

Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, July 6, 1948

Price Five Cents

CLERK - CARRIER EXAM PLANNED AND QUEUING POST OFFICES

See Page 9

LIST OF PATRONAGE JOBS TO BECOME AVAILABLE IF DEWEY IS ELECTED

Committee Chosen to Name Employee Association Heads

Directors Hear Of Progress Made In Membership

ALBANY, July 5—Representatives of State and County civil service workers met at the DeWitt Clinton Hotel, Albany, on June 29, in a regular monthly meeting of the Civil Service Employees Association Board of Directors. The meeting was presided over by Jesse B. McFarland, First Vice-President, in the absence of Dr. Frank L. Tolman, the President, who is ill.

45,000 Members

A report by Joseph D. Lochner, Business Secretary, on membership in the Association, showed that over 45,000 civil service employees have enrolled thus far this year, an all-time record for the Association. The news was enthusiastically received.

New Chapters were approved by the Board, as follows: State Division — Willowbrook State Hospital, Staten Island; Broadacres Sanatorium, Utica; Onondaga Sanatorium, Syracuse. County Division: Chautauqua Chapter, Sullivan Chapter.

Report on Building

Charles A. Brind, Jr., Chairman of the Building Fund Committee, reported on the recent drive for funds to provide suitable headquarters for the Association in the City of Albany. Dr. Brind's report showing the donations by members and friends of the Association of a very substantial sum brought high commendation for the Committee and gratitude

to the members and their friends throughout the State. Dr. Brind cited particular praise to the many workers in the Chapters who gave generously of their time and effort to the success of the campaign.

Harry G. Fox, Chairman of the Special Building Committee, reported that his Committee had examined no less than sixteen different properties in Albany as to their suitability for Association headquarters. He called upon Julius Tauss, Architect, to review the facts as to opportunities for

a new structure or remodeling of some present structure. The Building Committee will continue its study and report definite recommendations at a later meeting of the Board.

Annual Meeting Oct. 5

The Annual Meeting of the Association, with election of officers, will take place on October 5, it was announced.

The Board appointed the following nominating committee to present candidates for the offices of President, five vice-presidents, secretary and treasurer: Mrs. Beulah Baily Thull, Dr. Charles

A. Brind, Jr., John A. Cromie and Clifford C. Shoro, Past Presidents of the Association; also Ivan S. Flood, Westchester Chapter; Theodore Becker, Department of Civil Service; Kenneth A. Valentine, Public Service Department; E. Kenneth Stahl, State Retirement System; and Fred J. Walters, Middletown State Hospital. The Nominating Committee will select a Chairman from its number.

This Nominating Committee, will also present nominations for the representatives of the State Departments on the Board of

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State Jobs Would Open Too as Staff Eyes Washington

By MAXWELL LEHMAN

The GOP faithful await hungrily their descent upon Washington. Come January 3, 1949, they see an end to the lean years. Their candidate for the Presidency, Governor Thomas E. Dewey, has already told them there would be a thorough "housecleaning" in Government service. The word "housecleaning" means a lot of people are going to be swept out of office. And that will result not in a smaller Federal establishment, but in the replacement of the jittery incumbents by those who have labored valourously to get their candidate elected.

What can the Republican party workers look forward to, if their man becomes President? What restrictions will the merit system impose? Will there be enough jobs for everybody? Will politics rule?

Meagre 8 Per Cent

Civil service stalwarts in Washington point out that 92 percent of all Federal jobs are under civil service. That leaves, they argue, only a meagre 8 percent for hungry hordes who adhere to Republican doctrine, attend to local GOP clubhouse duties, travel to conventions, and hang on to the bosses who have influence.

Latest count reveals approximately 1,800,000 U.S. positions. Eight percent of this figure is 143,000 jobs, not an inconsiderable morsel. However, not all these jobs can be swept aside. Several agencies not under the Civil Service Commission are unlikely to be touched by the new regime—for example, the Federal Bureau of Investigation and the Central In-

(Continued on Page 10)

Pay Bill Is Up to Truman; Text of Post Office Raise

Special to The LEADER

WASHINGTON, July 5.—The text of the bill (H.R. 6916), raising U. S. pay and postal rates follows as to postal provisions. Text relating to other employees will appear next week. The bill is before President Truman.

TITLE I—Additional Compensation for Postmasters and Employees in the Field Service of the Post Office Department

Sec. 101. All postmasters, officers, and employees in the postal service whose rates of compensation are prescribed by the Act entitled "An Act to reclassify the salaries of postmasters, officers, and employees of the Postal Serv-

ice; to establish uniform procedures for computing compensation; and for other purposes," approved July 6, 1945, as amended, shall receive additional compensation at the rate of \$450 per annum: Provided, That employees paid on an hourly or part-time basis shall receive additional compensation at the rate of 25 cents per hour: Provided further, That postmasters at post offices of the fourth class shall receive additional compensation at the rate of a sum per annum equal to 25 per centum of their basic annual compensation.

Sec. 102. The provisions of this Act shall not apply to skilled-trades employees of the mail-equipment shops, job cleaners in first- and second-class post offices,

and employees who are paid on a fee or contract basis.

Sec. 103. (a) Section 17 (e) and 22 (d) of such Act of July 6, 1945, as amended, are each amended by striking out "6 cents per mile" and inserting in lieu thereof "7 cents per mile."

(b) Section 22 (d) of such Act of July 6, 1945, as amended, is further amended by striking out "75 cents" and inserting in lieu thereof "90 cents."

Change in Date Of Assn. Annual Meeting Is Asked

ALBANY, July 5—The Capital District Conference of The Civil Service Employees Association last week passed a resolution covering the date of the Annual Meeting. That meeting, it was pointed out, comes during the period of the Jewish High Holy Days. The resolution asked that the meeting be either advanced or deferred.

It is learned, however, that Association headquarters is aware of the problem, and is already working out some means of dealing with it. The problem arose because the Association's constitution fixes the day of the Annual Meeting.

Steno and Typist Exam Now Open; Closes on July 7

Jobs in various Federal agencies located in the states of New Jersey and New York as Tyist and Stenographer for 17 year olds may be had from the U. S. Civil Service Commission.

Applications will be accepted only from persons who have reached their 17th birthday but who have not passed their 18th by April 29 of this year. This restriction was made by the U. S. Civil Service Commission to attract high school and commercial school graduates to permanent Federal jobs.

Advice to Stenos

Stenographer's duties will be to take and transcribe dictation of moderate difficulty and perform

general office work of a clerical nature that are assigned. The salary is \$1,954 for those in CAF-2 and \$2,168 for those in CAF-3.

There will be a written test.

Applications may be received at the Federal Building, U. S. Civil Service Region, Christopher Street, New York. One card can be filed for both stenographer and typist positions. Applications must be filed at the office of the Director, Second Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y., not later than Wednesday July 7. Applications are obtainable also at 1st and 2d class post offices, except New York, N. Y., but all applications must be filed with the Commission.

NYC About to Fill Thousands of Transit Positions

Approximately 5,000 jobs are about to be filled with the NYC Board of Transportation from eight open-competitive eligible lists. The NYC Civil Service Commission shortly will be making certifications for appointments in the titles of Railroad Clerk, Trackman, Conductor, Surface Line Operator and Maintainer's Helper, Groups A, B, C and D.

Meanwhile, the Civil Service Commission has ordered two open-competitive and 40 promotion ex-

aminations for the Board of Transportation. Applications for these examinations tentatively are scheduled to be issued and received in September. It was decided to order the examinations following a survey conducted by Fred H. Hedin, Chief of the Commission's Transit Examining Bureau, to determine the Board's needs.

The Commission is finishing up investigations on all eight of the

(Continued on Page 16).

STATE AND COUNTY NEWS

Chautauqua Employees Organize

At a recent organization meeting of members of The Civil Service Employees Association of Chautauqua County, the Chautauqua Chapter was organized.

The officers are: President, Raymond Emerling, Welfare Dept., Mayville; 1st Vice-president, Robert Miller, Highway Dept., Falconer; 2nd Vice-president, Harry Randall, School Custodian, Dunkirk; Secretary, Esther W. Cross, Deputy County Treasurer, Mayville; Treasurer, John O. Bowman, County Clerk's Dept., Mayville.

The following directors were also elected: Carl Button, Highway Dept., Lakewood; Peter Brooks, Newton Memorial Hospital; Vance Hapgood, Welfare Dept., Mayville; Eric Lancaster, School Custodian, Dunkirk; Jerry Peterson, Sheriff's Dept., Sinclairville; Clyde Delcamp, Town Highway Supt., Brocton.

The nominating committee consisted of Raymond Emerling of the Welfare Dept.; Dissel Mertens, Newton Memorial Hospital; Carl Button, Clerk in the Highway Dept., Lakewood; Eric Lancaster, School Custodian of Dunkirk and Claude Geerston, Deputy County Clerk.

It is interesting to note that school custodians in the county have joined the Association in considerable numbers and that the Association's program with respect to the non-teaching school employees has been favorably received.

Westchester-Putnam Group Winds up Season

The last meeting of the season of the Westchester-Putnam Instructional School of the Employees Association was held in the Rose Room of the County Center, White Plains. President William Heisser, of Hutchison School in Pelham, N. Y. presided.

Western Conference Seeks Reforms In Civil Service

Bransford Plied With Questions On Board Policy

BUFFALO, July 5.—The annual meeting of the Western Conference of The Civil Service Employees Association was enlivened by a discussion of necessary improvements in the administration of civil service, induced from the floor during a question period following a talk by William L. Bransford, Director of Examinations, State Civil Service Department.

The questioners struck deep at the roots of civil service by challenging the propriety of holding entrance examinations first and letting promotion examinations slide, so that key positions were filled by provisionals, who passed on the qualifications of competitive employees without ever having submitted to competitive examination themselves. The idea of appointing permanent key men last was called "all wrong" and a reversal of policy requested of the State Civil Service Commission.

Fear of the Counter-Mind
"Not only are promotions blocked," it was charged, "but also civil service appointments are then made by persons who are counter-minded to civil service."

The backbone of the civil service was described as the employees with ten or more years of experience in State service, and their experience was so valuable, member-speakers insisted, that the Commission should pay close heed to their recommendations, and less attention to the theoretical ideas of persons new to the service, of whatever high station, and even if competitively appointed.

Mr. Bransford, whose experience in dealing with people is broad, and whose suavity is already widely appreciated, although he's been in State service only ten months, took the situation in hand by emphasizing the long-range goals of the Commission to recruit high-

est-type personnel and to improve opportunities under the merit system. That he had to answer so much not of his own making, his questioners realized, so treated him with extreme courtesy and even affability.

Probationary Promotion Opposed
The Conference opposed any probationary period in promotion examinations. The plan to include such provision has been abandoned by the Commission, but the possibility of probationary periods for trans-promotions still exists, and the Conference wanted not even that vestige to remain.

LEADER Resolution
A resolution was unanimously adopted, expressing appreciation of services rendered by The LEADER and favoring continuation of the friendly, cooperative and effective relations that have marked the past. It was couched in terms similar to those contained in a resolution adopted, also unanimously, by the Central Conference.

Officers Elected
The Western Conference re-elected Robert R. Hopkins, Buffalo, of the DPUI, Department of Labor, as Chairman, and Mrs. Alice Wagner, past President of the Albion chapter, as Treasurer and Raymond L. Monro, President of the Rochester chapter, was elected Vice-chairman; Rosemary Fornes, of Buffalo, Secretary.

Isaac Hungerford, Assistant to State Comptroller Frank C. Moore, explained employee benefits under the State Retirement System.

Group Hears McDonough
William F. McDonough, Executive Representative of the Association, reminded his hearers of the pledged objectives of the Association and praised the fine enthusiasm displayed by Mr. Hopkins and representatives of the chapters that comprise the Western Conference.

"The Association's great bill of rights calls for the upholding and extending of the merit system, the maintenance and promotion of efficiency in public service and the advancement of the welfare of public employees," said Mr. McDonough.

"The Association has lived up to the responsibility expressed and implied in these three pledges. The 45,000 members are inspired by the same ambition that moved previous members to see to it that New York State civil service shall go forward to ever greater efficiency.

Perfection Unattained
"It would be ridiculous to say that personnel administration in the State or in the various municipalities has reached perfection. For many years prior to the Feld-Hamilton law and the legislative studies prior to that law, State employees were called upon again and again to subsidize the State services by working at substandard salaries. It was a modified form of exploitation. It was double taxation. It was not the bald exploitation practiced often by industry, but arose largely because of lack of a sound classification and salary standardization system and because employees themselves through lack of organization were unable to present their case to the officials of State government and to the people. To your Association efforts, and the generous support those efforts received from forward-looking statesmen and from the people generally, the much improved status of employees today is due.

"We have the problem today to seek a real wage—one that keeps pace with price changes. We have the problem of liberalization of the benefits into line with present day Retirement System to bring the living needs of disabled or aged workers. We have the problem of extending the competitive classification to very many groups which today because they are outside of the competitive class lack the incentive of a career system and safeguards of tenure. We have the problem of like pay for women and proper recognition of careers for women in public service. We have civil workers in the armies, State colleges, authorities, and other agencies who do not have the benefit of classification, salary standardization, vacations, etc., common to other civil workers. The more we develop this program the better the State service will be."

"When it becomes necessary to terminate the services of an employee, it is the uniform practice of the various departments of State government to terminate employee's services on a date which will permit the liquidation of accrued vacation allowance and overtime prior thereto, and an employee is retained on the payroll during that period.

Cloudburst Fails to Dim Albany Picnic

ALBANY, July 5.—A violent cloudburst in Albany on June 30 failed to dampen the spirits of members of the State Division Parole Chapter, The Civil Service Employees Association.

The chapter had scheduled an annual picnic for 3 p.m. An hour before employees were to leave Albany for Thatcher Park a violent rainstorm flooded Albany streets, snarled traffic and flooded homes and state offices.

But Margaret Grogan, chairman for the picnic, refused to be discouraged. The picnic went on as planned and chapter members were rewarded by sunny skies 3:30 p.m.

Goldstein Ruling Limits Unemployment Insurance

Special to The LEADER
ALBANY, July 5.—A State employee who has resigned from State service but is in the process of liquidating his annual leave overtime is not eligible for unemployment insurance, according to an opinion by Attorney General Nathaniel L. Goldstein.

The opinion was rendered in a letter to State Industrial Commissioner Edward Corsi.

"When it becomes necessary to terminate the services of an employee, it is the uniform practice of the various departments of State government to terminate employee's services on a date which will permit the liquidation of accrued vacation allowance and overtime prior thereto, and an employee is retained on the payroll during that period.

"Since, under the foregoing circumstances, an employer-employee relationship continues during the period of liquidation of the vacation allowance and accrued overtime, that period should be counted indetermning whether the employee has been paid wages in the course of a continuous period of employment by the State of at least one year under the Unemployment Insurance Law."

Liberalized Pension Plan Proposed

Below is continued the detailed retirement plan of the Civil Service Employees Association. Last week's LEADER told the gist of the present system, and explained the Association's position on these points: Opportunity to purchase additional annuity; higher minimum pension; 55-year retirement proposal; vesting of retirement benefits when a member leaves service before retirement. The Association's representatives are continuing discussions with the State Comptroller in the hope of working out improvements in the Retirement System.

INCREASED DEATH BENEFIT
At the present time the Retirement System provides for an ordinary death benefit to the beneficiary of a member who dies in active service, equal to one month's salary for each year of total service, but not exceeding six years. This proposal would provide for an ordinary death benefit equal to one month's salary for each year of service.

The Association advances many reasons for this liberalization:
1—An analysis made by the Actuary of the Retirement System in a memorandum dated November 26, 1945, showed a distribution for the nine months' period from July 1, 1944 to March 31, 1945, as follows:

Amount of Benefit	No. of Cases	Total Benefits	Average Benefit
\$ 0 to \$300	133	\$ 10,543.10	\$ 79.27
301 to 600	62	28,073.14	452.79
601 to 900	105	82,885.45	789.39
901 to 1,200	98	101,399.26	1,034.69
1,201 to 1,500	58	76,669.91	1,321.90
1,501 to 1,800	17	27,200.37	1,600.02
1,800 and over	42	124,461.51	2,963.37
	515	\$451,232.74	\$ 876.18

It will be noted that the average ordinary death benefit amounted to \$876.18 and that in 58 per cent of the cases the benefit was not greater than \$900. Under the proposed plan, it is estimated that the above average payment of \$876.18 might be increased to around \$1,500.

2—An investigation of 525 member deaths in active service during the calendar year 1944, where the beneficiary received an ordinary death benefit showed a distribution as follows:

According to Age at Time of Death	No.
Under 30	13
30 to 39	46
40 to 49	94
50 to 59	177
60 to 64	97
65 to 69	73
70 - over	25
	525

According to Years of Service at Time of Death	No.
1 to 4 years	100
5 to 9	109
10 to 14	106
15 to 19	89
20 to 24	54
25 to 29	26
30 to 34	21
35 and over	20
	525

It will be observed that 372 of the 525 deaths occurred at age 50 or above and that 195 deaths occurred at age 60 or above, also that the average length of service at the time of death was at least twelve years.

3—The proposal would give recognition for longer periods of service. The beneficiary of an employee with thirty years of service should certainly receive a greater proportion of benefit than for six years of service.

4—The proposal would help to lessen the criticism of the thirty-day waiting period which is required before a retirement option can become effective. This is important, in view of the fact that a substantial percentage of deaths occur above age sixty, when the member is eligible for retirement, and a few of such cases within the thirty-day waiting period.

5—The proposal would place our Retirement System on a more comparable level with the ordinary death benefit granted by the New York City Employees' Retirement System (six month salary for Service of less than ten years), and with the Teachers' Retirement System of the City of New York (five per cent of salary multiplied by the number of years of service with a minimum of six months' salary and a maximum of twelve months' salary).

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The Actuary of the Retirement System has estimated that on the basis of the present tables the increased ordinary death benefit based on a maximum of one year's salary would require an additional normal contribution of \$844,000 with an accrued liability of approximately \$13,000,000.

OPTIONAL RETIREMENT AFTER 25 YEARS OF SERVICE
The logic of considering the years of service regardless of the age of the worker in arranging retirement plans has been put forward by many public employees

especially by those in institution service. There is precedent for this in New York State's own plan covering the employees of the Division of State Police where retirement is now possible after five years of service. Plans for optional retirement after 25 years of service were in effect for some years in the Department of Mental Hygiene and Correction before the employees of these Departments were taken into the State Retirement System and the departmental systems closed. Plans for such retirement are in effect in other jurisdictions.

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STATE AND COUNTY NEWS

The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.



KEEPING FIT

Thoughts for the Nation's Birthday -- 1948

YOU and I and nearly all our neighbors recognize the need for keeping our bodies fit by exercise for the demands life puts upon us. We recognize that this problem of keeping physically fit is largely the result of great industrial changes which require for the most of us the substitution of office and indoor work for the more healthful outdoor activities. Do we recognize that these same economic and social changes have rendered obsolete and useless much of the schooling we received as children and young people and that the mental world we live in often fails to correspond with the facts of the contemporary world of science, engineering, industry and international relations?

America, since the war, has been forced into a new position in a new world. Many deplore the new duties and obligations implied in this changed world in which we live. Many do not recognize these changes even when the evidence of change is all around us.

The problems of America are our own personal problems. We will not long prosper while the country flounders. America can build no competent plan to meet her difficulties until her sovereign citizens are well informed in finance, economics and international relations.

My claim is that these things demand from each of us that we give our best thought to the solving of the difficulties nearest to us. My guess is that whatever problem you choose you will find that the search for cause and remedies will lead far into current problems of government, trade, economics and finance.

There is a profound difference between schooling and education. Schooling may force information upon us. By education we achieve self-improvement through personal effort. Schooling is of little value unless it is followed by real personal effort to understand the real world and to aid in making it somewhat better and more reasonable. Education is a lifelong job.

It is expected, therefore, that the American people will persist in their traditional attitude toward life and work but will add something new to that tradition, that they will seek in increasing number to understand their world and to master its difficult problems through mental application, worthwhile reading and study. They will seek to put this knowledge to use in their business, in their vote, in their industries, in their communities and in their world, and they will be interested to consider the need of every community for better knowledge and deeper understanding and a means to a richer and more satisfactory life for both individual and community.

Unemployment Pay Regulations Approved For Local Employees

ALBANY, July 5.—The Civil Service Employees Association which sponsored the law signed by Governor Dewey extending voluntary coverage of the unemployment insurance law to municipal corporations and other governmental subdivisions, saw the results of the efforts in a meeting held on June 29 at the office of the Division of Placement and Unemployment Insurance.

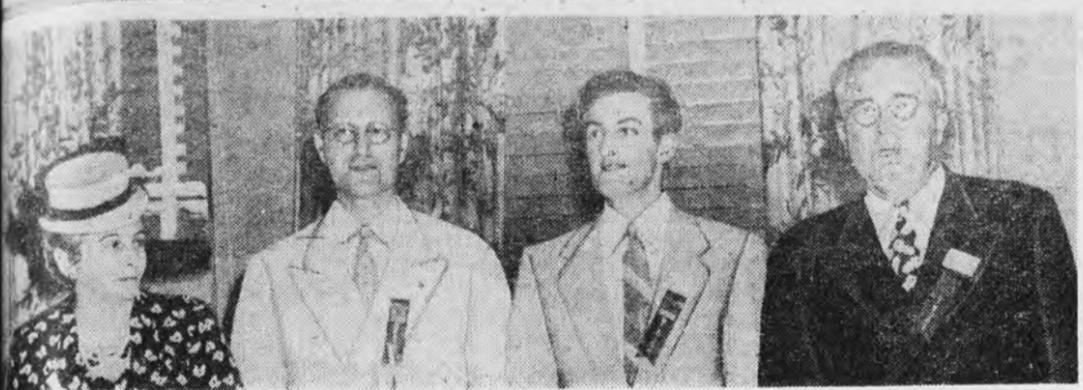
Milton O. Loysen, Executive Director of the Division of Placement and Unemployment Insurance, invited Dr. Frank L. Tolman, President of The Civil Service Employees Association to discuss the application and mechanics of the unemployment insurance law in local governmental units.

The Association committee appointed for the discussion consisted of Ivan S. Flood, representing Westchester Chapter, County Division, for the county employees; Clifford E. Irving, Schenectady Chapter, County Division, representing city employees; and Char-

les R. Culyer, Association Field Representative, County Division. The entire field of the application of the unemployment insurance benefits to subdivisions was discussed with Erwin Memseldorff, Planning Unit; Harold Wilson, Claims Bureau; Alfred L. Green, Tax and Wage Bureau, all of the Division of Placement and Unemployment Insurance. Operating difficulties and solutions to these problems were discussed fully and a program of publicity and factual information was agreed upon.

A description of the full program will appear in next week's LEADER.

The Association officers expressed gratification over the result of their activity in sponsoring this legislation and cooperating in this legislation and cooperation offered by Mr. Loysen. "Once again the Association has constructively advanced working conditions of civil employees in the Empire State, and it is gratifying to the members of the Association in the County Division that this activity is now producing results," said Wm. F. McDonough, executive representative.



The four officers of the Metropolitan Conference were re-elected: Mrs. Marie S. Lauro, Secretary; Victor J. Paltsits, Chairman; John L. Murphy, Vice-chairman, and Clyde H. Morris, Treasurer.

Metro Conference Hears Officials Discuss Problems

Top State officials, including two of the three Civil Service Commissioners and the Chairman of the State Personnel Council, as well as representatives of groups of The Civil Service Employees Association and its headquarters, helped to make a great day of the annual business meeting and picnic of the Metropolitan New York Conference of the Association at Jones Beach State Park on June 26. Victor J. Paltsits is Chairman of the Conference. The Wantagh chapter, George H. Siems, President, was host.

Robert Moses, Chairman of the Long Island State Park Commission, whose achievements in public park development and maintenance have helped to win his world-wide fame, extended all possible hospitality to the guests, members, delegates and others. He was unable to be present, but was represented by Herman Boettjer, Superintendent of Long Island State Parks, one of the speakers. Stanley J. Polek, Superintendent of Jones Beach, capably made detailed arrangements on behalf of Mr. Moses.

Miss Gerry Voices Praise
Louise C. Gerry, State Civil Service Commissioner, called upon the Conference to help the Commission with its problems. "Civil service can rise no higher than the most mediocre thinking in the ranks," she said. "One of the most hopeful things is the magnificent Civil Service Employees Association."

Miss Gerry told Conference delegates that the Commission wants to know and carry out the ideas of the State employees. Discussing specific problems, she said she was "worried" about the present rating system. People who do the rating, she held, should be specially trained and should be "large enough in human relations to do it objectively."

"Civil Service people are great folks," Miss Gerry told the delegates. She had praise for the Association's chapters throughout the State.

Her First Visit
"This is my first visit to Jones Beach, so you know I am thrilled indeed," she said. "First I want to say that I am here because Mr. Paltsits can write the most appealing and most commanding letters that I have ever read. I wish I had had a few like that when I was younger. I am very glad to meet Mr. Siems and all the other folks, who are doing such a fine job down here."

"I want to tell you a little secret. I have never known the meaning of the word 'Commissioner' and I have never found out. I believe Commissioners are just fellow-employees doing a definite job — that job, of course, is to interpret the Civil Service Law and see to it that it is enforced, and I can tell you that with two competent lawyers — Ed Conway and Alexander Falk on the Commission the law won't be broken. "We are there definitely to protect the rights of the Civil Service Employees. We very definitely want to know what you think, and want to carry out your ideas. I know you are dead in earnest, that you want to raise yourselves and the standards of civil service."

"Up at the Indian School, all I heard was, What could they do for the kids in the school?"

What Worries Her
"Generally, you know that we have problems in the Civil Service Commission, as elsewhere. I am worried about 'charges.' When I hear that charges are preferred against anyone, I am sick, sick. I don't think we should come to the point where we feel we must prefer charges. There should be decent, human, tolerant spiritual understanding among employees so that we will never have to prefer charges one against the other."

"I am worried, too, over service record ratings. The law of the State of New York states you are entitled to increments. Your supervisor feels you are, or are not entitled to an increment. I feel that people who prepare civil service ratings should be trained — trained to do just that — and they should be people who are large enough in human relations and perspective to do that rating objectively on the basis of production and results. I tell you, I am worried about the present system of service record ratings. It isn't an easy job. Won't you help us a little bit with it?"

"One of the magnificent things is our Civil Service Association. Dr. Frank L. Tolman and his competent assistants and workers are now considering this service rating problem."

Falk Discusses Justice
Civil Service Commissioner Alexander A. Falk, told the luncheon group:

"There are two lawyers on the Commission, Judge Conway and

State Worker Author Of Popular Songs

Special to The LEADER
ALBANY, July 5.—A public employee in Albany has had a song published by the American Academy of Music.

Jimmy D. Williams, clerk in the City Department of Public Works, first wrote his song, "All the Faith I Had in You is Gone," in 1932. Since then he has watched his song climb in popularity until now it is featured in sheet-music form by a NYC firm.

Mr. Williams, a musician on weekends in an Albany nightspot, said his song was first published in 1944, but it wasn't until recently that an effort was made to push his number.

Maybe Records
He hopes to see his number recorded soon if the current recording ban by the American Federation of Musicians is lifted. If not, Mr. Williams indicated it might be "put on wax" in England.

His song has been played by Cab Calloway and sung by Helen Humes, widely known singer who was featured for a number of years with Count Basie's band. Listed on the sheet music as co-author is Bennie Payne, formerly associated with Cab Calloway.

Among other numbers he has penned and which are slated to be published soon are: "They Call You Heartless" and "My What-Cha-Callum Gal."

myself, and frequently we get a situation where an employee is being cheated out of a promotion by a technicality or where one is up on charges and appeals to the Civil Service Commission. Well, after a good deal of discussion, Judge Conway and myself will point out that 'it is the law.' Miss Gerry will then pound the table and say, 'But is it right?' I want you to know that Miss Gerry is always on the side of the employee."

Miss Krone Asks Uniformity
Mary Goode Krone, Chairman of the Personnel Council, noted that the occasion was her first opportunity to meet with the Metropolitan Conference.

"The Council," she said, "was set up for you and the 50,000 other State employees, and it is our purpose to create better understanding and to lessen the number of personnel problems between management in the State government and the employees themselves."

"In order to improve State service, we must have uniform interpretation of State laws. If we can minimize those conditions that cause unhappiness, we will do so and if you have any suggestions for improving the service, send them on to us. We will be happy to consider them."

Boettjer Is Impressed
Mr. Boettjer expressed great pleasure on behalf of Commissioner Moses to welcome you to the Conference and guests to Jones Beach.

"The Commissioner has directed me to give you the keys to the Park," he explained. "Specifically, that means you can use all of our facilities and we won't charge you for the use of those facilities. We hope you will make use of them before you leave today."

"On behalf of the Commission, I commend the Conference on the type of men it has been fortunate enough to be associated with, who are in charge of our local Chapter—Mr. George Siems, present President, and Mr. Lemily, the past President. They have been most cooperative and always have used their good judgment in all problems brought before us. We hope that their efforts are duplicated throughout the State and we commend them for the good sense and the vision they have used in all of their work."

Evans Keen on Weather
James Evans, Director of Parks, Conservation Department, commented on the fine day.

(Continued on Page 5)

25 Executives to Attend Session on Machine Use

Special to The LEADER
ALBANY, July 5.—Twenty-five State executives will attend a special training school, sponsored by the International Business Machines, Inc., July 6-9, to study the latest developments in IBM methods.

Murray Nathan, Director of Office Planning and Procedures, State Department of Health, said the program was arranged by the inter-department committee on methods and procedures of which he is secretary.

The conference will be held at the company's customer administrative school in Endicott, N. Y.

STATE AND COUNTY NEWS

Methods of Civil Service Association Were Effective in Early Years, Too

This is the second part of a series of stories about the history of The Civil Service Employees Association. This section describes the period after the organization—then the Association of State Civil Service Employees—began to be recognized as a serious force in the development of good relations between management and employees.

On December 20, 1929, The Association of State Civil Service Employees published a bulletin which succinctly set down its basic policy. That policy has been followed since, and has proved successful in building the organization to its present strength. William F. McDonough, then president, wrote to Governor Franklin D. Roosevelt:

"This Association is composed of civil service employees of the State of New York, and was organized to extend and uphold the principle of merit and fitness in public employment, to maintain and promote efficiency in public service, and to advance generally the interests of the civil service employees of the State of New York. Membership in the Association is voluntary. The officers and members of the committee, with the exception of secretaries, serve without pay.

"The position of this Association is open, frank and constructive. Above all personal feelings, above all personal desires, we place the efficiency of service as the right of the State."

What They Sought

This did not mean the Association was not actively fighting the battles of the employees. McDonough that year asked a straight increase of \$250 for each employee earning up to \$4,500 a year. He asked a comprehensive study of rates of pay for all workers, the establishment of fair minimum salaries and automatic increases until a fitting maximum is reached. He asked also that the governor appoint a committee to deal with employees on matters of

working conditions, promotion and efficiency, and a better retirement setup.

The essential policies which McDonough then outlined have been followed since. The plea for a regular study of compensation resulted finally in enactment of the most comprehensive salary plan in the United States. Salaries have risen far beyond anything envisioned in those early days. Fair minimums have been written into the law. While no committee exists dealing with employee problems, various sectors of those problems are handled by new agencies of government; and recent years have seen the establishment of the conference method between employee representatives and management. Retirement provisions have improvements that have been great—but there is still much to be done.

Study of Problems

On March 6, 1930, Lieutenant-Governor Herbert Lehman, speaking before a dinner of the Association, said:

"I am particularly glad that steps have recently been taken, both by the Executive and the Legislature, to provide for a real and exhaustive study of the questions affecting the members of the State Civil Service system. If my experience as a businessman means anything, I am convinced that whatever is fair and wise in relations to the individual workers in State service must be of similar benefit to the State in developing loyal and efficient service. Certainly, the existing more or less

haphazard method of compensation and promotion in many cases result in a sense of insecurity and suspicion.

"A resolution has been introduced into the Legislature providing for the appointment of a committee to make a wage and personnel survey of the civil service system of the State and to report thereon to the legislature, with recommendations, on or before February 15, 1931. The Governor has sent a message to the Legislature pointing out that a thorough survey of the whole field is necessary and urging that before the next session of the legislature a scientific plan be formulated to improve the present somewhat chaotic conditions surrounding the salaries, grades and duties of officers and employees in the civil service of the State. He suggests and urges that the commission which is to report to the Legislature by February 15th, 1931, be directed to make a preliminary report to the Governor on or before September 1, 1930, in order that the adjustments recommended in the report may be included in the budget for action by next year's Legislature. These two steps show the interest and sympathy of the Legislative leaders and the Governor in the problems affecting the civil service employees of the State and in this interest and sympathy I fully share. What the wage and personnel survey will show no one, of course, can foresee. Undoubtedly it will point out many inequalities in compensation and many inaccuracies in

classification, grades, etc., which will be susceptible of correction.

"It will unquestionably show that many receive compensation too low in comparison with civil life and with similar positions in governmental units. It may also show that certain salaries now paid are high in comparison with those in civil life or in other governmental units. At any rate, it will give a correct, fair and unbiased picture on which the Governor and the Legislature can form an intelligent judgment as to compensation. I hope that in line with the survey made recently by the Federal Government, this study, among other things, will determine the following:

"(1) The relative value of the various classes and grade of positions found in governmental establishments to which a uniform compensation schedule may equitably be applied.

"(2) The desirable and proper ranges of pay for various grades and classes and the number of rates into which such ranges should be divided.

"(3) The systems of advancement from rate to rate which can be administered with substantial uniformity under like conditions for like work throughout the service.

"(4) A system for determining fair and equitable compensation for types of positions, which, because of their character or surrounding conditions, cannot be properly covered by a uniform compensation schedule.

"In order to establish these

facts comparison, of course, will have to be made with similar work and compensation in civil life and similar work and compensation in government service.

"Now, just one more word. The resolution introduced by the Legislative leaders and the message of the Governor show clearly that both branches of government are equally in sympathy with a careful and intelligent study of the situation. When everybody is agreed that a thing ought to be done, it is the right and just thing to do—it seems to me it is time to do it, and do it just as quickly as possible."

It was becoming clear that the leaders of State government were listening to the employees.

That year the Legislature Voted hundred-dollar increase in salaries of competitive civil service employees receiving, with the increase, less than \$1,300 a year.

Appropriated more than a half million dollars for time service and commutation increases for employees of the Mental Hygiene and Social Welfare Departments. Granted increases to State Police and to employees of State prisons.

The Legislature did nothing, however, to improve the retirement situation, grant an eight-hour working day or provide by law one day of rest in seven for all employees.

Nevertheless, the employees were beginning to make progress. Their contacts with State officials and legislators were beginning to pay off. Membership in their organization was approaching 5,000. The Association of State Civil Service Employees was on its way.

Progress was swift in the thirties, but problems arose which seemed almost insurmountable. How the Association solved these problems of the depression years is the subject of part 3 in the history of the Civil Service Employees Association.

Sickness and Accident Insurance Benefits Cited

(This is the seventh of a series of articles concerning the Group Plan of Accident and Sickness Insurance for all public employees in the State of New York, who are eligible for membership in The Civil Service Employees Association.)

By CHARLES A. CARLISLE, Jr.
Ter Bush & Powell Inc.

You may regard the material presented up to this point as technical and involved. Unfortunately, it is, but only because most accident and sickness policies are quite technical. The Group Plan is much less so. We discuss these points so that you may be made aware of the many limitations that exist in many individual policies and in many low cost policies.

Consider the phrase "external and violent". Suppose you went to the medicine cabinet some night with a stomach ache and took the wrong drug. External and violent bodily injury coverage would probably exclude this. The Group Plan would cover it.

The statement requiring "accidental means" is even more serious. Generally speaking, there can be no recovery (no claim paid) if an injury is caused by a voluntary act on the part of the policyholder even if the result is unexpected. Payment has been legally refused under this clause in many courts. Some examples of claims rejected under policies which have "accidental means" clause follow:

- Hernia from jumping off a car without stumbling or falling.
- Rupture of blood vessel while exercising.

c) Injury while cranking automobile, resulting in death.

There are hundreds of other cases. There is no "accidental means" clause in the Group Plan policy! Such a clause would be very limiting, in our opinion, and the Group Plan policy must be extremely broad.

7 Sickness Indemnity for Total Loss of Time.

"... commencing with the eighth day of disability. . . ."

Payment for sickness disability starts on the eighth day. (Accidents are paid from the first day). Many persons ask the reason for this non-payment for the first seven days. When the question is asked, or objections made, it is a clear indication that the person concerned does not understand the cost that would be involved in settling claims for periods of one to seven days. No one can foresee a long period of sickness, thus insurance is necessary. Everyone can plan on an average of at least one week period of disability in a year, because most of us have at least one cold or other sickness each year, it's a near certainty and we can lay aside a small amount to take care of it. If we paid for the first week, we would pay nearly everyone at least once a year and we would have to take this into consideration in our rates. The policyholder would then be paying us to do something he can do himself! A further result would be (beyond the increased premium necessary) a great increase in the number of claims, resulting in enormous inefficiency and further

increased cost to the policyholder.

Total Disability

To collect disability benefits by the terms of your Group Plan policy, you must be totally disabled. By that we mean the injury or illness shall wholly and continuously disable and prevent you from performing any and every duty pertaining to your occupation. Such injury or illness shall also require the personal attendance of a legally qualified physician or surgeon at least once in every seven days.

8. Indemnity for surgical treatment for minor injuries.

If a policyholder has an accident, but loses no time, the Company will pay the actual expense of the necessary medical and surgical attention up to an amount equal to one fourth the monthly indemnity. This is not true of sickness; accidents only are covered under this feature. This point of paying for medical and surgical attention caused by accidents is a very liberal provision.

9. House Confinement.

House confinement is only required in case of sickness, not accidents, during any vacation, leave of absence, or any period when you are not assigned to regular duty. At all other times house confinement is not required. In many individual policies covering sickness you will find house confinement required at all times in making benefits payable.

Standard Provisions

10. Certain standard provisions are required by the Insurance Laws of the State of New York. Attention should be paid to number 4, which requires notice of disability within 20 days in case of accidents and 10 days in case of sickness. If the company is to give good service, notification should be prompt. You, as a policyholder, may profit by a talk with the Claim Adjuster from your territory. Cooperation with him will result in better service to you and your fellow-workers. Efficient claim service, incidentally, is the best protection a policyholder has.

(Address questions to Charles A. Carlisle, Jr., 423 State Street, Schenectady, N. Y. They will receive his personal attention.)

THE RIGHT ANSWER to "Where to Stay" THE DE WITT CLINTON Albany, N. Y.

THEY ALL SPEAK WELL OF IT

A Knott Hotel

John J. Hyland, Manager

Garage and Parking Lot Adjacent

Sells Appoints Evans To Job as \$9,000 A'de

Special to The LEADER

ALBANY, July 5.—Appointment of Holden A. Evans, Jr., of Mt. Kisco, as his Executive Assistant at \$9,000 was announced by Charles H. Sells, State Superintendent of Public Works.

Mr. Evans, formerly Executive Secretary of the New York State Postwar Public Works Planning Commission, assumed his new duties on July 1. He succeeded Francis L. Brown, now Deputy Superintendent of Public Works.

As a courtesy TO MEN PLANNING TO TAKE FIREMAN PHYSICAL TESTS

the facilities of the Civil Service Institute Outdoor Course at Bronx Union YMCA

will be made available FREE OF CHARGE OR OBLIGATION

on Saturday, July 10

Under conditions identical with the city course at Van Corlandt Park, you may run off

THE SIX EVENTS: AGILITY - ABDOMINALS - PECTORIALS - PUSH-UP - PACK RUN - BROAD JUMP

This will give you a preview of your chances and will show you what further preparation you need to make.

If you have already passed the mental test for firemen, write, phone, or call in person for

FREE COURTESY CARD admitting you to all six events.

(If you apply by mail, indicate whether you prefer a morning or an afternoon appointment.)

EARLY APPLICANTS WILL GET FIRST CHOICE OF HOURS

No applications can be received after Thursday, July 8

Civil Service Institute BRONX UNION YMCA 470 EAST 161st STREET BRONX 56, N. Y.

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STATE AND COUNTY NEWS

Activities Of Employees

Mount Morris

A special meeting of the members of the Mt. Morris Chapter of The Civil Service Employees Association was held at the Mt. Morris Tuberculosis Hospital. Mrs. Cecelia Connor, President of the Chapter, presided. A large group attended. Refreshments were served following the meeting. Connor expressed gratification with the interest shown by employees at the Hospital in the objectives of the Association and in the Chapter's part in promoting the program. She emphasized that enthusiastic Chapter support meant good local consideration of employment problems as well as of the broad program of the Association on behalf of all public employees. The other officers of the Chapter include Joseph Mauro, Vice-president; Ruby Bryson, Secretary and Mrs. Cora Bryant Treasurer.

McDonough Addresses Meeting

The guest speaker was William F. McDonough, Executive Representative of the Association, who reviewed Association activities and touched upon some local problems. He stated, in part: "The Association has taken a firm stand with reference to adequate salaries for public workers because the Association is dedicated to maintain and promote efficiency in public service and to advance the welfare of public employees. Public service is in competition with private service and New York State is in competition with the Federal Government and other states in recruiting able workers. It goes without saying that unless the State of New York and the various municipalities within

its borders meet the salaries paid to nurses for instance in the Veterans Hospital and elsewhere, and likewise for other positions requiring professional or skilled training, that the public service to New York State citizens will suffer and the employee will be at a disadvantage in maintaining a fair standard of living for himself and his family.

Pensions of Great Interest

The Association received assurances from the appropriating authorities last March when the policy of percentage allowances for hazardous or arduous work was being abandoned that the hazardous character of work with tuberculosis hospitals could be recognized in other ways. The reports covering tuberculosis hospitals indicates that the present formula does not give workers in these hospitals the salary credit the hazard merits. This matter will be presented to the proper authorities by the Association and a strong plea made that the situation be dealt with adequately.

"Every member of our present retirement plan is vitally interested in the Association's program to liberalize the plan to bring it into line with the fundamental purpose of all retirement plans, namely, to provide the disabled or aged worker income sufficient for a fair standard of living. Every member must make a special effort to see to it that the public understands this need."

Ithaca

The Ithaca Chapter of The Civil Service Employees Association held a very successful dinner-meeting at Ithaca. Mrs. Mabel Ford, of Biggs Memorial Hospital, President of the Chapter, presided. Other officers include Vice-president, Mrs. Ruth Burt; Secretary, Mary Anne Zmek, and Treasurer, Tracey Tobey.

The more than 50 members and guests present enjoyed the fine event. Enthusiasm in chapter matters is high in Ithaca, and President Ford urged all State employees to take an active interest in the broad program of the Association.

William F. McDonough, Executive Representative of the Asso-

ciation, was guest speaker. Mr. McDonough reviewed the Association's history and outlined the matters which are receiving attention of the Association at this time.

Organized Workers Called Alert

"Organized public workers are keenly alert to the fact that public attention is being directed more and more to civil government—its usefulness and its economy. Those who believe in American free enterprise realize that it is not quite enough in this day to preserve order and protect the lives of citizens. They understand that progress and the attainment of human happiness comes only through social justice and that this is most encouraged when there is an enlightened partnership between capital and labor and government.

"Public employees are mindful of the success of sound labor relations in private employment. They know that good employer-employee relations in private industry have been a concern of the State for years. They urged and supported State action in establishing the State School of Labor Relations at Cornell University. They will ask the Governor and the Legislature to write a fair labor relations for public employees statute into New York State laws next year. It is vitally needed as a positive force in strengthening present personnel administration and in increasing the efficiency of public employees through stimulating high morale."

State Warns All On False Claims

Special to The LEADER

ALBANY, July 5.—There's been some difficulty with candidates for State jobs who refuse to cooperate when the Civil Service Commission is investigating them. Hence, the Commission has ruled that any person who passes the examination but fails to cooperate may have his name stricken from the eligible list. This means he will not be certified for a job, no matter how fine his grade on the test.

Several recent cases have concerned individuals who have written on their application forms that they've been confined to mental hygiene institutions. But when the Commission has asked the candidate for an OK to go ahead and obtain the data from the institution, the answer has been No. Said a spokesman for the Commission: "In certain jobs we have a duty to determine the nature of the candidate's previous condition, the possibility of recurrence of the malady, and related facts. The person who has been confined to an institution won't be denied a job for that reason — but we must have the facts."

Employment Record

Candidates occasionally say to the Commission's investigators: "Don't probe my previous employment record."

The Commission's investigators take this attitude: "We won't walk in on an employer if the eligible doesn't want us to. If sufficient information can be procured with-

out consulting the employer, we do it." A previous discharge from private employment does not preclude employment by the State. But, says the Commission spokesman, "we don't feel an obligation to approve anybody blindly."

In one recent case, a candidate for a State job refused to permit the Commission's investigators to check his previous employment record with the Veterans Administration. Without his consent, the Commission could obtain no information from the VA. "We could only conclude," the investigator decided, "that something must have been wrong in the VA."

Prison Record

One sensitive recent issue has revolved around cases where job-applicants have had prison records. Several have charged that the Civil Service Commission has been unduly harsh on them, refusing them employment "even though we have paid our debt to society and tried to lead a decent life since."

The Civil Service Department denies harshness in this respect. It argues that it must protect the interests of the State, and gives consideration in each case to the nature of the offense, the job which is to be filled, and the prospective reliability of the former prisoner on that job. One thing civil service investigators insist on is this: The candidate must give the complete record of any convictions he has had. Failure to do so will militate against him decisively.

Westchester Eligibles

Jr. Typist, Westchester County, (O.C.): (V) — Shirley Tyler, (NV); — Angela E. Fuche, Mildred W. Groff, Elia Rizzon, Anne Pellegrino, Frances G. Seoane, Jennie T. Cipolla, Carmela Amedeo, Rose L. Marrano, Susan R. St. George, Edith Zettl, Elsie Minichini, Marguerite Nixon.

Committee Chosen For Nominations

(Continued from Page 1)

Directors. County members do not participate in nominations for State departmental representatives.

The Board also selected the following Board of Canvassers to deal with the details of the annual election: Leonard Requa, Chairman, Department of Commerce; George W. Hayes, State Tax Department; Walter F. Conway, Department of Law; Isabelle M. O'Hagan, Department of State.

Must Consider Petitions

The Nominating Committee is charged with giving full consideration to facts and petitions presented to it by individual members or groups of members, relative to candidates, and to file all nominations with the Secretary at least 60 days before the Annual Meeting. The same applies

with reference to candidates for members of the State Executive Committee. Independent nominations may be made through petitions filed by prescribed numbers of members, depending upon the office, with the Secretary at least 30 days before the Annual Meeting.

McFarland's Statement

Vice-president McFarland reminded the members of the importance of the improvement sought by the Association to the betterment of public service and to the welfare of civil service workers, and cited the responsibility resting upon the Association by reason of its present size and influence to press constantly to extend the merit system and to assure that all groups are equitably and adequately rewarded for good service to the people, whether they be employees of the State or of its smallest sub-division.

Metro Conference Meets

(Continued from Page 3)

"We ordered this weather entirely for you people," he confessed. "I have not had any like this up to today, but Herman Boettjer arranged this especially for you."

Dr. La Burt Sees Gain

Dr. Harry LaBurt, Senior Director, Creedmoor State Hospital, reminded his listeners that he is one of "the paid-up members in good standing."

"It is indeed heartening to see a gathering of this type," he continued, "in which all classes of the Civil Service have come together to discuss their problems and, as Commissioner Gerry said, there are many problems in our day-to-day work and endeavors."

Association Officers Speak

The other speakers were John F. Powers, of the N. Y. Office, State Insurance Fund, 2d Vice-president of the Association; Frederick J. Walters, of Middletown State Hospital, 3d Vice-president of the Association; Janet MacFarlane, Association Secretary and Francis A. MacDonald, Chairman of the Southern Conference.

Attendance Impresses Powers

"I appreciate your kind invitation and I am glad to see so many of you here," said Mr. Powers.

Walters Eyes Future

Mr. Walters said: "It has been my pleasure to work with the Conference. I believe it is a spark plug for the Association. We must not only live in the times, but in the future."

Own a Hotel, Janet Suggests

The accommodations impressed Miss MacFarlane, who said: "You have such a beautiful and big place to have a party. Up in Albany, there is only one hotel we can lease. I thought that if we could all get together and buy a big hotel and own it, we could run a great many big parties and you could all come and we would be happy to welcome you."

MacDonald Lauds Galaxy

Mr. MacDonald, President of the Warwick chapter and Social Welfare Representative on the Association's Board of Directors, commented on the distinction of the distinguished guests.

"I really envy this gathering and I envy Mr. Paltsits, because I believe that in no other place today could you find such a galaxy of celebrities — Civil Service Commissioners, Directors of State facilities and others—and, as you know, some have just gone through a national convention. However, I do bring you the greetings of

the Southern Conference and I want to tell you that your problems are our problems, and we hope that you will make our problems, your problems."

Hollister Lent a Hand

Lawrence J. Hollister, Field Representative of the Association, aided the Wantagh chapter and the Conference in their part of arrangements for the fair.

Officers Unanimously Re-elected

Mr. Paltsits, Banking Department Representative on the Board of Directors and 2d Vice-chairman of the NYC chapter, was unanimously re-elected Chairman. Also unanimously re-elected were John L. Murphy, President of the Creedmoor State Hospital chapter, Vice-chairman; Clyde W. Morris, Long Island Inter-county State Park, Wantagh chapter, Treasurer, and Mrs. Marie S. Lauro, NYC Chapter, Secretary.

Three committee appointments were announced by Mr. Paltsits. They were Irving H. Scott, Creedmoor, Chairman of the Personnel Committee; Joseph J. Byrnes, NYC Chapter, Chairman of the Auditing Committee, and William Tanner, Banking, Chairman of the Committee on Purchase Discounts.

Other Distinguished Guests

In addition to those already listed, guests at the meeting included Angelo J. Donato, Conservation Department, President of the Bear Mountain Chapter; Solomon Bendet, of the Insurance Department, and Kenneth A. Valentine of the Public Service Commission. They are members of the Board of Directors.

The delegates present included: NYC Chapter—Michael L. Porta, President, Mr. Byrnes, Mrs. Lauro, Edith Fruchthandler, Solomon Heifetz and Edwin C. Hart.

Pilgrim State Hospital Chapter Francis Neitzel, President; Leo V. Donohue and Madge Koernig.

Long Island Inter-county Park Commission Chapter—George H. Siems, President; Marie Owen, Fred Pedersen, Mr. Morris, C. Cermes and Mrs. Amelia Bedell.

N. Y. State Psychiatric Hospital Romeo Biagio, President, and Sidney Alexander.

Creedmoor State Hospital—John Murphy, President, Mr. Scott and Helen C. Peterson.

Brooklyn State Hospital—William J. Farrell, President, and Catherine Sullivan.

Armories, Metropolitan District Frank Gonsalves, President; Jack DeLisi and Frank Wallace.

Central Islip — Donald Bellefeuille, Vice-president, and Kathryn Ely.

District 10, Public Works—William A. Greenauer, President.

Willowbrook State Hospital — Kathleen Hennessey.

Next Meeting September 11

The Conference cut short discussion of regular business so that delegates could spend more time on recreation at Jones Beach. At the same time, President Paltsits distributed copies of a letter, addressed to delegates and chapter presidents, which lists the subject he recommends for discussion at the September 11 meeting of the conference.

Exam Papers Saved In Basement Flood

ALBANY, July 6.—Approximately 40 employees of the Examinations Division, State Civil Service Department, were victims of a flood last week when a violent cloudburst sent two to three inches of water swirling through their basement quarters at 39 Columbia Street.

While all current examination papers and records were rescued from bottom drawer files, the Division reports slight damage to

25 file drawers containing old examination questions.

The flood even reached employees of the Veterans' Unit, State Civil Service Department, located on the fourth floor of the building.

A group of employees of the unit, riding in the elevator, was suddenly engulfed with water as the elevator door opened to the basement quarters. Reported damage: several pairs of nylon stockings.

Lists of Eligibles

Chief Bridge Operator, Dept. Public Works, (Prom.)—Frank R. Finn, John J. Ryan, Thomas F. Kindlen, John R. Clark, Wm. R. Bebee.

Asst. Laboratory Engineer, Dept. Wide, Dept. Public Works, (Prom.) Nathan Benderson, Verne Osterhoudt, Paolo Albertine, Michael Baron, Raymond Everleth.

Jr. Laboratory Engineer, Dept. Public Works, (Prom.)—Nathan Benderson, Michael Baran, Verne Osterhoudt, Paolo Albertine, Raymond Everleth.

Sr. Statistics Clerk, Albany Office, Dept. Taxation and Finance, (Prom.)—Marporie S. Ryer, Jane Kirsch, Joseph F. Noiseux, Florence O'Neill.

Sr. Mechanical Stores Clerk,

Dist. 1, Dept. Public Works, (Prom.)—John J. Murphy, John J. Earley.

Asst. Building Structural Engineer, (Prom.)—Samuel Blumenthal, William H. Zeh, Alphonse Karolak, John Peczekewicz.

Sr. Analytical Chemist, Dept. Wide, Dept. Public Works, (Prom.) Taylor Waterhouse.

Assoc. Building Construction Engineer, Dept. Wide, Dept. Public Works, (Prom.)—Arthur MacCregor, Joseph I. Shankey, Winthrop Howe, Frank B. Burgess.

Head Hydro-Electric Operator, Div. Operations and Maintenance (Canals), (Prom.)—Harold G. Odea, Rhea Putnam, Earl V. Allen, Frank Roach, Charles M. Chase.

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TUESDAY, JULY 6, 1948

U. S. Experiments With Exam Methods

Two innovations introduced by the U.S. Civil Service Commission show a forward-looking policy aimed at expediting and simplifying examination procedure.

Regional Directors are empowered, in their judgment, ing all candidates to appear who so desire. The applica- ing all candidates to appear who so desire. The applica- tions will be filled out in the examination room. Also, duplicate testing is avoided by another innovation: if candidates for Stenographer-typist or Clerk-typist, passed one part of the test since 1946, they need not pass that part in current exams in the title. This has been adopted in the Second Region, New York and New Jersey, in the Stenographer-typist test that closes tomorrow (Wednes- day).

Such experiments have real value, although not gen- erally applicable. For instance, large tests require careful allocation of candidates to examination centers; also dif- ferent parts of exams other than Stenographer-typist do not have such closely related components. But where the schemes apply, they serve an excellent purpose.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Examinations for Non-competitive Positions

THERE is a popular misconcep- tion that employees who are not appointed as the result of competitive examination need pass no test of their qualifications. While this may obtain in the case of exempt class appointees where no statutory qualifications are fixed, it does not apply in the case of appointees in positions classified as non-competitive. These positions are those for which some examination, albeit not a competitive examination, is deemed appropriate for determining the merit and fitness of the individual involved. That some examination must be taken by prospective non-competitive class employees is manifest from the provision of Section 1 of the Civil Service Law which states that "appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules."

The Rules for the Classified Civil Service of the State outline the procedure to be followed in filling non-competitive positions under the jurisdiction of the State Civil Service Commission. Similar rules may be found in other jurisdictions.

Steps Involved

The steps set forth in these rules are as follows:

1. The head of the office, department or institution in which there may be a vacancy in any position in the non-competitive class may name for examination one person for each vacancy.

2. The nominee, before he can fill the job, must be certified as qualified to discharge the duties of such position by an examiner or examiners selected or appointed for that purpose by the Commission.

3. The examination given to the nominee must determine the following qualifications:

That the person examined is within the limits of age prescribed for the position to which he has been nominated.

That he is properly certified or disease which would be likely to interfere with the proper discharge of his duties.

That his character is such as to qualify him for such position.

That he possesses the requisite knowledge and ability to enter on the discharge of his duties in the service.

List May Be Established

Although in ordinary practice only one nominee per job is put forth by the appointing officer, there is no prohibition against his nominating a whole group for one job. In fact, the Rules referred to above specify that the Civil Service Commission may, by special regulation, provide that in any institution where a number of persons are employed in the same grade, the appointing officer may name for examination more than one person, in order that there may be a list of qualified persons from which to make an immediate selection in case of vacancy.

An interesting side light on the subject of establishing eligible lists for non-competitive jobs is that veterans preference might well be applicable thereto. The constitutional mandate covering preference speaks about priority on a "list." The preference provisions of the Civil Service Law do not bar non-competitive appointees specifically. Rather, such law provides for preference to "persons who have passed examinations for appointment or promotion to positions in the civil service for which eligible lists are established."

Non-Competitive to Competitive

The Rules recognize the fact that, with changing conditions, positions once deemed impracticable to fill on a competitive basis may become appropriate for filling on the basis of competitive selection. In fact, the Civil Service Commission is mandated "to transfer positions from this (non-competitive) class to the competitive class whenever it may be found practicable to hold competitive examinations to fill them. In this connection, if a position is so transferred, the incumbent of the position, regardless of his length of service therein, is entitled to transfer to the competitive class, without examination, with all the rights and privileges of a competitive class employee. This is predicated upon the proposition that an employee cannot, by action of a commission, be classified out of a job.

Don't Repeat This!

RETIREMENTS from New York, N. Y. post office only about 40 last year, out of 13,000 eligible among the 30,000 employees. Also, the rush to get into, or back into, the post office is on, in all post offices in Greater New York, now that the \$450 higher pay is in effect . . . There are about 500,000 employees in the post office, all capacities, throughout the United States, and politicians figure on 3½ votes per family, or 17,500,000 votes . . . Not only did NYC employee organizations begin to accumulate pay-increase ammunition before the \$250 permanent pay raise went into effect on July 1, but Federal employees, including postal clerks and carriers, got primed for a request to the next Congress for another hike before the new one for them went into effect. Raise effective date is July 1 for postal workers, July 11 for other U. S. employees.

One policeman in NYC—and only one — has six toes on each foot. Extra toe is no ground for medical rejection, though extra arm, leg or head would be . . . Private industry doing such a competent job winning over collegians that Federal and State recruiting agencies finish far behind. P. I. has been at it for many a year, like the dean's list, favors all high-scholarship students and can operate without limitation on offers . . . Utility companies tightening up on patrons who weren't bothered though habitually late with their payments in the past. Sign of a tightening money market.

A generation ago it was The Warrens of Virginia; now it's the Warrens of California, with the three good-looking daughters stealing the show . . . President Truman caused jitters to U. S. employees by waiting until the last moment to sign the Federal pay raise bill . . . Frank Quayle, the nattiest dresser of NYC Mayor O'Dwyer's Commissioners, running his Honor a close second.

Hottest item on Brooklyn political front: City Court Justice George J. Joyce to be nominated for the Supreme Court by his fellow-Democrats and City Magistrate for the City Court vacancy, on the Republican ticket, in a bipartisan arrangement. Governor Dewey to fill the McCooey Supreme Court vacancy by appointment and Joyce to run against the appointee in November.

The U. S. General Accounting Office has saved the nation \$250,000,000 in the last three years by auditing the books of firms who hauled freight for the government during the war. During the next fiscal year it is expected to recover an additional \$100,000,000 in overpayments at an administrative cost of \$680,000.

EVERYTHING in its place. Come time for conferences with State officials on solution of employee grievances, adopt reasonableness as a policy and you go far. Come July, go fishing in Canada, and to lure the pike and bass in the Lievre River, use a No. 3 Hawaiian wiggler.

That's the credo of Guy de Cordova, President of the Hudson River State Hospital chapter of The Civil Service Employees Association. He's been at that institution ever since entering State service thirteen years ago, likes it and looks forward to an improving career with greater opportunities, not only for himself but for his fellow-workers. Come every Summer, however, the fishing is a must.

"I work eleven months a year to spend one month fishing," is his semi-flippant way of putting it. But during those eleven months work he does, diligently as Senior X-Ray Technician and as a well-informed leader of Association undertakings.

More Latitude for the Just

In working under three different directors during his State civil service career, Mr. de Cordova points out, it has been interesting to note that although one was of the borderline school, one on the older and the third of the democratic school, all proved themselves basically sound, fair, conscientious and reasonable. It has been a real pleasure at all times to negotiate with them, he says.

"There are many executives who will listen to the other side of a story, but this is too often done with tongue-in-cheek attitude," Mr. de Cordova says in discussing the merits of good administration. "The proof of the real man is his ability and willingness to reverse his opinions and rulings when and if he has been shown logical reason for such a reversal. With executives like that I sometimes feel that it is too bad that they are not given more latitude."

For Better Personal Relations
The reason he has been so successful in conferences with administrative heads, Mr. de Cordova says, is that while talking to them he tries to visualize their side of the problem.

"Theirs is not an easy job either; frequently they are right," he admits.

Although he would not like to see the powers of the directors curbed, he is sorry that the proposed program for Personnel

Merit Man



GUY DE CORDOVA

Boards has not been made effective.

State Government needs a Public Relations Board, Mr. de Cordova holds, giving full-time having power to act. Functioning it should be a Personnel Director in each institution and divisions of the State Service, adds.

"My experience has been that if it were not for the reasonableness of the directors, personnel problems would run in a never-ending circle until time had deprived us of the advantage of solution," he says.

As a President, Mr. de Cordova hopes employees can obtain recognition for their living and recreational activities. This can be done through Public Relations Board and implemented Personnel Council.

"I am happy and proud to be a State Employee and have found pleasure in serving my fellow employees," he rejoices.

Travelled Abroad

Mr. de Cordova was born in Jamaica, B. W. I. and came to the United States at the age of 12. He was always a studious chap and determined to go to Hamilton College, got good marks there, and was graduated with a B.A. in 1927. He did a lot of travelling in Europe before he settled down to State service and fishing.

"Sports are fine for one," he commented. "Help to keep you in best trim. I go in for golfing, yachting, swimming and ice-skating too. When you're in top trim you do a better job for your employer."

Overath Is Appointed Vet Rights Director

W. J. R. Overath has been appointed Regional Director of the Bureau of Veterans' Reemployment Rights, United States Department of Labor, 500 Park Avenue.

The regional office has jurisdiction over the veterans reemployment rights problems for both World War II veterans and for men who will be inducted under the new draft act in New York, New Jersey, and Connecticut.

Mr. Overath was formerly in charge of the Philadelphia office of the BVRR.

Appointed with Mr. Overath as his assistant is Charles L. Hermann, who has been head of the BVRR office in New Jersey.

Salary Board Reports Progress on Pay

ALBANY, July 5.—Approximately 15,000 State positions, many of them in institutions, received pay increases during 1947, according to a report by the State Salary Standardization Board.

In releasing the report on allocations made during the past fiscal year, the Board stated that it represent "significant strides toward bringing State salaries in line with those paid in private industry."

The Board listed a total of 28 job titles which received pay boosts against three titles for which pay cuts were approved.

Dewey Would Appoint New U. S. Civil Service Commission

By F. C. CLANCY

ALBANY, July 5—If Governor Thomas E. Dewey is elected President, the nation can look forward to a complete change in the membership of the U.S. Civil Service Commission. The Governor has been saying that he would make a clean sweep of appointive Federal offices generally, and hasn't specifically mentioned the Civil Service Commission in public statements, but it was learned from sources close to him that the Commission is definitely included.

Seven Possibilities

WASHINGTON, July 5—Two vacancies in the U.S. Civil Service Commission will occur before the next President is inducted. Commissioner Arthur S. Flemming will accept the presidency of a college in the fall. President Harry B. Mitchell, who has been Commissioner and President longer than anybody else, having recently celebrated his 15th anniversary as a Commissioner, is reported about to retire. The third Commissioner, Frances Perkins, who was President Franklin D. Roosevelt's Secretary of Labor and was an integral part of

the New Deal, would have no possibility of retention. The terms are at the pleasure of the President.

The names of seven possibilities for appointment to the Commission by Governor Dewey, if he's elected, have been mentioned. They are H. Elliot Kaplan, of Larchmont, New York, Executive Director of the Civil Service League; Samuel H. Ordway, former NYC Civil Service Commissioner; Henry Olsen, California State Civil Service Commissioner, an appointee of Governor Earl Warren, Governor Dewey's running mate; Prof. James Pollock, of Ann Arbor, who made a study of Michigan civil service and is close to Senator Arthur Vandenberg (Michigan being Dewey's native State); ex-Governor Grosbeck, of Michigan, former President of the Michigan Civil Service Commission; I. J. Browder, of Alabama, former Personnel Director of his home State, and William W. Grant, of Denver, Col., former Chairman of the Denver Civil Service Commission. Messrs. Browder and Grant are Democrats, the rest Republicans, excepting Mr. Kaplan, who is not enrolled in any party.

The law requires that not more than two members shall be of the same political party, so it is expected that two Republicans and one Democrat will be appointed.

Exams for Permanent Public Jobs

U. S.

14-69-1. Rural Electrification Engineer, \$3.39 to \$4,902. — Operations: Design and Construction, Operation and Transmission, Rural Electrification, Wiring. For duty in Washington, D. C., and throughout the United States in the Rural Electrification Administration. **Requirements:** College degree and/or experience in engineering plus appropriate professional engineering experience. No written test. Send application to Executive Secretary, Board of U. S. Civil Service Examiners for the Department of Agriculture, Agricultural Research Center, Beltsville, Md. (No closing date).

15. Student Dietitian, \$1,470. — Courses will be given in Veterans Administration, War Department, U. S. Public Health Service hospitals. **Requirements:** Appropriate college study. No written test. Age limits for War Department: 20 to 26½ years; all others, 18 to 35 years. (No closing date).

16. Veterinarian, \$2,644 and \$3,907. — Vacancies are in Washington, D. C., and throughout the United States. **Requirements:** Appropriate college study. For the \$3,907 positions, 1 year of professional veterinary work or 1 year of graduate study is also required. No written test. (No closing date).

17. Medical Officer, First year—\$2,000; Second year—\$2,400; (Psychiatric Resident), \$2,400 to 4,100. — Appointments are open for July 1949, at St Elizabeths Hospital, Washington, D. C. **Requirements:** For intern positions, applicants must be third or fourth-year students in an approved medical school; for Psychiatric Resident positions, applicants must be graduates of an approved medical school with degree of doctor of medicine, and have served or be serving an approved internship. No written test. (No closing date).

18. Patent Examiner, \$2,644. — Positions are in Washington, D. C., and vicinity. **Requirements:** Eligibility in written test plus appropriate education and/or experience. Age limits: 18 to 35 years. (No closing date).

19-10-8 Meteorological Aid Trainee CAF-S) (SP-4), \$2,168 to

Office, Washington, D. C. Requirements: Five years of appropriate experience. No written test. (No closing date).

18. Stenographer and Typist, \$1,954. — Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. **Requirements:** Written test, including typewriting, general tests, and stenography (for stenographers only). (No closing date).

5-82-4 (48) Chemist, \$3,397 to \$5,905. For duty in Communicable Disease Center, U. S. Public Health Service, in Hawaii and Baltimore, Md., at \$3,397 and \$4,149 a year. **Requirements:** Appropriate college study or combination of such study and experience in chemistry, plus professional experience in chemistry. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

13-1-2 (48) Engineer, \$2,644. For duty in the Bureau of Reclamation in Oregon, Washington, California, Arizona, Nevada, Idaho, Montana, Wyoming, Colorado, New Mexico, Utah, North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, and Texas. **Requirements:** Eligibility in a written test, plus appropriate education or

technical experience or a combination of such education and experience. Applications will be accepted from students who expect to complete their studies by October 1, 1948. Send application to the Executive Secretary, Central Board of U. S. Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo. Age limits: 18 to 35 years. (No closing date).

5-82-4 (48) Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,905 yearly. Positions are open in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

5-82-4 (48) Bacteriologist (Medical) — Serologist, \$3,397 to \$5,905. For duty in U. S. Public Health Service, in Hawaii and throughout United States. **Requirements:** Appropriate college study plus professional experience in medical bacteriology and serology. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

ing date).

4-34-2. Chemist — Engineer — Metallurgist — Physicist — Mathematician, \$3,397 to \$5,905. — For duty in Washington, D. C., and vicinity. **Requirements:** College study or technical experience or a combination of such study and experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 37, Naval Research Laboratory, Washington 20, D. C. (No closing date).

14-69-2. Poultry Coordinator—\$5,905. — For duty in the Bureau of Animal Industry, Department of Agriculture, in Beltsville, Md., and throughout the United States. **Requirements:** For Poultry Coordinator, appropriate college study or technical experience or a combination of such study and experience, plus professional experience in organized poultry improvement work; for Veterinary Coordinator, completion of full course in recognized veterinary college, plus professional experience in poultry disease control work. Graduate study may be substituted for part of the professional experience. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners for the Department of Agriculture, Agriculture, (Continued on Page 8)

Overseas Jobs For Many Civilians Listed by Army

A new listing of overseas jobs is issued by the Department of the Army, Civilian Personnel Division, Overseas Affairs Branch, 90 Church street, Room 1213, New York 7, N. Y., E. V. Henning is the Representative.

All listings are current, but are subject to daily change. The following are listed:

GERMANY (2 years)
 Radio Control Officer, \$6,127.50; Public Opinion Analyst, \$6,127.50; Clerk Stenographer, \$2,710.45; Messenger, \$2,277.50; Information Specialist, \$5,187.00; Education Specialist, (Secondary) \$7,381.50; Education Specialist, \$8,877.75; Clerk-Stenographer, \$2,713.35; Information Specialist, \$7,381.50; Management Analyst, \$6,127.50; Clerk - Stenographer, \$2,710.35; Claims Examiner, \$3,306.00; Auditor, \$4,246.50; Business Enterp. Analyst, \$6,127.50; Clerk-Stenographer, \$2,299.25; Storekeeper, \$4,246.50; Statistical Clerk, \$2,992.50; Secretary, \$2,992.50; Clerk, \$2,710.35; Specialist General, (Education), \$6,127.50; Information & Editorial Specialist, \$6,127.50.

JAPAN (2 years)
 Clerk Stenographer, \$2,710.35; Reg. Public Health Officer, \$8,877.75; Property & Supply Clerk, \$2,992.50; Press Room Foreman, \$1,185; Maintenance Mechanic, \$1,185; Maintenance Foreman, \$1,185; Clerk-Typist, \$2,442.50; Reg. Public Health Nurse, \$6,127.50; Clerk-Typist, \$2,442.50; Clerk-Stenographer, \$2,710.35; Printing Plant Manager, \$6,127.50; Clerk-Typist, \$2,442.50; Clerk-Stenographer, \$2,710.35; Research Analyst, \$6,127.50; Maj. Prefecture Health Officer, \$7,381.50; Industrial Eng., \$7,381.50.

AZORES (1 year)
 Chief Property Clerk, \$3,776.50; Fiscal Accounting Clerk, \$3,306.00; Clerk-Typist, \$2,710.35.

MARIANAS (1 year)
 Clerk-Stenographer, \$2,992.50; Personnel Clerk, \$3,306.00; Statistical Clerk, \$3,306.00; Processing Clerk, \$2,992.50; Property & Supply Clerk, \$3,306.00; Clerk-Typist, \$2,710.35; Clerk-Typist, \$2,710.35; Clerk - Stenographer, \$2,992.50; Clerk-Typist, \$2,710.35; Architectural Eng. \$7,381.50; Architect, \$6,127.50; Civil Engineer, \$6,127.50.

OKINAWA (1 year)
 Instructor Radio Code & Com., \$3,306.00; Telephone Supervisor, \$3,776.25; Personnel Clerk, \$2,992.50; Clerk-Stenographer, \$2,992.50; Clerk-Typist, \$2,710.35; Clerk (Traffic), \$3,306.00 Postal Clerk, \$2,710.35; Clerk - Stenographer, \$2,992.50; Stenographer, \$2,992.50; Funding & Disbursing Officer, \$6,127.50.

NEWFOUNDLAND (1 year)
 Cost Auditor, \$5,187.50.

HAWAII (2 years)
 Topographic Engineer, \$5,187.00; Lithographer, \$6,127.50; Topographic Engineer, \$6,127.50; Engineering Aide, \$4,246.50.

MANILA (2 years)
 Geodetic Engineer, \$5,187.00; Topographic Engineer, \$6,127.50; Topographic Engineer, \$4,246.50.

PANAMA (2 years)
 Budget Officer, \$7,381.50.

The positions at Manila and Hawaii are accepted by the Church street office for screening and are forwarded to the proper technical service for final approval.

All applicants must fill out U. S. Civil Service Form 57. Age limits are: women 21 to 50, men 21 to 50, except that male veterans only may be 18 to 50.

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New Rule Avoids Duplicated Tests

WASHINGTON, July 5.—A new examining technique for use in Stenographer tests enables any competitor who has made a passing mark as Typist in any exam given since February 1946, need pass only the dictation and transcribing test henceforth, to acquire full eligibility as a Stenographer.

In exams held in the past, persons who failed the stenographic part, but did receive eligible ratings as Typists, were required to take again all three phases of the exam — general, typing and stenography — in order to obtain eligibility as Stenographers. It is no longer necessary, in such cases, to repeat the phases already passed.

Use Not Compulsory

Adoption of the new technique in the field is left to the discretion of the regional directors. It may not be followed in all regions.

Under the new plan as it operates in the central office in Washington, application cards are checked against competitors' records; if the records show passing marks previously acquired for Typist, the applicants are told — at the time admission cards are distributed — that they need take only the stenography part of the forthcoming examination.

So far as field exams are concerned, the procedure may vary among the regions with respect to the method which is followed in determining whether an applicant has previously acquired an eligible Typist rating. One method is to have those persons who are to be admitted bring with them to the examining point any notices of rating which they may have received as Typists.

The new plan is looked upon as a money-saver to the Commission and as a time-saver to the competitors and to those who administer the examinations.

Salary Allocations Made in Labor Jobs

ALBANY, July 5.—Listed below are the determinations made by the Salary Standardization Board on titles under the jurisdiction of the Board. Since all of the titles listed are labor positions in the exempt class, the allocations made by the Board in the course of its 1947 review were original allocations and cannot be retroactive to April 1, 1947, under provisions of Chapter 360, Laws of 1947. Therefore, previous notices of effective dates of the allocations of these titles have been withdrawn and the date given below in each case is the effective date as approved by the Director of the Budget.

Titles	New Salary Grade	Effective Date
Baker Helper	LG 1, \$1,500-\$1,800	4-17-47
Bindery Helper	LG 1, \$1,500-\$1,800	6-12-47
Cleaner	LG 2, \$1,600-\$1,900	4-23-48
Domestic	LG 1, \$1,500-\$1,800	6-12-47
Farmhand	LG 1, \$1,500-\$1,800	4-17-47
Kitchen Helper	LG 1, \$1,500-\$1,800	4-17-47
Laboratory Helper	LG 1, \$1,500-\$1,800	4-10-47
Mail and Supply Helper	LG 1, \$1,500-\$1,800	8-1-47
Maintenance Helper	LG 1, \$1,500-\$1,800	4-17-47
Messenger	LG 1, \$1,500-\$1,800	6-12-47
Power Plant Helper	LG 3, \$1,700-\$2,000	5-9-47
Printing Shop Helper	LG 3, \$1,700-\$2,000	6-12-47
Teamster	LG 1, \$1,500-\$1,800	6-12-47
Watchman	LG 3, \$1,700-\$2,000	6-25-47
Window Washer	LG 3, \$1,700-\$2,000	10-30-47

Junior Housemother, LG 2, \$1,600-\$1,900 was erroneously reported on Allocation List No. 18, dated April 30, 1948, as being allocated by the Salary Standardization Board. Since the title is in the exempt class, it is not under the jurisdiction of the Board and the allocation withdrawn.

EXAMS FOR PUBLIC JOBS

U.S.

(Continued from Page 7)

Cultural Research Center, Beltsville, Md. (No closing date).

5-82-4(48) **Biologist—Entomologist—Mycologist—Parasitologist**, \$3,397 to \$5,905. For duty in U. S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study or technical experience in the field applied for or a combination of such study and experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

STATE Promotion

7105. Assistant Director of Psychiatric Social Work, (Prom.), Department of Mental Hygiene. Entrance salary \$4,836 includes cost-of-living bonus of \$376. In addition, there are five annual salary increases of \$180. Application fee \$4. At present one vacancy exists.

Candidates must be permanently employed in the Department of Mental Hygiene and must have served on a permanent basis in the competitive class in a grade the minimum base salary of which is allocated to 9 14 or higher for one year preceding the date of the examination. They also must have either (a) six years of satisfactory full-time paid experience in social case work in agencies or institutions adhering to acceptable standards of which two years must have been in general case work and four years in a hospital for mental diseases or in a school for the mentally deficient or in a psychiatric or child guidance clinic, including two years in an administrative or supervisory capacity, and graduation from a recognized college or university from a four year course for which a bachelor's degree is granted, supplemented by graduation from a two year course in an approved school of social work, in which the emphasis of academic and field work must have been in psychiatric social work;

(b) a satisfactory equivalent combination of the foregoing training and experience, which, by reason of the duties of the position, must include graduation from a two year course in an approved school of social work.

patients only and of females in the wards for female patients only. A separate eligible list will be written for employees of each institution. (Closes Tuesday, July 20).

State Open-Competitive

8148. Physical Therapist Technician, State Institutions. Entrance salary \$2,484, which includes a cost-of-living bonus of \$324. In addition, there are 5 annual salary increases of \$120. Application fee \$2.00. At present, vacancies exist in the following institutions of the Department of Mental Hygiene: Rockland State Hospital, Syracuse State Psychopathic Hospital, and New York Psychiatric Institute and Hospital.

8143. Correction Institution Education Supervisor (Home Economics), Department of Correction. Entrance salary \$3,582 which includes a cost-of-living bonus of \$462. In addition, there are 5 annual salary increases of \$132. Application fee \$3.00. At present, one vacancy exists at Westfield State Farm. It is expected that appointment of a woman will be made to fill the existing vacancy. No written examination will be required. (Closes Saturday, July 24).

8142. Correction Institution Vocational Instructor (Plumbing and Steamfitting), Department of Correction. Entrance salary \$2,898, which includes a cost-of-living bonus of \$378. In addition, there are five annual salary increases of \$120. Application fee \$2.00. At present, one vacancy exists at Walkkill Prison. No written examination will be required. (Closes Saturday, July 24).

County Open-Competitive

7104. Senior Laboratory Technician, Erie County Laboratory. Usual range, \$2,400 to \$2,800. Application fee \$2. Appointment expected at \$2,400 plus a \$200 cost-of-living adjustment authorized year 1948. At present, one vacancy exists. (Closes Monday, July 12).

Promotion

7103. Intermediate Clerk, West-

When Apply

The following are the dates to apply for Federal, State, County and NYC openings unless otherwise directed:

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) or at post offices outside N. Y.

State—Room 2301, State Office Building, Albany, N. Y.

NYC—96 Duane Street, New York 14, N. Y. (Manhattan). Opposite Civil Service LEAD.

NYC Education—111 Broadway, Brooklyn 2, N. Y.

New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; or State agencies.

Promotion exams are held, usually in person, at the offices of the agencies.

NYC does not receive applications by mail. New York State both issues and receives applications by mail, but requires that applications be accompanied by a 6-cent stamp, and a post-mark of that date is not sufficient for an application.

The NYC and State examinations are open every day, except Sundays and holidays, from 9 a. m. to 5 p. m., except on Saturdays and holidays.

How to Get There—In NYC, and the City of New York, applications are issued at 299 Broadway, near Chambers Street; N. Y. Civil Service Commission, 1060 Broad Street, Newark; or City Hall, Camden. In addition, information is available at the following locations: BMT Fourth Avenue Bridge; BMT Broadway, near Chambers Street; BMT Broadway, near Duane Street; BMT Broadway, near E. 11th Street; BMT Broadway, near E. 14th Street; BMT Broadway, near E. 17th Street; BMT Broadway, near E. 20th Street; BMT Broadway, near E. 23rd Street; BMT Broadway, near E. 26th Street; BMT Broadway, near E. 29th Street; BMT Broadway, near E. 32nd Street; BMT Broadway, near E. 35th Street; BMT Broadway, near E. 38th Street; BMT Broadway, near E. 41st Street; BMT Broadway, near E. 44th Street; BMT Broadway, near E. 47th Street; BMT Broadway, near E. 50th Street; BMT Broadway, near E. 53rd Street; BMT Broadway, near E. 56th Street; BMT Broadway, near E. 59th Street; BMT Broadway, near E. 62nd Street; BMT Broadway, near E. 65th Street; BMT Broadway, near E. 68th Street; BMT Broadway, near E. 71st Street; BMT Broadway, near E. 74th Street; BMT Broadway, near E. 77th Street; BMT Broadway, near E. 80th Street; BMT Broadway, near E. 83rd Street; BMT Broadway, near E. 86th Street; BMT Broadway, near E. 89th Street; BMT Broadway, near E. 92nd Street; BMT Broadway, near E. 95th Street; BMT Broadway, near E. 98th Street; BMT Broadway, near E. 101st Street; BMT Broadway, near E. 104th Street; BMT Broadway, near E. 107th Street; BMT Broadway, near E. 110th Street; BMT Broadway, near E. 113th Street; BMT Broadway, near E. 116th Street; BMT Broadway, near E. 119th Street; BMT Broadway, near E. 122nd Street; BMT Broadway, near E. 125th Street; BMT Broadway, near E. 128th Street; BMT Broadway, near E. 131st Street; BMT Broadway, near E. 134th Street; BMT Broadway, near E. 137th Street; BMT Broadway, near E. 140th Street; BMT Broadway, near E. 143rd Street; BMT Broadway, near E. 146th Street; BMT Broadway, near E. 149th Street; BMT Broadway, near E. 152nd Street; BMT Broadway, near E. 155th Street; BMT Broadway, near E. 158th Street; BMT Broadway, near E. 161st Street; BMT Broadway, near E. 164th Street; BMT Broadway, near E. 167th Street; BMT Broadway, near E. 170th Street; BMT Broadway, near E. 173rd Street; BMT Broadway, near E. 176th Street; BMT Broadway, near E. 179th Street; BMT Broadway, near E. 182nd Street; BMT Broadway, near E. 185th Street; BMT Broadway, near E. 188th Street; BMT Broadway, near E. 191st Street; BMT Broadway, near E. 194th Street; BMT Broadway, near E. 197th Street; BMT Broadway, near E. 200th Street.

NYC Education

28-48. Substitute Teacher of Kindergarten Classes in Day Elementary Schools. Regularly assigned teachers shall be paid at the first salary step of \$2,500. Others not regularly assigned shall receive for each full day of service at the rate of one two-hundredth of the first salary step. All substitutes who offer 30 semester hours of approved courses beyond a baccalaureate degree are entitled to a differential in salary of \$200 per annum at each step of the schedule. There will be a written, oral, and performance test. Apply to Mr. Arthur Klein, chairman on Kindergarten Licenses for additional information at 110 Livingston Street, Brooklyn. Written test will be held October 6. Open to women only. Application fee is \$3. (Closes Wednesday, September 15.).

27-48. Teacher of Kindergarten Classes in Day Elementary Schools. Salary \$2,500 to \$5,125 in sixteen salary steps. Persons who offer thirty semester hours of approved courses beyond a baccalaureate degree are entitled to a differential in salary of \$200 at each step of the schedule. Age: 20 to 40 years, there will be a written test, oral english, interview, performance, teaching test. Apply to Mr. Arthur Klein, Chairman on Kindergarten Licenses at 110 Livingston Street, Brooklyn. Written test will be held October 6. Open to women only. Application fee is \$5. (Closes Wednesday, September 15.).

NEW JERSEY

The New Jersey Civil Service Commission, has announced a series of open-competitive examinations. Applications may be obtained in person or by mail from the Civil Service Commission, State House, Trenton, 1060 Broad Street, Newark, or City Hall, Camden. The last date for filing is Thursday, July 15. The exams are:

State, County and Municipal
Clerk, Clerk Stenographer, Clerk Typist.

STATE
Airport Engineer, Exterminator, Foreman, Stone and Tile, Graduate Nurse, Junior Architectural Draftsman, Junior Laboratory

Technician, Model Maker, Shell Fisheries Protector.

COUNTY
Carpenter's Helper, Engineering Aide, Farmer, Garageman, Graduate Nurse, Janitor, Junior Civil Engineer, Laboratory Technician, Operator, Motor Equipment, Traffic Engineer, Ward Nurse.

MUNICIPAL
Assistant Janitor, Carpenter's Helper, Collector, Parking Meters, Dentist, Deputy Collector of Personal Taxes in Arrears, Director, Community Center, Engineering Aide, Engineering Draftsman, Family Visitor, Fire Alarm Operator, Garageman, Graduate Nurse, Investigator, Public Safety, Janitor, Junior Civil Engineer, Junior Laboratory Technician, Laboratory Helper, Laboratory Technician, Mechanical Repairman, Motor Equipment, Plumbing Inspector, Repairman, Repairman, Equipment Maintenance, Reservoir Attendant, Resident Nurse, Supervisor, City Yard, Supervisor, Men's and Boys' Activities, Supervisor of Community Center, Supervisor of Property Management, Supervisor of Public Works, Supervisor of Traffic, Supervisor, Poultry Market, Supervisor, Women's and Girls' Activities, Tax Attorney, Veterinary Inspector.

The position for which this examination is being scheduled exists in both State and Local Government Service. File only one application blank in such cases.

Clerk-Carrier Test To Be Broadened

The coming post office exam is slated to be broadened to Clerk-Carrier for Brooklyn and Queens post offices and possibly also for Carrier in Manhattan and The Bronx, besides the requested Clerk exam. The following continues a recent upstate exam notice.

IV. Requirements

A. Residence.—Applicants must actually reside within the delivery of the post office named or be bona fide patrons of such office. Persons employed in the post office will be considered bona fide patrons of the office.

B. Citizenship.—Applicants must be citizens of or owe allegiance to the United States.

C. Age.—Applicants must have reached their eighteenth birthday but must not have passed their fiftieth birthday on the closing date for acceptance of applications. These age limits do not apply to persons entitled to veteran preference. The age limits will be waived for war service indefinite employees who, on the closing date of this examination, are serving in positions which will be filled from this examination. The names of such war service employees, if they are otherwise eligible, will be entered on supplemental lists which will be used only after all eligibles who meet all requirements have been given appropriate consideration. An eligible on a supplemental list may be accorded a competitive status only in the position he held on the closing date or one of lower grade for which the list is appropriate.

D. Physical Requirements.—Male and female applicants must be at least 5 feet 4 inches without shoes and male applicants must weigh at least 125 pounds. Applicants must have such health and freedom from physical defects as will enable them to meet the physical standard which the Post Office Department and the Civil Service Commission consider necessary to perform the duties of these positions.

Applicants will be disqualified (see "Waiver" below) if they have any of the following defects or diseases which are irremediable or incurable. Remediable or curable disease will not exclude a person from examination, but proof that such conditions have been remedied or cured must be received during the life of the eligible register before persons otherwise qualified may be considered for appointment; Progressive myopia, or other serious disease of the eye when incurable; serious defect of speech; insanity or mental illness sufficiently definite to affect the usefulness of applicants; chronic alcoholism or drug addiction; fallen or misplaced arch of foot affecting function; serious crippled condition, or loss of hand, arm, foot, or leg; seriously crippled body; hunchback; wrenched or congenital or caused by wound or operation; asthma; arteriosclerosis (any abnormal hardening of the arteries); chronic kidney disease; diabetes; epilepsy; progressive or disabling paralysis; active communicable disease of any type; malignant tumor (cancer, etc.); organic heart disease not fully compensated; visual acuity of less than 20/30 (Snellen) in one eye

and 20/50 in the other, glasses permitted, or inability to read Jaeger 4 type at 14 inches, glasses permitted; inability to hear ordinary conversation at a distance of 12 feet with each ear; hernia (with or without truss); active tuberculosis (or tuberculosis arrested for a period of less than 1 year); and incurable diseases or defects that would render the persons unfit to perform the duties of these positions.

Waiver.—The height and weight requirements are waived for applicants entitled to veteran preference and other physical requirements stated above may be waived provided such applicants are physically able to discharge efficiently the duties of the position.

For classification purposes the height and weight requirements and certain other physical requirements may be waived for persons serving under a war service appointment in a position which will be filled from this examination provided the appointing officer certifies that the particular individual has actually demonstrated his ability to perform efficiently and safely the duties of the position. (This provision for waiver does not apply to persons serving in a temporary appointment under Section 2.114, Civil Service Regulations.)

A rigid physical examination will be made by a Federal medical officer before appointment. Persons who are offered appointment must pay their own expenses in reporting for duty. If upon reporting at the place of assignment, they are found ineligible because of physical defects, they cannot be appointed and no part of their expenses in returning home can be paid by the Government. It will be rated on the suspects list.

E. Written Test.—Competitors will be rated on the subjects listed below, which have the relative weights indicated:

Subjects	Weights
1. Sorting	20
2. Following instructions	20
3. General Test	40
Total	100

Ratings required.—In the third subject, General Test, nonpreference competitors must attain a rating of at least 70; competitors granted a 5-point preference a rating of at least 65, excluding preference credit; and competitors granted 10-point preference, a rating of at least 60, excluding preference credit; otherwise, the other subjects of the examination will not be rated. In the whole examination, all competitors must attain a final rating of at least 70, including preference credit.

Time.—Not more than 4 hours will be required for this examination.

(Concluded Next Week)

P. O. Players Rehearse

The Post Office Players are preparing a production featuring entertainment of every variety. Proceeds will be donated to the Morgan Foundation which provides free hospitalization for postal employees of the New York Post Office. There is a special need for scenic designers and painters and costume-makers.

Gain Toward Uniformity in Personnel Rules

ALBANY, July 5.—Considerable progress in the establishment of uniform personnel procedures throughout State service is being made by the State Personnel Council, according to Miss Mary Goode Krone, Chairman.

In its third annual report, the council listed more than 100 grievances by State employees relating to assignments and working conditions which were handled during 1947.

The Council was established in June, 1945, by Governor Dewey to develop uniform personnel policy and practices among State departments and institutions.

In releasing the report, Miss Krone said the Council had developed its program of stimulating co-operation among personnel offices, worked with administrators on personnel research and expanded its services to State employees.

The Council listed among its special activities last year:

1. Administrative assistance to the State Department of Health in vaccinating 5,200 employees in three days during the smallpox scare of April, 1947.
2. Inauguration of a transfer system to permit employees to move to other departments or localities for pressing personal reasons.
3. Cooperation in a large-scale X-ray program, which saw 28,690 State employees examined for tuberculosis.

The Council's other members are Charles L. Campbell and Charles H. Foster.

Army Signal Corps Offers Jobs In Overseas Areas

The Signal Corps Photographic Center is offering overseas jobs again. Applications will be accepted at the Signal Corps headquarters 35-11 35th Avenue, Long Island City. Interview hours are from 9 a. m. to 1 p. m., Monday through Friday.

Positions are exempt from civil service regulations. Appointments are on a two-year basis, unless otherwise indicated. Men from 21 to 50 are acceptable. Only the Teletype Operator job is open to women, 21 to 40.

The salaries stated are for hourly wage rates for 40-hour week. Overseas service differential of 25 percent already is included in all salaries listed. Pay is given at annual or hourly rates.

GERMANY
Communications Aide, \$3,776.50

JAPAN
Radio Engineer, \$6,127.50.

GUAM, SAIPAN, TINIAN, AND TOWA
Engineering Aide (radio), \$4,246.50; Storekeeper, \$3,306.00; Electrical Draftsman, \$3,306.00; Teletype Operator, \$2,710.35; Communications Cable Splicer, \$1,877.50; Telephone Construction Lineman, \$1,555.00; Telephone Installer Repairman, \$1,411.00; Teletype Repairman, \$1,159.00; Radio Repairman, \$1,181.00; Radar Repairman, \$1,187.00; Telephone Repairman, \$1,150.00; Communications Wire Chief, \$1,172.00.

Telephone Switchman, \$1,500; Instrument Repairman, \$1,500; Radio Station Engineer, \$2,030; Central Office Telephone Repairman, \$1,720; Telephone Repairman, \$1,411.

ALASKA
Telephone Engineer, \$6,127.50.

OKINAWA
Signal Engineer, \$6,127.50; Radio Engineer, \$5,187.00; Communications Code Clerk, \$2,292.50; Draftsman, Telephone & Telegraph, \$2,992.50; Telephone Construction Lineman, \$1,820.00; Telephone Repairman, \$1,720.00.

HAWAII
Electrical Engineer, \$6,127.50; Engineering Aide (radio), \$3,306.00; Submarine Cable Terminal Maintenance Man, \$1,820.00.

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Community Groups To Aid in Recruitment of Farm Workers

Special to The LEADER

ROCHESTER, July 5.—New York State's farmers will require an estimated additional 27,500 farm workers by the middle of July, Nelson F. Hopper, Superintendent of Farm Placement for the New York State Employment Service, said.

"We estimate that the majority of these seasonal workers can be enlisted in our own farming areas," Mr. Hopper added.

Mr. Hopper emphasized that the Employment Service's Farm Labor Recruitment Program is in every sense a community undertaking. He said the program evolved out of suggestions from individual farmers and food processors, from planning conferences with interested State organizations, national agricultural and food processing groups, and the various State Employment Services. Local drives to mobilize community groups will be carried on with the assistance of local farmers and food processors in all important agricultural areas of the State. Business men, Chambers of Commerce, civic groups, schools, women's organizations and others will be asked to help as the crop season advances and labor needs become acute.

A simultaneous campaign to provide year-round hands is under way.

"The Employment Service found openings for a total of 1,316 year-round farm workers in April and May," Mr. Hopper stated.

U.S. Stenographer Shortage Endures

WASHINGTON, July 5.—A shortage of stenographers is being admitted by the U. S. Civil Service Commission. It has standards in an effort to recruit up to needs.

"The Commission is still not succeeding in getting the stenographer shortage filled," the Commission is still in the process of dictation of a stenographer test from 98 to 100 words per minute.

The change is intended to relieve the great difficulty experienced in obtaining eligibles to fill existing vacancies and to meet the continuing demand for stenographers throughout the government.

Departments' Need Greater Number of Stenographers

The most persistent need for stenographers is in the

border and coastal areas in U. S. Civil Service Commission. The starting salary is \$3,351.00. The Commission said the institute "should be attractive to State employees who have an interest and some natural aptitude for this kind of work."

The Commission added that all State employees will be notified as soon as applications for the school will be accepted.

Applicants for the school will be given a special screening examination to determine their aptitude for the work.

Administrative Course to Be Given For Present Employees

ALBANY, July 5.—State employees who would like to gain a foothold in the field of administrative analysis will have that opportunity, according to a decision by the State Civil Service Commission.

The Commission approved the general proposal to hold a training institute in methods and procedures, which would be open to permanent competitive employees of the State who have been employed not less than two years in a particular department or agency and who is a high school graduate.

In directing its public employee training staff to proceed with plans for the school, the commission indicated the first institute might be held in Albany in the Fall. A similar two-week course is expected to be given in NYC, under present plans.

Sees Attractive Opportunity

The course will cover fundamentals and accepted standards in the field of administrative analysis. The Commission said the institute "should be attractive to State employees who have an interest and some natural aptitude for this kind of work."

The Commission added that all State employees will be notified as soon as applications for the school will be accepted.

Applicants for the school will be given a special screening examination to determine their aptitude for the work.

23,000 Apply for U.S. Jobs

WASHINGTON, July 5.—Twenty-three thousand persons applied for U. S. Civil Service jobs in the first week of the year.

The Commission said the institute "should be attractive to State employees who have an interest and some natural aptitude for this kind of work."

The Commission added that all State employees will be notified as soon as applications for the school will be accepted.

Applicants for the school will be given a special screening examination to determine their aptitude for the work.

FEDERAL NEWS

List of U. S. Patronage Jobs

(Continued from Page 1) Intelligence Agency—except for a few jobs in key positions. Nevertheless, there is still left a substantial quantity of jobs to be filled by the incoming regime.

Washington, however, he will be faced with a tough nut—the \$10,330 limitation upon Federal pay. This isn't very much money for top talent.

will have the privilege of filling every attorney post in the Government, if he so wishes, because attorney positions in all Federal agencies are exempt from civil service.

and reporters. Party workers traditionally hunger after such appointments.

The United States is divided into ten judicial districts and the District of Columbia, each having a Circuit Court of Appeals. And each such court must have at least three judges. Each court also has a Court Clerk.

In addition, more than 90 District Courts of the United States are in existence at the present time. The district court is the principal Federal trial court of original jurisdiction; that is, it hears most of the Federal cases and makes final disposition of the majority of them.

Top Talent If Governor Dewey should be elected, and follows his precedent in New York, he will seek to fill key posts with top talent. In

Attorney Posts In addition to the policy-making positions, the new President

Patronage Fruit Postmasterships are traditionally plums for the party in power. Although hedged in with certain civil service restrictions, these requirements have not troubled the politicians. Add here, too, the positions of Internal Revenue Collectors—considered highly desirable by the clubhouse gentry.

Judicial Jobs In addition to the Supreme Court, the President will have available a wide network of lower Federal courts upon which to make appointments as vacancies occur.

parole officers. Within the Judicial branch of Government exists also another classification of courts, known as Legislative Courts and providing a wide group of jobs at the disposal of the President when va-

(Continued on Page 11)

Advertisement for Dan Lurie, America's most Muscular Man, offering barbells and dumbbells at wholesale prices. Includes contact information for Dan Lurie Barbell Co.

Advertisement for Post Office Clerk examination. Features 'EXAMINATION EXPECTED POST OFFICE CLERK' and 'FIREMAN!' with details on pay increase and physical preparation.

Advertisement for Motor Vehicle License Examiner. States 'New York State Examination Ordered' and provides salary range and class times.

Advertisement for Patrol Inspector and Railway Postal Clerk. Lists 'CLASSES WED. & FRI., 1:15 and 7:30 P.M.'

Advertisement for Inspector of Plumbing and City Plumber. Mentions 'Examination Expected in January—Enrollment Now Open!'.

Advertisement for Investigator. States 'N. Y. City Examination Ordered!' and 'MEN & WOMEN—No Age or Education Requirements Specified'.

Advertisement for Patrolman. Features 'ATTENTION VETERANS!' and 'Starting \$60.50 Annual \$80 A Week'.

Advertisement for The Delehanty Institute. Offers 'VOCATIONAL COURSES' in Radio Service, Drafting, and Mechanical work.

Advertisement for Brooklyn Central Y.M.C.A. Physical Exams and Fireman training. Includes 'EXCELLENT FACILITIES' and 'Apply Membership Department'.

Advertisement for Radio Technician and Radio Service Courses. Includes an image of a person in a radio institute uniform.

Advertisement for Atlantic Merchant Marine Academy. Led by Capt. A. J. Schultz, Dir. Offers training for merchant marine officers.

SCHOOL DIRECTORY listing various educational institutions including Boro Hall Academy, A. L. B. Driving School, and others.

FEDERAL NEWS

U.S. Patronage Jobs

(Continued from Page 10)

ancies occur. These court include: (a) Court of claims, with a chief justice, four associate judges, chief clerk, assistant clerk, bailiff, secretary to the court, auditor, and reporter. (b) Court of Customs and Patent Appeals, having five judges, a clerk, assistant clerk, and reporter. (c) Customs Court, with personnel consisting of nine judges, a clerk, a deputy clerk, marshal, deputy marshal, and five reporters. (d) Courts of the District of Columbia; (e) Territorial Courts.

No Civil Service Here

The executive agencies which do their own hiring, without being subject to civil service rules, are these: Federal Reserve System; Central Intelligence Agency; Federal Bureau of Investigation; Foreign Service; Tennessee Valley Authority; American Mission for Aid to Greece; American Mission for Aid to Turkey; Economic Cooperation Administration. In addition, the United States participates in fifteen public international organizations, and all of these must be manned in part by American personnel, from receptionists to policy-making officials.

Temporary Jobs

One of the vast reservoirs of public employment lies in the existence of "temporary" jobs — and some of them remain temporary a long, long time. Such positions are filled by the agencies directly. Latest figures indicate a huge total of such temporary positions. Here's a breakdown of some units employing large numbers of "temps":

Table with 2 columns: Agency, Number of Temps. Includes War Assets Administration (3,800), State Department (2,400), Treasury (6,200), Department of the Army (89,700), Department of the Navy (6,200), Post Office Department (64,200), Interior (6,800), Agriculture (21,800), Commerce (2,100), Veterans Administration (5,200).

Of course, no new administration, however thorough its housecleaning, is going to lop off all these temporary employees. In the first place, many Republicans are among the jobholders. Second, many of them possess skills which the new administration needs. Third, quantities of them, such as those in the Interior and Agriculture Departments, are seasonal workers. Nevertheless, with all this said, there still remains a fat residue of temporary jobs to be filled by the incoming administration.

It is also pertinent to note that the new president will be entering during a time of high employment in private industry. Thousands of Federal jobs go unfilled these days, for want of personnel to fill them. This makes the whole patronage picture a lot easier.

The Albany Picture In Albany, the talk is about the

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jobs which will become vacant in New York's Capital City if Dewey goes to Washington. It is assumed that the Governor would take his long-time staff with him—Charles Breitler, Paul Lockwood, Elliott Bell, John E. Burton, James Haggerty, Al Goodrich, Harold Keller, Algerman Chapman, John O'Connell, Jane Todd, Lillian Rosse, among others. Most of these people have been associated with the Governor in one capacity or another since his days as a prosecutor in New York City, and he relies upon them heavily. If they go to Washington with him, it will open up a group of important State jobs. The local politicians have their eyes on these posts, and so do a number of capable career men in the State service. It isn't unlikely that Mr. Dewey would have a word in the selection of successors to his own strong corps of advisers. Throughout the State, the buzz and bumble of the job-seekers is in the ears of the political leaders, of other influential citizens, and of Lieutenant Governor Joe R. Hanley.

'Excepted' Appointments

The Federal civil service is extremely loose. In the State of New York, the present administration has found it possible to place party workers in large numbers of exempt positions, under a much tighter civil service setup. It may be anticipated that the loose Federal structure will provide plenty of opportunity to fill positions for political purposes or for reasons of policy. Moreover, there is available for use a special rule concerning "excepted" appointments—that is, jobs not filled through the usual civil service methods. Rule VI sets down positions which are exempt from the requirements of competition "because of their confidential or policy-making character, or because it is not practicable to make appointments through competitive examination." The Civil Service Commission, upon request of an agency, has the right to decide that a position should be "excepted". The title of the position is published in the Federal Register—and that's that. Moreover, the President himself has the right, by executive order, to exclude positions from competition, with no questions asked. Below is a recent list of "excepted" positions. Remember, it is being enlarged daily, and the probability is that it will see many changes and additions when the new administration comes into office.

Entire Executive Service

Positions to which appointments are made by the President without confirmation by the Senate. Attorneys (see above). Any position directly concerned with the protection of the life and

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safety of the President and members of his family. Professional, scientific and technical experts for temporary, part-time or intermittent employment for consultation purposes. Any local physician, surgeon or dentist employed under contract or on a part-time or fee basis when in the opinion of the Civil Service Commission, appointment through competitive examination is impracticable. Positions of Chaplain and Chaplain's Assistant. Any position in a foreign country when examination is considered impracticable. Positions without compensation. Any part-time or intermittent job which pays \$720 a year or less. Temporary or part-time employment of mechanics, skilled laborers, and tradesmen on construction projects where it isn't practicable to hold an examination. Positions in Alaska. Unskilled labor. State Department Five special assistants to the Secretary of State. All positions under international commissions, congresses, conferences, and boards, except the International Joint Commission; the International Boundary Commission, United States, and Mexico; and the International Boundary Commission, United States, Alaska, and Canada. Chief and Assistant Chief of the Foreign Service Buildings Office. Two private secretaries or confidential assistants to the Secretary of State. One private secretary or confidential assistant to the Under Secretary of State, the Counselor, the Legal Advisers, and other officials of the Department holding the rank of Assistant Secretary of State. One chauffeur for the Secretary of State. Gage readers employed part-time or intermittently by the International Boundary Commission, United States and Mexico at isolated localities when competitive examination is impracticable. Temporary field employees of the International Boundary Commission, United States, Alaska, and Canada, such as instrument

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Nine Civil Service Bills Sent to Truman by Congress

WASHINGTON, July 5—Besides the pay increase bill, the following measures were sent to President Truman after having passed Congress: S. 1861, to provide promotions for temporary postal custodial employees. H. R. 6641, annuities for surviving spouse. S. 1082, to credit for promotion certain service of transferred postal employees. S. 1493, to make Civil Service

Commission decisions on veterans' appeals binding on agencies. H. R. 5508, veteran preference to mothers of veterans. H. R. 6454, retirement for investigatory personnel at 50 after 20 years service. H. R. 4917, benefits for disabled veterans. S. 2692, Comptroller of Currency retirement system to be transferred to the U.S. Civil Service Retirement System.

men, foremen, recorders, packers, cooks, and axeman. Treasury Department Five assistants to the Secretary of the Treasury. Two private secretaries or confidential assistants to the Secretary of the Treasury, one to each Assistant Secretary of the Treasury, and one to the Under Secretary of the Treasury. One assistant to the Under Secretary of the Treasury. Special employees in the field service of the Bureau of Narcotics; and special employees for temporary detective work in the field service of the Bureau of Internal Revenue. Bureau of Customs: Positions in foreign countries designated as "interpreter - translator" and "special employees," when filled by appointment of persons who are not citizens of the United States; and positions in foreign countries of messenger and janitor. Coast Guard: Lamplighters. Receivers of insolvent national banks and other financial institutions appointed by the Comptroller of the Currency with salaries payable from the funds of insolvent institutions; and the employees of such receivers. Positions of Chief National Bank Examiner, Assistant Chief National Bank Examiner, District Chief National Bank Examiner, National Bank Examiner, and Assistant National Bank Examiner in the Office of the Comptroller of the Currency, whose salaries

6 P.C. Deduction Begins This Month for Pensions

WASHINGTON, July 5.—The 6 per cent deduction rate for retirement begins with the first pay period following July 1. This period varies somewhat in the Federal service. In the Classified Service it begins on July 11 this year. In any event, the period begins during July. The increase is from 5 per cent.

are paid from assessments against national banks and other financial institutions. Positions of State Director and Deputy State Director of the U.S. Savings Bond Division. Two chauffeurs for the Secretary of the Treasury. United States Savings Bonds Division Radio Director, Director of Labor Organizations, Information and Editorial Specialist (Labor Representative), Information and Editorial Specialist (Head, Railroad Unit), Information and Editorial Specialist (Director of Negro Groups). Student assistants whose individual salaries do not aggregate more than \$832 a year.

(Continued on Page 12)

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FEDERAL NEWS

Patronage Jobs Are Numerous

(Continued from Page 11)

Department of the Army

Two private secretaries or confidential assistants to each of the following: The Secretary of the Army and the Chief of Staff, United States Army. One private secretary or confidential assistant to each Assistant Secretary of the Army.

One chauffeur for the Secretary of the Army.

Transportation Corps: Longshoremen and stevedores employed at ports of embarkation in the United States; and all positions on vessels operated by the Transportation Corps.

Positions the duties of which are of a quasi-military nature and involve the security of secret or confidential matter.

Student assistant positions under the Office of the President, Mississippi River Commission, concerned with scientific engineering investigations.

Land appraisers employed in the Engineer Department on a temporary or indefinite basis for specific projects where knowledge of local values or conditions is required.

Caretakers of abandoned military reservations or of abandoned or unoccupied military posts when the positions are filled by retired noncommissioned officers or enlisted men.

Civilian professors, instructors, teachers (except teachers at the Children's School), hostesses, chapel organist and the choir-master, librarian when filled by

an officer of the Regular Army retired from active service, and military secretary to the Superintendent at West Point, when filled by a Military Academy graduate retired as a regular commissioned officer for disability.

During the emergency declared by the President to exist on May 27, 1941, all positions in the Department of the Army on the Isthmus of Panama.

Unskilled temporary laborers and munitions handlers engaged in handling Ordnance material.

Messenger boys employed on the Alaska Communications System.

Internes (medical and dental) in Army hospitals.

(All civilian Army positions abroad are filled directly, not through civil service.)

Positions in the Army Motion Picture Service and positions of hostess and librarian under the Special Services Division, Department of the Army, assigned to Army posts.

Civilian deans and professors at the Army Air Forces Institute of Technology, Wright Field, Dayton, Ohio.

Civilian Directors of Studies employed at the National War College, Washington, D. C.

Navy Department

Two private secretaries or confidential assistants to the Secretary of the Navy, one to each Assistant Secretary of the Navy and one to the Under Secretary of the Navy.

Teachers in the United States Naval Academy and in the United States Naval Postgraduate School.

Positions the duties of which are of a quasi-naval character and involve the security of secret or confidential matter.

Positions of orderly at the United States Naval Home when filled by the appointment of beneficiaries of the Home.

Technical or professional consultants or advisors, at entrance rate of P-5 or its equivalent and above, employed up to six months a year.

One chauffeur for the Secretary of the Navy.

Caretakers or guards employed at closed facilities of the Navy Department.

Alien scientists employed under State, War and Navy Coordinating Committee Directives.

Student trainees in naval shipyards.



If Thomas E. Dewey is elected President, he will find descending upon him the hungriest horde of job-seekers since early New Deal days.

Department of Justice

Director and three assistant directors of prisons.

Two private secretaries or confidential assistants to the Attorney General, and one to each of the following: Assistant to the Attorney General, Solicitor General, Assistant Solicitor General, and each Assistant Attorney General.

One chauffeur for the Attorney General.

Eight positions in the immediate office of the Attorney General. Members of the Board of Parole. All positions in the Federal Bureau of Investigation.

One private secretary to the Commissioner of Immigration and Naturalization.

Federal Prison Industries, Inc.: The Commissioner of Industries.

Three Deputy Commissioners of Immigration and Naturalization. Deputy United States Marshals paid on a fee basis.

Positions of bailiff in the United States courts.

Post Office Department

Two private secretaries or confidential assistants to the Postmaster General, one to each Assistant Postmaster General, and one to the Solicitor of the Post Office Department.

One private secretary or confidential assistant to the head of each bureau (or office) in the Post Office Department in Washington, D. C., who is appointed by the President.

Clerks in fourth class post offices.

One chauffeur for the Postmaster General.

Four special assistants to the Postmaster General.

Substitute rural carriers. Special delivery messengers in

second, third, and fourth class post offices.

Unskilled laborers employed as janitors and cleaners in small postal units in leased quarters at a compensation less than 1,700 per annum.

The Solicitor of the Post Office Department.

Fourth class postmasters in the Hawaiian Islands.

One private secretary to the Executive Assistant to the Postmaster General.

Department of the Interior

Two private secretaries or confidential assistants to the Secretary of the Interior and one to each Assistant Secretary of the Interior.

One chauffeur for the Secretary of the Interior.

Office of the Secretary: One assistant to the Secretary.

Engineers, geologists, economists architects and appraisers in a consulting or advisory capacity for temporary, part-time or intermittent employment.

Positions in the Bureau of Indian Affairs, Washington, D. C., and in the field when filled by the appointment of Indians who are of one-fourth or more Indian blood.

One private secretary or confidential assistant to the head of each bureau in the Interior Department who is appointed by the President, and one each to the Governors of Alaska, Hawaii, Puerto Rico, and the Virgin Islands.

All positions in the Neopit Lumber Mills on the Menominee Indian Reservation, Wisconsin.

Agricultural extension agents and home demonstration agents employed in field positions in the Indian Service.

Office of the Secretary: Six special agents in the Office of Field Representatives to investigate fraudulent entries and other matters of a criminal nature.

Temporary, intermittent, or seasonal positions in the field service of the Department of the Interior by persons living in the district.

Seaman, deckhand, fireman, cook, mess attendant, and water tender on vessels of the Department of the Interior.

Housekeepers in the Indian Service.

Agents in the Fish and Wildlife Service and the Bureau of Land Management employed in field positions.

Positions in the field service of the Fish and Wildlife Service concerned with scientific fishery investigations when filled by students at colleges and universities of recognized standing.

Office of the Secretary: Director and Assistant Director of the Division of Power.

Office of the Secretary: One private secretary or confidential assistant to the Director of the Division of Power.

National Power Policy Committee: The General Counsel.

Temporary or seasonal care-

takers at temporarily closed camps or improved areas.

Temporary, intermittent or seasonal field assistants in forestry range management, soils, engineering, and with surveying parties.

Puerto Rico Reconstruction Administration: One Administrator and one Head Administrative Officer.

Three members of the Federal Petroleum Board.

Office of Indian Affairs: The Executive Director of the Indian Arts and Crafts Board.

Temporary emergency forest and range fire and blister rust control employees.

Bonneville Power Administration: The Administrator.

Division of Territories and Island Possessions: The Director of the Division.

Territory of Hawaii: One Hawaiian House Representative.

Virgin Islands: The Administrator of St. Croix, V. I.

Office of the Secretary: Six field representatives whose duties are of a confidential nature.

Director of Program Division.

Department of Agriculture

Agents employed in field positions the work of which is financed jointly by the Department and cooperating organizations.

Local agents, except veterinarians, employed temporarily outside of Washington in demonstrating in their respective localities the necessity of eradicating contagious or infectious animal diseases.

Positions the duties of which require a speaking knowledge of one of the Indian languages.

One chauffeur for the Secretary of Agriculture.

Two private secretaries or confidential assistants to the Secretary of Agriculture, one to the Under Secretary of Agriculture and one to each Assistant Secretary of Agriculture.

High School and student assistants whose salaries shall not aggregate more than \$832 a year.

Four assistants to the Secretary in the Office of the Secretary of Agriculture.

Any local veterinarian employed on a fee basis or a part-time basis when, in the opinion of the Commission, appointment through competitive examination is impracticable.

The Solicitor of the Department of Agriculture.

Technical or professional consultants or advisers at salaries equivalent to entrance.

Temporary seasonal field assistants.

Temporary, intermittent, seasonal clerical, crafts, protective and custodial positions in the field service at places other than city service regional headquarters.

Temporary or seasonal caretakers at temporarily closed camps or improved areas.

Next week's LEADER will carry a listing of "excepted" jobs at additional Federal agencies.

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NEW YORK CITY NEWS

Court's Disability Preference Decree Ignored by Board, Kaplan Charges

The Civil Service Reform Association says that the Municipal Civil Service Commission, in allowing the promotion of some Fire Lieutenants to stand, although they had a veteran disability rating of less than 10 per cent, is not complying with a Court of Appeals order.

Quotes Court Order

"May I take the liberty," said H. Elliot Kaplan, Executive Director of the Association, writing to President Joseph A. McNamara of the Commission, "of calling to your Commission's attention the fact that the order specifically

requires that your Commission disapprove all applications for disabled veteran preference except where the application is supported by a certificate of the Veterans' Administration 'showing affirmatively (a) that the applicant has been examined on a specified recent date by the Veteran's Administration; (b) that a condition described in the certificate was found to exist; (c) that such condition has received a minimum disability rating of 10 per cent or a higher disability rating . . . ; provided, however, that in a proper case the certificate of the Veterans Administration may show that a personal stabilized condition of disability exists to an extent of 10 per cent or more and that a

re-examination is deemed to be unnecessary."

McGrath's Opinion Awaited

"My understanding is that some of the promotions which have recently been authorized by your Commission are based on certificates which do not specify a recent date of examination of the applicant by the Veteran's Administration; nor is the condition alleged to have been found to exist described in the certificate. It appears further that in many cases the Veterans Administration has arbitrarily indicated that a re-examination of the applicant is deemed to be unnecessary because of an alleged stabilized condition of disability existing to an extent of 10 per cent or more, al-

though on the face of the certificate it clearly appears that no recent examination of the applicant has been made by the Veterans Administration, and that the nature of the condition of disability described makes any mere conclusion that a "permanent stabilized condition of disability exists" of no probative force in the absence of a recent examination."

The Commission has asked Corporation Counsel John P. McGrath for an opinion. It points out that the disputed promotions were made prior to the decision in Special Term of the Supreme Court, holding that less than 10 per cent disability did not entitle a veteran to primary preference.

Appeals Court Backs Broader Injury Claims

Special to The LEADER

ALBANY, July 5.—An employee whose position was rated as hazardous and whose duties were changed, is entitled to workmen's compensation when injured, the court of Appeals unanimously held in the case of William M. Gramlich, Mechanical Engineer-Draftsman, NYC Board of Education.

"Attempting to open a window in the employer's office," says the opinion written by Associate Judge Desmond, "claimant sustained injuries to his hand when the pane broke. There is no doubt that the injuries arose out of and in the course of his employment. Question is raised, however, as to whether the nature of his employment was such as to entitle him to an award of workmen's compensation.

Claims Work Was Hazardous

"Claimant testified that his work was engineering in connection with the planning of electrical work on his employer's school buildings. When additions were to be built onto existing buildings, he, in order to find out what the existing conditions in the buildings were, had to 'go out in the field' to 'examine the existing electrical installations.' At times that involved going up on a step-ladder, taking covers off electrical boxes, counting wires, following electrical circuits, and using pliers, flashlight and a ruler. Claimant had held the same position with the board of education for about sixteen years before the accident, and during about ten of those years his trips into 'the field' averaged thirty trips a year. For the five years before the accident, however, little or no actual construction work, old or new, had been done by the board, and so claimant's duties during that period and at the time of his injuries were all performed in his employer's office. On that proof the compensation board decided in favor of claimant. It held, in its opinion, that claimant's work involves the operation and maintenance of electrical equipment and made findings that he, at the time of the accident, 'was engaged in a hazardous occupation,' also that his employer 'was engaged in hazardous employment as enumerated in the Workmen's Compensation Law,' and that claimant's employment 'was incidental thereto.' The Appellate Division unanimously affirmed, stating in its memorandum that claimant's duties (draughting) when (he was) injured were, under the broad definition in subdivision 13 of section 2 of the act, sufficiently related to actually hazardous work to bring the claim under the act. It granted the board of education leave to appeal to this court."

Supports Liberality
The court held that, to be compensable, the injury need not be the result of any hazard specially inherent in or peculiar to the job.
The finding supported liberalized construction of the Workmen's Compensation law, which has been growing for years, and which also now has statutory support.

Final Key Answers

- ELEVATOR OPERATOR
Department of Hospitals, (Prom.), Examination No. 5467.
A; 2.B; 3.C; 4.D; 5.B; 6.B; 7.C; 8.C; 9.A; 10.A; 11.C; 12.D; 13.C; 14.B; 15.C; 16.D; 17.C; 18.D; 19.C; 20.B; 21.A; 22.D; 23.C; 24.C; 25.D; 26.A; 27.C; 28.A; 29.D; 30.A; 31.A; 32.C; 33.B; 34.D; 35.B; 36.D; 37.C; 38.D; 39.D; 40.D; 41.B; 42.B; 43.B; 44.D; 45.B; 46.D; 47.A; 48.C; 49.B; 50.C; 51.D; 52.C; 53.B; 54.C; 55.C; 56.C; 57.B; 58.C; 59.B; 60.D.

ALL BY HIMSELF
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FEDERAL NEWS

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(Continued from Page 11)
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Land appraisers employed in the Engineer Department on a temporary or indefinite basis for specific projects where knowledge of local values or conditions is required.

Caretakers of abandoned military reservations or of abandoned or unoccupied military posts when the positions are filled by retired noncommissioned officers or enlisted men.

Civilian professors, instructors, teachers (except teachers at the Children's School), hostesses, chapel organist and the choir-master, librarian when filled by

an officer of the Regular Army retired from active service, and military secretary to the Superintendent at West Point, when filled by a Military Academy graduate retired as a regular commissioned officer for disability.

During the emergency declared by the President to exist on May 27, 1941, all positions in the Department of the Army on the Isthmus of Panama.

Unskilled temporary laborers and munitions handlers engaged in handling Ordnance material.

Messenger boys employed on the Alaska Communications System.

Internes (medical and dental) in Army hospitals.

(All civilian Army positions abroad are filled directly, not through civil service.)

Positions in the Army Motion Picture Service and positions of hostess and librarian under the Special Services Division, Department of the Army, assigned to Army posts.

Civilian deans and professors at the Army Air Forces Institute of Technology, Wright Field, Dayton, Ohio.

Civilian Directors of Studies employed at the National War College, Washington, D. C.

Navy Department

Two private secretaries or confidential assistants to the Secretary of the Navy, one to each Assistant Secretary of the Navy and one to the Under Secretary of the Navy.

Teachers in the United States Naval Academy and in the United States Naval Postgraduate School.

Positions the duties of which are of a quasi-naval character and involve the security of secret or confidential matter.

Positions of orderly at the United States Naval Home when filled by the appointment of beneficiaries of the Home.

Technical or professional consultants or advisors, at entrance rate of P-5 or its equivalent and above, employed up to six months a year.

One chauffeur for the Secretary of the Navy.

Caretakers or guards employed at closed facilities of the Navy Department.

Alien scientists employed under State, War and Navy Coordinating Committee Directives.

Student trainees in naval shipyards.



If Thomas E. Dewey is elected President, he will find descending upon him the hungriest horde of job-seekers since early New Deal days.

Department of Justice

Director and three assistant directors of prisons.

Two private secretaries or confidential assistants to the Attorney General, and one to each of the following: Assistant to the Attorney General, Solicitor General, Assistant Solicitor General, and each Assistant Attorney General.

One chauffeur for the Attorney General.

Eight positions in the immediate office of the Attorney General. Members of the Board of Parole.

All positions in the Federal Bureau of Investigation.

One private secretary to the Commissioner of Immigration and Naturalization.

Federal Prison Industries, Inc.: The Commissioner of Industries.

Three Deputy Commissioners of Immigration and Naturalization.

Deputy United States Marshals paid on a fee basis.

Positions of bailiff in the United States courts.

Post Office Department

Two private secretaries or confidential assistants to the Postmaster General, one to each Assistant Postmaster General, and one to the Solicitor of the Post Office Department.

One private secretary or confidential assistant to the head of each bureau (or office) in the Post Office Department in Washington, D. C., who is appointed by the President.

Clerks in fourth class post offices.

One chauffeur for the Postmaster General.

Four special assistants to the Postmaster General.

Substitute rural carriers.

Special delivery messengers in

second, third, and fourth class post offices.

Unskilled laborers employed as janitors and cleaners in small postal units in leased quarters at a compensation less than 1,700 per annum.

The Solicitor of the Post Office Department.

Fourth class postmasters in the Hawaiian Islands.

One private secretary to the Executive Assistant to the Postmaster General.

Department of the Interior

Two private secretaries or confidential assistants to the Secretary of the Interior and one to each Assistant Secretary of the Interior.

One chauffeur for the Secretary of the Interior.

Office of the Secretary: One assistant to the Secretary.

Engineers, geologists, economists architects and appraisers in a consulting or advisory capacity for temporary, part-time or intermittent employment.

Positions in the Bureau of Indian Affairs, Washington, D. C., and in the field when filled by the appointment of Indians who are of one-fourth or more Indian blood.

One private secretary or confidential assistant to the head of each bureau in the Interior Department who is appointed by the President, and one each to the Governors of Alaska, Hawaii, Puerto Rico, and the Virgin Islands.

All positions in the Neopit Lumber Mills on the Menominee Indian Reservation, Wisconsin.

Agricultural extension agents and home demonstration agents employed in field positions in the Indian Service.

Office of the Secretary: Six special agents in the Office of Field Representatives to investigate fraudulent entries and other matters of a criminal nature.

Temporary, intermittent, or seasonal positions in the field service of the Department of the Interior by persons living in the district.

Seaman, deckhand, fireman, cook, mess attendant, and water tender on vessels of the Department of the Interior.

Housekeepers in the Indian Service.

Agents in the Fish and Wildlife Service and the Bureau of Land Management employed in field positions.

Positions in the field service of the Fish and Wildlife Service concerned with scientific fishery investigations when filled by students at colleges and universities of recognized standing.

Office of the Secretary: Director and Assistant Director of the Division of Power.

Office of the Secretary: One private secretary or confidential assistant to the Director of the Division of Power.

National Power Policy Committee: The General Counsel.

Temporary or seasonal care-

takers at temporarily closed camps or improved areas.

Temporary, intermittent or seasonal field assistants in forestry, range management, soils, engineering, and with surveying parties.

Puerto Rico Reconstruction Administration: One Administrator and one Head Administrative Officer.

Three members of the Federal Petroleum Board.

Office of Indian Affairs: The Executive Director of the Indian Arts and Crafts Board.

Temporary emergency forest and range fire and blister rust control employees.

Bonneville Power Administration: The Administrator.

Division of Territories and Island Possessions: The Director of the Division.

Territory of Hawaii: One Hawaiian House Representative.

Virgin Islands: The Administrator of St. Croix, V. I.

Office of the Secretary: Six field representatives whose duties are of a confidential nature.

Director of Program Division.

Department of Agriculture

Agents employed in field positions the work of which is financed jointly by the Department and cooperating organizations.

Local agents, except veterinarians, employed temporarily outside of Washington in demonstrating in their respective localities the necessity of eradicating contagious or infectious animal diseases.

Positions the duties of which require a speaking knowledge of one of the Indian languages.

One chauffeur for the Secretary of Agriculture.

Two private secretaries or confidential assistants to the Secretary of Agriculture, one to the Under Secretary of Agriculture and one to each Assistant Secretary of Agriculture.

High School and student assistants whose salaries shall not aggregate more than \$832 a year.

Four assistants to the Secretary in the Office of the Secretary of Agriculture.

Any local veterinarian employed on a fee basis or a part-time basis when, in the opinion of the Commission, appointment through competitive examination is impracticable.

The Solicitor of the Department of Agriculture.

Technical or professional consultants or advisors at salaries equivalent to entrance.

Temporary seasonal field assistants.

Temporary, intermittent, seasonal clerical, crafts, protective and custodial positions in the field service at places other than district service regional headquarters.

Temporary or seasonal caretakers at temporarily closed camps or improved areas.

Next week's LEADER will carry a listing of "excepted" jobs at additional Federal agencies.

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NEW YORK CITY NEWS

Appeals Court Backs Broader Injury Claims

Special to The LEADER ALBANY, July 5.—An employee whose position was rated as hazardous and whose duties were changed, is entitled to workmen's compensation when injured, the court of Appeals unanimously held in the case of William M. Bramlich, Mechanical Engineer-Draftsman, NYC Board of Education.

Claims Work Was Hazardous

"Claimant testified that his work was engineering in connection with the planning of electrical work on his employer's school buildings. When additions were to be built onto existing buildings, he, in order to find out what the existing conditions in the buildings were, had to 'go out in the field' to 'examine the existing electrical installations.' At times that involved going up on a step-ladder, taking covers off electrical boxes, counting wires, following electrical circuits, and using pliers, flashlight and a ruler. Claimant had held the same position with the board of education for about fifteen years before the accident, and during about ten of those years his trips into 'the field' averaged thirty trips a year. For the five years before the accident, however, little or no actual construction work, old or new, had been done by the board, and so claimant's duties during that period and at the time of his injuries were all performed in his employer's office. On that proof the compensation board decided in favor of claimant. It held, in its opinion, that claimant's work involved the operation and maintenance of electrical equipment and made findings that he, at the time of the accident, 'was engaged in a hazardous occupation,' also that his employer 'was engaged in hazardous employment as enumerated in the Workmen's Compensation Law,' and that claimant's employment 'was incidental thereto.' The Appellate Division unanimously affirmed, stating in its memorandum that claimant's duties (draughting) when (he was) injured were, under the broad definition in subdivision 13 of section 2 of the act, sufficiently related to actually hazardous work to bring the claim under the act. It granted the board of education leave to appeal to this court."

Supports Liberality The court held that, to be compensable, the injury need not be the result of any hazard peculiarly inherent in or peculiar to the job. The finding supported liberalized construction of the Workmen's Compensation law, which has been growing for years, and which also now has statutory support.

Final Key Answers

- ELEVATOR OPERATOR Department of Hospitals, (Prom.), Examination No. 5467. A; 2.B; 3.C; 4.D; 5.B; 6.B; 7.C; 8.C; 9.A; 10.A; 11.C; 12.D; 13.C; 14.B; 15.C; 16.D; 17.C; 18.C; 19.C; 20.B; 21.A; 22.D; 23.C; 24.C; 25.D; 26.A; 27.C; 28.A; 29.D; 30.A; 31.A; 32.C; 33.B; 34.D; 35.B; 36.D; 37.C; 38.D; 39.D; 40.D; 41.B; 42.B; 43.B; 44.D; 45.B; 46.D; 47.A; 48.C; 49.B; 50.C; 51.D; 52.C; 53.B; 54.C; 55.C; 56.C; 57.B; 58.C; 59.B; 60.D.

ALL BY HIMSELF The sole eligible on the list for Associate Analytic Chemist, Department-wire, Department of Public Works, is Taylor Waterhouse. The salary is \$4,620 to \$5,720 a year.

Court's Disability Preference Decree Ignored by Board, Kaplan Charges

The Civil Service Reform Association says that the Municipal Civil Service Commission, in allowing the promotion of some Fire Lieutenants to stand, although they had a veteran disability rating of less than 10 per cent, is not complying with a Court of Appeals order.

Quotes Court Order "May I take the liberty," said H. Eliot Kaplan, Executive Director of the Association, writing to President Joseph A. McNamara of the Commission, "of calling to your Commission's attention the fact that the order specifically

requires that your Commission disapprove all applications for disabled veteran preference except where the application is supported by a certificate of the Veterans' Administration 'showing affirmatively (a) that the applicant has been examined on a specified recent date by the Veteran's Administration; (b) that a condition described in the certificate was found to exist; (c) that such condition has received a minimum disability rating of 10 per cent or a higher disability rating . . . ; provided, however, that in a proper case the certificate of the Veterans Administration may show that a personal stabilized condition of disability exists to an extent of 10 per cent or more and that a

re-examination is deemed to be unnecessary.' McGrath's Opinion Awaited "My understanding is that some of the promotions which have recently been authorized by your Commission are based on certificates which do not specify a recent date of examination of the applicant by the Veteran's Administration; nor is the condition alleged to have been found to exist described in the certificate. It appears further that in many cases the Veterans Administration has arbitrarily indicated that a re-examination of the applicant is deemed to be unnecessary because of an alleged stabilized condition of disability existing to an extent of 10 per cent or more, al-

though on the face of the certificate it clearly appears that no recent examination of the applicant has been made by the Veterans Administration, and that the nature of the condition of disability described makes any mere conclusion that a "permanent stabilized condition of disability exists" of no probative force in the absence of a recent examination." The Commission has asked Corporation Counsel John P. McGrath for an opinion. It points out that the disputed promotions were made prior to the decision in Special Term of the Supreme Court, holding that less than 10 per cent disability did not entitle a veteran to primary preference.

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NEW YORK CITY NEWS

Progress Report

NS—Rating not yet started.
 RSP—Rating scale being prepared.
 RC—Rating Completed.
 WP—Written in progress.
 WC—Written completed.
 PTP—Rating of performance test in progress.
 TEP—Training and experience in progress.
 TEC—Training and experience completed.
 IP—Interviews in progress.
 MP—Medicals in progress.
 CW—Clerical work in progress.
 V—Pending establishment of veteran or disabled-veteran claims (all rating completed).
 SRR—Pending service record ratings.
 LP—List sent to printer.

Promotion

5441. Sr. Bacteriologist (WDS)—RC.
 5455. Sr. Instructor (Farming)—RSP.
 5518. General Medical Superintendent (HD)—LP.
 5482. Foreman (Track); orals completed.
 5481. Foreman (Surf Track); orals completed.
 5303. Stenographer, Grade 4—RSP.
 5216. Clerk, Grade 3 (all Depts.)—LP.
 5431. Clerk (BHE), Grade 3; LP.
 5216. Clerk, Grade 5; Part 2 being rated.
 5432. Clerk, Grade 4 (all Depts.)—RSP.
 5433. Clerk (BHE), Grade 4—RSP.
 5101. Stenographer, Grade 3—RSP.

Open-competitive

5129. Clerk, Grade 2—RC, list being prepared.
 5133. Stenographer, Grade 2—RSP.
 5158. Playground Director (Women)—PTP.
 5094. Dietitian—RSP.
 5527. Transit Patrolmen, Bridge and Tunnel Officer, Correction Officer (men)—MP.
 5301. Policewoman; list being investigated.
 5132. Social Investigator, Grade 1; list promulgated.
 5154. Auto-Engineman—RC, list being prepared.
 5390. Asst. Resident Superintendent; orals to be held.
 5551. Fireman (F. D.)—WC, medicals to start about July 16.
 5262. Maintainers Helper, Group B; list promulgated.
 5335. Court Stenographer—PTP.

Gl Honor Students Guests at Ball Game

A special box was reserved for the honor students of the Monroe School of Business, East 177th Street and Boston Road, The Bronx, for the Yankee-Boston game on June 30, 1944. The students studying under the G. I. Bill of Rights and invited to the game were Joseph Echols, Sidney Frankel, Norman Frankel, Joseph Gervasi, Seymour Kaplan, Sidney Lewis, Patsy Paoletta and Burton Rothfeld. Harry Jerome, Veterans' Counselor of the School, accompanied the group as their host.

List of Educational Tests

More than 1,200 Teachers and Supervisors are scheduled to be appointed this fall in the Board of Education's new program. These appointments are designated to provide teachers for an estimated increase of 25,600 in pupil registration next fall. The exams are opened to men and women unless otherwise indicated.

Supervisory
 Principal, Jr. High School
 Chief Psychologist
 Supervisor of C.R.M.D.
 First Asst. in Academic Subjects (Math. and Science)
 First Asst. in Automotive Trades (M)
 First Asst. in Accounting
 First Asst. in Stenography

Day and Vocational High Schools
 Teacher of Fine Arts
 Sub. Teacher of Fine Arts
 Teacher of Hebrew
 Sub. Teacher of Hebrew
 Teacher of Biology and General Science.
 Sub. Teacher of Biology and General Science
 Teacher of Physics and General Science
 Sub. Teacher of Physics and General Science
 Teacher of Chemistry and General Science
 Sub. Teacher of Chemistry and General Science
 Teacher of Accounting
 Sub. Teacher of Accounting
 Teacher of Commercial Art
 Sub. Teacher of Commercial Art
 Teacher of Interior Decorating
 Sub. Teacher of Interior Decorating

Teacher of Jewelry Design
 Sub. Teacher of Jewelry Design
 Teacher of Textile Design
 Sub. Teacher of Textile Design
 Teacher of Costume Design and Illustration
 Sub. Teacher of Costume Design and Illustration
 Teacher of Office Machine Operating
 Sub. Teacher of Office Machine Operating
 Teacher of Merchandising and Salesmanship
 Sub. Teacher of Merchandising and Salesmanship

Junior High Schools
 Teacher of Hebrew and Common Branches
 Sub. Teacher of Hebrew
 Teacher of Industrial Arts (M)
 Sub. Teacher of Industrial Arts (M)
 Teacher of Fine Arts and Common Branches
 Sub. Teacher of Fine Arts

Division of Child Welfare
 Teacher of the Blind (Elementary)
 Teacher of the Blind (High Schools)
 Social Worker
 Psychiatrist
 Psychologist
 Teacher of Deaf and Hard of Hearing

Elementary and Kindergarten
 Teacher of Kindergarten Classes (Including pre-Kindergarten and Kindergarten Extension Classes in Day Elementary Schools (W)
 Sub. Teacher of Kindergarten Classes (W)
Evening Schools and Summer Playgrounds
 Teacher of Classes for Adults in English and Citizenship in Evening Elementary Schools

Teacher of Dressmaking in Evening Elementary Schools
 Teacher of Health Education in Summer Playgrounds
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 Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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 METRO COAT & SUIT CO.—Notice is hereby given that the persons herein named have formed a limited partnership under the name of Metro Coat & Suit Co. for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the Clerk's office of the County of New York, of which the substance is as follows: The partnership was formed to manufacture, buy and sell, and to operate a business in the City of New York, in the neighborhood of 500 Seventh Avenue, in the name and place of residence of each member is as follows: Bruno Lupia, 145-30 Bayside Ave., Flushing, New York City (Senior Partner); Saul Beck, 175 West 79th St., New York City and Domenico Panissidi, 141-30 86th Rd., Jamaica, New York City (Junior Partners), all of whom are general partners; and Amelia Lupia, 145-35 Bayside Ave., Flushing, New York City; Dolores Beck, 175 West 79th St., New York City; Mimma Panissidi, 141-30 86th Rd., Jamaica, New York City; Olga Lupia Guma, 159-19 46th Ave., Flushing, New York City, and Bruno Lupia, Jr., 145-35 Bayside Ave., Flushing, New York City, who are limited partners. The term of the partnership is from May 1, 1948 to April 30, 1953, inclusive. The amount of cash and property contributed by each limited partner is as follows: Amelia Lupia, Forty-two thousand (\$42,000) Dollars; Dolores Beck, Twenty-two thousand (\$22,000) Dollars; Mimma Panissidi, Twelve thousand (\$12,000) Dollars; Olga Lupia Guma, Twenty thousand (\$20,000) Dollars; Bruno Lupia, Jr., Twenty thousand (\$20,000) Dollars. The contribution of each limited partner is to be in proportion to the amount of cash and property turned upon dissolution of the partnership or, in the event of the death of any limited partner, at the end of the term of the partnership. The compensation of each limited partner is interest at the rate of five (5%) per cent per annum upon his capital contribution, plus the following percentages of the net profits of the partnership: Amelia Lupia, 21%; Olga Lupia Guma, 10%; Bruno Lupia, Jr., 10%; Dolores Beck, 11%; Mimma Panissidi, 10%. No right is given a limited partner to substitute an assignee as contributor in his place, but he may assign his interest to another partner. No priority is given to any limited partner over any other as to contribution, distribution or compensation. In case of the death, incapacity or misconduct of a Junior General Partner, the surviving General Partners may purchase his interest and the partnership shall continue to the end of the term, except in case of the death or adjudged insanity of the Senior Partner the partnership shall be dissolved at the end of the term or, if either of such events occur between seasons, then immediately upon the occurrence of such event. The certificate referred to above has been signed and acknowledged by all the general and limited partners.

NYC NEWS

FIRE LINES

THE Analytical Unit composed of four college graduates who wear the department blue, and headed by Lieutenant Costigan, is busy full-time, studying ways to effectuate consolidation of functions, save floor space, utilize cabinet space to the utmost and obtain reassignment of equipment.

The recent Battalion Chief promotions, as of July 1, went through, as forecast in last week's LEADER. The 14 promotions to Lieutenant and the one promotion to Marine Engineer, for August effective date, will go through, also; in addition, the 85 appointments to Fireman. The forecast was easy to obtain. All one has to do to get news is to go after it. Cry-baby tactics of arm-chair reporters never pay dividends.

At the swearing-in ceremonies at Engine Company 31, Commissioner Quayle made a few remarks to the new Battalion Chiefs about the Fire Department Legion Post 930. Here they are:

"The Legion Post in the department is attempting to act as a pressure group. I hold all veterans in high esteem and deep regard, as a charter member of the 106th Infantry Post of the Legion in Brooklyn, as a charter member of the Veterans of Foreign Wars and of the Military Order of the World War and member of the Forty and Eight. I have a sympathetic understanding of veterans' problems, but as Fire Commissioner I'm not going to countenance or tolerate Legion Post 930 interfering with the administrative affairs of the Fire Department, which in the past the Post vigorously endeavored to do. They were using that organization in an attempt to effectuate transfers, whether desirable or not, and I won't stand for that as long as I have the privilege of being the Fire Commissioner."

There were four more Battalion Chief promotions than the ones originally intended. The four extra ones were "saved" by deferring four promotions to Deputy Chief. While certain aspects of the officers' assignments remain in abeyance, the four Deputy Chief promotions were postponed at department request. In a twinkling Deputy Commissioner Horwitz asked Budget Director Thomas J. Patterson to let him have four extra Battalion Chiefs, in substitution, and got a quick Yes. That's how the 30th man was reached - Captain Richard E. Denehan, President of the Uniformed Fire Officers Association. His elevation required him, under the UFOA constitution, to relinquish his place on the Board of Directors, because Chief positions were occupied, therefore also the Chairmanship, or so-called Presidency. His successor is Battalion Chief Joseph D. Rooney, of the 4th Battalion.

The Executive Committee of the UFOA pledged full co-operation with and support of Mayor O'Dwyer and Commissioner Quayle.

The reorganization of the Division of Finance and Supply, at Headquarters, is completed. The Division deals with audits and accounts. Much simplification of records, economy of operation and closer tabs on auditing have been accomplished. Acting Lieutenant Robert Barber is in charge of the Division. He works under Commissioner Horwitz, who works under Commissioner Quayle. There prevails straight-line chain of command, army style, which Monsieur Quayle learned when he was in the army in World War I.

Mr. Patterson's Division of Bud-

get Analysis asked for a report from the Fire Department on the plan to have the F. D. take over the rescue work now done by the Police Department. Well, he asked for it, and he got it. The report recommends adoption of the plan. However, as a practical matter, some aspects of the proposal will be put into practice, others will not.

There are no more Acting Battalion Chiefs in the fire houses; three or four remain in the executive offices.

The Actings went back to straight Captaincies when the promotions were made.

Commissioner Quayle wants two new fireboats, to replace old ones, aged 48 and 50; also two new firehouses in Queens, one on Union Turnpike and the City Line; and one new fire house in Brooklyn, at Morgan avenue and Siegel street. He appeared before the City Planning Commission at City Hall on Wednesday, in favor of the projects, and Chairman Robert Wagner, Jr. was surprised and delighted to see him there and listened to his argument attentively.

Reform Group Stands by Criticism of Telesford

Darwin W. Telesford, NYC Civil Service Commissioner, described as "baseless and prejudicial" the Civil Service Reform Association's statement that his appointment was made on "a partisan political basis without any real regard for the merit system."

Commissioner Telesford, in a letter to the Association, listed his qualifications and past record in public service and quoted "informed and impartial persons" as saying that his qualifications compared "more than favorably with those of other persons who were appointed to this Commission by the previous administration." Neither these appointments nor the motives of the previous administration were questioned by the Association, he asserted.

The Association made a rebuttal to Commissioner Telesford's reply by sending him a letter, signed by Howard C. Kelly, Chairman of the Association's Executive Committee, and by H. Eliot Kaplan, Executive Director. A copy was forwarded to Mayor William O'Dwyer, who appointed Mr. Telesford. The letter stated:

"Your assumption that the Association made no proper inquiry as to your qualifications before arriving at its conclusions is unfounded. We assure you that every effort was made in the hope of finding some demonstrable evidence in your record and experience which might have affirmatively indicated an interest in the merit system of administration of the civil service, or sufficiently

Tentative Key Answers

REHABILITATION COUNSELOR

- Examination No. 5457-1,B; 2,B; 3,C; 4,C; 5,D; 6,C; 7,D; 8,A; 9,A; 10,D; 11,C; 12,D; 13,A; 14,A; 15,D; 16,C; 17,B; 18,A; 19,A; 20,A; 21,C; 22,A; 23,C; 24,C; 25,B; 26,C; 27,A; 28,B; 29,D; 30,A; 31,C; 32,C; 33,D; 34,C; 35,C; 36,A; 37,B; 38,B; 39,D; 40,B; 41,A; 42,D; 43,A; 44,A; 45,A; 46,C; 47,B; 48,A; 49,B; 50,C; 51,B; 52,A; 53,D; 54,C; 55,C; 56,C; 57,D; 58,D; 59,A; 60,B; 61,C; 62,D; 63,B; 64,D; 65,A; 66,D; 67,C; 68,A; 69,B; 70,D; 71,B; 72,B; 73,D; 74,B; 75,C; 76,B; 77,A; 78,B; 79,C; 80,C; 81,D; 82,C; 83,A; 84,B; 85,A; 86,A; 87,B; 88,C; 89,D; 90,A; 91,A; 92,C; 93,A; 94,D; 95,O; 96,G; 97,R; 98,H; 99,T; 100,N.

Last date for filing protests with NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, July 6.

NYC ELIGIBLES Epidemiologist, Grade 4 (Prom.) Howard B. Shookhoff (v); Harold T. Fueret (v); Morris Greenberg.

ample experience to justify a conclusion of suitability for so responsible a position as a member of the Civil Service Commission. We were aware of your experience as an Assistant Attorney General and as a law secretary to a Supreme Court Justice. We were also aware of your active political career which is one you undoubtedly have reason to believe justifies your selection for the Commission.

"While it may be true that your qualifications compare favorably with those of some others heretofore appointed as members of the Municipal Civil Service Commission, this by no means precludes the Association from not seeking to raise the standards of qualifications for appointment to the Commission."

"I asked you to point out any blemish in my previous record of public service. You have failed to do so. I take it that the reason for your failure is that you have found none, since you state that you are well aware of my previous public experience. I regard this of paramount importance in connection with my appointment, since my previous satisfactory record in public service indicates that my appointment here was not due solely to political considerations as you have implied and is, at the same time, the most valid assurance that I will perform my duties as Commissioner with satisfaction."

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NEW YORK CITY NEWS

Padded Seniority Ratings Charged Against Welfare Dept. Supervisors

The LEADER noticed that when the NYC Civil Service Commission issued 64 departmental lists for promotion to Clerk, Grade 3, the roster for the Department of Welfare alone was missing. Investigation disclosed that the Commission refused even to at-

tempt to issue the list for two reasons: 1. the seniority ratings were received too late and were so long-winded there wasn't enough time to read them all; and 2, the Commission declared the seniority ratings padded, because 80 per cent had been given superior ratings, in contrast to the few

percent in all other city departments.

The reason for the non-issuance of the list was explained to Commissioner Raymond Hilliard and he immediately made a preliminary check-up. He was convinced that there was ground for holding up the list and told Commission President Joseph A. McNamara so. Also, he promised that an equitable service rating policy would be inaugurated in the Welfare Department as soon as he had completed his final check-up.

Sees Law Violation

President McNamara's attention was called to the service ratings by his own bureau handling that work and he found that departure from normal rating was obvious. He issued instructions that the Rating Bureau reduce the record and seriously ratings, on the ground that the higher ratings given by Welfare Department Supervisors gave the beneficiaries unfair advantage. He told Com-

Differential Pay Ruling Affects National Guard

Nathaniel Goldstein, Attorney General has rendered a formal opinion on differential pay of public employees on military duty in the National Guard. If public employees became members of the National Guard on or before April 1, 1942, the Military Law provides for differential pay after the first 30 days. There is no provision for differential pay after the first 30 days of military absence, he ruled.

When the supervisors' found the ratings they gave to some of those under them were challenged, they came right back with argument in substantiation of the original ratings. Some of these answers were 5,000 words long. The Commission's position remained unchanged after most of the answers had been read.

Sidelights

The number of Federal employees increased at the rate of 500 a day during May. Increases are expected to continue because of the large Army, Navy and Air Forces appropriations made by Congress.

The wartime Lend-Lease Administration was liquidated. The job of settling claims for and against that agency was taken over by the Treasury Department's Bureau of Federal Supply.

Commission Issues Clerk Grade 3 List

Sixty-four promotion eligible list for Clerk, Grade 3, have been published by the NYC Civil Service Commission. The total number of eligibles on the lists is 1,719.

A general examination was given

late last year to all eligible candidates in the city service. Separate lists were prepared for each department. The complete list may be inspected in The LEADER office, 97 Duane Street, opposite the Civil Service Commission.

State, Local Employment Hits New Peak

State and local governments in the U. S. are employing more people than ever before, the Civil Service Assembly reports.

Employment by States and localities now is almost twice that in the federal government, a marked change since the height of the war when federal civilian employees outnumbered those of all States and local jurisdictions put together. Since 1945, Federal employment has decreased more than 40 percent while other public employment has risen more than 22 percent.

The war and postwar growth of cities, population increase of the nation as a whole, and expanded state and local services boosted public employment for states and localities to an all-time high of 3,859,000 in January—a 14.8 percent net increase since January 1940.

Transit Jobs to Be Filled

(Continued from Page 1) Board of Transportation lists. They were held up until claims for disabled veteran preference could be checked along the lines ordered by the Court of Appeals. The court required that those claiming preference must have a 10 per cent or more disability granted on the basis of a recent Veterans Administration examination.

Ernenwein Broadcasts Facts on Salary Bill

George E. Ernenwein, President of the N.Y. State Federation of Post Office Clerks, broadcasting over WHLI, told about what went on in Congress during the U. S. pay bill debate. He listed the provisions of the bill:

"1. A \$450 permanent increase in salary for postal employees.

"2. 25c per hour increase for substitutes and temporary employees.

"3. Federal employees will receive a permanent increase of approximately \$330.

"4. Fourth class postmasters will receive a 25% increase.

"5. Special Delivery messengers will receive an increase in car allowance from 75c to 90c per hour.

"6. Above increases to take effect July 1, 1948.

"7. Postal rate increases."

It was estimated that the total cost involved would amount to \$527,000,000. The postal increase would involve an expenditure of \$211,000,000 while the Federal employee increase would cost about \$300,000,000.

The revenue of the Department would be increased by \$125,000,000 a year by the postal rate rises.

476 ENGINEER APPLICANTS

Applications have been received from 476 persons for the Civil Engineer promotion examination to be held September 11 for various city departments, the NYC Civil Service Commission announced.

A THOUGHT FOR THE WEEK

THE voice of history demonstrates that whenever telling blows have been struck for the rights of man, some brave lawyer has been in the thick of the fight; that whenever arbitrary power has threatened to engulf a free people, or has sought the destruction of innocent victims, it is the lawyer, scorning the wrath of tyrants and dictators, who has stood in the breach as a stubborn defendant of the basic rights of man.—Albert Cohn, Associate Justice Appellate Division, First Department.

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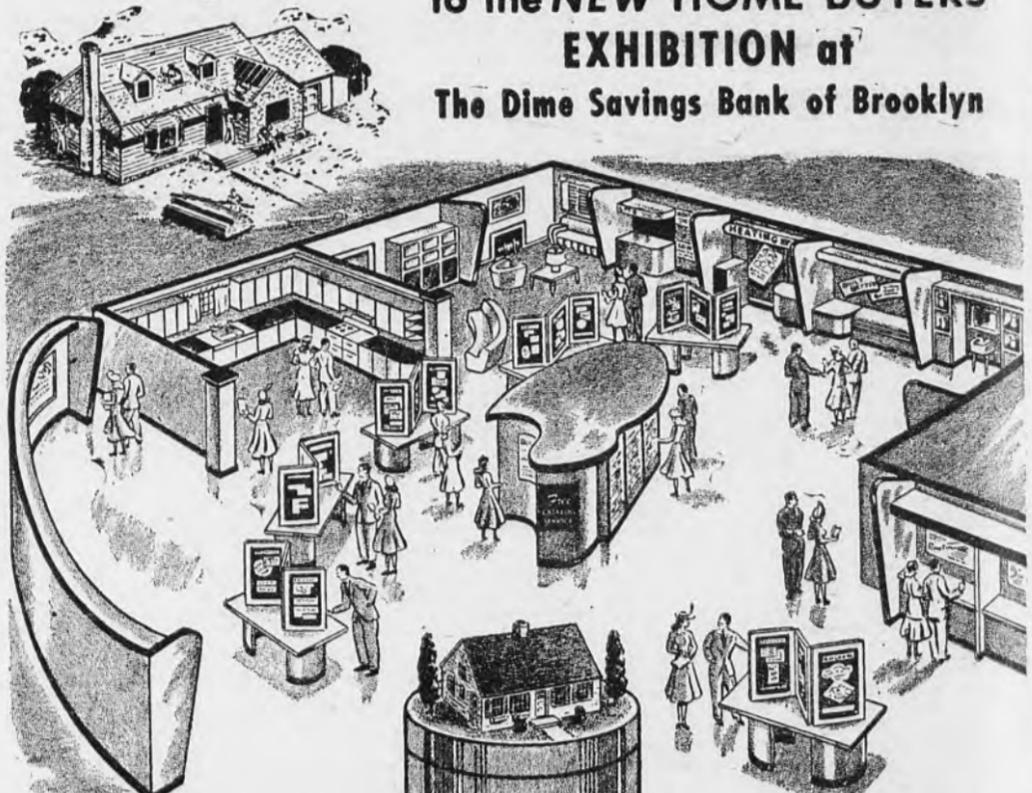
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