

The work consists of delivering

ups from mail boxes and carrying the mail to the postal depots. Many high-school boys will find this a good way to add to their pocket-money for the holiday season.

Some women are being hired by the post offices, but Mr. Goldman says that they have enough ap-

bit all over the City. It is prob-ble, but not certain, that the hristmas-rush employees will be ssigned to districts near their omes.

The Duties

The work consists of delivering

The work consists of delivering ested in a short-term postal job.

8162. Second Clerk, Probation Department, Court of General Sessions, New York County. Usual salary range \$1201 to \$1020. Application foe \$1.00. Candidates must have been legal residents of New York County for at least four months mmediately preceding the examination date, date.

Applications Soon Available for Permanent Posts

The following NYC civil service examinations are now in the fins stages at the Municipal Civ Service Commission. Application periods for these tests will probably be opened during January 1945. Watch The LEADER for filling dates and requirements The jobs are permanet.

Searcher, Grade 4, Bureau of Real Estate, Board of Estimate, Chemist, Department of Publi

Senior Chemist, Office of the President, Boroughs of Manhattan and Queens.

Departmental Steward, Department of Hospitals.

Pipe Caulker, Department of Water Supply, Gas and Electricity, Senior Sewage Treatment Worker, Department of Published

Open-Competitive

Junior Statistician.
Junior Actuary.
Consultant Public Health Nurs
(Orthopedics).

Stoker Resigns To Work on Ships Gets His Job Bac

A marine stoker for the NY Fire Department felt that he would be more useful in the Arm Transport Service, so on April 1 1943, he joined up. Then in Au gust 1943, he transferred to the

1943, he joined up. Then in August 1943, he transferred to the Maritime Service.

Recently, Patrick Leddy, back with a honorable discharge, applied to the Fire Department for reinstatement, Fire Commissione Patrick Walsh asked the Civ Service Commission to chan Leddy's record to grant him military leave so that he might get back with the department The commissioners "OK'd" the change.

Recent NY State Eligible Lists

Promotion to Stenographer, Law.
N. Y. Off., State Insurance Fund
1 McDonald, Isabelle, NYC
2 Sycs, Rose, Brooklyn
3 Moskowitz, Helen, NYC
4 Goldman, Sylvia, Woodside, L. I.

Promotion Off. Mach. Oper. Key Punc State Liquor Auth., Albany 1 Kennedy, Dorothy, Troy Open Comp., Children's Court, Cler and Stenographr, Rock County 1 Delamater, Ruth, Spring Valley

and Stenographr, Rock County
Delamater, Ruth, Spring Valley
Open Comp., Electric Inspector, Dept.
Public Service
Feerst, Daniel, Elmhurst, L. I.
Crantield, Austin, Oceanside
Flor, Adolph P. V., NYC
Gatti, William, Bayside, L. I.
Promotion, Stenographer, Albany, Offic
Department Labor
Stellato, Teresa, W. Albany
Mangini, L., Slingerlands
Leveroni, Norma, Albany
Gundrum, Mildred, Troy
Promotion, Stenographer, State InsuraFunds Department Labor
Sycz, Rose, Brooklyn
Gorman, Mary K., Rosedale, L. I.
Schulman, Bessie R., Brooklyn
Sonne, Olga, Amityville
Moskowitz, Helen, NYC
Dia, Josephine, NYC
Promotion, Stenographer, Albany
Kindlen, Frances B., Cohoce
Burke, Mary A., Albany
Swarts, Mary, Albany
Promotion Housing Clerk, Div. Sta

Promotion Housing Manage, Super Div. Housing Exec. 1 Booth, Raymond 2 Housaard, John Promotion Stores

Clerk, Div. Sta Purch. Exec. De Scalzo, Pat. Promotion Sr. T iat, Co. Treas.

Civil Service Checks P. O.

Employment Civil Service field represent tives, in areas operating und War Manpower stabilization program, have been authorized check the employment records

post offices. The First Assistant Postmas

General has advised that the f lowing information be made ava able to the Commission:

1. The number of employ presently hired or authorized

be hired. 2. The anticipated number employees required in the next

or 60 days.

BEAUTIFUL HAIRCUT

For easy-to-manage coffure, it's touting that counts! Bring out ye best features. Natural wave eaco aged by celebrated personality mold Consultation and styling (inches shampoo and set), \$3.50.

Let us create a New You.

BAILEY'S STO SIL AV. (35-36)

Permanent Career Jobs Opened To Competition by State of New York

Fourteen permanent career jobs are now open with New York State. Applications may be filed until January 19, 1945. For complete details and application blanks, write to the State Civil Service Commission, State Office Building, Albany, or 80 Center Street, New York City. Appointment is expected at the salary listed below plus a war bonus of 7½ to 10 per cent.

State Written Examinations of

State Written Emininations of February 10

(Applications Should Be Filed by January 19)

\$1.52. Assistant Principal of Nursee' Training School, Department of Mental Hygiene. Usual salary range \$3400 to \$3000 with suitable deductions for maintenance where allowed. Application fee

8153. Chief, Bureau of Home Economics, Division of Vocational and Extension Education, Department of Education, Usual Street, and Control of St. Application foe \$5.00. At present, one vacancy exists.

8164. Coordinator of Utility Contracts, Division of Standards and Purchase, Executive Department. Usual salary range \$2700 to \$3325. Application fee \$2.00.

\$105. Director of Nursing (Cancer), State Institute for the Study of Malignant Diseases. Department of Health. Usual salary range \$3120 to \$3870. Application foe \$3.00. At present, one vacancy exists at \$3120 without maintenance.

8107. Executive Officer, Alcoholic Ber-crare Control Board, Greene County. Usual salary range \$1600 to \$3100. Application fee \$1.00. Candidates must have been

The paper conservation pro-

gram is taken seriously at the NYC Department of Sanitation.

After menus have served their purpose in the Sanitation Department lunch room, and have told diners what the daily of-

fering is, they reappear on the desk of Harry Langdon, director of administration, where they are turned around and become

Anyone receiving a communication from Sanitation which reads "Roast Pork and Vege-tables . . . 40 cents," should turn the sheet over and read the re-

Menus Turn

letterheads.

verse side.

BIRRES BERTE B

Into Letterheads

logal residents of Greene County for at least four months immediately preceding he examination date.

8158. Industrial Foremas (Woodworking Shop), Division of Prison Industries, Department of Correction. Usual salary range \$2100 to \$2300. Application fee \$2,00. If eligible, candidates may compete also in No. \$159 Industrial Inspector (Woodworking Shop). A suparate application and fee must be filled for each.

(Woodworking Shop). A suparase appu-cation and fee must be filled for each.

S159. Industrial Inspector (Woodwork-ing Shop). Division of Prison Industries, Department of Correction. Usual salary range \$1800 to \$3300. Application fee \$1.00. At present, one vacancy exists at Auburn Prison, If eligible, candidates may compete also in No. \$158 Industrial For-man (Woodworking Shop). A separate application and fee must be filed for each. 8160. Optometric Investigator, Depart-ment of Education. Usual salary range \$2400 to \$3000. Application fee \$2.00. 8161. Photestas Operator, Grade 4. County Clerk's Office, Richmond County. Usual salary range \$1621 to \$2100. At present, one vacancy exists. Candidates must have been logal residents fo Rich-mond County for at least four months

atte.

8163. Senior Social Worker (Psychiatrie), Department of Mental Hygiene.
Usual salacy range \$2400 to \$3000, less maintenance. Application fee \$2.00. At present, vacancies exist at \$2400 less maintenance at Central Islip State Hospital, Rockland State Hospital, Utica State Hospital, Crair Colony, Letchworth Village, and the Bome State School.

and the Rome State School.

\$164. Senior Supervisor of Vocational Rehabilitation, Bureau of Vocational Rehabilitation, Department of Education, Usual salary range \$3120 to \$3870. Application fee \$3.00. At present, one vacancy exists in the Malone Office.

\$165. Superintendent of Marine Fisheries, Observation Department, Usual salary range \$4000 to \$5000. Application fee \$3.00. At present, one vacancy exists. State Unwritten Examinations of February 10
(Applications Should be Filed by February 9)
S165. Senior Housing Consultant (Community), Division of Housing, Executive Department, Usual salary range \$3900 to \$4800. Application fee \$3.00. At present, one vacancy exists.

She Likes Working For the Government

WASHINGTON—A woman employee of Department of Labor wrote to the Washington Daily News telling why she likes the Govern-

ment service. Here are her reasons:

"About once a month a nonGovernment friend of mine hope- m fully checks up on me to see if I have finally changed my mind about working for the Government. The answer is still the same—I like Government service. I like it in spite of all the familiar justifiable gripes and all the uncomplimentary names we are call-ed on the Hill and in political speeches.

"Here's why. My job sheet shows that I have worked for a bank, a radio station, a news-paper, and a couple of world-saving organizations. Only in

ments run the gamut. Nowhere I have worked have I found such a high proportion of decent, sin-cere, hard-working people as in Government.

"I like the kind of team work that is possible in Government. The vast reservoir of ability, in-formation and ideas that I can draw on when I need it even for a small assignment outstrips anything built up by our biggest corporations or private organizations. I like the idea of putting in my two bits' worth when the reservoir tapping works the other way around too.

saving organizations. Only in Government have I found an employer whose sole business is to promote the general welfare of all the people. I like the freedom from pressure to increase profits or to sharpen the axe for a cause. "I like the kinds of people I work with—a mixture of mainstreeters and cosmopolitans from all parts of the country. Their educational and cultural backgrounds, skills and accomplish—

Sterling Silver Rosaries

With 3 Engraved Initials

A Most Appropriate CHRISTMAS GIFT

No. 1014-14 inch \$5.00 No. 9414-16 inch \$6.50

High Relief Crucifix Exquisite Detail & Design

Crystal and Colored Beads, Sterling Cross & Chain \$5.00 Fine Selection of Rosaries 25c to \$10.50

Select Your Religious Christmas Cards Early

MISSALS * MEDALS * CROSSES and CHAINS SICK CALL SETS . HOLY PICTURES

WALSH BROTHERS

Church Goods - Religious Articles

FOREST HILLS, L. L. 17 STATION SQUARE AT FOREST HILLS INN

As Christmas Comes Around

are you collaborating? . . . Dotty Ettlinger has a hubby who won the Comes Around
To Vet Agency

Chief H. Hazard, 2 Lafayette, is hobbling around on crutches—it's a hip ailment. . . Noel Jeffries, Assistant Manager, wears bow-ties that are simply out of this world. Where can this reporter get one, Noel? . . . They say Ernest Thiel, 346 Broadway, Chief Clerk, will soon be leaving the agency temporarily. . . Plans for Kmas parties are catching on throughout the Vets, but some employees are objecting to the way collections are being made. . . . Chester Healey seems to like giving members of the staff "fatherly" chats. . . Julius, 3rd Floor West, is making a "scientific study" of it all and will comment about everything in the very near future, his chums report. Vers. the Military Order of the Purple