

Civil Service LEADER

Vol. 6—No. 15 Tuesday, December 19, 1944 Price Five Cents

Relieve Pensioners of Tax, NYC Council Asks Congress

see page 3

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

By JEROME YALE

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 the Council to its Committee on Finance for study, provides:

- 1—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.
- 2—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. Quill are part of the program of the State, County and Municipal

Workers of America, to equalize the pay of City workers as compared 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 improvement of the promotional system. SCMWA figures cite the fact that last year, 10,000 employees were on City promotion lists; 1,650 were promoted.

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 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 favors a \$1,500 minimum pay schedule.

Prevailing Pay Situation

All organizations are bitter

against the plan whereby the City circumvents the payment of full 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 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 his previous salary. In addition, those who failed to sign their

payrolls "under protest" miss out on back pay. The City makes deductions on back pay awards for vacations and pension benefits, 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 offered for clerical workers; \$1,500 for pharmacists; \$1,200 for librarians; \$1,200 for laboratory assistants and stock assistants, apprentices are listed at \$2.83 per day, luncheon helpers, \$1,200.

Difficulty in hiring help at these salaries increases the difficulty 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 unfilled 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 reputable loan companies and of loan sharks.
3. Taking outside jobs.
4. Hunting for jobs in private industry.
5. Supplementing income by having other members of the family work—often children of school age.

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

WASHINGTON—Higher salaries for Federal employees featured the 61st annual report of the Civil Service Commission given to the President last week.

More money to permit Government 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.

PAY

- 1—Basic rates of pay for all salaried workers should be re-

vised upward in order to compensate for increases in cost of living.

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 compensation for overtime has been based on these increases in basic rates of pay.

The basic rates of pay for most positions held by salaried Federal employees have not been increased since the start of the war. Their overtime compensation has been based on rates which have been in

effect in most instances for more than 10 years.

The Federal Government must attract and hold personnel whose qualifications are above question. It can never expect to compete on an equal basis in so far as salaries are concerned with private employers. It must continue to depend on finding persons who are willing to make monetary sacrifices 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

of basic rates of pay for salaried employees in order to determine what adjustments should be made as a result of the increases, over a period of the past several years, in the cost of living.

2—A permanent overtime pay law should be enacted for salaried employees.

In normal times, required overtime work, both in industry and

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Public Administration Page 10

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

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

Continued from page 1
in government, is the exception rather than the rule. It is designed to take care of emergency situations.

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 additional 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. 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 Government by providing for additional compensation at higher rates of pay. It will be necessary for all employers, both public and private, 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 40 hours in any administrative work week; and
 - (b) Provide that overtime pay should be computed according to a formula that converts per-annum rates to hourly rates by dividing by 2080 (52 weeks times 40 hours).
- 3—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. Heads of agencies can, in fix-

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 during 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.

4—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 days.

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

Surely, what government requires 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.

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 positions for salary purposes is concerned, 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



Enlisting the Federal Employees Division in the March of Dimes, executives in government service met with Basil O'Connor, head of the National Foundation for Infantile Paralysis. The appeal is held in January. Photo, Left to Right: (Seated) 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. McGohay, U. S. Attorney, Southern District of New York; (Standing) 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; Capt. William J. Fedrick, Collector 2nd 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 perfume around the office and save it for the boy friend after hours.

It said it was hoped that girls 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.

6—The executive branch should have more freedom in determining the rates of pay, within the ceilings established 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 comparable 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 grades.

7—Salaried employees of the Federal Government who do satisfactory work should be given a salary increase every 12 months in the lower-salaried groups and every 18 months in the higher-salaried groups within the salary ceilings established by the Congress.

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.

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

8—A law should be passed providing for cash awards for employees in all agencies for suggestions which lead to outstanding 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.

They should be given such authority.

SEPARATION OF FEDERAL EMPLOYEES

1—Federal employees should be made eligible for unemployment compensation benefits either under a Federally administered system of unemployment compensation or in accordance with the provisions of the District of Columbia unemployment compensation law.

Employees of private industry are in a position to claim unemployment 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 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 employees have, in response to the request of the Government, moved from 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 compensation law should be made applicable to Government employees wherever they may be employed. The law itself, however, should be administered through the existing State unemployment compensation organization.

2—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 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 reduction-in-force programs.

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

Public Employees Strongly Support Infantile Fund

Federal, State, County and Municipal employees in every branch of government service are represented in the Greater New York Division of the 1945 Fund-Raising Appeal conducted by The 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.

Postmaster Albert Goldman will head the Federal Employees' Division for the sixth consecutive year.

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

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 vacancies 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; Clerks-Typists, \$1800 per annum; Property & Supply Clerks, \$1800 per annum; and Storekeepers, \$1800 per annum. Female applicants are acceptable for the clerical positions. All applicants must be U.S. 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 low cost is guaranteed.

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



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CIVIL SERVICE LEADER

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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 purchased more than 90 per cent of the cash quota of \$175,000, according to Brig. Gen. H. N. Gilbert, Director.

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 Fiscal Division Headquarters 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 targets, 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 Division 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 Enemy;" and a chart showing little jeeps on their way to Berlin and Tokyo, each jeep a bond purchased by employees of that branch.

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

Announcement of Clerk Promotions Is Delayed

Clerks (especially those who took the recent promotion tests to grade 3 and 4), accountants, stenographers, other City employees on New York City promotion lists, face a bit longer wait before they know whether they will be included among those who are up-graded.

The Budget Bureau had hoped to finish the job of scanning the lists 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

January 1, 1945 is the next regular promotion period for the clerical 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 time.

Promotion Forbidden To Ex-GI Transit Men

NYC employees who miss promotion examinations because of military service are given special military examinations on their return to their civilian jobs. However, they must meet all the requirements for the test, or they aren't allowed to take the special examination.

The following employees in the

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; Milton H. Cohn, Railroad Clerk; John Crawley, Railroad Clerk; Joseph Kwasinowicz, Conductor, IRT Division.

New York City Loses Its Only Woman Civil Engineer

When the retirement of Mrs. Elsie D. B. Swindells became official last week, the Borough of Queens lost the first and only woman civil engineer in the history 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 Construction. Some of the projects she had worked on: the World's Fair trunk sewers, the Midtown Highway, Connecting Highway and many others.

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.

In 1905, one year before graduation, 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 7 years.

When her husband, John Swindells, 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, 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



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 Borough President of Queens.

profession provided she asks no special considerations for being a woman and uses backbone instead of wishbone."

When asked why she chose the field of engineering, which is considered a "man's job," Mrs. Swindells explained that she got from her father, Henry H. Bittman, the talent and love she holds for the profession. Her father was also

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, Office of President, Borough of Manhattan.

Chemist, New York City Tunnel Authority.

Assistant Director of Stores, Department of Purchase.

Senior Storekeeper, Department of Purchase.

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

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 Christmas 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, December 23, 1944, or Saturday, December 30, 1944.

Skeleton Starts

2—All offices will operate with skeleton staffs after 4 p.m., Friday, 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 give 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 Christmas 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 engineer for the Ranger Aircraft, and one daughter, Dorothy, a science and mathematics teacher. Her husband, John, died in 1932.

Mrs. Swindells is a member of the St. George Society and the Technical Guild. Beside being an accomplished pianist, she is an avid photography fan.

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 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 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 Retirement Act, Social Security Act, and World War Veteran's Act.

"Pensioners as a group are persons who have taken a sharp reduction 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, income 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 tax 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

"Aged employees are compelled to defer retirement and to continue 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 veterans 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 Copying, County Clerk, Kings County... 72
- Patrick H. O'Brien, Inspector of Public Works, President, Bronx... 71
- Carroll Blake, Borough Superintendent, Housing and Buildings... 71
- George J. Lavender, Assistant Special Deputy Clerk, Supreme Court, First Judicial District... 71
- Isidore Brown, Attendant, Parks... 70
- Peter Wynne, Chief Clerk, Board of Elections... 70
- Rosario Volpe, Maintenance Man, Hospitals... 70
- Patrick Daly, Deckhand, Marine and Aviation... 70
- Joseph Rorke, Clerk, Supreme Court, Kings County... 70
- Michael Walsh, Laborer, Fire... 70
- John W. Thompson, Process Server, District Attorney, New York County... 70
- John J. Bracken, Chief of

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

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:

- 1—To extend the life of preferred eligible lists for re-employment (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 permission by their departments to en-

list, resigned first, then enlisted. Some just walked out of their City posts to the recruitment offices.

3—A measure specifically authorizing Fire Commissioner Patrick Walsh to reinstate Robert T. Huben, who left a Fire Department position to enlist in the Army; returned with a medical discharge.

Among cases which The LEADER brought to public attention 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 in August, 1944, The LEADER told the story of Fireman Francis J. Shields, who left the Army Transport Service, and the trouble he had to get his job back.

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, explaining that persons on eligible lists, or 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 service, the physical disability of a candidate incurred by reason of injury sustained or disease contracted while in military service... during the World War shall not be deemed to disqualify him for such position unless the disability is of such a nature as to prevent him from efficiently performing the duties of such position."

Civil Service LEADER

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

MEMBER AUDIT BUREAU OF CIRCULATIONS
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Double Standard For Public Employees

WHAT goes on here? The State's Attorney General interprets the 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 court.

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 everybody else is entitled to the protection of unemployment insurance—but not public employees.

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 nothing.

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 management, 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 reconversion 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 for 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 manner.

- Assisting the applicant to discover, analyze, and evaluate his potential abilities.
- Providing current information on exact job requirements and employment opportunities.
- Assisting the applicant to formulate a vocational plan by relating his known and determinable abilities and interests to occupational requirements and to occupations, and assisting him in putting the plan into effect.
- Putting the applicant in touch with community facilities, including training, through which he may better equip himself for employment in his chosen field.
- 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 employment.
- Assisting the applicant in locating a suitable job.
- Follow-up of the applicant where necessary, after he has been placed on a job or referred to training.

Following the field conferences, a nucleus of trained personnel will be 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 employees from other offices in the State will be brought for "on-the-job" training in employment counseling.

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 outlook 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 Man



Charles R. Culyer

AFTER TWENTY-FIVE years as 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 Unemployment 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 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 momentarily important legislation to be introduced into the legislature; that the problem of veterans preference must be solved without forgetting the responsibility which the State owes to its 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 appearance.

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 describes 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 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.



Don't Repeat This!

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 a 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 intervened in the case of 5 veterans who applied for jobs as temporary 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 civilian 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, resigned 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 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 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 cops.

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 LaGuardia stepped 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 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 suppose that Commissioner Valentine, who brought the matter to my attention, will take appropriate action."

The Police Commissioner did take appropriate action. It consisted of immediately discharging Temporary Patrolman Conrad Mandel, who was acting as president 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 instead 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.

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 stepping 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 cops earn \$2,000 a year, have no pension or other departmental privileges, are subject to dismissal at any time.

Usually, however, if 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, 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 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. Shoro discusses all and any matters of interest to employees of the State of New York. He is writing this column with complete leeway to express his own views.

Employee Problems Coast to Coast

I AM WRITING this enrout from Washington, where attended a five-day session of a committee of State Health Department fiscal officers. There were seven other members of the committee from Connecticut to California. We met in annual session to discuss and agree on recommendations to be submitted regarding procedures of budgeting, expending and reporting of federal grants-in-aid to states for public health work. We also discussed individual problems of all kinds concerning State employees. It is surprising to find that—to quote the member from California—"We are confronted with very much the 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 surrounding State employment. I found that, of the major advantages 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 greatest nation in the world. And even with its shortcomings 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 service that need correcting to remove the existing inequalities in pay scales and to provide sound advances in other 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 service eligible list and are asked by a prospective appointing officer 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. A canvass letter merely seeks to find out if you would be willing to accept appointment, if offered, whereas the letter of appointment, 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, 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 notice 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 availability, 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 canvass letter does not result in any loss of eligibility. This policy has recently received judicial approval in a case involving an eligible on the list for Unemployment 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 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 contention 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 reason, does violence to the principles of fairness and equal opportunity for public employment which should underlie the administration of civil service. Nowhere in the canvass letter is it stated that the date which is given in answer to the question, when the applicant would be willing to appear for work, would have a determining effect upon the matter of appointment. Nowhere, 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 petitioner did signify his willingness to accept immediate employment. 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 respondents, indicated that a personal preference as to the date for 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 petitioner 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-Devany 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.

A couple of years ago the veterans had a proposal similar to the Hampton-Devany measure

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 veteran-legislators objected to a rider which would have extended civil service preference to volunteer firemen on the same basis as proposed for the veterans.

The veterans at that time objected to inclusion of the firemen in 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.

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

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

ALBANY—Establishment of an "in-service" training bureau in 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 industry in developing efficient employees from untrained material has made a profound impression on advocates of "in-service" training for public workers.

The unsettled conditions prevailing in recruitment for State service at this time, the lack of interest in many proposed examinations, 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 employees 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 candidates on many lists. The service is purely voluntary, the Commission 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

department to handle the hiring and reinstatement of war veterans is likely a little later when demobilization 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 claim preference by reason of disability. 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 said.

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 following members: Dr. Bonafede, 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, patrolman, 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 insurance lapse, boys. . . . The basketball 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 interesting talk given by Sgt. Anthony Barone, Jr., a former employee, who has just returned after several months' service abroad. . . . The Cook's Club, under the direction 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, the 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 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 appointed. 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. Corsi.)

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 over-capacity group attended, it being necessary for many to be served at a second sitting. . . . Arthur S. Lefevre, Senior Business Assistant to the Director, was called on for expression and he praised Dr. Webster for the high sense of humane values, and directive abilities which enabled him to either resist or run with the vast currents of varied feelings so prominent in the minds of the employees 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 agreement. . . . 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 returning 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 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 Temporary 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 Superintendent in February, 1935, which title was changed to Director on April 1, 1944.

Utica Dist. No. 2—Public Works

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

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 been taken by Bernice Hess of Boonville. . . . Jane D. Buehler of Oriskany has resigned in order to devote full time to her family, and has been succeeded by Edith Hazard of Bridgewater. . . . Legrand W. Chandler read in this column of a vacancy as clerk in the office 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, formerly 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 department. 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. (Slim) Smith reaches the age limit this month and is retiring. He has been the County Assistant in Madison County since 1922 and in the State service since 1904. He 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" Hayes' 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 scheduled for December 19. Chairman Marie Heijert is busy with plans to make it a success. . . . A committee headed by Gerald Fenner has been named to arrange for a testimonial dinner to be held during the latter part of January in honor of the several members of the department who have recently retired from State service.

(Continued on Page 15)

PUBLIC ADMINISTRATION

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

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

Work for a Municipal Department? 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 closely allied. In fact, one may be considered the solution to the other. On the one hand, municipalities must help solve the problem 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, housing deficiencies to be corrected, and water supply and sewage disposal systems to be constructed. By making plans for these physical improvements before the end of the war and by starting the public works program immediately 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 readjustment. Municipalities should take steps to encourage private construction and industry. This 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 are almost certain to increase in the post-war period. Special consideration will have to be given to better 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, including all the new means of handling disease and promoting health which have been developed 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, represents a problem of great magnitude.

Those on the inside — those now 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 involve the need for additional funds. In fact, many municipalities do not even have the necessary 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 procedures 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 employees.

Inter-government Relations

The relation of local government 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 government were further increased. This tendency for increased centralization on the one hand, and a demand for greater home rule on the other, will have to be resolved. Otherwise, municipalities will find themselves continually losing prestige and functions.

Public Relations

The post-war period will witness the resurgence of the activities of organized and pressure groups, and new requirements by the citizens of the community. To handle these effectively, officials 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 education made more effective and universal.

Organization for Planning

Since municipalities will be 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 the local talent as possible.

Every citizen should be reached for his ideas and support of the program. Every department of the municipality should prepare 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.

'Package' Sewage 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 aerator and clarifier within a single tank, positive automatic sludge control with no valves. The apparatus is claimed to be practically odor free and to render purification up to 98 per cent.

In design, it consist of:

1. Primary tank.
2. Combination aerator-clarifier.
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 skin disorders.

Fend-U Cream offers protection against oils, cooling compounds, kerosene, carbon tetrachloride, benzol, mild acids and alkalis, alcohols and acetates.

Fend-F Cream protects against dermatosis from aluminum, magnesium and zinc dusts and against sharp metal particles.

Fend-PC Cream is especially recommended for laboratory workers as it reduces hand perspiration, 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 Sandstrand 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.

184. SLUICE GATES

Interchangeable equipment is one feature of the sluice gates manufactured by the Chapman Valve Manufacturing Co., Indian Orchard, Mass. The Sluice 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.

186. HYDRANT HINTS

Different types of hydrants are needed according to the temperature range of the community. A booklet "Hydrants by Greenberg," gives complete 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, 380 Fourth Avenue, New York City, tells how to save time, labor and money by use of Universal cast iron pipe which combines the pipe and joint in one unit. Sections are bolted together by use of a ratchet wrench.

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 recreational worker with the administrative 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, the maximum use of area and facilities, leadership technique, operation of playgrounds and recreation buildings, recreation organization, personnel, the preparation of records and reports, publicity and public relationship.

Texts and study material have been prepared by the Institute for Training in Municipal Administration, 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 must come first, less time will be left for actual writing of the payroll. A new peak will develop—unless preventative measures are taken.

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

prehensive new study, "Payroll Peaks," packed with constructive suggestions. The company also offers 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 available free, on request:

1. "Payroll Peaks" . . . A comprehensive booklet graphically describing the growth through the years of payroll peaks—and measures to level them. It discusses several payroll plans; their comparative merits; their suitability to various accounting needs.

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 public, 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 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 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 Company, Detroit 22, Michigan.

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 _____



We can't all go... but we can all help!
BUY WAR BONDS

**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!**

KEEP FAITH WITH OUR FIGHTERS—Buy War Bonds For Keeps

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

- PFLUGFELDER-BAMPTON & RUST
- KOLLNERS PORK & MEAT PRODUCTS
- ARTISTIC SILVERCRAFT, INC.
- CUTTING ROOM APPLIANCES CORP.
- SAMUEL DUBIN COMPANY
- CUPPLES COMPANY
- DUBROW PURE FOOD, INC.
- HAGERTY BROTHERS & CO.
- BRONGER & CO., INC.
- KANTOR BINDERY
- F. OHIN, INC.
- HY-ART COAT MAKERS, INC.
- SHAMROCK MOVING CO.

- THE HUT NECKWEAR CO., INC.
- JACK'S TIRE CO.
- PAN AMERICAN ENTERPRISES
- M. ROSEN
- NOLAN GLOVE CO., INC.
- HARRY WINSTON, INC.
- ACE FASHION FABRICS
- JAYGOL PRODUCTS CORP.
- PHOENIX ASBESTOS MAN. CO. CO.
- GLOBE RING CO.
- SPENCER PAPER CO., INC.
- FRANKLIN TOWERS-APARTMENT HOTEL

- CITY FUR COMPANY
- KAMBER COMPANY
- RED SEAL LEATHER CO.
- EVER STYLE METAL PRODUCTS CO.
- THE CRAFTFELT CORP.
- SCHNEIDER & WEISSMAN
- MORRIS SILBERSTEIN CO.
- THE SOUTH FISH CO.,
- BUTCHER BOY
- EXCELSIOR AUTOMOTIVE SERVICE, INC.
- ART LINOTYPERS, INC.
- STANDARD MOTOR PRODUCTS, INC.

- SQUARE DEAL STATIONERY & TOY CO.
- BEDFORD NOVELTY MFG. CO.
- STEWART DICKSON & CO.
- MABEN BAGS
- FRED GALBAS
- SMART SPORTWEAR CO., INC.
- J. SHOPSIN & SONS
- INDEPENDENT HAT BOW CO.
- A. CARDANI, INC.
- HERMAN LEVINE
- LERO TEXTILE CO.
- KODISH AND ZWICK
- L. TUSCSHMAN

Help Wanted—Male—Female

U.S. Jobs

(Continued from Page 9)

tion, 641 Washington St., New York City. Remember that you'll get about 21% more than the salary listed because of overtime pay. And you'll need a certificate of availability if you're now engaged in an essential occupation.

- VI-1188—Clerk (IBM).....\$2435.14
- VI-884—Shipping Rate Clerk... 2190.00
- VI-1265—Rate Clerk (Freight)... 2798.33
- VI-9403—Traffic Clerk..... 2433.14
- VI-1128—Dental Assistant.... 1752.00
- VI-961—Dental Mechanic.... 1971.00
- VI-1261—Laboratory Aide..... 1971.00
- VI-8850—Laboratory Assistant... 1620.00
- VI-828—Psychiatric Nurse (Registered)..... 2190.00
- VI-978—Registered Nurse..... 2190.00
- VI-11058—Nurse's Aide..... 1752
- VI-1284—Film Handler..... 2433.14
- VI-1272—Physical Science Aide... 1752.00
- VI-1383—Clinical Assistant.... 2190.00
- VI-1438—Translators (Fr.-It.) (Fr.-Sp.)..... 2190.00
- VI-1506—Nurse's Aide—All City 1752
- VI-1303—Clerical Trainer—Somerville, N. J..... 2190
- VI-1055—Medical Technician..... 2190
- ACCOUNTANTS (\$2200 to \$3800, incl.): (Requires constant travel)
- AGENT (\$2200 to \$4600 Inclusive): Plant, Purchasing.
- ANALYSTS (\$2000 to \$4600 Inclusive): Industrial Marketing, Principal Cost, Associate Management, Management, Repair Cost, Wage Rate.
- APPRAISER (\$4600): Repair Cost.
- ASSISTANT (\$2000 to \$3800 Inclusive): Production (Elec.), Training, Property Identification, District Program (Albany).
- AUDITORS (\$3200): Constant Traveling.
- CHEMIST (\$2000 to \$3200 Inclusive): Laboratory Technician.
- ECONOMIST (\$2000 to \$4600 Inclusive): Housing.
- DIRECTOR (\$4600): Civilian Training.
- ENGINEERS (\$2000 to \$4600 Inclusive): Electrical, Studio Control, Hydraulic, Radio, Associate Marine, Soils Mechanical, Welding, Assistant Safety, Concrete Research, Equipment, Marine, Maintenance, Aeronautical, Mechanical, Industrial, Sanitary, Materials, Packaging, Hydrologist.
- ENTOMOLOGIST (\$3800):
- EXPERT (\$2900 to \$3200 Inclusive): Packaging, Marine Spare Parts, Maintenance or Lubrication.
- INSPECTORS (\$2000 to \$3500, Inclusive): Plant Quarantine, Rail, Veterinary Meat.
- LIBRARIAN (\$2600).
- METALLURGIST (\$2000).
- METEOROLOGIST (\$2600).
- MYCOLOGIST (\$3800).
- NEGOTIATOR (\$3800):
- OFFICERS (\$2600 to \$5000, Inclusive): Property Disposal, Purchasing (Underwear, Sweaters, Insurance & misc.), Purchasing.
- PHYSICIST (\$2,000 to \$3800, Inclusive):
- SPECIALISTS (\$3200 to \$5000 Inc.): Marketing, Procurement, Property Disposal, Technological, (Russian, French, Spanish), Visual Education.
- STATISTICIAN (\$2000 to \$3800, Incl.).
- SUPERINTENDENT (\$4600): Stevedore (Overseas Assignment).
- SUPERVISOR (\$3200): Payroll.
- SURVEYOR (\$3200): Marine (Must have comprehensive knowledge of marine engines).
- TRANSLATOR (\$1800 to \$3200, Incl.): Technical Spanish.
- VETERINARIAN (\$2000).
- Attendant, \$1200-\$1440 p.a.; \$70-76c per hr.; \$23.00-\$26.00 per wk.

- Chauffeur, \$1200-\$1800 p.a.; \$50-97c hr.
- Carpenter, \$1800 p.a.; \$2.54 per diam; \$1.14-\$1.36 per hr.
- Checker, \$2000 p.a.
- Elevator Operator, \$1200 p.a.
- Electrician, \$2200 p.a.; \$1.16 per hr.
- Firefighter, \$1680-\$1800 p.a.
- Helper:
 - Helper Trainee, 77c-80c per hr.
 - Helper Welder, 77c-80c per hr.
 - Helper Molder, 77c-80c per hour.
 - Helper General, 77c-80c per hr.
 - Helper Electrician, 77c-80c per hr.
 - Helper Blacksmith, 77c-80c per hr.
 - Painter Helper, \$1500 p.a.
 - A/O Engine Parts Cleaner Helper, \$1620 p.a.
 - General Mechanic Helper, \$1600 p.a.
 - Ordinance Helper, 64c per hr.
 - Auto Mechanic Helper, 54c per hr.
 - Apprentice Mechanical Trades, 55c per hr.
 - Minor Laboratory Helper, \$1500 p.a.
 - Molder, 77c-80c, p.h.
 - Stationary Boiler Fireman, \$1520-\$1500 p.a.; \$3.84-\$3.98 p.h.; \$6.56-\$7.54 p.d.
 - Guard, \$1500-\$1800 p.a.
 - Vehicle Ship Procurement Helper, 84c, p.h.
- Janitor, \$1200-\$1500 p.a.; 55c per hr.
- Window Washer, \$77 p.h.; \$1320 p.a.
- Laborer, \$1200-\$1680 p.a.; \$30-80c per hr.; \$5.35-\$6.40 per diam.
- Laundry Operator, \$1200-\$1500 p.a.; 80c-75c per hr.; \$24.80-\$29.60 per wk.
- Lithograph Pressman, \$2000 p.a.
- Lithograph Pressman Helper, \$2000 p.a.
- Pressman, Webendorfer, \$10 p.d.
- Marine Positions, \$1680-\$2800 p.a.; \$9.12 p.d.; \$7.72 p.h.
- Machinist, \$1800-\$4200 p.a.; \$9.12 p.d.; \$9.00-\$1.36 p.h.
- Mechanic:
 - Auto Mechanic, \$70-\$1.16 per hr.; (Continued on page 15)

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

CARS WANTED
 HIGHEST PRICES PAID
 by the
Ideal Auto Exchange,
 Inc.
 150-62 Jamaica Ave.
 Richmond Hill, N. Y.

HIGHEST CASH PRICES
Paid
 For Furniture, Baby Grand Pianos,
 Spinets, Contents of Homes.
Jamaica Furniture Outlet
 90-98 106th St. Jamaica, L. I.
 Jamaica 2-9715

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

"I WANT TO BUY"
A CABINET RADIO-
PHONOGRAPH COMBINATION
 with an Automatic Record Changer,
 of Late Design for \$100.00
 Or a TABLE MODEL
 of the same type for \$65.00
 If the set is not working perfectly,
 I am still interested.
 Please call me, all day Sun, til 6 p.m.
CLIFFORD GRUNES, Dewey 6-0579

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

The EVERGREENS
CEMETERY
 (Non-Sectarian)
 BUSHWICK AV. & CONWAY ST.
 Brooklyn
 Gleasons 5-5300-5091
 The new Glibron Section completely landscaped and all with perpetual care. Is now open for both single graves and plots.
PRICES OF LOTS
 Depending upon Location Persons desiring time for payment will be accommodated.
 Single Graves for three interments in the New Park Section with perpetual care and including the first opening.....\$175
 Single Graves for three interments in other sections without perpetual care but including the first opening. \$100

1870—"Confidence is not gained in a day"—1944
IMMEDIATE CASH
LOANS
 ON DIAMONDS—JEWELRY
 SILVERWARE—FURS
 CAMERAS—Etc.
Arthur J. Heaney
 INCORPORATED
 214 Atlantic Avenue, Brooklyn
 NEAR COURT STREET

BUY MORE BONDS
CASH ON SIGHT FOR ALL PAWN TICKETS
 PROVIDENT TICKETS OUR SPECIALTY
PRICES UP 75%
 Top Prices Diamonds, Watches, Etc.
 Responsible Buyers, Room 201
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ALL CITY, STATE, U. S. GOVT. PAY CHECKS CASHED
 25c Up To \$100.00
PARAMOUNT
 277 CANAL ST., Nr. Broadway
 OPEN FROM 9 A.M. TO 6 P.M.
 309 FIFTH AVE., Nr. 32nd St.

Angelina's Beauty & Slenderizing Salon
 44 MARKET ST., NEW YORK CITY
 (Near Knickerbocker Village)
 BE 3-9556
 Permanent Waving and Dyeing done by experts at moderate prices.
 Newest Cold Waving Methods Used

WE BUY AT TOP PRICES
 Complete Apartments, Pianos, Odd Pieces, Rugs, Refrigerators, Comb. Radios, Sewing Machines, etc.
FURNITURE
 United Security At. 9-6486
 2176 Third Ave.

When Your Doctor Prescribes Call
MARTOCCI
 All Prescriptions Filled by Registered Graduate Pharmacist
PRESCRIPTIONS — DRUGS
MARTOCCI PHARMACY
 7801 13th Ave. Brooklyn, N. Y.
 Call BRinsonhurst 6-7032
 Bay Ridge's Leading Prescription Pharmacy

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338 Choice Jobs This Week at Wright

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HUNDREDS OF OTHER GOOD JOBS OPEN SKILLED • UNSKILLED

Don't Delay APPLY TODAY

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Aeronautical Corporation

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SURE, I GOT A LOAN FROM THE BANK!



LOANS ON YOUR Signature

WHEN YOU NEED MONEY for a worthwhile purpose — consider the advantages of our loan plan for **CIVIL SERVICE EMPLOYEES.**

- 1—No Co-Makers or collateral required.
- 2—Loans not limited to \$300.
- 3—Low interest rate of 4½% discount per annum.
- 4—Repayment in 12 installments. If loan is for educational, medical or funeral purposes — longer periods can be arranged. Loans over \$1500, up to 24 months.
- 5—Borrower's life insured.
- 6—Immediate action, courteous consideration, strictly confidential.

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

Bronx County Trust Company

NINE CONVENIENT OFFICES
Main Office: THIRD AVE. at 148th STREET MEIrose 5-6900
NEW YORK 55, N. Y.

Member Federal Deposit Insurance Corp., Federal Reserve System

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

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

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

A Christmas Gift that will last
ENROLL
 YOUR LOVED ONES—LIVING or DEAD
 YOUR SERVICE BOY as a
PERPETUAL MEMBER
 of the
PURGATORIAL SOCIETY
 Enrolment \$5.00
 Spiritual Benefits:
 Share in 5,508 Masses a Year
SAINT VINCENT'S HOME FOR BOYS
 66 Boerum Place Brooklyn 2, N. Y.

Help Wanted—Male

MEN NO EXPERIENCE
MEALS AND UNIFORMS FURNISHED
FULL OR PART TIME
BAKERS (Night DISHWASHERS POTWASHERS Porters, Day or Night SODAMEN Good Appearance WAITERS 9 P.M. to 1 A.M. SALESMEN 6 P.M. to 1 A.M.)
BONUSES—PAID VACATIONS PERMANENT POSITIONS
SCHRAFFT'S
APPLY ALL DAY
56 West 23rd St., N. Y.
Or Apply 5 to 8 P.M.
1381 Bway, nr. 38 St.

Help Wanted—Male

MEN - MEN
Come Out of Retirement
YOU ARE NEEDED IN THE MANPOWER EMERGENCY
You can help by serving as a temporary communications carrier in the vital telegraph industry.
Work in Civilian Attire Hours to Suit You Opportunity for Overtime
Room M-5, 60 HUDSON ST. Nr. Chambers St., N. Y.
40 BROAD ST., nr. Wall St., N. Y.
127 W. 40th ST., nr. B'way, N. Y.
422 E. 149th ST., nr. 3d Ave., N. Y.
311 WASHINGTON ST. Nr. Boro Hall, B'klyn
40 JOURNAL SQ., Jersey City
WESTERN UNION

Help Wanted—Male

KEEP 'EM ROLLING
Urgent Need to Move Service Men and Women
THE PULLMAN CO.
LIMITED EXPERIENCE REQUIRED
Upholsterers Mechanics
NO EXPERIENCE REQUIRED
Pullman Porters Car Cleaners
Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board
APPLY
THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2612, Grand Central Terminal, New York City
24-12 Bridge Plaza South, Long Island City
Or Railroad Retirement Board, 241 Ninth Avenue, N. Y. C.

Help Wanted—Male

Help Wanted—Male

MEN FOR TRAIN SERVICE
No Experience Necessary Apply by letter only
Hudson & Manhattan R. R. Co.
Room 113-E, 30 Church St. New York 7, N. Y.
Essential Workers Need Release Statement

Help Wanted—Male - Female

MEN & WOMEN WITH CARS
Full or Part Time
You can perform a patriotic duty and render a useful public service by delivering telegrams during day, evenings, weekends.
Work Without Uniforms
MEN, Minimum Age 18
WOMEN, 21 and Over
Apply at Your Nearest Office
WESTERN UNION
40 BROAD ST., nr. Wall St., N. Y.
40 HUDSON ST., Room M-5, nr. Chambers St., N. Y.
127 WEST 40th ST., nr. B'way, N. Y.
422 EAST 149th ST., nr. 3rd Ave., N. Y.
311 WASHINGTON ST., Brooklyn
Near Boro Hall
27-08 THOMPSON AVE., L. I. CITY, nr. Court Sq.

MEN

No experience necessary. Essential permanent jobs. Earn \$60 per wk. after training.
Vulcan Proofing Co.
First Ave. (bet. 57th & 58th Sts.) Brooklyn, N. Y.

MACHINISTS

5 Years' Tool Room Exp. Hand Screw Machine Operators Own Set-Up Also Trainees
Hammerlund Mfg. Co.
460 WEST 34th ST., N. Y. C.

Help Wanted—Female

CLERKS TYPISTS
FILE CLERKS
5-DAY WEEK
Good Opportunity for Advancement

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

TYPISTS

ADDRESSING ENVELOPES
DAY OR NIGHT FULL OR PART TIME
APPLY 4TH FLOOR
88 University Pl. (12th St.)

AMERICAN TELEPHONE & TELEGRAPH CO.
HAS OPENINGS FOR
BUSBOYS--BUSGIRLS COUNTERMEN COUNTERWOMEN DISHWASHERS
For Employees' Cafeteria
UNIFORMS, MEALS FREE
Experience Unnecessary
GOOD SALARIES PAID
Apply 32 6th Ave.
Canal St. Station—All Subways
Essential Workers Need Release

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

Aircraft
The Battle of Production will end only with the defeat of Japan
Assemblers Mechanics
Urgently Needed. Night Shift 50-HOUR WORK WEEK
Start \$51.43 per week
Plus Incentive Bonus! Progressive Increases. Also Many Day Shift Openings
Position in College Point
Edo Aircraft
185-32 Northern Boulevard, Long Island City

MEN
Able Bodied Men For Steady Work In
ESSENTIAL FOOD INDUSTRY
Steady days, 81c per hour, minimum
Minimum Rate 81c per hour
The American Sugar Refining Co.
South 4th St. and Kent Ave., Brooklyn
These now in essential industry need release statement

Help Wanted—Male - Female Help Wanted—Male - Female

RADIO OPERATORS AND TECHNICIANS
U. S. and Foreign Service

TRAFFIC CLERKS ASSIGNED SHIFTS
Can Also Train for Teletype and Radio Operating

PRESS WIRELESS, INC.
230 West 41st Street, N. Y. C. Room 1200

WAR MANPOWER COMMISSION

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

WORLD WAR II VETERANS
APPLY EMP. OFFICE
Todd Shipyard Corp.
(BROOKLYN DIVISION)
Foot of Dwight St., B'klyn, N. Y.
Others Apply
TODD REPRESENTATIVE
U. S. E. S.
165 JORALEMON ST. BROOKLYN, N. Y.
POST-WAR OPPORTUNITIES

PORTERS AND General Factory Help
Hours: 7:30 A.M.-4 P.M., 4 P.M.-12:30 A.M.
Opportunity to learn good peacetime Trade
VULCAN PROOFING CO.
First Ave. (bet. 57th & 58th Sts.) Brooklyn, N. Y.

GROCERY CLERKS
EXPERIENCED OR INEXPERIENCED
FULL TIME OR PART TIME (8-1 or 2-4 daily or 5-4 any one day) Also Holiday-Week Work
Boys under 18 bring working papers Observe WMC Rules
Apply all week except Wednesday, 8-11:30 A.M.
Write qualifications. Personnel Dept.

MUST BE INTERESTED IN GOOD OPPORTUNITIES FOR A POST-WAR FUTURE WITH
GRISTEDE BROS.
SUPERIOR FOOD STORES
1881 PARK AVE., N. Y.
NEAR 128th ST.

Help Wanted—Male & Female

RADIOTELEGRAPH OPERATORS
for High Speed Work
Recorder Tape Reception, Perforator Transmission and Phone Reception. No license required. Assignments in U. S. or possibly overseas.
JUNIOR CLERKS
16 years or over. No experience needed. Chance to earn plenty of overtime.
Apply Monday to Friday
R.C.A. COMMUNICATIONS, Inc.
44 Broad St. N. Y. C.

U. S. Jobs

(Continued from page 12)

- \$1800 p.a.
Rigger Mechanic, \$1800 p.a.
General Mechanic, \$95-\$1.04 per hr.
Addressograph Mechanic, \$1800 p.a.
Aircraft Mechanic, \$1800-\$2300 p.a.
Mechanic (Dockbuilder), \$2040 p.a.
Mechanic (Scaffold Painter), \$1800 p.a.
Elevator Mechanic, \$2300 p.a.
Refrigeration & Air Conditioning Mech., \$1.15-\$1.26 p.h.
Typewriter Mechanic, 88c-\$1.01 p.h.
Jr. Mechanic, 80c p.h.
Mechanic, F. R. U., 95c p. h.
Aircraft Mechanic, \$2200-\$2300 p.a.
Mechanic-Painter, \$1800 per annum.
Miscellaneous:
Locomotive Engineer, \$1.04-\$1.16 p.h.
Sand blaster, \$88-\$1.00 p.h.
Sailmaker, \$1.14-\$1.26 p.h.
Chipper & Caulker, \$1.14-\$1.26 p.h.
Stock Selectors, \$77 p.h.
Locomotive Conductor, \$1.00-\$1.12 p.h.
Caretaker-Gardener, \$1500 p.a.
R.R. Brakeman, \$.97 per hr.
Locksmith, \$.95 per hr.
Millwright, \$.98-\$1.01 per hr.
Sandblaster, 88c-\$1.00 p.h.
Sailmaker, \$1.14-\$1.26 p.h.
Vehicle Washer, 70c-84c p.h.
Auto Laborer, Trades, 60c p.h.
Upholsterer, 87c-\$1.04 p.h.
Wire Chief, Communications, \$1.10 p.h.
Chassis & Wheel Aligner, 95c-\$1.09 p.h.
Tool Crib Attendant, 84c p.h.
Rope and Wire Splicer, \$.86 per hr.
Railroad Trackman, \$4.48 per diem.
Shipfitter, \$1.14-\$1.26 per hr.
Shipwright, \$1.14-\$1.26 per hr.
Wharfbuilder, \$1.14-\$1.26 per hr.
Boilermaker, \$1.14-\$1.26 per hr.
Coppersmith, \$1.14-\$1.26 per hr.
Pipemaker, \$1.20-\$1.32 per hr.
Welder, \$1.10-\$1.16 per hr.
Apprentice Toolmaker, \$.55 per hr.
Toolmaker, \$1.31 per hr.
Cooper, \$.70 per diem.
Leather and Canvas Worker Helper, \$1.50 p.a.
Gas Cutter & Burner, \$1.14-\$1.26 per hr.
Chipper & Caulker, \$1.14-\$1.26 per hr.
Painter, \$1.14-\$1.26 p.h.
Plumber, \$1.14-\$1.26 p.h.
Finisher, \$.52 p.h.
Sizer, Marker, Examiner, \$.97 p.h.

- Seamstress, Studio, \$2000 p.a.
Power Machine Trainee, 64c p.h.
Sorter, 87c p.h.
Sub. Pneumatic Tube Operator, 90c p.h.
Jr. Electroplater, \$1860 p.a.
Blacksmith, \$2200 p.a.
Foreman (Tire Collection Center) \$1.32 per hour; Tire Stacker, 77c per hour; Stock Selectors, 77c per hour; Millwright, 98c-\$1.01 per hour.
Repairman:
Office Appliance Repairman, \$1500-\$2200 p.a.
Engineering Aide, \$1030-\$26000 p.a.
Technical Consultant, Trainee, \$2600 p.a.
Negative Cutter, \$2900-\$3200 p.a.
Clothing Designer, \$3800 p.a.
Draftsman, \$1920-\$2900 p.a.
Illustrator, \$1620-\$2000 p.a.
Allowance Aide (Electrical), \$20000 p.a.
Physical Science Aide, \$1500 p.a.
Tool Designer, \$2000 p.a.
Typewriter Repairman, \$1800 per ann.; Armament Repairman, \$1.00 per hour; Scale Repairman, 70c per hour; Sewing Machine Repairman \$1.17 p.h.; Welder \$1.04-\$1.10 per hour.
Inspector:
Paper & Paper Products, \$2000 p.a.
Motion Picture Technician, \$2000 p.a.
Motion Picture Printer, \$1820 p.a.
Property Man, Ungr., \$2900 p.a.
Projectionist, \$2900 p.a.
Photograph Specialist, \$3200 p.a.
Photographer, \$1800 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, \$1620-\$1800 p.a.
Und. Insp. A-C Supplies, \$1500 p.a.
Shipbuilding Inspector, \$2200 p.a.
Ammunition Inspector, \$3000 p.a.
Motion Picture Technician, \$2000-\$2000 p.a.
Laundry Superintendent, \$2000 p.a.
Watch Expert, \$2000 p.a.
C. W., \$1200-\$1620 p.a.
General Supplies, \$2000 p.a.
Chemicals, \$2300 p.a.
Mech. Field Range Unit, \$1.02 p.h.
Canvas Prod. Tr., \$2000 p.a.
Junior, \$2300 p. a.
Safety, \$2000 p.a.

- Watch Repairman, \$1.29 p.h.
OVERSEAS VACANCIES
Master Machinist \$1.37 p.h.
Laborer (Construction), 75c p.h.
Tinsmith, \$2600 per annum.
Carpenter, First Grade, \$1.35 p.h.
Carpenter, Second Grade, \$1.20 p.h.
Fire Truck Driver, \$2400 p.a.
Evaporator Operator, \$2650-\$2875 p.a.
Carpenter, Third Grade, \$1.10 p.h.
Reinforcing Rodsetter, \$1.35 p.h.
Electrician, \$2600-\$2875 p.a.
Painter, First Class, \$1.20 p.h.
Ice Plant Operator, \$2600-\$2875 p.a.
Armature Winder, \$2600-\$2875 p.a.
Diesel Oiler, \$2300-\$2500 p.a.
Boiler Operator, \$2600-\$2875 p.a.
Firefighter, \$2400 p.a.
General Machinist, \$1.79 p.h.
Instrument Repairman, \$1.64 p.h.
Armament Electrician, \$1.64 p.h.
Armorer, \$1.28-\$1.59 p.h.
Stevenson Superintendent, \$4600 p.h.
Fire Chief, \$2875 p.a.
Electrician, First Class, \$1.50 p.h.
Mechanic, First Grade, \$1.50 p.h.
Mechanic, Second Grade, \$1.35 p.h.
Boilermaker, First Grade, \$1.50 p.h.
Boilermaker, Second Grade, \$1.35 p.h.
Plumber, First Class, \$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, \$1.65 p.h.
Truck Driver, 90c p.h.
Structural Steel Worker, First Grade, \$1.65 p.h.
Structural Steel Worker, Second Grade, \$1.35 p.h.
Operator (Tourspull), \$1.55 p.h.
Mechanic (Addressograph), \$1.25 p.h.
Machinist, First Grade, \$1.50 p.h.
Machinist, Second Grade, \$1.35 p.h.
Fireman, Second Grade, 95c p.h.
Electrician Third Class, \$1.10 p.h.
Electrician, Second Class, \$1.20 p.h.
Engineering Aide, \$1800-\$2600 p.a.
Draftsman, \$1800-\$2600 p.a.
Inspector (Mech.), \$2000-\$2600 p.a.
Surveyman, \$1800 p.a.
Road Maintenance Foreman, \$1.48 p.h.
Inspector Plumbing & Sewerage, \$2300 per annum.
Master Mechanic, \$1.43 p.h.
Inspector (Concrete Placing), \$2600 p.a.

LEGAL NOTICE

ARTHUR DOCTOR & CO. — The following is the substance of a certificate of limited partnership signed and acknowledged by the general and limited partners, filed in the New York County Clerk's office on December 11th, 1944. The name of the Partnership is Arthur Doctor & Co., engaging in the business of manufacturing, buying, selling and dealing in ladies' coats and suits at wholesale, with its principal place of business at 260 West 39th Street, Manhattan, New York. General partners are Arthur Doctor residing at 200 West 86th Street, Manhattan, New York, and Theodore Doctor residing at 57 West 75th Street, Manhattan, New York. The limited partner is Celestine H. Doctor residing at 200 West 86th Street, Manhattan, New York. The term is from May 1st, 1944 for one year or longer at the mutual option of the parties. The limited partner has contributed the sum of \$10,000 returnable at the termination of the partnership and shall make no additional contribution. The limited partner shall receive 25% of the net profits. There is no right of substitution in the limited partner. There is no right to admit additional limited partners. Neither general partner has right to continue the partnership on death, retirement of other general partner. Limited partner has no right to demand and receive property other than cash in return for her contribution.

STATE OF NEW YORK, DEPARTMENT OF STATE, et. : I do hereby certify that a certificate of dissolution of MEYER REALTY COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of December, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

FOR NEWS OF WHAT'S HAPPENING TO YOU AND YOUR CAREER
FOLLOW THE
Civil Service LEADER
MAIL THIS COUPON NOW
Civil Service LEADER
24 DUANE STREET, NEW YORK 1, NEW YORK
Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to THE LEADER.
NAME
ADDRESS
City or City
 Check here if this is a renewal of your subscription.

READER'S SERVICE GUIDE

MR. FIXIT

Clockwork: KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City.

Typewriters

SEWING MACHINES, adding, calculating machines. Addressographs, mimeographs. Rented, Bought, Repaired, Sold, Serviced.

Radio Repairs

FOR GUARANTEED RADIO REPAIR SERVICE, Call GRAM. 3-3092. AM makes. Limited quantity of all tubes now available.

RADIO SERVICE LABORATORY. Guaranteed radio repairs on all makes. Tubes now available. Call ATwater 9-0927, 1070 Second Ave., N. Y. C.

Dressmaker

MODELS TO SUIT YOUR PERSONALITY, made to order. Dorothy Dantzer-Pyles, dressmaker, 1275 Fifth Ave., N. Y. C.

Auto Accessories

E & B AUTO ACCESSORIES & SERVICE, 806 Lenox Ave. (Savoy Building). Featuring tires, batteries, ignition, carburetor and minor repairs.

MERCHANDISE WANTED

CASH PAID IMMEDIATELY for Pianos and Musical Instruments. TOLEVIN, 48 E. 8th St., AL 4-6917.

LEGAL NOTICE

DARK HAMMOCK COMPANY. The following is the substance of the Certificate of Limited Partnership, subscribed and acknowledged by all partners and filed in the New York County Clerk's Office on November 18, 1944.

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 DEBBY JUNIOR COAT & SUIT COMPANY.

MISS & MRS.

Height Increased: BE TALL AND STATELY—Add almost one inch to your height in six treatments with Psycho-physical couch.

Beauty Culture

JOLA WHITE, Proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 155th St., Bronx.

ARVE WEST BEAUTY SHOP. Miss West, Master Beautician of Baltimore, Md. and Washington, D. C.

HAITH'S BEAUTY SALON, located at 2434 Eighth Ave. (bet. 130th & 131st Sts.)

FEEL TIRED — OVERWEIGHT? Relax and Beautify. Our exclusive one-hour massage and combination deep-pore facial will prove wonders for you.

Corsetiere

REMOVAL NOTICE! Rebecca Watkins Allen, Agent for Charis Foundation Garments, formerly of 234 W. 116th St., N. Y., has moved to 855 Westchester Ave., Bronx.

Dresses

DOTTY'S DRESS SHOPPE, 2458 7th Ave. (near 143rd St.). Stunning dresses in a variety of styles, sizes and colors at budget prices.

Girl Control

REDUCE — INDIVIDUALIZED DIETS. Exercises "For You." One hour massage and combination deep-pore facial will prove wonders.

AFTER HOURS

A SOCIAL CLUB Chartered by State of N. Y. Confidential, dignified introductions. Meet congenial friends, ladies, gentlemen all ages.

NEW FRIENDS ARE YOURS: Through Our Personal Introductions. Enhance Your Social Life, Discriminating Clientele.

PERSONAL INTRODUCTIONS FOR SERIOUS MINDED PEOPLE. All Religions. All Ages. Finest References and Recommendations.

WHERE TO DINE

HAVE LUNCH TODAY at the O.E. Restaurant, 28 Elk Street (between Pearl and Duane).

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere."

VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.)

SCOOP! The place to eat in the Village: Calypso Restaurant, Greek and So. American dishes. Lunch 50c to 60c. Dinner 70c to 95c.

Tea Rooms: CURIOSITY TEA SHOP invites you for sandwiches and tea. Readings are gratis.

EVERYBODY'S BUY: Radio SMALL RADIOS WANTED—Portable radio-phonograph combinations.

Thrift Shop: BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices.

Bicycles: SOLD — RENTED — REPAIRED—Refinished. Equal to new.

Tires: TIRES-TIRES-TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts.

Postage Stamps

DON'T THROW THOSE STAMPS AWAY! They may have value. Send 5c for "Stamp Want List" showing prices we pay for U. S. stamps.

Specialty Shop

NOW OPEN—TITO'S Specialty Shop, 3753 Eighth Ave (near 148th St.)

Lumber

KITCHEN UNITS, WARDROBES and LUMBER OF ALL DESCRIPTIONS. Liberty Lumber Co., 129-16 Liberty Ave., Richmond Hill, VI.

Furs

FURS REPAIRED, REMODELED, expert glazing, blending; all kinds of furs for sale.

MAGNIFICENT GENUINE FUR COATS. Wonderful quality. Samples from Fashion Show Room.

RESTYLED AND REPAIRED. Bring old model to us, we will make a new 1945 creation out of it.

Dresses

CREATIONS IN STYLE and FASHIONS as seen in Harper's Bazaar, Vogue, etc., featuring exquisite suits, street and cocktail dresses for fall and winter.

Help Wanted Agency: A BACKGROUND OF SATISFACTION in Personal Services since 1916.

Secretarial Services

HARRIS SECRETARIAL SERVICE, 209 W. 125th St., Room 211, N. Y. Excellent stenographic work of every description.

Household Necessities

SUBSTANTIAL SAVINGS, GIFTS—on all occasions. Also appliances, alarm clocks, juicers, etc.

HEALTH SERVICES

Druggists: SPECIALISTS IN VITAMINS and Prescriptions. Blood and urine specimens analyzed.

Masseur

LOUIS WATTEN, Licensed Masseur Lic. No. 370795. Residence Service. Medical massage.

Bad Hair

CLARENCE GREEN'S MIRACLOUS DISCOVERY restores hair to bald heads; age or condition of baldness does not matter.

Scalp-Hair Treatments

EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 30 years experience in New York, Paris.

Help Wanted Agency

A BACKGROUND OF SATISFACTION in Personal Services since 1916.

CHRONIC AILMENTS

MEN AND WOMEN STOMACH, SKIN AND NERVES' HEMORRHOIDS & other RECTAL DISEASES, KIDNEY, BLADDER, STOMACH DISORDERS, CHRONIC ULCERS, GENERAL WEAKNESS, LAME BACK, RHEUMATISM, X-RAY BLOOD AND URINE EXAMINATIONS ASSURE CORRECT DIAGNOSIS AND PROPER TREATMENT.

Dr. ZINS 110 East 16 St., N. Y. Near Union Square Hours 9 a.m. to 7 p.m. Sun. 9 to 2

Arch Supports

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

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

DIMPLES BLACKHEADS

FOAMY MEDICATION... Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 well proved Palmer's "SKIN SUCCESS" Ointment.

CHRONIC DISEASES of NERVES, SKIN AND STOMACH. Kidney, Bladder, General Weakness, Lame Back, Swollen Glands, PILES HEALED. Positive Proof! Former patients can tell you how I healed their piles without hospital, knife or pain.

CHRONIC DISEASES

of NERVES, SKIN AND STOMACH. Kidney, Bladder, General Weakness, Lame Back, Swollen Glands, PILES HEALED. Positive Proof! Former patients can tell you how I healed their piles without hospital, knife or pain.

Dr. Burton Davis 415 Lexington Ave. (Corner 43rd St. Fourth Floor) Hours Daily: 9 a.m. to 7 p.m., Tues. & Thurs. 9 to 4 Only. Sun. & Holidays 10-1

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, as: 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.

HEALTH Home Treatment a Specialty Facials, exercises, external and internal baths to relieve muscular ailments, stiff joints or nerve conditions. PLEASING RESULTS. I. ADAMS, Licensed Masseuse. Phone: AUdubon 3-3627 2576 EIGHTH AVE. Apt. B

DISEASES OF MEN, WOMEN AND CHILDREN Office Treatment - Medicine Included X-Ray Privacy and Personal Attention. DR. M. M. ROTKIN 1547 MADISON AVE. (105th) N. Y. Daily 5-10 P.M.—Sundays 9-1 P.M. And by Appointment, LE 4-2438 1039 Tinton Ave. (145th) By appointment DA. 3-6183

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

AFFIRST SIGN OF A COLD Bee-666 Cold Preparations as directed

JACOB FASS & SON Inc. ESTABLISHED 1905 Harry Weinstein, Lic. Manager FUNERAL DIRECTOR DIGNIFIED SERVICE, REASONABLE RATES, CHAPEL FACILITIES, IN ALL BOROUGHS 24 AVENUE C, N. Y. C. Day and Night Phone GR 5-9222

DR. N. S. HANOKA Dental Surgeon 300 West 42nd St. (Cor. 9th Ave.) Phone BRyant 9-5852 ONLY BY APPOINTMENT Daily 9:30 to 8 P.M.

living general partner, who agrees to purchase such interest and pay for it as provided for in the partnership agreement; 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 property other than cash in return for their contributions.

The above certificate 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 Partnership signed and acknowledged by the general and limited partners, filed in the New York County Clerk's office on November 30, 1944.

14. The limited partners shall have no right to demand and receive property other than cash in return for their contributions. The above certificate was signed, acknowledged and sworn to by all the above mentioned partners on October 31, 1944.

IRVING ABRAMS LAMB DIVISION. Following is substance of limited partnership filed in Clerk's office, New York County, on December 4, 1944.

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.

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of BELLEVILLE TAR & CHEMICAL 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.

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of JENNIE REALTY CORPORATION and that it appears therefrom that such corporation has complied with Section 105

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of JENNIE REALTY CORPORATION and that it appears therefrom that such corporation has complied with Section 105

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

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 consequently she and the other assistant 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 all . . .

NYC Chapter, State Association, 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 Service Commission, financial secretary; Joseph J. Byrnes, Public Works Department, treasurer; Eve Heller, Housing, corresponding secretary, and Rose Burns, Education Department, recording secretary.

Rochester Barge Canal Unit

V. R. Warner has been reelected 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 delegates; Charles Harrier and L. W. Barlow, Sr., alternates.

NYC Chapter

NYC CHAPTER of the State Association 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 discourse 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 Gonzales; recording secy., Sidney Bateman; treasurer, George J. Fisher; secy. executive committee, Frank E. Wallace, and sergeant-at-arms, James A. O'Connor.

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.

4—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.

There should be coordination between the civil-service retirement 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. Lillian Pavlecka; 2nd Vice President, Mrs. Helen McManus; Treasurer, Miss Elizabeth Casey; Secretary, Mrs. Lucy Murphy; Sgt at Arms, Mrs. Mae Mayer; Historian, Mrs. Jean Green; Chaplain, Mrs. Estelle Nickel.

Little Women

"Little Women" Louisa M. Alcott's classical children's story is at the New York City Center for a two week stay bringing the Christmas spirit to help the pioneering city company celebrate its 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 a good little girl, 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 melodramas. The Adam furniture, the modest costumes, the high moral plane and the whole goody-goody atmosphere of the period seem worlds away from the jitterbug. 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 cast takes its final bow.

Amusement

By J. RICHARD BURSTIN



EDDIE CANTOR

One of the stars in "Hollywood Canteen" which is the new picture now at the Strand Theater. Lionel Hampton and his orchestra head the stage show.



MICKEY ROONEY

Gives another wonderful performance 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 vibraharp and drum star, Lionel Hampton. Dinah Washington will provide the vocals and the Two Zephyrs are the comedy dance team.

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

The well known stage actor,

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," a 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 roles.

Stage Plays

Stage Plays

MICHAEL TODD presents

BOBBY CLARK

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Lab Mechanics Sought by Govt.; Pay Is Up to \$3,828

The Federal Government has announced openings for laboratory mechanics to work on research and experimental jobs in laboratories of the National Advisory Committee for Aeronautics. Salaries run up to \$3,828 a year, the lowest paid will earn \$1,752 to start.

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, instrumentation mechanic, instrument maker, machine operator, machinist, maintenance mechanic, metalsmith, modelmaker, patternmaker, pipe-fitter, sheetmetal worker, technician, toolmaker, welder (combination), wind tunnel mechanic and woodworker.

The positions are at Langley Field, Virginia; Moffet Field, California 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, D. C.

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. Positions may also be available for a few typists. Salaries begin at \$1201 a year.

Interested persons should apply at the Board of Education, 110 Livingston St., Brooklyn, Room 1128.

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 depositors and friends with a program 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 Broadcast 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 greetings.

NYC Post-Office Seeks 2,700 Men For Short-Term Full or Part-Time Jobs

Here's a chance for 2,700 men in New York City to earn \$7 a day for day-time outdoor work between now and January 31st. The 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 platforms, 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 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 felt all over the City. It is probable, but not certain, that the Christmas-rush employees will be assigned to districts near their homes.

The Duties
The work consists of delivering

mail to the homes, making pickups 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 applications on hand to meet their need for female workers.

Persons living outside of New York City should apply at their local post-office if they are interested in a short-term postal job.

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 7 1/2 to 10 per cent.

State Written Examinations of February 10

(Applications Should Be Filed by January 19)

- 8152. Assistant Principal of Nurses' Training School, Department of Mental Hygiene. Usual salary range \$2400 to \$3000 with suitable deductions for maintenance where allowed. Application fee \$2.00.
- 8153. Chief, Bureau of Home Economics, Division of Vocational and Extension Education, Department of Education. Usual salary range \$2200 to \$2450. Application fee \$5.00. At present, one vacancy exists.
- 8154. Coordinator of Utility Contracts, Division of Standards and Purchases, Executive Department. Usual salary range \$2700 to \$3325. Application fee \$2.00.
- 8155. Director of Nursing (Cancer), State Institute for the Study of Malignant Diseases, Department of Health. Usual salary range \$3120 to \$3870. Application fee \$3.00. At present, one vacancy exists at \$3120 without maintenance.
- 8157. Executive Officer, Alcoholic Beverage Control Board, Greene County. Usual salary range \$1600 to \$2100. Application fee \$1.00. Candidates must have been

local residents of Greene County for at least four months immediately preceding the examination date.

8158. Industrial Foreman (Woodworking Shop), Division of Prison Industries, Department of Correction. Usual salary range \$2100 to \$2900. Application fee \$2.00. If eligible, candidates may compete also in No. 8159 Industrial Inspector (Woodworking Shop). A separate application and fee must be filed for each.

8159. Industrial Inspector (Woodworking Shop), Division of Prison Industries, Department of Correction. Usual salary range \$1800 to \$2300. Application fee \$1.00. At present, one vacancy exists at Auburn Prison. If eligible, candidates may compete also in No. 8158 Industrial Foreman (Woodworking Shop). A separate application and fee must be filed for each.

8160. Optometric Investigator, Department of Education. Usual salary range \$2400 to \$3000. Application fee \$2.00.

8161. Photostat Operator, Grade 4, County Clerk's Office, Richmond County. Usual salary range \$1621 to \$2100. At present, one vacancy exists. Candidates must have been local residents to Richmond County for at least four months

immediately preceding the examination date.

8162. Record Clerk, Probation Department, Court of General Sessions, New York County. Usual salary range \$1301 to \$1620. Application fee \$1.00. Candidates must have been legal residents of New York County for at least four months immediately preceding the examination date.

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

8164. 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.

8165. 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)

8166. Senior Housing Consultant (Community), Division of Housing, Executive Department. Usual salary range \$3900 to \$4900. Application fee \$3.00. At present, one vacancy exists.

Menus Turn Into Letterheads

The paper conservation program 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 offering is, they reappear on the desk of Harry Langdon, director of administration, where they are turned around and become letterheads.

Anyone receiving a communication from Sanitation which reads "Roast Pork and Vegetables . . . 40 cents," should turn the sheet over and read the reverse side.

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 Government service. Here are her reasons:

"About once a month a non-Government friend of mine hopefully 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 called 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 newspaper, and a couple of world-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 main-streeters and cosmopolitans from all parts of the country. Their educational and cultural backgrounds, skills and accomplish-

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

"I like the kind of team work that is possible in Government. The vast reservoir of ability, information 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.

"The job is bigger than I am and won't collapse if my genius is suddenly withdrawn. People, titles, telephone numbers, and lines of authority change, but like Ole Man River, Government keeps rollin' along. It sounds screwy, but I like the feeling that what I do is important enough that someone else will take over if I'm not there."

As Christmas 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 Xmas 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. Vera,

are you collaborating? . . . Dotty Ettlinger has a hubby who won the Military Order of the Purple Heart "over there"—he is now stationed in the States. . . . Joe (Baby) Harley, big shot of the 5th Floor, Preliminary Operations, is making private plans for Christmas that are very, very, interesting. . . . Many complaints have been coming in from the division called Readjustment Allowance at 2 Park Avenue, which handles the "G.I." Bill of Rights. How about the Chiefs and Supervisory Personnel getting together and clearing the situation up? (This reporter will be up to look the place over.) . . . That lower floor femme with that "rock" on her finger is still thinking about her fortune which was told her some time ago, and which surprisingly, by coincidence, came through. . . . Anne Sellino, "brown eyes," 2 Park Avenue, made a striking picture at the Bond Rally the other night—yum, yum! . . .

Applications Soon Available for Permanent Posts

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

- Promotion**
- Searcher, Grade 4, Bureau of Real Estate, Board of Estimate and Taxation, Department of Public Works.
 - 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 Public Works.

- Open-Competitive**
- Junior Statistician.
 - Junior Actuary.
 - Consultant Public Health Nurse (Orthopedics).

Stoker Resigns To Work on Ships Gets His Job Back

A marine stoker for the NYC Fire Department felt that he would be more useful in the Army Transport Service, so on April 10, 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 Commissioner Patrick Walsh asked the Civil Service Commission to change 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 Puns State Liquor Auth., Albany
- 1 Kennedy, Dorothy, Troy
- Open Comp., Children's Court, Clerk and Stenographer, Rock County
- 1 Delamater, Ruth, Spring Valley
- Open Comp., Electric Inspector, Dept. Public Service
- 1 Peerst, Daniel, Elmhurst, L. I.
 - 2 Cranfield, Austin, Oceanside
 - 3 Flor, Adolph P. V., NYC
 - 4 Gatti, William, Bayside, L. I.
- Promotion, Stenographer, Albany, Office Department Labor
- 1 Stellato, Teresa, W. Albany
 - 2 Mangini, L., Slingerlands
 - 3 Leveroni, Norma, Albany
 - 4 Gundrum, Mildred, Troy
- Promotion, Stenographer, State Insurance Fund, Department Labor
- 1 Sycs, Rose, Brooklyn
 - 2 Gorman, Mary K., Rosedale, L. I.
 - 3 Schulman, Bessie R., Brooklyn
 - 4 Sonne, Olga, Amityville
 - 5 Moskowitz, Helen, NYC
 - 6 Dia, Josephine, NYC
- Promotion, Stenographer, Albany Office Department Law
- 1 Kindlen, Frances B., Cohoes
 - 2 Burke, Mary A., Albany
 - 3 Swartz, Mary, Albany
- Promotion Housing Clerk, Div. State Manage. Supvr Div. Purch. Exec. De
- 1 Housing Exec. 1 Scalzo, Pat. J
 - 2 Booth, Raymond Promotion Sr. T
 - 3 Hougard, John Ist, Co. Treas. O
 - 4 Promotion Stores Rock, Co.
 - 1 Morris, Hazel

Civil Service Checks P. O. Employment

Civil Service field representatives, in areas operating under War Manpower stabilization program, have been authorized to check the employment records of post offices.

The First Assistant Postmaster General has advised that the following information be made available to the Commission:

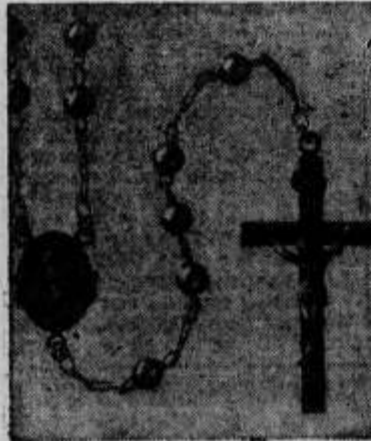
1. The number of employees presently hired or authorized to be hired.
2. The anticipated number of employees required in the next 30 or 60 days.

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Exquisite Detail & Design

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Fine Selection of Rosaries 25c. to \$10.50

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