

Civil Service LEADER

Vol. 6, No. 3 Tuesday, September 26, 1944 Price Five Cents

How Should a U. S. War Service Appointee Think of His Future

By CHARLES SULLIVAN

WASHINGTON—Here is what is generally believed to be the best statement on the future of war service appointees in the Federal Service. It is a statement by Civil Service Commissioner Arthur S. Flemming.

He poses this question: "What are our prospects of continuing to work for the United States Government?"

Here is his answer:

"No one knows what the size of the Federal Government is going to be after the cessation of hostilities in Europe, nor what it is going to be after the cessation of hostilities in the Pacific.

"But for a period of time following the cessation of hostilities in the Pacific, we know that the problems of demobilization, the post-war responsibilities of Government, and the normal operations of Government will require the continued existence of many thousands of positions now filled by war-service appointees.

Some Will Be Released

"Some war-service appointees will be released from the Federal payroll because of the return of men and women who left other than temporary positions to enter the Armed Forces.

"Other war-service appointees will lose their positions on the Federal payroll because of the return to their former positions of career civilian employees who transferred to agencies where, in the judgment of the Civil Service Commission, they could make a better contribution to the war program.

"Still other war-service appointees will lose their positions on the Federal payroll because of a reduction in the total personnel strength of the Federal Government. These reductions will be carried out with due regard to efficiency, preference for veterans, and length of service.

"But after all of these things have happened, there will still be war-service appointees in positions in the Federal Government, both after the cessation of hostilities in Europe, and after the cessation of hostilities in the Pacific.

"In some instances, the war-service appointees who are left will receive temporary extensions of (Continued on Page 16)

504 JOBS LISTED

CLERICAL, PROFESSIONAL, SKILLED, UNSKILLED

see pages 12, 15

Request to LaGuardia: MAKE THE BONUS PERMANENT

By JEROME YALE

Mayor LaGuardia and the NYC Board of Estimate last week were asked to extend the cost-of-living bonus to all City employees earning up to \$4,999.99 a year, and then to make the bonus a permanent increase.

This action was taken by the City Council, which passed a resolution asking the change. The Council message was deeply critical of the manner in which the bonus had originally been distributed, when some agencies which didn't "play ball" with the Mayor were excluded.

"Some departments and various employees have been arbitrarily refused and have not been granted

such bonus, despite the fact that their duties have been heavier and they are at least as deserving as those who have been granted the bonus," said the Council.

No Additional Expense

Granting a permanent increase would involve no additional expense, added the Council, and

would contribute to the peace of mind and future welfare of the City employees.

"The City of New York can ill afford to continue to be pictured as an employer who practices unfair discrimination in the payment of wages, or who dangles over the head of each employee the annual threat of bonus withdrawal," said the resolution, which was jointly introduced by Councilman Louis Cohen, head of the Council Finance Committee and Vice-Chairman Joseph T. Sharkey.

May Be Later

Opinion around City Hall was

that the Mayor and the Board of Estimate would not immediately follow the suggestion of the Council resolution, but that the permanent increase might come through in the future.

One suggestion was that Mayor LaGuardia might wait until just before the next Mayoral election, and then come through with the increase; in any event, it all seems to depend on the front man in City Hall, as he pretty well controls the majority votes of the Estimate Board members.

Sen. Halpern Urges State Budget Head Not to Tamper With Field-Hamilton Law

State Senator Seymour Halpern (Republican, Queens), chairman of the Senate Civil Service Committee, this week came out for higher salary allocations to State employees, effective immediately; and for preservation of the Field-Hamilton career law.

In a letter to Budget Director John E. Burton, Mr. Halpern, who had been instrumental in publicizing evil conditions in the State's mental hygiene institutions, said:

"I write you only because I deeply feel the urgency of both these problems—the necessity of affirmative action on salary, and the necessity of delaying action

on changing the Field-Hamilton law."

He said he felt that operations of the Field-Hamilton law had been smooth, and that it should not now be tampered with.

Senator Halpern's letter follows in full:

"Dear Mr. Burton: "The investigation of Creedmoor State Hospital and the resultant probe of the State's Men-

tal Hygiene Department revealed some startling and unbelievable facts, as you know.

The Creedmoor Probe

"I am proud of the role I played in instigating the clean-up. I was pleased with Governor Dewey's immediate and decisive action when I brought to his attention the intolerable conditions I witnessed during my probe of the hospital. The Moreland Commission conducted an excellent investigation. Yes, there was action and plenty of it. The superintendent resigned, the Commissioner of Mental Hygiene quit under fire. The State entered upon a new era

of enlightened treatment in the Mental Hygiene field.

"A new commissioner of mental hygiene was appointed—an expert in hospital administration. Creedmoor got a new chief in the person of Dr. Harry A. LaBurt—an experienced, understanding, able administrator.

"Creedmoor prospered under this new setup. Morale improved. The whole atmosphere became (Continued on Page 8)

Additional State News On Pages 7, 8 and 9

PUBLIC ADMINISTRATORS

Important!

SOMETHING NEW! The LEADER has begun a new section dealing with Public Administration. It is our plan, in extending the scope of LEADER coverage, to make this a better publication. We feel that the public administrator and the employee of a government agency require more than a weekly resume of civil service rules, regulations, lists, complaints, and personnel changes. They will be better public servants, better governmental technicians, if they know what new things are being planned in their departments, and in others; if they know what new devices and methods are becoming available in transportation, sanitation, health, police, education, welfare, hospital, sewage, and fire work.

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

U. S. Civil Service Job-Forms Have New Data

The Second Regional Office of the United States Civil Service Commission (covering New York and New Jersey) has amended all its job announcements to contain all the following information.

Additional Information Concerning Experience

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

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

Veterans Preference:

Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. In rating the experience of a preference applicant, the time spent in the military service will be regarded as an extension of time spent in the position the applicant held when he entered such service. The veteran on whose service a preference claim is based must have been honorably separated from active military service.

Physical Requirements

(Amended to read as follows)

Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or endanger their fellow employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties of the position are invited to apply.

Increase in Compensation for Lengthened Workweek

The standard Federal workweek of 48 hours includes 8 hours overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of that part of the basic salary not in excess of \$2,900 a year. The amount of overtime to be paid shall not be less than \$300 per year except that the amount of overtime pay must not exceed 25 percent of the basic annual salary.

The above statement is not applicable to employees whose wages are fixed on a daily or hourly basis and adjusted from time to time in accordance with prevailing rates of pay. Such employees are paid the overtime rate of time and one half for all work in excess of forty hours per week.

All basic salaries are subject to a deduction of 5 percent for retirement purposes.

War Manpower Commission Regulations and Federal Appointments

Appointments in the Federal service are made in accordance with War Manpower Commission policies, directives, regulations and employment stabilization plans. This means generally that persons employed in certain activities or occupations may be required to obtain statements of availability from their employers or from the United States Employment Service before they can be appointed. An offer of Federal appointment will be accompanied by instructions as to what steps the person must take to secure necessary clearance. Statements of availability should not be secured until an offer of appointment is received.

War Service Appointments:

Appointments will be known as War Service appointments. Such appointments generally will be for the duration of the war and in no case will extend more than six months beyond the end of the war. Persons receiving war service appointments do not thereby acquire a classified (competitive) civil service status.

CIVIL SERVICE LEADER

97 DUANE STREET, NEW YORK CITY
Jerry Finkelshtein, Publisher; Maxwell Lehman, Executive Editor; David Robinson, Associate; N. H. Mager, Business Manager.

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations

Published every Tuesday.
Subscription price \$2 per year.
Individual Copies, 5c.

Unemployment Insurance For Federal Employees

By ROBERT F. WAGNER

United States Senator, State of New York

At the present time, 35 million workers in the United States are insured under the various unemployment insurance laws of the 48 states. Machinists, shipyard workers, carpenters, clerks, typists and messengers who work for private employers are covered under the State laws but the machinist, shipyard worker, carpenter, clerk, typist or messenger who works for the Federal Government is not protected under the existing unemployment insurance laws. This discrimination is unfair and unjust.

During the war millions of Americans patriotically went to work for Uncle Sam in Navy Yards, arsenals, munition plants, and in the offices of the War Department, Navy Department, Veterans' Administration, and other departments set up to help win the war. If these workers had taken jobs in private industry, they would have been covered under the unemployment insurance laws of the various States. But because they went to work for the Federal Government, unemployment insurance protection is denied them.

Only Federal legislation can correct this injustice. Unemployment insurance must be extended to Federal employees, by Federal legislation. Such legislation should be enacted immediately and it should provide for the payment of adequate benefits.

States' Pay Inadequate

The existing unemployment insurance laws of the various States are grossly inadequate to meet the needs of unemployed persons. The benefits which they provide average about \$16 a week for a period of 10 to 20 weeks. Even the New York unemployment insurance law, which is one of the better laws in the country, provides benefits of only \$10 to \$18 a week

for a period of 20 weeks. The amount and duration of benefits paid to Federal employees should not be restricted to the existing

What Congress Did To The Women

Rep. Clare Boothe Luce (R., Conn.) declared that Congress' failure to pass the bills granting Federal employees unemployment compensation and travel home pay worked a special hardship on women.

"Government's recruiting activities to mobilize civilians for war was directed principally at women, until now, in Washington, they comprise 58 per cent of the Federal personnel," she said. "As a result the failure to give adequate protection to Federal employees during the reconversion period will work the greatest hardships on women."

She cited the last war when Bernard Baruch had to dig in to his own pocket to pay the fare home for thousands of girls stranded with not enough money to buy a railroad ticket.

low levels now provided under State laws. Federal sick leave, vacation leave, and other matters relating to employment in the Federal Government are all handled under a uniform policy laid down by the Congress of the United States. I believe that unemployment insurance should be handled in the same way. The Congress should determine the amount and the duration of benefits to be paid to unemployed Federal workers so that there will be no discrimination among various groups of Federal employees.

It's A Cost of the War

The cost of providing such unemployment insurance benefits to Federal employees should be regarded as a cost of the war. Federal employees have made a great contribution toward the winning of the war. Their work has been recognized as being essential to the war effort. Not only is it just that they and their families should be protected if they become unemployed, but it is to the interest of all of us that we have unemployment insurance legislation which will protect the whole community during any period of unemployment. This great nation must not and will not permit the return of conditions which resulted in the breadlines and the destitution and despair of the last depression. Unemployment insurance is a first line of defense in meeting the problem of unemployment. Federal employees must be covered under unemployment insurance for the good of the employee and his family and for the welfare of the nation as a whole.

Now turn to editorial, page 6.

Quarter-Billion In Bonds Bought By U.S. Employees

WASHINGTON — Federal employees, here's your Fifth War Loan Bond record:

You bought \$265,821,500 worth of bonds—123 percent of the quota fixed on 40 percent of one month's salary. This is \$74,273,800 more than was invested in the last drive.

Groups subscribing more than 200 percent of their quotas were Office of Administrator of NHA, 307 per cent; National Capital Park and Planning Commission, 290 per cent; OPA, 225 per cent; Office of Censorship, 221 per cent; and White House, 206 percent.

Accrued Leave Pay Bill Held Up

WASHINGTON—The Lane bill, which would permit lump sum payment of accrued annual leave to government workers when they quit or leave government, will be held up until after the election.

Attempts were made to rush it through the Senate Civil Service Committee and get it passed before the adjournment, but members of the committee wanted to discuss some amendments to it before it got to the floor.

5 1/2-Day Week Looms for U. S.

WASHINGTON—There's a good chance that Government might adopt a 5 1/2-day, 48 hour week.

This plan is being studied by the Civil Service Commission and the Executive Office of the President.

The subject came up when it was revealed that more than 140 field establishments were maintaining skeleton forces Saturday afternoon and making up the time during the week.

It is generally believed that this will be the answer to the current demands of Government workers that they need more time to take care of personal business and family.

It would not violate the principle that Government should set an example for private industry. In addition to Saturday afternoon off, it is possible that other afternoons will be rotated among the various members of the offices.

An administrative order permitting such a procedure may be issued for all field establishments. The legality of setting it up in the departmental office here is being studied.

No Serious Cuts Pending Despite FDR Letter on Demobilization of Agencies

WASHINGTON—President Roosevelt has started the axe swinging on the war agencies. He gave the executioner's job to Budget Director Harold Smith in a letter instructing him to make plans for the cuts.

But the letter didn't say anything that wasn't generally understood about what to expect when peace comes. And the President admitted that the reductions in federal personnel will be determined by the progress of the war in Europe and the Pacific.

No Serious Cuts Pending

Budget officials were quick to warn government workers that no serious cuts were pending—always contingent on the end of the war—and to stay on the job. It was revealed that the employee ceiling, fixed by the budget and to be released the first of next month for the last quarter, are very little below this quarter and in some instances higher.

Conservative estimates on when the slashes that the President asked for would come were all more than a year. He admitted that "most of the planning will probably have to wait for execution until the Japs have surrendered"—and there is no way of telling

when that will happen.

Year in the Future

The most optimistic hopes of the surrender of the Japs put the event more than a year in the future.

Immediate job of Bureau of the Budget is carefully to analyze the functions of the war agencies and blueprint the gradual reconversion to peace time size. There will probably be a general reorganization and the transfer of the remaining functions of the war agencies to the old line agencies.

The President urged Smith to focus attention on the adjustments needed after the war with Germany. Experts believe the cut then will be minor. And that personnel will be able to be transferred to expanding agencies such as Veterans Administration, Foreign Economic Administration, and activities connected with disposal of surplus property and contract termination.

As The LEADER pointed out in its page 1 story last week, it is

expected that resignations will bring the number of Federal employees down to the point where some agencies may actually feel a shortage of manpower. The likelihood of Federal employees holding onto their jobs is seen in brighter perspective than at any time since the war started.

Flemming

Arthur S. Flemming, U. S. Civil Service Commissioner, last week answered the questions in the minds of a great many war-service appointees with respect to their post-war employment chances. He said:

"Many war service appointees will have the opportunity of continuing to serve their Government following the cessation of hostilities in Europe.

"Some war service appointees will have the opportunity of continuing to serve their Government for a period of time following the cessation of hostilities in the Pacific.

"Some war service appointees will, as a result of competing successfully in open-competitive examinations, become a part of the permanent career service of the Federal Government."

FOR FEDERAL EMPLOYEES

All the Answers to Your Retirement Queries

(Continued from preceding issues)

- 51. How will the reemployment of an age annuitant affect his annuity? The annuity previously awarded is terminated. The individual becomes subject to the Retirement Act in the new position and will be entitled to retire again upon subsequent separation, his annuitable rights being dependent upon the circumstances surrounding the separation and the law in effect at that time.
- 52. May this reemployment be effected immediately after retirement, or is an actual break in service necessary? Reemployment may be authorized under either circumstance.
- 53. Under what conditions may an employee optionally retire? An employee has the privilege of retiring at his option at any time after attaining age 60 if he has served 30 years or more, age 62 with 15 years' service, or on a reduced annuity at any time between age 55 and 60 with 30 years' service.
- 54. How does the employee exercise this option? By executing the application (Form 3001) prior to separation from service.

(To be continued)

LOANS on your promise to repay

WHEN possible, "Personal" makes loans on signature only. Loans are also made on furniture or auto. Whatever plan you prefer, you'll get prompt, private service. Come in, phone or write today.

Personal FINANCE CO.

OF NEW YORK
2 JOHN ST., Cor. Bway
7 EAST 42nd ST., 2d Fl.
Or Call MISS O'BRIEN
LONgacre 5-1112

LOANS By MAIL

AT

BANK RATES

Usually, Without Co-Makers

Prompt, Courteous Service
Write, Phone or Call

BRONX COUNTY
Trust Company

2804 THIRD AVENUE
NEW YORK CITY, 55, N. Y.
MElrose 5-6900

Member Federal Deposit Insurance Corp.
Member Federal Reserve System

unclaimed

SUITS

TROPICALS
SPORTCOATS
LEISURE COATS
RAINCOATS

\$5-\$10-\$15

Originally \$35 to \$75

Our tremendous stock of expertly tailored, distinctively styled suits include many nationally known advertised makes. Clothing production has decreased—so buy now while our selection is still complete.

Buy War Bonds with these annual savings!

KASKEL'S

9 Columbus Ave., (near 60th St.)
1 BLOCK WEST OF BROADWAY
ESTABLISHED 1882

Overtime Pay, Higher Increments, OK on Outside Jobs—Among City Council Bills

The jobs of civil service employees of New York City are governed by laws which regulate their rates of pay, hiring, removal, hours of work and other aspects of their working conditions.

New laws to make changes affecting City employees must have the approval of the City Council, the Board of Estimate, and Mayor LaGuardia.

Most of these laws originate in the City Council—where they are often introduced at the request of public employee organizations. Then they are referred to the Committee on Civil Employees and Veterans which holds meetings (at the call of the Chairman) to consider these measures. From the committee the proposed law is referred to the Council for action. Frederick Schick is chairman of the seven member committee.

Following are the important "local laws" now in the hands of the committee, which had no meeting date scheduled at press time:

No. 6. Exempts the position of Director of Bureau of Health Nursing in the NYC Health Department

from the 3-year residence requirement.

No. 41. Provides that vacant positions in the NYC Department of Sanitation, held by employees in lower titles must be filled within 90 days.

No. 54. Includes NYC butchers, hospital helpers and hospital attendants in Workmen's Compensation.

No. 57. Sets loss of employment as penalty for any City employee making a "false return or deceptive report."

Time-and-a-Half Overtime

No. 61. Provides time-and-a-half overtime pay for City employees working over 8 hours a day, or 40 hours a week; also for work on legal holidays.

No. 62. Would increase cost-of-living bonus to \$400 a year for yearly-paid employees; \$1.60 a day for daily-paid workers.

No. 63. Extends automatic salary

increments to employees earning \$2,800 from the present \$2,400 maximum.

No. 66. Provides for promotion of employees on military leave who are reached on a promotion list.

Higher Increments

No. 67. Sets annual salary increments for Labor Class employees at \$120 a year, to a maximum of \$1,980.

No. 77. Allows hiring of anesthetists, barbers, chaplains, cooks, technicians, internes, nurses, who are not citizens, but have declared their intention of acquiring citizenship.

No. 90. Provides for hearings before a City employee may be dismissed or disciplined and presentation of written charges to the employee.

Part-Time Employment

No. 96. Allows all City employees (except those specifically restricted by the City Charter) to take outside part-time employment.

No. 99. Brings all NYC employees under Workmen's Compensation.



Mayor Fiorella LaGuardia of New York City has been asked to make the present bonus of public employees permanent. The action was taken via a resolution of the City Council. (Story on Page 1.)

Win a Raise—Lose a Job, Or How to Get Grey Early

Two employees in the New York City Department of Housing and Buildings have just had the pleasant experience of getting a raise. Now they face the unpleasant experience of joining the unemployed.

Here's how it happened: Martin A. Jackson and John J. Murphy are riggers and, according to the State Labor Law, they are entitled to receive the same rate of pay as riggers in private industry. They had been earning \$2,820 a year or about \$9.00 a day. This, they figured, wasn't enough, so they filed claims with the Comptroller's Office asking for an adjustment of their rate.

After hearings and investigations, the Comptroller decided that they were justified in asking for more and set their new rate at \$1.57 an hour (\$12.56 a day).

But—

Then the Department turned around and said that the Budget limited the amount of money that could be paid and that they would be able to work only four days a week. But Housing and Buildings

doesn't want any people around who can work only for four days, so it asked the Budget Director for permission to drop the two riggers and use laborers to perform their duties.

However, the men are members of the AFL local in the department, and their union is taking the matter up with the authorities of the department. The union sees no reason why they shouldn't work a full week.

To make the situation more complicated, the men aren't working as riggers, because the City doesn't demolish any more buildings (riggers are supposed to work on demolition) but farms out the jobs to private contractors, and they handle other jobs which come up around the department.

22 Oldsters Remain at Their NYC Posts

Last week a group of 22 NYC employees who have passed the retirement age of 70 were granted permission to stay on the job by the City Board of Estimate.

Each of these employees had been certified by the head of the agency, who stated that because of reductions on force due to Board of Estimate action, failure to fill vacancies of employees leaving for outside work, military leaves, resignations and deaths, and the inability to find help because of wartime conditions, it was necessary for the best interests of the City to retain these employees in service.

Those who are 70 have received their first over-age continuation for one year, others have their extensions continued.

Name, Title and Agency	Present Age
George Kockelson, Laborer, President, Queens	70
Henry J. Danim, Sr., Foreman, President, Queens	70
John F. Murphy, Laborer, President, Queens	70
Isidore Stankoffia, Conductor, Board of Transportation	71
John J. Taylor, Railroad Watchman, Board of Transportation	71
Cassius Dwight Baker, Assistant General Superintendent, Board of Transportation	71
Anthony Grano, Car Maintainer (C), Board of Transportation	70
Mary T. Logan, Historian (Medical Records), Hospitals	71
Arthur C. Jacobson, Physician, Hospitals	72
Frank Pucich, Hospital Helper, Hospitals	70
Eugene S. Walsh, Climber and Pruner, Parks	71
Michelo Gentile, Laborer, Parks	71
Frank Pipozenski, Gardener, Parks	70
James Curley, Hose Repairer, Fire	72
Frederick E. Nathan, House Painter, Fire	71
Frank V. Bishop, Investigator of Claims, Board of Water Supply	71
Louis Lustig, Process Server, District Attorney, New York County	71
Philip Roth, Assistant Court Clerk, Municipal Court	70
Albert D. McGuire, Clerk Municipal Court	71
Alfred Vioni, Court Interpreter, Supreme Court, Kings County	70
Frank Dressler, Assistant Court Clerk, City Magistrates' Courts	70
John Cannon, Laborer, Richmond	70

Five NYC Employees Win Six-Year Scholarships

A detective, a motorman, and a bacteriologist are among the recipients of five full-tuition six-year scholarships awarded to employees of New York City municipal agencies for evening study at New York University Washington Square College of Arts and Science, it was announced last week by Dean Charles Maxwell McConnell.

The scholarships, valued at \$1,536 each and totalling \$12,288, have been awarded to:

- Sidney Slayton, detective, N. Y. C. Police Department; 3175 Grand Concourse, Bronx.
- Herbert Coddington, motorman, N.Y.C. Board of Transportation; 88-12 189th Street, Hollis, N. Y.
- George Goetel, clerk, N.Y.C. Department of Health, 1528 E. 96th Street, Brooklyn, N. Y.
- Helen Brenner, clerk, N.Y.C. Department of Health, 1341 Franklin Avenue, N. Y. C.
- Mary B. Porter, junior bacteriologist, N.Y.C. Department of Hospitals, 33-18 90th Street, Jackson Heights, N. Y.

More than 500 employees of 60 private firms and 66 city, state and federal agencies, were nominated by the heads of their organizations as candidates for these scholarships Dean McConnell said.

Those placing highest in a battery of competitive examinations were interviewed by members of the University faculty and leaders in the fields of business and government, who made the final elimination.



Helen Brenner, a clerk in NYC's Department of Health, is among five City employees to win a scholarship on the basis of brilliant performance on a special examination.

Sanitation Society Nominates Officers

The Hebrew Spiritual Society last week nominated the following men: President, Abraham Moll; First Vice President, Reuben Hempling; Treasurer, Solomon Cherkel; Financial Secretary, David Seiden; Recording Secretary, David S. Feldheim; Trustees, Herman Klein, Murray Mannes, Isidore Blair; Sergeant at Arms, Meyer Low, Martin Roder, Herma Rothstein.

Election of officers will be held on Sunday, October 8, 3 p.m., at 81 Second Ave., N. Y. C.

Yes, Women Can Figure

The old adage that women haven't any head for figures has just been totally disproved.

In a recent promotion examination to the grade of Accountant, a woman, Victorine Dear, of NYC Sales Tax Division, led the list with a mark of 98 percent.

Any men around the office who mention that women's place is in the home, are rudely reminded of her feat.

New Promotion Exams In View For NYC Service

More promotion examinations are coming through for NYC employees. Here is the latest group which is nearing completion at the City Civil Service Commission. Follow the LEADER for requirements and application periods.

- Budget Examiner, Bureau of the Budget.
- Departmental Steward, Department of Hospitals.
- Senior Probation Officer, Magistrates' Courts.
- Battery Constructor, Department of Sanitation.
- Oiler, Department of Public Works.
- Stationary Engineer (General Promotion).
- Stationary Engineer (Electric), Inspector of Fuel, Grade 4 (Comptroller's Office).
- Wireman, Department of Public Works.

7 Retired NYC Employees Get Pension Increases

Even retired NYC employees occasionally share in melons in the form of back pay and salary increases.

Last week seven former City workers had their pensions increased to match retroactive wage and salary increases which had enlarged the total earnings on which their pensions were based.

Following are their names, and the amounts they receive each year:

Name, Title and Agency	Retirement Date	Amount Awarded by Board of Estimate	Increased Amount of Allowance
Bridget A. Duffy, Social Investigator, Welfare	June 5, 1942	\$ 834.21	\$ 873.11
Edith Taylor, Public Health Nurse, Health	Oct. 16, 1940	1,194.81	1,196.27
Annie B. Reynolds, Trained Nurse, Hospitals	Sept. 1, 1941	622.07	630.92
Mary Reynolds, Social Investigator, Welfare	Aug. 26, 1942	507.42	520.98
James G. Dunseith, Medical Inspector, Health	Aug. 1, 1940	1,060.96	1,069.52
John A. K. Barto, Asphalt Foreman, President, Queens	June 1, 1933	1,352.57	1,431.75
James Laoni, Rammer, President, Bronx	Jan. 1, 1942	1,049.10	1,086.86

'Rubbery' Probation Takes Hold In NYC Service

Appointees to civil service jobs receive their positions first for a six-month probationary period. If they complete this period satisfactorily, they are considered permanent employees. However, a recent BUT has developed in the NYC service.

Because of manpower shortages, the Investigation Bureau of the Commission is unable to complete its check-up of new employees either before or just after they are appointed, or in many cases even during the probationary period.

Appointments are now made "Subject to Future Investigation." That gives the Commission the right to disqualify an appointee even after he has completed his probationary period, and order him dropped from the job.

Courts Say Yes

In several court cases, the right of the Commission to dismiss after the six-month period has been upheld. The legal view is that the probationary period gives the appointing officer a chance to determine if the new employee performs satisfactory service for the City. But, if anything is disclosed later which would have barred him from the appointment, had it been known at that time, then the Commission is justified in dismissal, according to the courts.

Following are the eight employees involved:
 Joseph Tanenzapf, Sanitation Man, Class B, Dept. of Sanitation
 Max Singer, Sanitation Man, Class C, Dept. of Sanitation
 Benjamin Harrison Earl, Inspector, Dept. of Water Supply, Gas and Electricity
 Anthony DiFazio, Sanitation Man, Class C, Dept. of Sanitation
 Anthony Martino, Sanitation Man, Class C, Dept. of Sanitation
 Leonardo Coniglio, Asphalt Worker, Office of the President of the Borough of Manhattan
 Nicholas Soldo, Sanitation Man, Class C, Dept. of Sanitation
 Joseph Albino, Sanitation Man, Class C, Dept. of Sanitation.

Being Forced to Attend School After 84-Hour Week Is Too Much, Say Firemen

Firemen are among the most studious of municipal employees. They have a high regard for information in their field, and new developments in firefighting will be the subject of ordinary conversation in the firehouses. And they have to do lots of studying if they want advancement.

Nevertheless, a wave of resentment is reported in the firehouses as a result of a recent order from headquarters directing that the men must report to the Fire Department Company School.

It is customary for the men of each company to report to this school, located at 68th Street between Lexington and 3rd Avenues, in Manhattan, for half-a-day of instruction annually. Officers go more frequently.

This Year It's Different
Half-a-day is given over to the practical type of instruction in

which the school specializes is something the men ordinarily don't gripe about. This year, however, it's different. Here's why:

1—The men say that back in 1942, Commissioner Patrick Walsh promised that in case of return to the two-platoon system, he wouldn't require the men to go to school. The two-platoon system is in effect.

2—A large part of the City's fire forces is putting in 84 hours a week. They think it's eminently unfair to ask them to put in an

additional half-day, which they must take out of their own time. **3**—During the period of the hurricane which hit New York, many of these men working 84 hours a week were recalled, and put in an additional eight hour tour. Cases are cited of firemen who didn't go home for four days on end!

All of them speak highly of the training made available at the Company School. They practice "evolutions," which consist of such jobs as dragging great lengths of hose up a burning building, then having the hoseline burst, and repairing it quickly. They do "fire escape work," practice the handling of the various fire tools.

All very nice, say the City's firemen. But too much is too much!

Staff Changes In New York City Departments

New York City Housing Authority Services Ceased—Vincenzo Sardonio, Porter at \$1,200. Angelina Panarella, Temporary Cleaner at \$1,320. Henrietta Brownstein, Typist at \$1,320. Meyer M. Axelrod, Clerk at \$1,584.

Died—Leonard J. Rising, Maintenance Man at \$1,980.

Appointed—Pellegrin Rinaldi, Porter at \$1,440. Henrietta Brownstein and Ida Shapiro, Bookkeepers at \$1,320. Sylvia Brenner, Office Appliance Operator (Burrroughs Bookkeeping Machine) at \$1,680.

Department of Parks
Retired—Frederick H. Gross, Civil Engineer; William Tuma, Blacksmith's Helper; Cornelius Sullivan, Gardener; Mary Arnold Pope, Attendant.

Services Ceased—Irving Gold, Playground Director at \$2,100. Dorothy Wiederhorn, Stenographer at \$1,800; Louis Resen, Laborer at \$1,860; Lillie O'Bright, Cleaner at \$1,740.

Department of Finance
Appointed—Tabulating Machine Operators at \$1,440; Grace O'Dwyer; Mary A. Callen, Camille C. Price and Mary J. McNally, Mary F. Mahoney, Temporary Investigators at \$6 a day; Pearl Glaser, Feselle G. Friedman, Estelle Schein, Mildred L. Olanoff and Sylvia Poroch, Vera Rubin, Temporary Clerks at \$1,200; Thomas P. McAuliffe, Charlotte Warshawsky, Viola Pagano, Sylvia Levy, Temporary Typist at \$1,200. Maud E. Parell, Temporary Typewriter-Bookkeeper at \$1,440.

Reinstated—Rose Marino, Typist at \$1,200.

Retired—William H. Battenfeld, Edward J. Henderson, Selma Zeisler, Clerks.

Services Ceased—Irene C. Herbert, Clerk at \$1,320. Elsie B. Houlihan, Clerk at \$2,040 per annum. Muriel Small, Bookkeeper at \$1,201. Temporary Clerks at \$1,200: Jeanne Bradshaw, Caroline T. Sassi, Jack Blumkin, Beverly E. Welt, Margaret O'Malley, Gay Welch, Jean A. Mellon, Patricia Horn, Margaret Papparillo, Madeline Lawrence, John V. Byrnes and Frank Finnegan, Ann McAllinden, Barbara A. Buckley, Irene Hilly and Margaret Hilly, Margaret T. Downing, Herbert Cienca, Charles L. Bergbuchler.

Department of Sanitation
Appointed—Sol S. Lichtman, Medical Examiner at \$4,200 per annum, as a Military Substitute. **Salaries Fixed**—Auto Enginemen at \$2,220; Harry A. Yorns, William K. Nicoll.

Services Ceased—Sanitation Men: Henry G. Roggenkamp, at \$2,200; Achille Pennachio, at \$2,200; Nathaniel Klasfeld, at \$2,040; Dewey Leak, at \$2,320; Natielino M. Vecchio at \$2,320.

Office of the City Sheriff
Appointed—Edward R. Shelley, Correction Officer at \$1,769. **Services Ceased**—Santo Giulletti, Clerk at \$1,200.

Office of the Comptroller
Appointed—Marion McCarthy Clerk at \$4 a day; Joseph W. M. Donnelly, Senior Accountant (Auditor of Housing), at \$3,000. **Promoted**—Herbert L. Goldman to Senior Accountant at \$3,180. **Died**—Edward J. McCormack, Clerk.

Services Ceased—Joseph W. M. Donnelly, Accountant at \$2,640; Anthony P. Panica, Clerk at \$1,560; Anna Sisman, Temporary Investigator at \$1,920; Helen Jonas, Bookkeeper at \$1,560.

Salaries Fixed—Daniel Lash, Louis Namowitz, Hirsch C. Bissell and Samuel Shafran, Accountants at \$3,000.

Salaries Fixed—Accountants;

Isabel MacIntyre, Maud E. Parell, Sylvia Schwartz, Temporary Junior Accountant at \$2,280. Grace M. Stenson, Temporary Investigator at \$6 a day. Norma Alexander, Temporary Investigator at \$6.50 a day.

Department of Markets
Appointed—Julia Kilnik, Temporary Clerk at \$1,200 per annum. Temporary Laborers at \$5.50 a day: John Verroche, John Tussie, Albert J. Walcott, Sam Corn and Emanuel Ginocchio.

Services Ceased—Temporary Laborers: Gaetano Vellele at \$1,440. John Verocchi, Temporary Laborer at \$5.50 a day.

Dept. of Marine and Aviation
Appointed—Charles W. Kwosek, Temporary Ticket Agent at \$1,440. Harold E. Cuny, Temporary Deckhand at \$1,920 per annum. May Appel, Stenographer at \$1,201.

Promoted—Frederick A. Pasce-nalli to Temporary Assistant Architect at \$3,120.

Retired—Harry J. Parker, Laborer; Alfonso De Lauro, Machinist; Edmund J. Green, Ship Carpenter.

Salaries Fixed—Frank P. Donegan and Thomas Purcell, Mates at \$2,400 per annum. Patrick Foley and Morris Weiss, Laborers at \$1,740.

Services Ceased—Alexander Szollosi, Temporary Deckhand at \$1,920.

Wages Fixed—Licensed Firemen at \$7.84 a day. Painters at \$10.50 a day. Letterers at \$11.97 a day. Ship Carpenters at \$9.60 a day. Machinists at \$10.40 a day. Sheet Metal Workers at \$14.40 a day. Riggers at \$12.56 a day.

President, Borough of Manhattan
Appointed—James J. McNally, Sheet Metal Worker at \$12.20 a day.

Reassigned—William M. Cameron, Clerk at \$1,680 per annum. Ambrose Clancy, Laborer at \$1,860. **Retired**—Antonio Bertram, Asphalt Worker.

Department of Investigation
Services Ceased—Larry M. Vetrano, Deputy Commissioner at \$4,500 per annum.

Appointed—Arthur A. Segall, Deputy Commissioner at \$7,500 per annum; Larry M. Vetrano, Examiner of Accounts at \$4,500.

Domestic Relations Court

Services Ceased—Katherine Casalena, Probation Officer at \$2,280, Brooklyn Children's Court. **Died**—Sylvester A. Nash, a Probation Officer at \$2,940, Brooklyn Children's Court.

Department of Investigation
Services Ceased—Larry M. Vetrano, Deputy Commissioner at \$4,500 per annum.

Appointed—Arthur A. Segall, Deputy Commissioner at \$7,500 per annum; Larry M. Vetrano, Examiner of Accounts at \$4,500.

Domestic Relations Court

Services Ceased—Katherine Casalena, Probation Officer at \$2,280, Brooklyn Children's Court. **Died**—Sylvester A. Nash, a Probation Officer at \$2,940, Brooklyn Children's Court.

Department of Investigation
Services Ceased—Larry M. Vetrano, Deputy Commissioner at \$4,500 per annum.

Appointed—Arthur A. Segall, Deputy Commissioner at \$7,500 per annum; Larry M. Vetrano, Examiner of Accounts at \$4,500.

Domestic Relations Court

Services Ceased—Katherine Casalena, Probation Officer at \$2,280, Brooklyn Children's Court. **Died**—Sylvester A. Nash, a Probation Officer at \$2,940, Brooklyn Children's Court.

Department of Investigation
Services Ceased—Larry M. Vetrano, Deputy Commissioner at \$4,500 per annum.

Appointed—Arthur A. Segall, Deputy Commissioner at \$7,500 per annum; Larry M. Vetrano, Examiner of Accounts at \$4,500.

Domestic Relations Court

Services Ceased—Katherine Casalena, Probation Officer at \$2,280, Brooklyn Children's Court. **Died**—Sylvester A. Nash, a Probation Officer at \$2,940, Brooklyn Children's Court.

Irving M. Haspel and Solomon H. Ison at \$3,180; William Wapnick and Samuel Cooper at \$3,120; Saul Berlin at \$3,000; Solomon Wittenberg, George W. Goodman, David H. Lang, Arthur Goode and Jerome W. Kahl at \$2,940; Jack Ashley, Herman J. Litt, Jonas B. Richards, Benjamin Garfunkel, Irwin P. Pech, Louis A. Sachs, Martin Bernstein, Morris Abbey, Isidor L. Lorell, David Marcus, Louis Reidel, Morris Saltzman, William M. Sylvers, David Schwaber, Philip A. Cohen, Meyer Galett, William V. Karp, Samuel L. Glenhouse, Herman Berliner and Charles I. Shattenkirk at \$2,880; Henry Picoff, Sol Kress, Alexander S. Raynis, Morris Gartman, Lester Silver at \$2,820; Jay Emanuel and Mortimer B. Steindler, Investigators at \$2,820.

Appointed—Evelyn M. Pletscher Temporary Typewriter-Bookkeeper at \$1,440; Herbert Keldanz, Inspector of Fuel at \$2,040.

Services Ceased—Jane Young, Temporary Tabulating Machine Operator at \$1,440; Rosalyn Rosenstein, Temporary Clerk at \$1,200.

Dept. of Housing and Buildings
Appointed—Leonard J. Meditz, Process Server at \$1,320.

Services Ceased—Mae V. Cahill, Stenographer at \$2,500.

Died—William C. DeLaporterie, Inspector of Elevators; Patrick J. Tuohy, Chief Inspector of Plumbing.

Retired—Edward W. Nugent, Inspector of Housing.

Services Ceased—Jane Young, Temporary Tabulating Machine Operator at \$1,440; Rosalyn Rosenstein, Temporary Clerk at \$1,200.

Appointed—Leonard J. Meditz, Process Server at \$1,320.

Services Ceased—Mae V. Cahill, Stenographer at \$2,500.

Died—William C. DeLaporterie, Inspector of Elevators; Patrick J. Tuohy, Chief Inspector of Plumbing.

Retired—Edward W. Nugent, Inspector of Housing.

CIVIL SERVICE COACHING
(All Examinations)
DRAFTING—Design, Blueprints, Arch., Aero. Mech., Electr., Radio, Structural Topo., Bldg. Constr., Estimating.

LICENSES—Prof. Engr., Architect, Surveyor Stat'y, Electrician, Plumber. **VETERANS**, if qualif., under G.I. Bill, training available under Govt. auspices.

MONDELL INSTITUTE
230 W. 41st St. Lic. WI 7-2086

Courses For Idealists
Evening
Public Speaking—Problems in Human Relationships
Spiritual Psychology—Literature and Life
Register Now—Courses begin Oct. 3
For information write or phone
INSTITUTE FOR ADVANCEMENT OF CULTURAL AND SPIRITUAL VALUES
1977 B'way, N. Y. C. 23 TR 4-4323

RADIO-TELEVISION ELECTRONICS
PREPARE NOW for postwar opportunities in this vast, new field! Classes day and evening. Call daily 9-9, Sat. 9-2, or write
RADIO-TELEVISION INSTITUTE
480 Lexington Ave., (40th St.)
FLaza 3-4585
Licensed by N. Y. State

BECOME A PROFESSIONAL HYPNOTIST
Increase your earnings—Help others "ENTERTAIN AT CLUBS AND PARTIES"
OR
"PRACTICE HEALING BY SUGGESTION"
We teach you to become expert Low rates. Guaranteed Results.
Institute of Applied Hypnology
1674 BROADWAY, Cor. 52nd St.
CIRCLE 7-3460

ERON Saves Time!
PREPARES FOR ALL COLLEGES, ENG. CIV. CO-OP ENGINEERING, MEDICINE, DENTISTRY, LAW, ACCOUNTING
HIGH SCHOOL Diploma Courses Register Now for Fall Term.
8-Week Intensive Secretarial Course Stenography & Typing... \$36
ERON PREPARATORY SCHOOL (44th St.)
853 E. 4th St., N. Y. AL 4-4882
Chartered by State Board of Regents.

FREE STENOTYPE MACHINE

GIVEN AWAY WITH COMPLETE STENOTYPE COURSE

\$89.50

Monthly Payments
Ready for Civil Service in 5 Months
Limited Offer — Register Now

ADVANCED STENOTYPE

3 - MONTH REPORTERS COURSE

\$42.00

STENOTYPE SPEED DICTION

\$6.00 Month

COMPLETE COURSES

Typing	\$20.00	(2 Months)
Shorthand	\$37.50	(3 Months)
Comptometry	\$37.50	(2-3 Months)
Bookkeeping	\$37.50	(3 Months)
Secretarial	\$89.50	(6 Months)

ALSO REVIEW COURSE — ALL SUBJECTS

Manhattan Business Institute

147 WEST 42nd STREET, cor. Broadway
BRYANT 9-4181 - 4182 — Day - Evening

LABORATORY TECHNICIANS

X-RAY TECHNICIANS

Day and Evening Classes
Permanent Positions
Professional Surroundings
Regular Hours
Visit or Write Dept. 21
MANDL SCHOOL
1834 BROADWAY (60 St.), N. Y.
CO 5-7518
CONVENIENT TO ALL SUBWAYS
Free Placement Service

MECHANICAL DENTISTRY

MILITARY - CIVILIAN
Opportunities are best in 25 years. DENTAL TECHNICIANS are needed by 3,000 laboratories. You can start NOW. Call daily 10-9, phone or write Dept. C
NEW YORK SCHOOL OF MECHANICAL DENTISTRY
125 W. 31 St., N.Y. Phone: CH. 4-3994
"Ex-servicemen—prepare for post-war"

THEODORA IRVINE

Studio for the Theatre
Teacher of Maj. Clark Gable, Marsha Hunt & Anne Baxter
Day & Evening Classes
Saturday School for Children and High School Students
FALL SESSION BEGINS OCT. 9th
Radio, Dancing, Acting Technique, Make-up
Weekly Productions before Theatrical Agents & Talent Scouts
Registrations open
Catalogue sent upon request
15 W. 67th St., N. Y. C. EN 2-3345

STENOGRAPHY

TYPEWRITING - BOOKKEEPING
Special 4 Months Course - Day or Ev.
CALCULATING OR COMPTOMETRY
Intensive 2 Months Course
BORO HALL ACADEMY
427 FLATBUSH AVENUE EXT.
Cor. Fulton St. MAin 2-2447

X-RAY TECHNIQUE

Course begins Nov. 27th. Booklet L
Est. 1849 101 W. 31st St.
NEW YORK
Raine Hall BRYant 9-2831
Licensed by State of New York

SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOL

Academic and Commercial—College Preparatory
BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Brooklyn. Regents Accredited. MA. 2-2447

Auto Driving
A. L. B. DRIVING SCHOOL—Expert instructors, 620 Lenox Ave., New York City. AUdubon 3-1433
INDIVIDUAL INSTRUCTION. Complete License Service. Learn to Drive Safely A-1
AUTO SCHOOL 1183 Fulton Street Brooklyn, N. Y. MA 2-7767.

Business Schools
COMBINATION BUSINESS SCHOOL, 139 W. 125th St.—Filing, bookkeeping, shorthand, secretarial training, fingerprinting and all office machines. University 4-3170.
RIVERSIDE SECRETARIAL SCHOOL—2061 Broadway (72nd St.) TR 4-2191. Intensive Steno. and Type. Morning, afternoon, evening.

Business and Foreign Service
LATIN AMERICAN INSTITUTE—11 W. 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special courses in international administration and foreign service. LA. 4-2835

Designing
AMERICAN GENTLEMAN DESIGNING SCHOOL, 111 Fifth Ave., N. Y. C. Gramercy 7-1986. Our World renowned system used by leading custom tailors. Day-evening classes. Write for booklet.

Elementary Courses for Adults
THE COOPER SCHOOL—316 W. 139 St., N.Y.C. specializing in adult education. Mathematics, Spanish, French-Latin Grammar. Afternoons, evenings. AU. 3-5470.

High School
DELEHANTY INSTITUTE—60-14 Sutphin Blvd., Jamaica, L. I. — Jamaica 6-8500. Evening Classes.
REDFORD ACADEMY—206 New York Ave., Brooklyn, N. Y., Tel. BR. 4-3494—High School and College Preparatory.

Languages and Business
POZA INSTITUTE—33 W. 42d. (LO 5-4666). English, Spanish, Portuguese, Commercial Courses.
Music
NEW YORK COLLEGE OF MUSIC (Chartered 1878). All branches. Day and evening instruction. 114 East 85th St., N. Y. C. BUTterfield 8-9377.

Radio Television
RADIO TELEVISION INSTITUTE—480 Lexington Ave.—Laboratory Training—Day and Evening Classes. FLaza 3-4585—Dept. L

Secretarial
BRAITHWAITE BUSINESS SCHOOL—2376 Seventh Ave. (139th). AUdubon 3-8860. Courses for Civil Service jobs.
HEFFLEY & BROWNE SECRETARIAL SCHOOL—Day & Eve.—7 Lafayette Ave., Cor. Flatbush, Brooklyn 17. NEVins 8-2941.

MANHATTAN BUSINESS INSTITUTE—147 West 42nd St. Full courses, Typing, Comptometer Oper., Shorthand, Stenotype. BR 9-4181. Open evenings.

Vocational Guidance
\$1,163 FOUND "WORK HAPPINESS" through our method of career guidance. Free Booklet, G. Strathmore, 119 W. 47th.

INTENSIVE BUSINESS TRAINING FOR IMMEDIATE POSITIONS

SECRETARIAL - JOURNALISM
DRAFTING - CIVIL SERVICE
Day; Night After Business
154 Nassau St.
DRAKES BECKman 3-4840
SCHOOLS IN ALL BOROUGHES

Accredited Courses For Men & Women

Accounting, Auditing, Cost, Bus. Meth., Bus. English, Personnel Mgt., Real Estate, Purchasing, Public Speaking, Freight Traffic Mgt., Insurance, Business Law
Term Begins Oct. 2
Includes gym and swimming
N. Y. BUSINESS INSTITUTE
58 West 63rd St. SU 7-4400

NYC Employees Transfer To State Jobs

Seven New York City employees who have taken jobs with New York State were granted refunds of their contributions to the City pension system in order to transfer these funds to the State Employees' Retirement System.

Following are the names and municipal positions of the seven: A. J. Gutreich, Chief Accountant, District Attorney, New York County.

Jeremiah J. O'Neill, Railroad Electric Inspector, Transit Commission.

Cecilia R. Corcoran, Senior File Clerk, Transit Commission.

Charles S. Colden, County Judge, County Court, Queens County.

Grant Bateman, Railroad Electric Inspector, Transit Commission.

Joseph Bleich, Assistant Accountant, Transit Commission.

Subway Man Fired For Being AWOL

Despite a heavy calendar of employee hearings last week, only one employee was ordered dismissed by the NYC Board of Transportation. Marvin T. Faison, a railroad clerk with the BMT, was fired for "absence without leave."

Many employees lost three days pay for smoking while at work; others were fined for minor infractions of the rules.

Welfare Dept. Prepares for Post-War; Hopes to Build Up Depleted Staff

New York City's Welfare Department is preparing for the time when the war will end, for the period of reconversion, and for any eventuality which may come within the next few years.

Commissioner Harry W. Marsh this week told The LEADER that the department is planning on a rising case-load. "Just when that will come, we don't know," said the commissioner, but his department is prepared for whatever may come.

The present over-all caseload has hit an all time low—in the vicinity of 100,000 cases. Most of these are persons who require old-age assistance. The home-relief load, that is, cases of families requiring direct relief, is down probably to its irreducible minimum, and consists almost entirely of unemployables.

"That load is expected to grow," said the commissioner. "Even if we should have a period of prosperity following the war, there will possibly be a hiatus, a time during which industries are going from wartime to peacetime production, when people will be out of work, and we'll be called upon to help them. Even unemployment compensation can't do the whole job."

There are now approximately

4,400 employees on the Welfare staff. Of these, social investigators number less than 2,000. The average caseload carried by a single investigator varies between 75 and 100, according to Marsh. The department is now aiming to get the caseload down to 75, the number recommended by the State.

In personnel, the department is now below quota. Huge numbers have left the department in the past three years for other jobs and to enter the armed forces. The agency, anxious over its losses, is about to institute a tightened leave policy. It will be much more difficult to obtain leave of absence for other employment than it has than is has hitherto been. The reason for this is that the department's officials feel their employee-roster has reached a dangerous low.

1500 in Armed Forces

About 1500 Welfare employees are in the armed services. A recent survey conducted by letter indicates that most of those will

Fight Brewing Over Choice Of Personnel Officer

Whether or not a New York City department may have a full-fledged personnel man is a question which seems likely soon to enter the political arena.

The issue, as presented by Councilman Louis Cohen, is this: The administration is desirous of placing one of its own men in a specially created job for which there is no need.

The issue, as presented by the Budget Director's Office, is this: The administration believes that every effort should be exerted to provide modern facilities in large city departments for the improvement of staff conditions and the solution of personnel problems to the satisfaction of both employer and employee.

The employment of a full-fledged personnel officer to do a full-fledged personnel job in a large department such as Health is considered a step in the right direction. An administration spokesman said: "City employees who have the interests of their departments at heart would not object to improved conditions. There are individuals who, lacking foresight, take exception to everything new either because of ignorance, or for selfish political reasons. They would try to block any progressive effort. The world would stand still if they had their way."

The Budget Director has acceded to the request of the Health Commissioner Ernest L. Stebbins, who expressed a desire for a modern

handling of personnel classification in his department. It is his wish to see the employee and the job "click" more perfectly than they now do. The duties of a personnel officer would involve better placement of employees in accordance with their talents; examination of personnel practices and procedures in the department; development of a program of employee relations; and related problems.

No Uniform System

At the present time, personnel officers in the various City departments have no established, uniform functions. In some departments a clerk handles personnel, under a deputy commissioner; in other departments, the deputy commissioner personally handles this sphere. In other governmental jurisdictions—particularly the Federal—great care is taken in the selection of personnel officers, and the man selected may have duties involving the training of employees, staff relations, grievance and discipline procedure, the working out of principles for appointment and dismissal.

Budget Director Thomas Patterson this week told The LEADER that he thought it may be beneficial to provide a more uniform setup, with trained, competent men in the jobs of personnel officer in large City departments. It was decided, he said, to experiment with a single department, to see how the plan would work out there.

The post was to have paid \$5,500 in the Health department.

In looking around for the proper person to fill the position, it was determined that Joseph Rechetnick, Chief of Personnel for the New York City Housing Authority, possessed the necessary qualifications. Since Rechetnick is a permanent employee with civil service status, his transfer

(Continued on Page 15)

Increasing Demand For Medical Aides

In announcing the start of the fall semester, M. M. Mandl, founder of the Mandl School, 1834 Broadway at 60th Street, states that, "The heavy demand for Medical Assistants and Laboratory Technicians will increase after the war."

The school, in its new home facing Central Park, has installed the most up-to-date equipment of its kind for the training of Medical Assistants, Laboratory and X-Ray Technicians.

Intensive day and evening classes are held so that courses may be completed in the shortest possible time consistent with good training.

A free placement service is maintained for graduates.



GORGEOUS FURS
At Least 80% Savings
Direct From Manufacturers
Here is your opportunity not only to buy yourself a gorgeous fur coat at a saving of at least 80%, but also to EARN EXTRA MONEY to add to your POST-WAR NEST EGG, by SELLING furs to your friends and neighbors in your spare time, using your coat as a sample.

Buy Direct and Save . . . Send for Free Price List and Catalogue Today

S. ANGELL & CO. Mfg. Furrier
236 W. 37th St. Dept. (L-3)
NEW YORK, N. Y.

CASH BUYERS
Waiting for 1 and 2-family houses in Queens, Nassau and Suffolk.
GLEESON and DOLAN
167-09 Hillside Ave. RE 9-3912
JAMAICA 3, N. Y.

CIVIL SERVICE & GOVERNMENT EMPLOYEES
Be Comfortable at
New York's New Club Hotel
HOTEL PARIS
97th St. - West End Ave.
(1 block from Riverside Drive)
Swimming Pool—Solarium—
Restaurant—Cocktail Lounge
From \$2.50 Daily Single—
\$3.50 Daily Double
Riverside 9-3500 W. E. Lynch, Mgr.

JOHN J. REILLY
Real Estate and Insurance
1 Family Houses
\$3,950 and up
50 Years in Flatbush
2055 Flatbush Ave., Bklyn, NY
ESplanade 7-9575

Flatbush - Bargain Detached 1 Family \$3750
6 rooms, enclosed porch, garden, garage, Near park, transportation, shopping. Approx. \$32 monthly pays everything!
BOSS & SCHOLTZ
1502 Flatbush Ave. — MA 6-8000

302 WEST 23d ST. Annex — 350 WEST 23d ST. The ALLERTON HOUSE FOR MEN and WOMEN
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.
Rates—\$7 to \$9 Per Week

The LONGACRE
317 WEST 45th ST.
FOR WOMEN ONLY
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.
Rates—\$7 to \$9 Per Week

FLATBUSH
Mortgagee's sacrifice; 1-family, 6 rooms, garage, extra lavatory off kitchen, finished basement, OPPOSITE MARINE PARK, sacrifice, v.d. East, \$4,250, terms, Cassara,
1491 Flatbush Av. Closed Fri. After 1 p.m.

REAL BUY—
2 Family East 7th St. 30x100 1 Room Tile Bath, set in tubs, Modern Decorations, Many other 1 and 2 Family Homes. Some vacant ready to move in.
MAHER & WOODS
1350 FLATBUSH AVE., BKLYN, N. Y.
Manfield 4-5040

WHITESTONE—MALBA GARDEN HOMES
Contract now with well-known Queens builder for your post-war home. To secure earliest possible completion, select your plot and plan now. Bungalows and two-story, excellent location near water, park and parkway. For information call
EGBERT at WHITESTONE FL 3-1707

return to their former jobs. And if they should come back in time to meet any threatened rise in caseload, the department will feel itself fortunate.

In any event, it appears likely that the Welfare Department, which has provided a career for a large number of New York City's civil service employees, may require civil service examinations in order to provide itself with sufficient personnel to perform its allotted job.

No New Functions

The department contemplates no additional functions. It does not anticipate increasing its social work activities, nor will it deal with such problems as juvenile delinquency. Present plans call for a welfare department remaining strictly within the functions assigned it by law. "That," says Commissioner Marsh, "is to provide relief to those who need it."

THE HOME YOU'VE ALWAYS DREAMED OF!
Michael Mercogliano
108-04 SUTPHIN BLVD.
JAMAICA, L. I.
Call REpublic 9-7400 for full details.

FLATBUSH
TWO GREAT BARGAINS
1-FAMILY \$3750 2-FAMILY \$6000
4 nice Rms., porch, Parquet, Automatic Heat, H. & A. d. y. to everything.
3 Room Modern Apts. Porch, Steam 2 - Car Garage. Walk to Subway.
ALLYN S. CRUMM
2150 Nostrand Ave. at Flatbush, MA 4-3482
OPEN SUNDAY

HOMES FOR SALE
QUEENS VILLAGE, L. I. (214-17-25-35 113th Rd.)—Three one-family stucco, 2 1/2-story detached dwellings, with garage; six rooms and one bath with extra lavatory in basement; plot 30x100; price \$5,950, terms. Will sell separately.
STERLING INVESTING CORP. owners
42 Broadway, N.Y.C. BO 9-0480

FOR SALE
Kepple's Real Estate
2 family brick attached - 11 room house, nr. schools - subway, stores. Bargain at \$6,250. Small mortgage.
Phone or write - Mansfield 6-6374
1474 Flatbush Ave., Bklyn., N.Y.

WM. L. CARSON
REAL ESTATE
BRONX & WESTCHESTER COUNTY HOMES
948 E. 217TH STREET BRONX
OL. 5-6033

FOR RETIREMENT
Farms & Country Homes
Near Poughkeepsie
Send for Catalog or Call
New York Office Mondays Only
10 EAST 43D ST. MU 3-7988
R. B. Erhart, Realtor
Pleasant Valley, N. Y.

Apartment for Rent
ROOMS for select tenants. No children. Sunlit, airy, safe homelike, for those who want a respectable home. Call or write for reservations. Convenient for transportation. 272 Lenox Ave. between 133rd and 134th Sts.

WANT TO BUY OR SELL A HOME?
SIT DOWN and FILL OUT THIS COUPON NOW and let us know your Real Estate Problem. We will direct your problem to an expert who specializes in the type of property you want to buy or sell.

I want to Buy Sell Home Land
For Living For Investment

LOCATION
NO. OF ROOMS
APPROXIMATE PRICE
NAME
ADDRESS

We Refused To Sell Glasses To Mr. B—!

He was one of the thousands who come to us for an eye examination—he had frequent headaches—thought it might be his eyes. We refused to sell glasses to Mr. B—, because our expert examination showed he didn't need them—BUT—if your vision is faulty . . . if you're bothered by eyestrain, blurry vision or exceptional eye fatigue, you may need glasses. Our examination will tell you the truth about your eyes. Our staff of expert optometrists will prescribe the proper glasses for you—if you need them! Our own highly skilled technicians will make them up accurately, to fit your needs—at a moderate, honest price! Don't let faulty vision handicap you in your work! Come in today. Special consideration to Leader readers.

Rudolph Katz
OPTOMETRIST
3819 THIRD AVE., BRONX 51
Jerome 7-5101

DAY and EVENING CLASSES FOR
PATROLMAN & FIREMAN
POLICEWOMAN — SANITATION MAN ATTENDANT (Male and Female)

Physical Classes for PATROLMAN — FIREMAN — POLICEWOMAN
FREE MEDICAL EXAMINATION
Where examinations require definite physical standards, applicants are invited to call at our office for examination by our physician without charge or obligation.
Dr.'s. Hours—Tues., 5:30-8:30 P.M.; Thurs., 12 noon - 2 & 5:30-8:30 P.M.

Special Class in FINGERPRINTING Now Forming

Secretarial Training
Day & Eve. classes. Also brush-up courses in Stenography and typewriting. Two convenient Secretarial Schools. 120 West 42nd St., N.Y. and 90-14 Sutphin Blvd., Jamaica.

HIGH SCHOOL
You can now complete your High School studies, Day or Evening at our Jamaica School, 90-14 Sutphin Blvd. Accelerated courses prepare for Regents Diplomas, also non-Regents subjects. Co-Educational. Monthly Rates.

Eve. Classes in MECH. & ARCHITECTURAL DRAFTING
Free Civil Service Vocational Guidance
Visit, Phone or Write for Full Information on any Course

The DELEHANTY INSTITUTE
115 EAST 15th STREET, N. Y. C.—STuy 9-6900

Civil Service LEADER

MEMBER AUDIT BUREAU OF CIRCULATIONS

97 DUANE STREET NEW YORK CITY Cortlandt 7-5665

U. S. Employees Haven't Lost Jobless Pay Fight

WELL, Congress took the George bill without the provision calling for unemployment insurance to Federal employees. The Senate, which had been strong for the employees on this issue, acceded to the Ways and Means Committee of the House, which had been truculent against it. The Senators acquiesced only because the remaining items in the George bill were considered important in the reconversion period, and speed was essential.

Nevertheless, the Federal employees have not lost. Their position is stronger than it ever has been. And their chances of obtaining an unemployment compensation measure are good. It will have to be, though, as a separate bill, and not part of the over-all George act.

So powerful was the case for the employees, that they mustered support from such men as Bernard Baruch, Governor Warren of California, Senator Wagner of New York, Clare Booth Luce, and even Arthur Krock, conservative political commentator of the *New York Times*. The issue thus transcends parties—for the persons represented in this group are important cogs in both major political parties.

What's to be done now?

First, Federal employees and their organizations should not let up. They must continue to pound the drums. The movement now under way (reported in last week's LEADER) for collaboration of the three major Federal employee organizations on legislative matters, offers a method of presenting the politicians with a solid unity among the employees themselves. The public relations of the situation should not be overlooked: Newspaper editors, columnists, radio commentators should be given the facts—and the facts add up inevitably to the necessity of passing an unemployment insurance bill for the employees.

And above all—talk back to the politicians! This is the time of year they've got to listen!

Federal employees are close to winning for themselves what employees in private industry won years ago. But they can only obtain this protection by continuing the fight until the moment an unemployment insurance bill is passed by both houses of Congress.

Don't give up now!

[Note: Read Sen. Robert F. Wagner's article on page 2.]

Letters

It's Tough To Be A U. S. Employee

Sirs: I see by the papers that the Senate gave in to the House of Representatives and deprived Federal employees of unemployment insurance. Why do they have it in for us so harshly?

I gave up a good civilian job with post-war opportunities to take a position with the OPA. I thought I was helping my country by taking this job, at the urgent request of the Civil Service Commission. I was assured it was patriotic. And I have worked hard, and longer hours than I would have worked in private industry.

Since then (that was two years ago), I have been called slacker, bureaucrat, and lots of uglier names. Now I find that when I am laid off I won't even have the slight pittance which unemployment insurance would have afforded me if I had stayed on my private job.

If this is fair, then our Congressmen are angels!

C. G. R.

No angels, our Congressmen. See editorial above.—Editor

Automatic Promotions Suggested For State

Sirs: I would recommend that the State of New York also provide for automatic promotion of stenographers, typists and clerks after 10 years of service for the following reasons:

Many of us have taken and passed all promotion examinations for the next grade, held during the past 10 or more years, and still cannot attain a higher title. An office worker with so many years of service to his credit is thoroughly experienced, having "run the gamut" of office duties in his line.

New and inexperienced office help have been hired at slightly lower salaries than we "veteran" state workers are now receiving.

Lack of advancement after such a long period of service tends to destroy the initiative of capable and conscientious workers, anxious

to get ahead.

Come on, other state workers in a similar rut, let's hear what you have to say. The Feld-Hamilton bill, in its present form, does not embrace our problem.

A STATE WORKER.

Employees Who "Hit A Snag"

Sirs: I read with much interest your article (Sept. 2, 1944) "Promotions Without Tests Proposed for N. Y. City Employees".

I agree that something should be done, but there is one thing that hits a "snag" . . . promotions to those who receive higher service ratings. Some supervisors would welcome such a rule for their own favorites. I think that one should be automatically promoted after having been in a certain grade for a number of years.

ANNA BARILE.

Attendant Wants That Raise Now!

Sirs: I am an attendant at Harlem River State Hospital. In this week's LEADER I read that we are getting a raise in pay. Then, in the same sentence, I read that it's not coming through until next April 1. That's how it is! They seem to be helping us with the left hand, only to slap us down with the right. It's NOW that I'm having trouble getting along, NOW that I'm deeply in debt. I've waited and waited, until the war has almost passed us by. Maybe that's the idea? To wait until the war is over, and then maybe not give us the raise at all?

SOURD STATE EMPLOYEE

\$5 FOR BEST LETTERS

Put it in words!

Each month, The LEADER will pay \$5 in war stamps for the best letter dealing with a civil service problem. So, if there's a gripe bothering you, or if you have an idea to improve things, or just want to talk, put it into a letter! Address the Editor, Civil Service Leader, 97 Duane Street, NYC.

Don't Repeat This!



Odds and Ends

A group of upstate GOP delegates assembled recently, to discuss campaign strategy. They inched over to the reporters covering the meeting. "Can you boys tell us a little something about Mr. Dewey?" they inquired timidly. . . . U. S. Attorney James B. M. McNally will recodify the Rules of Court Martial for the U. S. Coast Guard. . . . It's now Brigadier General Joseph Slayden Bradley, He's the son of The LEADER's military editor, Brigadier General John J. Bradley. Father Bradley was 43 when he became a Brigadier; son 44. . . . On the night of the hurricane, NYC Fire Commissioner Patrick Walsh sent out an order recalling all firemen to duty. But members of the telegraph bureau were dismissed. Why? Because the telegraph men have to be paid for working extra hours but the firemen not? . . . Sanford Goldberg, ace Fire Department athlete, lost his badge. It cost him a \$5 fine. . . .

The Democratic Picture

Here's how the Democratic political picture in New York State sizes up at this point: First, with State chairman Paul Fitzpatrick touring the State sweating out good will, making promises, trying to build up party spirit, two old-timers are doing the basic political spadework: They're Vincent Dailey and Clarence Low. . . . Morale among the clubhouse boys is still down. This is natural after 12 years of disappointment for most of them, who didn't get the fat jobs they thought were waiting for them. The work these boys are doing amounts to exactly zero in terms of political effectiveness. . . . You'll find three types of Democrats nowadays: The laissez faire or "lazy" type, who are sure the election is in the bag. If it goes their way, they'll take credit. Then you'll find the idealistic type, to whom FD is God, and must win the election by virtue of that fact. These talk mostly to themselves. And third, are the realists, who know the election figures, and aren't afraid of facts, whether pleasant or ugly. The realists are also the pessimists. . . . Whole sections of the State, and of New York City, too, which are witnessing great Dewey zeal, haven't seen a single Democratic Roosevelt worker or even Roosevelt poster. . . . The Republicans are working hard, first, because one group wants to get rid of "that man in the White House"; a second group is hungry for jobs. The Democrats haven't got similar driving impulses. . . . How much off base the Democratic organizations are is evidenced by the fact that Robert Wagner, who has done as much for labor as any man, failed to get an AFL endorsement; and, in fact, Tom Curran, his GOP opponent in the Senatorial race, was able to split that branch of the labor movement, breaking off the support of Longshoreman Joe Ryan, building trades officials, and certain AFL fireman groups. However, this piece of business has poured a dash of cold water on the Democrats, and may yet be enough to spark them before they fall completely apart. Incidentally, Assemblyman Robert Crews was helpful to Curran in lining up AFL support. . . . Another angle: Fiorello LaGuardia, whose support used to be worth a ton of dynamite, has been promises, trying to build up no longer possesses the strong following he once had. And some of his GOP friends are reminding him that only Dewey can hand him the Republican Mayoralty nomination next year, which he needs even to run close-up in the campaign. . . . The only zealous work for FDR is being done by PAC. . . . BUT there's still 8 weeks to go and Democratic realists are remembering that it looked this way this time four years ago, too. . . .

Merit Men



HE WAS interested enough in his job with the New York City Independent Subway to keep up with what was happening. He made it a policy to follow all the notices on the bulletin board, and a little note which he saw posted there last April will probably change his whole life.

"I always had a feeling for engineering," says Herbert Coddington, "but varied reasons, including money, kept me from taking college courses and when I saw a notice that New York University was offering City employees a chance to win night school scholarships, I thought I'd try for it."

"First I had to get the recommendation of the Board, then I sent NYU a copy of my high school record, and finally I was called in for a pretty stiff two-day examination. It was mostly a test of general information, and I thought I did well. Then came the good news, that I had been chosen as the only employee of the Board of Transportation to qualify for the six-year evening college scholarship, worth about \$1,500."

Studied Nights

Studying nights after a day's work won't be anything new to Motorman Coddington. He had to go to work early in life, leaving

high school, but figured that he needed more schooling to get ahead.

He married young, but didn't let raising and supporting a family interfere with his personal plans for an education. He went to evening school at Jamaica High School and won a high school diploma there.

He's only 34 now, and has four children and a wife, Helen, to inspire him. The family is composed of Ralph, 8; Nancy, 6; Jack, 4; and Bill, only 7 months old.

His earlier jobs were with banks. He was a teller for the Brooklyn Trust Company before he came to the Board of Transportation in 1936 as a station agent. After a few months he left the subway job and went to banking, but in 1938 figured that the City offered a better career and came back to his subway change booth.

He began taking promotion examinations and had to make a decision whether to advance up the clerical side of the ladder, or take the operating field. He turned down promotions to Clerk, and waited till he was reached on the list for conductor. A little studying at home readied him for the promotion test to motorman, and now he's shunting trains around the 169th Street Station in Jamaica.

Intends to Stay With City

For the future, he intends to stay with the City. In six years he expects to step on a platform and get a degree from NYU, then study advanced engineering, and work his way up to an important spot with the Board.

One reason why he passed the scholarship test, he thinks, is because both he and his wife spend many evenings with discussion groups in the neighborhood. They leave the four children with his obliging father-in-law and set out for a few hours of intelligent discussion of current events. That helped to keep him up with what was happening in the world and enabled him to answer many of the questions on the exam.

He looks more like an athlete than the book-worm type, and the physical work he gets on the job keeps him in good condition.

He's one Merit Man who's coming up the hard way.

POLICE CALLS

How A Cop Gets In Trouble With The NYC Police Department

Many members of the NYC Police Department manage to serve from the day they are sworn in until the day they retire without ever having been called up on charges, but they wonder how they ever did it.

To begin with, there are almost 800 different rules and regulations in the department—and violation of any of them may mean a trip to the Trial Board. Then the thick Manual of Procedure tells the cop just how things are to be done, and any deviation may result in a fine or reprimand.

One unpleasant aspect of the business is the fact that there isn't any schedule which a cop can examine and see just what his offense is liable to cost him. Each case is judged on its merits, or demerits, and the Trial Commissioner sets the penalty, subject to approval of the Police Commissioner.

Autos Reduce Business

The increased use of automobiles for patrol has helped to reduce the business of the Police Trial Board. In the old days, most of the members of the department spent their 8-hour tours walking a beat, and there was a constant temptation to break some rule. Stopping for a drink—even non-alcoholic—is a violation. A friendly chat with a citizen may mean an invitation to stand on the carpet. Accepting a storekeeper's invitation to come in out of the rain means being off post without permission.

"Shoo Fly" Active

Reports of disciplinary action in the department show that the "shoo fly" is still active. He's the man assigned from the District Inspector's office who walks or rides around in civilian clothes and keeps an eye open for members of the department who misbehave while on duty.

Mishaps such as being a little late for inspection, failing to phone back to the house on time, not being visible when the Sergeant makes his tour of inspection, are considered minor offenses and may result in a reprimand, which goes on the cop's record, or

a fine of from one-half day's pay to two or three days.

Some Recent Cases

However, a fine of five days' pay is considered a major offense in the department, and the patrolman really has to deserve the penalty. Here are some recent cases which resulted in 5-day "work without pay" decisions:

A. Reported for duty 15 minutes late and was in an apparently intoxicated condition. Examined at Station House by Police Surgeon and found to be intoxicated and unfit for duty.

B. Conversation can cost a cop money. In this case—"In unnecessary conversation with two women 1 hour and 5 minutes. Left post at 2:40 p.m. (meal period 2:45 p.m.) and entered restaurant and emerged therefrom at 3:20 p.m., returning to post at 3:43 p.m. In unnecessary conversation with two women, 35 minutes. Absent from special post and in chair in concessionaire's stand under boardwalk 45 minutes. In unnecessary conversation with a man and woman for 58 minutes and then left to signal station house, returning and continuing this conversation for another 25 minutes."

Alcohol Does It

One high police official, commenting on department discipline, said that the majority of serious cases coming up on the trial calendar can be traced directly to the excessive use of alcohol.

Many of the dismissals from the department are for excessive charges of intoxication. Some men just walk out of a station house and never return; after five days of absence they are dismissed. Infrequently a patrolman or officer is convinced of a crime in Court and is fired; but the great majority of men in the department keep their records clean.



The State Employee

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

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

EQUALITY AMONG EMPLOYEES

THE COMMON BELIEF that State employees are a single group working under like employment conditions, with like obligations and privileges, is a widespread misconception. Actually, employment conditions vary widely among 19 separate State departments. There is little similarity between the work in an administrative department, such as the Education Department, and a custodial department, such as the Department of Correction. Working hours in administrative departments are usually limited to the requirements of public convenience, but our state institutions must be operated 24 hours each day and 365 days each year.

The variations in the work of the different State departments do not, however, warrant the differences that exist in many of the rules and regulations applicable to the employees of those departments. The semi-independent authority of each of the 19 department heads has in the past been exercised in such a way that employees have been subject to 19 different varieties of sick leave rules, vacation rules and wages policies. I shall attempt, in this and in next week's issue of THE LEADER briefly to review the Association's long campaign for uniformity in employment conditions and outline the progress that has been made as well as what remains to be done.

Equal Pay For Equal Work

BEFORE THE INAUGURATION of the Feld-Hamilton Career law in 1938, the wage policy of the state was aptly described as a "By guess and by God" system. Some groups of employees, notably in the Correction and Mental Hygiene departments, had statutory salary scales which had been set up during and after the close of World War I. The great majority of State employees, however, received whatever amount the department head could induce the Budget Director to pay.

The Griffenhagen survey, for which the State spent \$100,000 in 1931-32, focused attention upon the unbelievably chaotic conditions that had prevailed for many years. The Griffenhagen report showed that an employee of one department sometimes received two or three times the salary received by an employee of another department performing exactly the same type of work. There was no uniformity in entering wages for positions of the same type. Advancement was infrequent and uncertain. When the Budget Director could be induced to give the department a certain amount for salary increases, some departments apportioned the increases equally while others handed out the increases only to political or personal favorites. The old system, if it can be called a system at all, was, it will be observed, an extremely "flexible" system.

Feld-Hamilton Law Passed

AFTER A LONG CAMPAIGN, the Association succeeded in obtaining the passage of the Feld-Hamilton career law, which was designed to correct these long-standing abuses. For the first time, the State was committed to the policy of "equal pay for equal work" and reasonable periodic increases in salary as a reward for efficient services.

The career law, at the time of its adoption, was revolutionary in concept. It infused new life in State government, and for the first time laid the foundation for a real career service. It was hailed by administrators and taxpayers' organizations, as well as by employees, as the best method of handling the public employee salary problem that had yet been devised. The success of the law in the departmental service made inevitable its extension to the institutions. The extension to the institutional employees was delayed until 1943.

Institutional employees, who had long sought coverage under the career law, awaited its inauguration in the hope and expectation that the obsolete salary plan which had been in effect for the past twenty years, would at last be corrected. When the new system became effective October 1, 1943, they were dismayed and disheartened. They found that, in far too many cases, the new schedules were actually lower than the rates that had previously prevailed. In far too many cases the titles assigned did not correctly describe the work that was being done. The wave of protest was immediate and widespread.

The Process of Correction

THE PROCESS OF CORRECTION has been slow. The Executive Committee has condemned in forceful terms the administrative bungling that is responsible for present unsatisfactory conditions. Employees have learned that unsympathetic administration can wreak havoc with the best law that can be devised. Employees, nevertheless, are convinced that the Feld-Hamilton career law is fundamentally sound. It operated with complete success in the departments and it can be easily as satisfactory in the institutions if the same principles are followed.

When the legislature extended the Feld-Hamilton law to the institutions, it intended that the old sweat-shop wage policy should be wiped out and that a liberal wage policy should be adopted to put the institutional employees on a basis of equality with departmental employees. That policy has been thwarted by an unsympathetic, pinch-penny attitude on the part of those responsible for setting up new salary schedules for institutional employees.

Present conditions in the institutional service must and will be corrected. The Association will continue its battle for the institutional employees until the policy of equal pay for equal work becomes a reality. We know that the remedy is through an enlightened administration of established career law principles. The Standardization Board must function independently and must be free from domination by the Budget Director. The employees of the State are united in their conviction that the remedy is through proper administration of the existing law . . . not by any fundamental change in the law itself.

Canal Workers Demand Re-Hearing On Wage Rise Request: Important Issue

STATE EMPLOYEES WATCHING WHAT HAPPENS IN THIS CASE

ALBANY—Representatives of State barge canal employees, whose request for wage increases was denied, have appealed to the Salary Standardization Board for a rehearing, for a statement of reasons why the wage raise was denied, and for a public hearing on the new appeal.

Demand for the rehearing declared the Board's refusal to grant the pay increases sought was "received with amazement" and was "incomprehensible."

Officials Urge Increase

The expressions used were mild, it was pointed out, since Charles H. Sells, Superintendent of Public Works, and Guy W. Pinck, former Commissioner of Canals, supported the employees and endorsed their request for more money.

Indeed, Fred R. Lindsey, the new Assistant Superintendent of Operation and Maintenance for Canals, Waterways and Flood Control, who succeeded Pinck, following the latter's transfer to another division, this week joined his associates in urging the pay increase.

"I thoroughly agree with the position taken by Mr. Sells and Mr. Pinck. I, too, give my approval and endorsement to the employees' request and for the same reasons that prompted my associates," said Commissioner Lindsey.

Here are the present and proposed scales sought by the employees:

	Now	Salary Requested
Buoy Light Tender	\$1200-\$1700	\$1500-\$2000
Canal Structure Operator	\$1500-\$2000	\$1800-\$2300
Chief Lock Operator	\$1800-\$2300	\$2100-\$2600
Electrical Supervisor	\$2100-\$2600	\$2400-\$3000

Request for the rehearing was sent by the Barge Canal Employees Association, a chapter of the Association of State Civil Service Employees, directly to the Standardization Board with a strongly worded letter signed by Association President Clifford C. Shoro.

Complex Work

The decision of the Board, the communication states, was received with "amazement" by the hundreds of employees who operate the State Barge Canal System. These employees had pointed out at the hearings that they operate and repair the complex motors and lock machinery on the canal system and had asked for the same rates that are paid to other mechanics and electricians in the State service. Officials of the department, in supporting the appeals before the Board, had stated that, while the ordinary life of industrial machinery is ten years, the canal employees had successfully kept in first class condition machinery which is over thirty years old, thereby saving the State thousands of dollars.

Appeal Will Be Watched

The appeal for reconsideration, which will be watched with great interest by thousands of employees in the Mental Hygiene Department, was filed by T. J. Connors, President of the Executive Board of the Barge Canal Employees As-

sociation, after its adoption at a meeting of the following delegates: T. J. Connors, 627 Albany St., Little Falls, N. Y.; C. R. Warner, 417 Meigs St., Rochester, N. Y.; John K. Wolvin, Lyons, N. Y.; R. C. Bailey, 15 Preston St., Hudson Falls, N. Y.; O. Burkhart, Gasport, N. Y.; George E. Warner, 53 Arch St., Green Island, N. Y.

The appeal reads in part, as follows: "So far as we have been able to ascertain, no person or agency opposed our appeal openly or on the record. If facts or claims have been submitted to the Board which have not been made available to us, we believe that, in all fairness, we should have the opportunity of meeting and answering those facts and claims at a public hearing. As matters now stand, we cannot but conclude that the decision of the Board was made as a result of a misunderstanding. We, therefore, respectfully request—

"(1) That the Board reconsider all of the foregoing appeals.

"(2) That the Board promptly issue a statement outlining the reasons for its decision and the undisclosed facts, if any, upon which its decision was based.

"(3) That the appeals be set down for a public hearing, at any convenient time the Board may designate, so that the employees of the Canal System may have the opportunity of answering, on the record, the facts or reasons upon which the Board based its decision."

Resolutions Asked For State Assn. Annual Meeting

The annual meeting of the Association of State Civil Service Employees, which will be held in Albany on October 17th, will bring together many leaders of State employee thought, and the resolutions adopted at the meeting will outline the major Association activities for the coming year. The Executive Committee, at a recent meeting, urged delegates and members to prepare the substance of their resolutions well in advance of the meeting, and appointed the following committee on resolutions: John A. Cromie, Department of Taxation and Finance, Chairman; Leo F. Gurry, Marcy State Hospital; John A. McDonald, Rochester State Hospital; Leo M. Britt, Great Meadow Prison; Milton Schwartz, Insurance Dept.; John F. Powers, Labor Department and Jesse B. McFarland, Social Welfare Dept.

Resolutions should be forwarded to John A. Cromie, Room 156, State Capitol, Albany, N. Y.

Foster Made Chairman

Program arrangements for the meeting have been assigned to Charles H. Foster as Chairman of the Committee on Arrangements. Mr. Foster has announced that the following will assist him on the Committee: Martin J. Lananhan, Joseph J. Horan and Miss Janet Macfarlane.

The Program

The program as thus far outlined will include discussions of the proposed Burton revision of the Feld-Hamilton law, liberalization of the Retirement System, Veterans Preference, pending wage scale adjustments for hospital institutional groups, Matteawan and Dannemora State Hospital workers, prison administrative workers, matrons in women's prisons, canals and waterways workers, and other groups.

Hon. Frank C. Moore, Dr. Newton J. T. Bigelow and J. Earl Kelly have been invited as guest speakers.

The tabulation of votes for officers and members of the Executive Committee for the coming year will be announced at the meeting.

to make a progressive attempt to elevate standards."

Wants Better Pay Now

The Association has stated its view to the Budget Director and to the Salary Standardization Board that the present law does not in any way prohibit the payment of new scales as of October 1. This was in response to those higher allocations which don't go into effect until next April.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

What You Should Know About

Probationary Service

PERSONS appointed to State positions from open competitive eligible lists are required to serve probationary terms before they can acquire so-called "permanent" tenure. This probationary term is a part of the examination process and permits the release of an unsatisfactory employee by the appointing officer.

1. Persons who are promoted are not required to serve probationary periods in the State service.

2. Disabled war veterans who receive preference in appointment are required to serve probationary periods.

3. A probationer may be dropped at the end of his probationary period without charges.

4. A probationer cannot be dropped during his probationary period except on charges of incompetency or misconduct.

If in Military Service

5. Persons appointed while in military service are deemed to be serving their probationary periods while performing military duty. If the military service exceeds the term of the probationary period, the probationer is deemed to have successfully completed his term while in military service.

6. In case probationary positions have to be abolished due to lack of work or funds, probationers are preferred for retention in the order of their standing on the eligible list from which they were appointed.

7. Temporary appointees who later receive permanent appointments cannot be credited with the temporary service as part of their probationary terms.

8. Probationers who resign before the termination of their pro-

bationary period may have their names restored to the eligible lists on request provided their appointing officers' reports are satisfactory.

9. Probationers who are dropped at the end of their probationary terms may be restored to their eligible lists for certification to other departments.

Exceptions

10. Probationary periods are for three months, with the following exceptions quoted from State Rule XII:

"a. The probationary term shall be six months for persons appointed to professional medical positions in the State Department of Health, excepting appointments in the institutions and the Division of Laboratories and Research of the Department of Health. The probationary term shall be six months for all grades of positions of public health nurse in the State Department of Health.

"b. The probationary term shall be six months for persons appointed to the position of game protector in the State Conservation Department.

"c. In State institutions, except mental hygiene, the probationary term for positions of attendants and nurses shall be three months; provided, however, that if the conduct, capacity or fitness of the probationer after one month of service be not satisfactory, his services may be discontinued at any time during the remainder of the probationary term.

"d. In mental hygiene institutions the probationary term for positions of attendants and nurses shall be nine months; provided, however, that if the conduct, capacity or fitness of the probationer after three months of service be not satisfactory, his services may be discontinued at any time during the remainder of the probationary term."

Adverse Salary Decisions Will Be Re-Appealed

ALBANY—The State Association has decided not to take the adverse decisions of the Salary Standardization Board lying down.

While the Board granted better salary allocations to some groups of employees, it has turned down the requests of many more groups. The attendants, comprising the largest single classification of workers in the State Mental

Hygiene Department, were granted higher allocations—but the decision does not go into effect until April 1, 1945.

The Association will demand the reasons for denial of pay readjustments. Said a spokesman for the organization: "We will require in each case a statement of reasons from the Salary Board for their failure to re-allocate. It is the feeling of Mental Hygiene employees that the Board has accepted the scales of 1937 as a satisfactory standard for 1944. To the employees, these scales have represented exploitation of institutional workers. It seems likely that the scales of pay which have lagged in some states for institutional workers have also been used by the Standardization Board rather than

Civil Service Prints ABC Book Of State Jobs

ALBANY—Dissatisfied with a publication telling about careers in state service put out by his predecessor, Judge J. Edward Conway, head of the State Civil Service Commission, this week announced the printing of a new folder which he described as "the ABC book about State positions and how to get them."

The pamphlet, 48 pages with blue paper covers, is in the shape of a railroad time-table folder. It describes the step-by-step procedure to be taken by anyone in-

terested in entering state service by way of the civil service merit system.

The Subjects

Chapters are devoted to such subjects as: announcement of examinations, applications to take examinations, notification to take examinations, preparation for examinations, written exams, procedure followed during written examinations, performance tests, training and experience ratings, medical examinations, notification of ratings, appealing ratings, appointment to civil service positions and the benefits of employment. The booklet is free and may be obtained either from the Civil Service Department or from THE LEADER.

Sen. Halpern Urges State Budget Head Not to Tamper With Feld-Hamilton Law

(Continued from Page 1)

clean and refreshing. The new broom was accomplishing its job.

Equally Serious Problem

"But now, another serious problem faces the hospital, and all mental hygiene institutions in the State: one which should be met intelligently and quickly.

"I refer to the recent appeals of the employees for new salary allocations. Certain classifications of workers were granted increases, others were not. I trust that you will exert every possible consideration to the requests of these employees, so that they can realize their increases as quickly as possible.

I have talked to numbers of these employees; seen how they live, how they have fallen into debt, how many of them are tempted to leave the State's service. And we both know of the manpower drainage caused by the war emergency.

Should Be Helped Now

"Employees in the institutions have been sacrificing and extending themselves in the extreme in caring for patients.

"These employees should be helped. They need help as quickly as possible.

"One cannot overemphasize how much all the institutional employees need these salary adjustments. The result of a liberal policy in this respect will pay divi-



State Senator Seymour Halpern, of Queens, once again goes to bat for the civil employee with his defense of the Feld-Hamilton law and higher salary allocations.

dends in service and in the improvement of morale.

"As I see it, the appeals do not seem unreasonable. Their requests for increases aren't even up to the level of the wartime rise in living costs.

No Feld-Hamilton Changes

"This is a matter involving the normal application of the Feld-Hamilton Law.

"I have carefully perused your proposed changes in that law. I feel that in the main the opera-

tions of Feld-Hamilton have been smooth. The law came about only after the most thorough and lengthy consideration of all factors. Employees of the State like the law. And even if, in some of its aspects, it could be made a little less rigid, I still feel there is much to be gained by leaving the measure untouched. On the other hand, any tampering with the act would cause confusion, and possible dissatisfaction. I should like to delay action on any proposed changes until 1946, which time it would undoubtedly take to digest thoroughly the complexities of the situation to material satisfaction. Let the proposals be discussed by the employees and their representatives. It may well be that conferences between you and them will develop ways of improving the situation which will be acceptable to you and to them.

"I write you only because I deeply feel the urgency of both these problems—the necessity of affirmative action on salary, and the necessity of delaying action on changing the Feld-Hamilton law.

"Please feel free to call upon me if I can be of aid."

Letter Will Have Effect

The letter was received in The LEADER office too late for comment, but it is bound to have a laudable effect in the existing controversy between employee representatives, on the one hand, and the Budget Director and the Salary Standardization Board, on the other.

Progress Report On State Exams.

Open Competitive

UNION INSURANCE QUALIFICATIONS EXAMINER, Insurance Department: 79 candidates, held January 25, 1943. The rating of the written examination is completed. Investigations of training and experience are completed. Rating of training and experience is completed. Clerical work is in progress.

ASSOCIATE EDUCATION SUPERVISOR (Business Education): 27 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. New York City interviews expected to be held in September.

BUSINESS CONSULTANT, Div. of Commerce: 92 candidates, held May 6, 1944. Rating of the written examination is completed. Interviews to be held for rating of training and experience.

SENIOR BUSINESS CONSULTANT, Division of Commerce: 69 candidates, held May 6, 1944. Rating of the written examination is completed. Interviews to be held for rating of training and experience.

SENIOR CIVIL SERVICE INVESTIGATOR, Department of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is in progress.

SENIOR STATISTICS CLERK: 220 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done.

JUNIOR STENOGRAPHER, Albany Area: 455 candidates, held June 17 and 24, 1944. This examination has been sent to the Administration Division for printing.

JUNIOR TYPIST, Albany Area: 711 candidates, held June 17, 1944 and June 24, 1944. This examination has been sent to the Administration Division for printing.

STENOGRAPHER, Albany Area: 380 candidates, held June 17 and 24, 1944. This examination has been sent to the Administration Division for printing.

JUNIOR CLERK, Albany Area: 1,189 candidates, held July 15, 1944. Rating of the written examination is in progress.

Promotion

HEAD CLERK (Motor Vehicle), Department of Taxation and Finance: 12 candidates, held February 26, 1944. Rating of the written examination being checked.

SENIOR PAROLE OFFICER, Division of Parole, Executive Department, Buffalo Region: 11 candidates, held February 26, 1944. Rating of the written examination is completed. Rating of training and experience is completed. Establishment of list delayed pending examination of a recently returned veteran.

SENIOR DAMAGES EVALUATOR, Department of Taxation and Finance: 19 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held in September.

ASSISTANT DEPUTY CLERK, Appellate Division, Supreme Court, Second Judicial District: 13 candidates, held June 10, 1944. Rating of the written examination is completed. Interviews expected to be held.

PRINCIPAL CLERK, Dept. of Taxation and Finance: 9 candidates, held June 10, 1944. Rating of the written examination is in progress.

RETAINER CLERK-TYPIST, Appellate Division, Supreme Court, Second Judicial District: 10 candidates, held June 3, 1944. Rating of the written examination is completed. Interviews expected to be held.

TAX ADMINISTRATIVE SUPERVISOR (Corp.), Taxation and Finance: 10 candidates, held June 6, 1944. Rating of the written examination being checked.

ADMINISTRATIVE ASSISTANT COMMISSIONER OF CORRECTION, Dept. of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is in progress.

ASSISTANT LIBRARIAN (Traveling Libraries), Education Department: 7 candidates, held July 15, 1944. Rating of the written examination is in progress.

SENIOR CLERK, State Education Depart-

ment, New York Office: 6 candidates, held August 26, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

SENIOR STENOGRAPHER, Department of Public Works, Main Office: 31 candidates, held August 26, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, New York State Labor Relations Board: 7 candidates, held August 26, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

STENOGRAPHER, Executive Department, A.B.C. Board, New York Office: 9 candidates, held August 26, 1944. Rating of written examination is completed. Clerical work in progress.

STENOGRAPHER, Department of Agriculture and Markets, Albany Office: 8 candidates, held August 26, 1944. Rating of the written examination is completed. Clerical work in progress.

PRINCIPAL CLERK, Department of Public Service, Albany Unit: 17 candidates, held September 9, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, Department of Audit and Control: 35 candidates, held September 9, 1944. Rating of the written examination is completed. Clerical work is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, Department of Taxation and Finance: 77 candidates, held September 9, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

'Orphan' Workers Ask State Pay

The "orphan" employees of New York City, former State employees whose agencies have been taken over by the City, are in the lime-light again.

A recent Court of Appeals decision—in the case of Powers vs. LaGuardia—held that persons working for the NYC Transit Commission, although paid by the City, are legally State employees. The Court also ruled that they are entitled to the Feld-Hamilton salary grades and increments provided by Sections 40 and 41 of the State Civil Service Law.

In accordance with this ruling, attorney Herbert Kemps, has just filed claims with the City asking increases for a group of Transit Commission employees to lift them to appropriate State salary levels.

Buy By Mail

Books for Sale

SMALL BOOKS—Good reading; Bible study; 10c each, 3 for 25c; stamps accepted; no catalog. A. Pfeiffer, 1421 W. Adams St., Chicago, Ill.

Photography

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

Sporting Goods

REVOLVERS, AUTOMATIC SHOT GUNS, Rifles Reblued, Durrille Process, 1075 F.O.B. Anchor Supply Service 482, Ithaca, N. Y.

Hobbies

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

Gadgets

KREASERITE KEEPS TROUSERS CREASED month. Year supply \$1.00. Peerless Products, Phoenixville, Pa.

Here Is How Salaries Affect Merit System in N Y State

This is something State Budget Director John E. Burton should know.

This is something for the members of the Salary Standardization Board to ponder.

It is something for the administration to think about seriously.

For this letter, which a serviceman sent The LEADER, hits the crux of the merit system in New York State. It shows how thoroughly dependent good government is upon the establishment of salaries sufficient to induce qualified personnel to seek and to hold State jobs.

The letter:
The Editor
The Civil Service Leader
New York, New York
Dear Sir,

I recently wrote to the State Department of Health concerning the possibilities of post-war employment with its organization. The reply I received was discouraging in many respects, particular-

ly that of salary. Is it begging the question to express surprise that \$1200 per annum is the maximum inducement to potential research workers in the health field?

Consider first the general view. The war has dramatically demonstrated the vital necessity of continued research on a vast scale in all scientific fields. Industry is partly incapable—or unwilling—to carry this out alone. It is to the government that we must look for a courageous, far-seeing program. Yet we find that pre-war outlook prevailing in a post-war atmosphere. Selective Service has presented us with an over-all picture of ill-health and disability among large numbers of our young

people. It is generally admitted that only a small percentage is incurable or, what is even more important, unpreventable. Nor is there any who will deny that no effort should be spared to erase this blot from our national escutcheon. Are we to see such efforts made or are we to return to the indifferent, haphazard methods of previous decades?

Now from my own personal standpoint, I hold the Degree B.A. Cum Laude (with a major in Biology), obtained after 8½ years at Brooklyn College Evening Session. The impelling drive that saw me through those difficult years was the desire to engage in bacteriological research. I can wonder now if that desire was ill-advised. I learn that at least one year of paid experience is required. Magnanimously I am permitted to substitute an M.A. for that experience—if I have the degree. And finally I am told that I will be paid approximately \$23 per week. Is the laboratory researcher, then, rated so low that his services are worth no more than that?

...Are we never going to awaken to the realization that a grievous error is being made in the names of misguided economy and unthinking unawareness?
(Pc) JOSEPH MILLER
Camp Rucker, Alabama

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BROADCAST SALES CORP., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEXINGTON ASSOCIATES, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of J & S TRADING CORP., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SAMUEL SYMONS & SON, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 18th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of W. & L. MILLINERY CORP., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of DOLLAR EXPORT & IMPORT CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 12th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEON LEDERMAN, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 12th day of September, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JESSE FABRICS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 28th day of July, 1944.
Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

DON'T FORGET!
Send that boy overseas his CHRISTMAS GIFT
Sept. 15 to Oct. 15
No Request Required
EATON'S GIFT BASKET SHOP
942 FLATBUSH AVE., BROOKLYN
BU 4-3740

CHRISTMAS IS NOW!
For Our Men and Women in the Armed Services
YOU BUY THE GIFT . . . WE DO THE PACKING AND MAILING
Waterproof Watches, Ident. Bracelets, Wallets, and a Host of Welcome Gifts
ROTH BROTHERS, Jewelers
104 E. 33rd St., NEW YORK 10, N. Y.
Corner of 4th Ave.

Buy War Bonds Now!

NEWS ABOUT STATE EMPLOYEES

Agriculture

B. Van Volkenburgh, of the State Agricultural and Industrial School in Industry, reports: The pool table at Cayuga Recreation Center has been repaired. Irving Crane of Livonia, an expert at billiards, exhibited his skill before a group of interested men. Refreshments were served later in the evening. . . . Mrs. William Safran is back in the dental office again. . . . Mrs. Milford Wells has resumed her duties after a few months leave of absence. . . . Movies are being shown at Assembly Hall again. . . . Mr. and Mrs. Al Buschle are on their annual vacation. It will soon be over. Joseph Hollister of Perry is a new employee here. . . . Charles Butsch and Walter Cushman spent a week-end at Cayuga Lake recently. They are telling about the big fish that got away. . . . Mr. and Mrs. John Murphy spent five days at their cottage at Cayuga Lake. Harold Van Volkenburgh and his family enjoyed a four-day vacation there, too. . . . Clayton Arnold has returned to Wildwood, N. J., after a nine-day furlough from the U. S. Navy. . . . The joint farewell party for Mr. and Mrs. Arthur Hackney and Mr. and Mrs. Clifford Scott was well attended. . . . Arthur Hackney and his family have moved to Dr. Herbert Boylan's farm in Scottsville. . . .

Albany

A large group of employees in the Budget Division participated in the department's annual clam-bake on September 20. Michael P. Dollard was in charge. Among the guests were: John E. Burton, division director; Alfred J. Goodrich and William F. Pfeiffer, deputy State comptrollers; Childs T. Locke and Fred Spreeman, secretaries of the two legislative finance committees, and two members of the State sal-

ary board, Dr. Newton Bigelow and Charles C. Campbell.

New York City

MANY members of the NYC Chapter are planning to attend the Communion Breakfast of the Dongan Guild of New York State Employees which will be held on Sunday, October 29 at St. Patrick's Cathedral, followed by breakfast at the Hotel Commodore. Laurence V. Cluen, of the Bureau of Motor Vehicles, is chairman of the function. The speakers will include: Very Reverend Monsignor Francis X. Shea, secretary to His Excellency Archbishop Spellman; J. Edward Conway, president of the State Civil Service Commission, and Mrs. Mary Donlan, vice-chairman of the New York State Industrial Board. Thomas J. Curran, Secretary of State, will serve as toastmaster. . . . Mrs. Albert Lewin (Ruth Hall, former corresponding secretary of the NYC Assn. Chapter) is awaiting the arrival of an addition to the family. Papa Lewin, State Law Department, is an active member too. . . . Arthur Gray is doing well at his new job in the Labor Department. . . . Elevator operators in the State Building last week learned that a promotion examination to Starter won't be held till after the war. The Civil Service Commission feels that it should wait till the men return from service, and then give the test given on a State-wide basis. . . . Many local members of the Chapter attended funeral services for the wife of vault guard Edward Brererton. . . . Last Thursday the NYC Chapter of the Association held its first meeting of the season. . . . The large number of delegates who attended were commended for their efforts in increasing the membership of the Chapter, which is the largest in the State. . . . One important purpose of the meeting was the selection of Legislative and Nominating Committees to serve for the coming year. . . . On the Legislative

Committee are Milton Schwartz, Insurance Department, chairman; Kenneth A. Valentine, Public Service Commission; Nora McCauley, Public Works; Mae Fraese, Social Welfare; Catherine Dunn, Army; James Duchore and Frank Newman, Labor Relations; and William Teitelbaum, DPUI. . . . The Nominating Committee consists of William Hopkins, Law Department, chairman; James J. Chiarreri, Public Works; Eva Heller, Housing Commission; and Mae Fraese, Social Welfare. . . . A number of resolutions were introduced and will be presented at Albany. . . . The Committee for the Revision of the Career Law also presented its report. . . . Larry Epstein was present, and it seems that the Army food agrees with him. . . . he put on plenty more pounds. . . . Delegates are concerned about Michael J. Porta's wife, who is confined to the hospital, and they all wish her a speedy recovery. . . .

Buffalo

THE regular meeting of the Buffalo Chapter of the Association of State Civil Service Employees, was held on Thursday, September 21st. Dinner was served and after a business session and some appropriate talks, a social period followed. Arrangements were in charge of Roy Hardy, Niagara Frontier Milk Marketing Area.

Whenever You Come to ALBANY Stop at **The DE WITT CLINTON** a KNOTT hotel
JOHN J. HYLAND, Manager

LUMINOUS
Lowest Prices • Largest Assortment
LUMINOUS FLOWERS . . .
. . . RELIGIOUS FIXTURES
Complete Stock of Religious Items
National System Studios
54 CENTRAL AVE., ALBANY, N. Y.

WANTED
DIAMONDS AND ANTIQUE JEWELRY
WE PAY YOUR PRICE.
UNCLE JACK'S LOAN OFFICE
83 Green St. Albany 4-8023

FRIGID FUR STORAGE
• CLEANING
• REPAIRING
• REMODELING
H. Cliff S. Menchel
25 STEUBEN ST., ALBANY, N. Y.
ALbany 4-2233

MORE MONEY
Is What You'll Get
For Your Car
See Ray Howard
ALBANY GARAGE
Used Car Lot
MENANDS 3-4233

Albany Shopping Guide

Schools
COMPTOMETER—Burrheads or Monros Machines. Combination typing and calculating. Brush-up courses. Day or evening classes. **HURLBURT OFFICE SERVICE**, 106 Lark St. ALbany 4-5931. Mrs. Edward J. Hurlburt, Director.
STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bldg., ALbany 3-0357.

Hobbies
AIRPLANES, Stamps, Boats, Railroads. Bought and sold. **Idyde Wynde Hobby Shop**, 448 Broadway, Albany.

Florist
ALBERTE FLOWER SHOP—Bridal bouquets, funeral designs, beautiful corsages, fresh cut flowers; high quality, low prices, 58 Columbia St. (off N. Pearl). ALbany 5-0036.

Optician
CHARLES LEVY, OPTICIAN—Modern eyeglasses, 67 State St. (cor. James), State Bank Building, Albany, N. Y. Dial 3-8127.

For The Ladies
TRIXY FOUNDATIONS and Health Supports. Free figure analysis at your convenience. **CAROLYN H. VAN ALLEN**, 45 Maiden Lane, Albany, N. Y. ALbany 3-3520
HELEN'S BEAUTY SALON, 123 North Pearl St. (1 flight up), features permanent waving of the best at reasonable prices. Special courtesy to civil service personnel. Evenings. Dial 5-0433 for appointment.

New and Used Tires
FAT'S SERVICE STATION, 667 Central Ave., Albany, N. Y. Battery, Ignition and Complete Lubrication Service. Car washing and Accessories. Day and Night Towing Service. Call Albany 3-9796.

Bicycles Repaired
BICYCLES, TRI-CYCLES repaired, baby carriage wheels repaired and retired; toys, games, skis, sleds, skates, toboggans, snow shoes. Charles Klarsfeld, 67 Hudson Ave. ALbany 3-7392.

Assn. Sponsors Employee Hospital Plan

ALBANY—The Hospital Service Corporation of Western New York, which provides "Blue Cross" hospitalization in the counties of Allegany, Cattaraugus, Erie, Genesee, Niagara, Orleans and Wyoming, has announced that effective as of October 15th, they will establish that date as the anniversary of State groups in that area for future enrollment. Applications will be effective on that date on a quarterly or annual basis. Applications will become effective on January 15, April 15 and July 15, on a quarterly basis only. All applications with remittance must be submitted fifteen days prior to their effective dates.

This will necessitate, in some instances, billing particular groups on a pro rata basis in order to coordinate their present date with October 15th. All present collection groups will be converted to direct pay as of October 15th or the next billing date, whichever comes sooner.

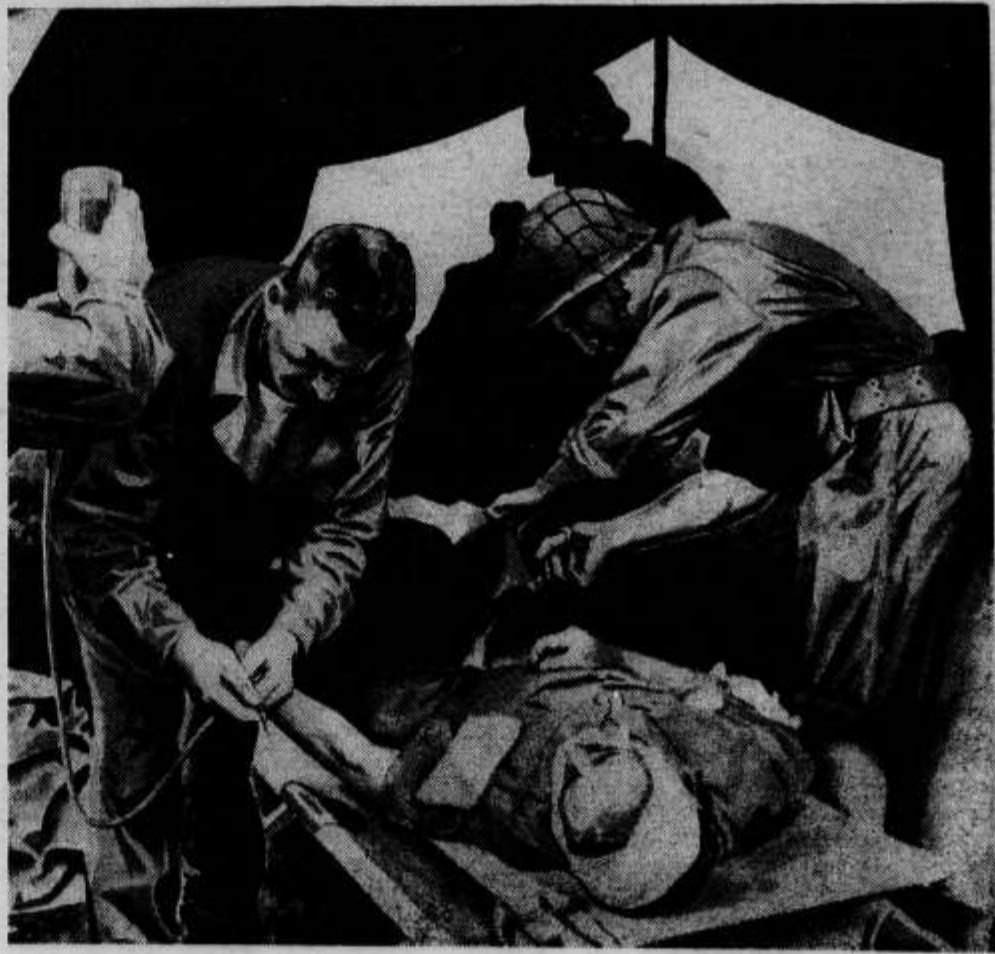
Future enrollment will be under the sponsorship of the Association of State Civil Service Employees of the State of New York in the above mentioned area, through their respective chapters.

Clifford Young Quits Correction Dept.

ALBANY—Clifford M. Young, a charter member of the Association of State Civil Service Employees and treasurer for four years, resigns effective October 1 from the State Correction Department where he has been assistant secretary to the Correction Commission since 1935. Mr. Young entered State service in 1903 as a stenographer at Matteawan State Hospital, later serving in various capacities in the State Engineer's Office and the Department of Agriculture. In 1908 he became an employee of the State Prison Commission, continuing with the Correction Department when it was created. He is an author of books and periodical articles and has two sons, one in the United States Army.

Last Week's State Eligible Lists

Aect Clerk 31B DPUI, Prom.		
Holmes, Thomas Albany	1	96.672
Levine, Rose Bklyn	2	90.033
Fidler, S Far Rockway	3	89.410
Smile, Estelle Bronx	4	98.017
Wernan, Chas. F. Albany	5	88.704
Shmaefsky, David Bklyn.	6	88.180
Hutchinson, G. C. Albany	7	87.925
Teitelman, Emanuel Bklyn.	8	87.849
Sobel, Helen Bklyn.	9	87.179
Lazarus, Rose Ridgewood	10	87.102
Gratton, Marie Troy, N.Y.	11	86.980
Fournier, Charles Albany	12	86.849
Cunningham, Sally Albany	13	86.838
Chekatauskas, Daniel Albany	14	86.643
Staff, Eleanor Albany	15	86.641
Newman, Lillian Albany	16	86.640
Becker, John L. Albany	17	86.502
Farinacci, Jane Albany	18	86.097
Butler, Avis Albany	19	85.978
Platt, Maxwell Albany	20	85.766
Kivelin, M. T. Mechanicville	21	85.766
O'Sullivan, E. Slingerlands	22	85.461
Cunnis, Minerva NYC	23	85.313
Harris, Hal M. Albany	24	85.070
Halthazar, Mary Albany	25	84.987
Korentur, Paula Bklyn.	26	84.662
Lesnne, Irene Bklyn.	27	84.268
Honigsberg, Sidney Albany	28	83.880
Goldberg, Rose Bklyn.	29	83.742
Glar, Cecilia Buffalo	30	83.733
Rickman, Ruth Amy, Troy	31	83.618
Shelner, Harold Bronx	32	83.492
Wolff, John K. Albany	33	83.448
Lennon, Dorothy Albany	34	83.419
Williams, Mary Albany	35	82.849
Albright, Irene Nassau	36	82.587
Edelstein, B. NYC	37	81.681
Mullaney, A. J. NYC	38	81.629
Lockery, Beulah Albany	39	81.501
Piscina, Carmella Bklyn.	40	81.473
Firrell, Edw. Watervliet	41	81.469
Bartnick, Helen Cohoes	42	81.339
Muller, Beatrice	43	81.005
Mucke, E. Syracuse	44	80.979
Osso, Robert NYC	45	80.476
Huga, Mildred NYC	46	80.309
Osterhout, N. NYC	47	80.162
Kleinman, Henry E. Albany	48	80.103
Bryson, Dorothy Albany	49	80.101
Brophy, Anne Rensselaer	50	79.720
Hart, Hazel Nassau	51	78.862
Junior Statistician		
Lieblein, J. Washington, D. C.	1	90.260
Smith, Max Bklyn.	2	89.825
Christen, E. Watervliet	3	86.250
Lee, Granville NYC	4	85.300
Eisinger, Florence NYC	5	82.550
Farrar, Margaret E. Greenbush	6	78.300
Motions Picture Inspector, Educ. Dept.		
Open-Comp.		
Ross, Olga NYC	1	93.750
Boyer, Arthur Mt. Vernon	2	88.000
Paris, Michael Bklyn.	3	87.500
Truskosky, J. Ithaca	4	87.000
Asst. Robert J. Buffalo	5	86.000
McGregor, Smith Albany	6	86.000
Furey, Jane M. NYC	7	85.500
Jordan, James Albany	8	84.750
Sr. Bacteriologist Div. Lab. Research (Prom)		
Cohen, Sophia M. Albany	1	90.790
Odel, Helen Albany	2	89.500
Sickles, Gretchen Troy	3	85.247
Stevens, Bernice Delmar	4	84.974
Head Nurse Summit Park Rockland County		
Feige, Elsie Pomona	1	94.350



YOUR BLOOD CAN SAVE HIS LIFE

Blood plasma is ammunition.
Only you on the home front can provide that blood so necessary to carry on at the battlefield.
There are many others in your department who are helping to provide life blood for America's fighting men.
Have you done your part?
Call your Red Cross blood donor service today for appointment.
The pint of blood you give, painlessly, may mean the difference between life and death for someone's brother or husband or father.

In New York City
BLOOD DONOR SERVICE
2 East 37th Street, N. Y. C.
Murray Hill 5-6400

AT FIRST SIGN OF A
COLD
USE 666
Cold Preparations as directed

PUBLIC ADMINISTRATION

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

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

Setting Up a State Economic Bureau

By PAUL G. TOMLINSON

Chief, Bureau of State Publicity and Information Service,
State of New Jersey

NEW JERSEY'S State Department of Economic Development came into being on July 1, 1944. It was created to anticipate post-war problems and to plan and coordinate the State's part in the future economic, industrial, agricultural, social and recreational activities of its citizens. The Department consists of a Commissioner, who is in charge of the administrative work of the organization, and an Economic Council of ten members, a policy forming group representing industry, labor, veterans, local government and the public.

Three Divisions

There are three principle subdivisions of the Department of Economic Development:

The Division of Veterans' Services which includes the Bureaus of Claims and Benefits, Veterans' Loans and Veterans' Employment. The Bureau of Claims concerns itself primarily in assisting veterans and their dependents to secure benefits from the Federal Government to which they may be entitled, but will help

veterans to solve any kind of problem with which they may be confronted. The Bureau of Veterans' Loans, through a subdivision called the Veterans' Loan Authority, guarantees, on behalf of the State, 90% of loans up to \$3,000 secured by the veterans from New Jersey banks for the purpose of establishing or re-establishing themselves in a business or profession. The Bureau of Veterans' Employment administers a program of voluntary commitments by employers and labor organizations for their participation in a plan of veterans preference in private employment.

The Division of Commerce and Municipal Aid cooperates with industry in the development and administration of programs for the improvement of business and working conditions throughout the State, the development of technical services, and the "increase of employment opportunities and the encouragement of free private enterprise." This Division also administers a Municipal Service Bureau, which op-

erates the New Jersey program of Public Assistance. It has a Bureau of Research and Statistics; a Bureau of Economic Development charged with the duty of making known the resources and opportunities in the State; and a Bureau of State Publicity and Information.

The Division of Planning and Engineering has a "master plan" for the physical development of the State including, among other things, more efficient rural land utilization, removal of slum areas in cities, and the improvement of urban living and housing conditions generally. It is accumulating a Public Work Reserve, which consists of a list of plans for public work projects to be undertaken by counties, municipalities, school districts and other State Departments at any future time when the needs and conditions are most favorable.

What the Department Does

The Department of Economic Development is engaged in coordinating all plans for the physical development of New Jersey, including plans for highways, airports, parks, parkways, water supply development, terminal and harbor facilities, food control, land use, recreation areas and forest reservations. It will develop plans for improved transportation facilities in suburban residential areas; make studies of rural land utilization for reforestation, reclamation and recreation, summer residence and



Charles R. Erdman, Jr., Commissioner of the Department of Economic Development, a New Jersey unit which has put some interesting plans into effect.

and ways and means of improving them. It will plan dwelling accommodations for low income groups and cooperate with any public body in action taken in connection with such problems. It will work with the farmers in the production and marketing of their crops.

The Department, in short, will do everything possible to aid and encourage an orderly and coordinated program for the future development of New Jersey. It will work with county, municipal and regional boards; industry; chambers of commerce; any organization to which it can be of assistance in accomplishing this goal.

The Department of Economic Development was created to cooperate with the citizens of New Jersey, not to compete with them, and it is expected that the Department's plans for the future will supplement and complement those formulated by private organizations and industries. One of its functions is to ease the period of transition for war to peace, but primarily its goal is the planning and administration of a long range program for the future of New Jersey. It is studying opportunities within the State and, by the development of its resources and facilities expects to make New Jersey a better place in which to live and work.

The principal office of the New Jersey Department of Economic Development is at 150 East State Street, Trenton N. J., and Charles R. Erdman, Jr. is Commissioner.

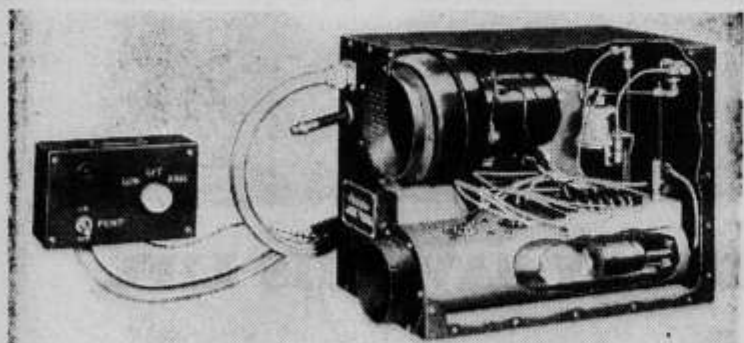
industrial and urban expansion. Its program calls for the investigation of living conditions,

This Is the Story of One State's Bureau of Economic Development — How It Works, What It Hopes to Accomplish.

New Bus Heater Of Interest To Communities

A new idea in truck and bus heaters combines the usual functions of cab heating and windshield defrosting, with the addition of trailer space heating and preheating of batteries, engine manifold and crankcase as desired. The device should be of interest to communities which operate large vehicles.

The combustion process of vapor entraining successfully ap-



This new fluid-heat motor vehicle heater has found use on busses, bulldozers, cranes, compressors, and trucks. The exchanger is constructed of stainless steel with gas-tight continuous welded seams. There are only three moving parts—motor, fan, and a standard automotive-type pump.

plied to aircraft heaters, is used in the mechanism. The heat exchanger has four compartments with "cross-over" passes between. Thus the flame and hot gases have a travel of four times the length of the heat exchanger with the maximum area of heating surface exposed to the heating air. Combustion air is pre-heated in a tube which extends through the length of one exchanger compartment.

The heater has been used in heavy trucks and trailers, arctic rescue sleds, mobile laboratories, busses and other vehicles. Mounted on wheels or skids it may be used for pre-heating engines of bulldozers, cranes, compressors and numerous other applications where heat is an aid to starting or operating. Current consumption is low. The device is manufactured by the Fluid Heat Division, Anchor Post Fence Co., Baltimore 24, Md.

Ideas for Reducing Traffic Accidents

By HAROLD F. HAMMOND
President, Institute of Traffic Engineers

ALL MOTOR VEHICLE traffic experts agree that the use of streets and highways will increase tremendously in post-war years, perhaps doubling 1941 volume by 1960. Registrations are expected to exceed 40 million and

licensed drivers to exceed 50 million.

Community post-war traffic problem number one, in the majority opinion of the nation's traffic experts, will be what the pre-war motorist considered his major headache—parking.

That is the consensus of a survey just completed by the National Conservation Bureau, accident prevention department of the Association of Casualty and Surety Executives.

The Big Problems

To determine what principal traffic problems must be solved so as to expedite safe and efficient motor vehicle-and-pedestrian flow after the war, a questionnaire listing ten traffic problems was sent recently to a representative list of motor-vehicle and transportation experts in all parts of the nation. Replies revealed that the following problems were considered most urgent:

1. Parking.
2. Pedestrian control and safety.
3. Redesign of streets and highways.

As examples of what may be accomplished by the application of traffic engineering measures, observe the following illustrations: [These examples have been made available by the National Conservation Bureau.—Editor.]

A. Fifteen accidents occurred during one year in one block of a heavily traveled artery passing through a midwestern city. These accidents were due to vehicles pulling into or out of parking spaces at the curb and on the 84-foot medial strip in the center of the highway. As the result of an engineering study, a cable fence was erected around the medial strip, making it an enclosed parking area. Only two accidents occurred in the six months following this improvement.

B. Six pedestrians were injured during two and one-half years at an intersection near a public school in another midwestern city. After installation of semi-actuated traffic signals with pedestrian push-buttons and a re-routing of street cars passing through the intersection, there were no pedestrian accidents in the two and one-half years following changes.

C. Installation of channelizing islands at an intersection in a Southern city resulted in reduction of accidents from 22 in nine months before improvement, to

none in nine months after improvement. The cost of improvement was \$159, \$3,400.

D. On a four-lane highway leading out of a large Western city, there were 58 personal injury accidents, killing eight and injuring 69 persons, in three years and four months. Installation of a steel road divider completely eliminated these accidents in the first year and five months after improvement.

E. At an offset curve in a Southern State, there were thirteen serious after-dark accidents in one year. Installation of standard reflectorized-guide posts, a reflectorized curve sign, speed zoning, and painting of a guide strip at a total cost of \$15 completely eliminated these accidents.

F. Speed zoning curves on a 95-mile segment of a state highway cut accidents from 66 to 30, with a saving of an estimated \$85,000 in the year following improvement as compared with the year preceding improvement.

Cooperation Needed

One point is of utmost importance. Increased and constant cooperation is necessary between highway designers, police officers, traffic safety educators, traffic engineers, and public officials, if truly maximum safety and efficiency of traffic is to be obtained.

For the past year, a committee of the Institute of Traffic Engi-

neers, composed of some thirty leading city and state traffic engineers, has been working on a comprehensive plan to determine what projects should receive major attention in meeting post-war traffic problems. While this plan is still in process of development, we may prophesy with confidence that these special measures will be widely utilized:

Greater use of one-way streets, where need demands, in both large and small communities.

Conversion of existing or reconstructed wide thoroughfares into limited-access streets and highways by more restriction of turning movements and the use of continuous raised medial strips.

Provision of attractive and convenient off-street parking so that more curb parking may be prohibited in congested areas.

Application of traffic control devices and measures that will function more in accordance with varying traffic demands and conditions.

Application of more pedestrian safeguards through greater use of pedestrian barricades, special walks, islands, and grade separations, and greater use of pedestrian signals.

Development and application of improved forms of intersection channelization to provide safer but also more rapid movement of traffic.

Police Commissioner, Traffic Cop, Highway Engineer, Municipal Purchasing Agent—All Will Find New Ideas in This Important Article.

New Position Created in Public Works

A new position, offering promotional opportunities to employees of the NYC Department of Public Works, was created by the Board of Estimate last week.

The new job is Senior Sewage Treatment Worker, and the salary

is \$2,160 to \$2,500 a year.

The City Budget Bureau advised the Board that an unlimited number of these employees would be needed to work in the Department's sewage treatment plants, under the direction of the Stationary Engineer (Electric) in operation and maintenance activities, making minor repairs to equipment and to supervise the work of other employees.

When examinations to fill these posts are announced, The LEADER will carry full details.

Communities at Work

By WILLIAM E. WARREN

COMPETITIVE BIDS Are Back: Competition is hotter and prices are lower among street-surfacing contractors these days as the pressure of war work ceases, says City Engineer, Charles L. Wartelle, of Seattle. Street jobs, which less than a year ago attracted only a lone bidder, now draw from six to seven contractors as in pre-war days. "Prices have dropped, too," he reports. "Before the war we paid \$1.38 a yard for certain kinds of resurfacing. A year ago we were paying \$2.15 a yard. Now, with fewer military contracts being offered, the city gets bids of \$1.75 a yard. But I doubt that prices are going to drop to pre-war levels."

NEW YORK CITY'S billion and a quarter dollar public works expansion program to provide jobs for a quarter million service men and women directly after cessation of hostilities, is the subject of "Peacetime Jobs," a series of twelve half-hour discussion programs on the municipal radio station, Tuesday and Friday nights, from 8 to 8:30 P.M., by City officials.

NEWTON CITIZENS Know Why: A leaflet was enclosed in each envelope containing the tax bill for Newton, Mass., informing tax-paying citizens what they are getting for their money. Whether the system has reduced or increased the complaints leveled at the municipal department heads, has not been reported.

IOWA JEEPS Require Truck Licenses: Jeeps owned by civilians are classified as commercial vehicles subject to truck license laws in Iowa. Minimum fee \$15 if operated under three tons gross weight.

COLORED HYDRANTS Aid Fire Department: Red, green and yellow painted fire hydrants indicate to the fire-fighters of Oakland, New Jersey, the water pressures available at the individual hydrant, thereby enabling the firemen to tell at a glance the equipment that may be utilized.

DELINQUENT PARENTS Sent to School: San Francisco parents found guilty of neglect of their offspring are sentenced to attend a series of eight lectures on child care. The compulsory school for delinquent fathers and mothers now has more than 250 "graduates."

VEHICLES PARKED TOO LONG on city streets and thereby interfering with traffic will be parked in city lots for thirty days, and if unclaimed will be sold. The Eugene, Ore. City Council authorized the police department to take such action.

THE GOVERNOR of Ohio has been petitioned by the city of Cincinnati to call a special session of the legislature to consider lowering the vote requirement from 85 to 55 per cent on subsequent bond issues to facilitate the financing of postwar public improvements.

AN ESTIMATED supply of 5,000 tons of sulphate of alumina, for the division of water and heat, Department of Public Utilities, has been purchased by the City of Cleveland from the General Chemical Company.

Information

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

- 30. WATER PUMPING NEEDS CONTROLLED**
With the automatically adjustable blade impeller axial flow pump described in Bulletin 143 issued by S. Morgan Smith Co., York, Pa. The pumps are made with either fixed or adjustable blades which vary the discharge by changing their pitch while the pumps are in operation.
- 31. NEW ROAD MARKERS**
Are expected to become available soon. Communities replacing traffic and highway markers, reflector signals, street signs, traffic stations and truck flares, will find the booklet helpful. Published by The Micro-Flex Company, 1824 East 2nd Street, Wichita 7, Kansas.
- 32. ALUMINUM LADDERS AVAILABLE**
Through reallocation by the government which permits the manufacture of a limited quantity for fire departments, according to the Aluminum Ladder Co., 200 Carbis Street, Worthington, Pa. Information is furnished by the company on sizes that may be obtained. Made with locks that operate automatically at desired point during extension.
- 33. FORMS FOR METER BOX ACCESSORIES**
When restrictions are lifted will be offered by Ford Meter Box Co., Wabash, Ind., who supply data for making tiles and barrels.
- 34. WATER SOFTENING METHODS**
Bulletin 3384 of the Permutit Co., 330 West 42nd Street, New York 18, N. Y., tells the story of the Sphrator, the cold time soda water softener. The principle and method and the design of the equipment are set forth in the catalogue giving data on how to reduce detention time, elimination of sludge, saving of steel.
- 35. FULL VISION GAS MASKS**
Made by Acme Protection Equipment Co., Inc., 3016 Liberty Avenue, Pittsburgh, Pa. The masks provide protection against carbon monoxide, organic vapors, and toxic smokes, according to company folder.
- 36. WATER CONDITIONING AND SEWAGE TREATING**
Everything from accelerators to zeolites. Inflico, Incorporated, 325 West 25th Place, Chicago 14, Ill., designs and builds water conditioning and sewage treating equipment. Bulletin 1824 on accelerators for softening, clarifying and stabilizing.
- 37. SIRENS AVAILABLE**
Federal Electric Co., Inc., 8702 South State Street, Chicago 19, Ill., bulletin on vertical sirens available in capacities from 2 to 7 1/2 H.P. Federal makes two types of siren controls, permitting use of remotely located operating switches, and general alarm controls including motor-driven timers which automatically sound up and down the scale.
- 38. STREET LIGHTING**
As more Sunday drivers return to the highways, communities may find an increasing accident incident rate. Many towns and cities are planning their lighting needs now. If you want to know what other communities are planning and how they are meeting their street and highway lighting problems, the studies prepared by the street and Traffic Safety Lighting Bureau, 155 East 44th Street, New York 17, N. Y., will prove helpful.
- 39. TO FIND THAT PIPE OR CABLE**
The Fisher Research Laboratory, 1961 University Avenue, Palo Alto, Calif., is offering a 16-page booklet describing the M-Scope to find the buried pipe or cable with as little work and cost as possible. Details on principle of the equipment operation, and other data set forth in detail.
- 40. SNOW REMOVAL METHODS**
Each community that is faced with the problem of snow removal seems to have problems unique to its thoroughfares. For many years the George Haise Mfg. Co., Inc., 140th Street and Park Avenue, New York 51, N. Y., has developed equipment designed to meet these problems. Their bulletin 1040 describes the Haise Snow Loader, self-feeding, digging and loading; contains operating data, details on design of loaders, and information on models available.

Planning Municipal Projects In N. Y. State

The following account of the manner in which municipalities of New York State may prepare for post-war public works projects is by Charles H. Sells, Superintendent of Public Works, New York State:

In the State of New York, outside the limits of the Greater City of New York, there are 57 counties, 934 towns, 575 villages, and 62 cities, in addition to countless special improvement districts. Each of these subdivisions has its own independent government and taxing power and is, within certain limits, responsible for the construction, maintenance, and operation of public works facilities. Under the supervision of the New York State Post-War Planning law, each of these political subdivisions is entitled to apply to the State Post-War Public Works Planning Commission for a subsidy, or grant, to assist in the preparation of plans and specifications for worthwhile public works construction.

The initiative rests with the political subdivision although the Post-War Planning Commission does maintain a staff of skilled employees whose function it is to travel about the State and discuss this program with the local officials and to assist them.

Project Must Be Lasting
When received by the Post-War Commission, these applications are referred to the Department of Public Works, and each application is investigated to ascertain its merits. The Superintendent of Public Works is presumed to certify to the Planning Commission that the proposed project is of an enduring character; that it is needed in the natural development of the community; that the estimated construction costs are reasonable; and that plans and specifications can be prepared with sufficient speed to make possible construction at a reasonably early date. The application is subjected to the scrutiny of the Comptroller of the State, to determine that

the locality is financially able to proceed.

The Division of Commerce is presumed to present information as to whether or not the project is located in an area in which unemployment may or may not be expected in the immediate post-war era.

With all of this information at hand, the applications are then submitted to the Post-War Planning Commission; individually studied; and allocated geographically in relation to the proposed distribution of funds available in the different areas of the State. After consideration the application is either approved, disapproved, or deferred.

State Shares the Cost
The State law provides that, with respect to approved projects, the State will share equally with the locality in the cost of the preparation of the plans and specifications up to a maximum joint participation in the amount of 4 per cent of the estimated cost.

As of January 1, 1944, 3,407 applications have been received, having an aggregate estimated construction cost of \$327,817,918. In order to emphasize the enduring character of the works proposed, the following breakdown of the types of projects involved is of considerable interest:

Sewers and Sanitation Projects	662
Water Supply Projects	517
Road and Street Improvements	1,471
Park Improvements	149
Schools	378
Municipal Buildings	288
Bridges	192
Miscellaneous	550

All of the above applications have not been approved as of this date, but grants have been approved and authorized on 1,149 projects, having an aggregate estimated construction cost of \$74,136,070.

Wide Post-War Use Seen For Audio-Visual Aids

CAMDEN, N. J.—Wider use of audio-visual methods in teaching during the post-war period are foreseen by Paul Thornton, Educational Director of the RCA Victor Division, Radio Corporation of America, as a result of the progressive action now being taken by school administrators and teachers.

"The successful use of audio-visual aids by the Army and Navy will add emphasis to the almost universal adoption of these aids in the nation's school systems after the war," Mr. Thornton said. "The question is: Can schools teach the G-I way?"

To Enlarge Field

Mr. Thornton added that RCA Victor will resume distribution of

the following services and equipment as soon as available:

School phonographs, AM and FM receivers, combination phonograph-radios.

16 mm. sound film projectors
General sound systems
Portable public address systems
Recording equipment
Transcribed play-backs (33-1/3 and 78 rpm)

Electronic tubes — receiving, power and cathode ray and all allied types

Laboratory equipment — wide variety of electric test equipment, including the RCA dynamic demonstrator.

FM and AM transmitters, studio equipment, electron microscope (new desk sized console type)

Highway Bill Of Interest To Civil Employees

WASHINGTON—Officials and employees in State and municipal departments devoted to public works and roadbuilding will be much interested in a bill approved unanimously by the House Roads Committee. The bill, HR 4915, means if it should be passed, that their jobs after the war will be much more secure. The measure provided \$1,500,000 for post-war road construction. Under the terms of the bill, one-third of this sum would become available for each of three successive years.

A precedent is established by the provision of the bill earmarking funds for metropolitan highways in urban areas of over 10,000 population; \$125 million for secondary and feeder roads; and \$225 million for federal aid highway systems both in and outside cities of ten thousand or more population.

State Must Contribute

One-half of one per cent of the funds apportioned to any state may be used for plans, surveys, engineering and economic research. All federal contributions are contingent upon state participation of 40 per cent of the pro-

ject cost the first year, and 50 per cent each subsequent year.

The Senate has under consideration a \$3,375,250,000 state-federal highway construction program. Senator Barkley is reported pressing for passage before adjournment.

The House bill is based largely upon suggestions made by officers of the American Association of State Highway Officials, resulting largely from a consensus of testimony by municipal officials, representatives of farmers, industry and labor throughout the country.

Representative Ramspeck of Georgia is reported to have predicted that the House will adjourn by October 1st. The highway legislation will have hard sledding if it is to pass by that time, unless Congress "hears from home."

Human Relations In Management

WASHINGTON—"Human Relations in Management" is the title of a subject that formed the basis of discussion at a meeting on Monday, September 25, of the Society for Personnel Administration here. Main speaker was Thomas H. Nelson, Management Consultant for Rogers and Slade, of New York City. Main item of interest centered around the question: "What is the role of personnel management in the post-war period?"

County, Town and Village

From time to time, this column will be open to small-community officials for the airing of problems, suggestions and ideas. Such officials are invited to send in their contributions, and to use this space for discussion. Below is one such contribution, dealing with the retirement problem of many officials in New York State.

Part-Time County Officials Lose Out In Retirement

By GLENN W. TREICHLER
City Assessor.

Dept. of Assessment and Taxation
North Tonawanda, N. Y.

THERE EXISTS at present a situation which, in my opinion, results in unfair treatment of certain public employees under the New York State Retirement System.

Under the present set-up, a member who held a full-time position prior to January 1, 1921, is entitled to a prior service certificate granting him full-time for service rendered prior to January 1, 1921, but a member who held a part-time position, such as an alderman or supervisor in one of the smaller communities in the State, is entitled to only a fraction of the time actually served, in a prior service certificate. For example, a member of the Retirement System who was a full-time employee prior to January 1, 1921 for a period of six years would receive a prior service certificate allowing him six years on such certificate. On the other hand, a member who was an alderman or county supervisor for a like period of six years prior to January 1, 1921, would be allowed only one-sixth of the time served or one year on his prior service certificate.

The Results

This results in a situation wherein a part-time officer or employee, such as an alderman or supervisor, receiving a yearly salary of \$3,000, could claim only partial time for services rendered prior to January 1, 1921, but a full-time employee, such as a policeman or fireman, having an annual salary of \$1,000, could claim full-time for services rendered prior to that date.

I believe that this matter should be remedied by permitting a part-time employee or officer to claim full-time on a prior service certificate.

Syracuse Plans to Spend \$11,000,000, On Post-War Job

SYRACUSE, N. Y.—The City of Syracuse will spend almost \$11,000,000 on construction projects after the war.

Here's the breakdown, as given to The LEADER by Nelson F. Pitts, City Engineer:

Pavements and Sidewalks	\$4,920,000
(This includes approximately forty miles of repaving projects over a period of four years and approximately forty miles of new sidewalk construction over the same period.)	
Sewer Projects	\$3,218,000
(Over a four-year period.)	
Municipal Buildings	\$1,567,000
(Over a period of five to ten years.)	
Waterworks Projects	\$900,000
(Over a period of three years, including 7,500 feet of 54-inch conduit extension and two miles of 48-inch conduit extension.)	

Use of Parking Meters Reported On the Increase

The use of parking meters is reported on the increase in many parts of the country and additional communities are considering the installation of equipment.

Approximately 450 cities use parking meters. Four out of nine cities with populations between 5,000 and 1,000,000 have meters; also more than half of the 23 cities with populations of 250,000 to one-half million, and 29 of the 55 cities of 100,000 to 250,000 population. 47 of the 107 cities of 50 to 100 thousand population. The ratio of installations in smaller communities is less than in the larger cities. Approximately half of the cities with populations exceeding 50,000 are using meters, and most of the communities that are not using the equipment at present, have the matter under consideration.

Public Administration Editor
Civil Service Leader, 97 Duane Street, New York City

Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

Name _____

Organization or Agency _____

Address _____

Numbers of Items _____

**NEW YORK
ELBEE FURRIERS**

200 WEST 135th ST. Room 215A
NEW YORK ED 4-8300

*We specialize in the remodeling of
old fur coats.*

USED FURNITURE
Highest Prices Paid For Your
Furniture and Odd Pieces,
Sewing and Washing Machines,
Radios, Rugs, etc.
R. FINKEL
661 Fulton St., B'klyn NY 3-6727

JOHN EMANUEL
Telephone CHickering 4-1010
Fine Furs
205 W. 29th St.
New York City
Furs Made to Order
Remodeling and
Repairing
10% Discount to All Civil Service Employees
Upon Identification

LALOR SHOES
215 Broadway, New York City
Here's good news for you! At last—
A shoe that really fits the most im-
portant part of the foot... the
Bottom.
Thousands of men and women in
every walk of life find that long
hours "on their feet" seem shorter,
much less tiring, thanks to the fati-
gue-free comfort of LALOR SHOES.
Remember, the fit is the thing—it
combines comfort and appearance.
D. J. LALOR

**USED FURNITURE,
PIANOS WANTED**
HIGHEST CASH PRICES PAID
Call or Write
MR. MACK
2567 ATLANTIC AVE. B'klyn
AP 6-7430

INVISIBLE GLASSES
are marvelous for your sight and your
appearance! Safe and unbreakable.
You'll see better and look better. Have
FREE trial fitting. Consultation wel-
comed 10-8 p.m. daily; 2-4 p.m. Sunday
J. H. WILDAY
Times Bldg. (120 B'way) BRyant 9-2282

**MEN'S SUITS
SLIGHTLY USED
BETTER THAN NEW
\$7.50 and Up**
We Also Buy Pawn tickets
For Diamonds and All Kinds
of Jewelry
Al's Clothing Exchange
132 Myrtle Ave., off Flatbush Ext.
Brooklyn, N. Y. TRiangle 5-0196

**WE BUY
AT TOP PRICES**
Complete Apartments, Pianos, Odd
Pieces, Rugs, Refrigerators, Combs,
Radios, Sewing Machines, etc.
FURNITURE
At. 9-6486
United Security
2476 Third Ave.
LEGAL NOTICE

When Your Doctor Prescribes Call
MARTOCCI
All Prescriptions Filled by Registered
Graduate Pharmacists
**PRESCRIPTIONS — DRUGS
MARTOCCI PHARMACY**
7891 13th Ave. Brooklyn, N. Y.
Call BENSonshurst 6-7032
Bay Ridge's Leading Prescription
Pharmacy

MULTIGRAPHING
Direct Mail Campaigns — Multigraphing,
micrographing, Addressing, Mailing. Spe-
cial machines to speed up your problems.
Accurate, Prompt and Reliable
CALL CHELSEA 2-9002
Prompt Multigraphing & Mailing Co.
101 WEST 114th STREET, N. Y.

**ALL CITY, STATE, U. S. GOVT.
PAY CHECKS CASHED**
25c Up To
1.00.00
PARAMOUNT
277 CANAL ST., Nr. Broadway
OPEN FROM 7 A.M. TO 1 P.M.
309 FIFTH AVE., Nr. 32nd St.

Government Openings

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

Elevator Operator
\$1,620 AND \$1,500 A YEAR
(Salaries include the amount paid for overtime as shown below)
Restrictions to Veterans: In accordance with Veterans' Preference Act of 1944 competition in this examination is restricted to persons entitled to military preference as long as sufficient preference eligibles are available. Persons not entitled to such preference may file application but they will not be certified until such action becomes necessary by reason of a lack of sufficient preference eligibles.
Closing Date: Applications will be received until the needs of the Service have been met.
Nature of Duties: Under supervision, to operate electric or hydraulic freight or passenger elevators, and to perform related work as required.

In Order to Qualify: Applicants must have had at least three months of experience in the operation of electric or hydraulic passenger or freight elevators.
Note: Persons entitled to veterans preference should include in their experience statement the duties performed while serving in the armed forces.
Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part-time or full-time occupation.
Places of Employment: Various Federal Government agencies in the Second U. S. Civil Service Region (comprising the States of New Jersey and New York).
Salaries and Hours of Work: The standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to \$300 except that the amount of overtime pay must not exceed 25 per cent of the basic salary.

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$1,350	\$300	\$1,650
\$1,200	\$300	\$1,500

All basic salaries are subject to a deduction of 5 per cent for retirement purposes.
How to Apply: Obtain Application Form 60 and Supplemental Form AX-498-062 from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y., or at any first- or second-class post office in which this notice is posted.
Mail application to the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y.

Electrotypist (Finisher)
Electrotypist (Molder)
Stereotypist
Approximately \$3,947 a year including overtime pay. Government Printing Office, Washington, D. C.
Time and a Half for Overtime
Time and a half is paid for 8 hours of the 48-hour standard workweek. Weekly earnings are as shown below:
40 hours per week, \$1.46 an hour, \$58.40.
8 hours per week (overtime), \$2.19 an hour, \$17.52.
48 hours, Total weekly salary, \$75.92.
Average yearly earnings are \$3,947. Basic salary (\$3,046) is subject to a 5 percent deduction for retirement purposes.
LOCATION OF POSITIONS.
The positions are in the Government

**ALL TYPES
PIANOS BOUGHT**
Uprights - Grands - Players - Spinets
APOLLO STUDIOS
243 WEST 135th ST., NEW YORK
University 4-8735

**Eyes Examined
—
Glasses Fitted**

**Over 50 Years
of
Friendly
Service**
44 Flatbush Ave., Brooklyn
POPULAR LOW PRICES

FOR BABY'S SAKE
Use
American Sterilized Diaper Service
Sanitary-Sealed
Deodorized Hospital Containers
**AMERICAN
DIAPER SERVICE, Inc.**
City Wide Service
590 W. 27th St., N. Y. C. CH. 4-5328

**CASH ON SIGHT FOR ALL
PAWN TICKETS**
PROVIDENT TICKETS OUR
SPECIALTY
PRICES UP 75%
Top Prices Diamonds, Watches, Etc.
Responsible Buyers, Room 201
40 W. 42nd. LO 5-8370

Printing Office, Washington, D. C.

II. DUTIES
The duties of the positions are as follows:
Electrotypist (Finisher).—To perform all operations (such as shaving, shaping, leveling and routing) in preparing cast plates for the presses; to repair and correct old plates; and to perform related duties as required.
Electrotypist (Molder).—To make molds from type and prepare the molds for casting; to make shells from the molds by electrolytic action and fill these shells with metal to complete the casts; and to perform related duties as required.
Stereotypist.—To perform all the operations necessary in the making of a stereotype plate, including preparing the form, molding it into the matrix, casting the plate in the matrix, and preparing the plate for the press; and to perform related duties as required.

III. REQUIREMENTS.
Applicants must show that they have completed an apprenticeship of at least 5 years in the trade for which they apply, or that they have had at least 5 years of practical experience in the trade, the substantial equivalent of a completed apprenticeship. In addition, they must show that they have had at least 1 year of journeyman experience in the trade.
Credit will not be given for any part of an apprenticeship served prior to the age of 16 years. Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part-time or full-time occupation. Such experience will be credited on the basis of time actually spent in appropriate activities.
Applicants must be citizens of or owe allegiance to the United States.
There are no age limits for this examination.
No written test is required.

HOW TO APPLY
Applicants must be citizens of or owe to the United States Civil Service Commission, Washington 25, D. C.:
1. Application Form 57.
2. Supplemental Form 1747.
3. Form 14 and proof required therein, if applicants desire to claim preference because of military or naval service.
Applications may be obtained at 641 Washington Street, N. Y. C.

Employment Interviewer
United States Employment Service of the War Manpower Commission
Salary—\$1980 a Year, Plus Overtime Pay
The standard Federal workweek of 48 hours includes 8 hours of overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 per cent of the basic salary. For duty at various local U. S. Employment Service Offices of the War Manpower Commission in the State of New York.
Closing Date: Applications will be received until the needs of the Service have been met.
Duties: Under supervision, to interview and take registration or re-registrations of applicants for employment, and code the registration cards; to solicit and receive job orders; to select and refer applicants to fill orders; to assist in the receipt and processing of clearance orders; to visit employers to solicit job orders to promote the use of the Employment Service, to follow-up on referrals and to maintain or develop good public relations; to prepare work reports; and to do related work as required.

Minimum Qualifications:
Experience.—Applicants must have had, within the past ten years, at least four years of full-time employment in any of the following fields: Public or business administration, labor or industrial relations, responsible financial or industrial selling, law, skilled trades in construction or industrial fields; or four years of full-time employment in a clerical capacity that provided a knowledge of and familiarity with interviewing methods or of gathering and organizing information concerning personal facts, traits, characteristics, and similar data in such manner as to be currently usable for reference material. In addition applicants must have demonstrated their ability to meet and deal satisfactorily with the public.

Substitution of Education for Experience.—Applicants may substitute for the above experience, up to a maximum of three years of experience, the successful completion of work in a college or university of recognized standing on a basis of each scholastic year being equivalent to six months' experience.
Note: Preference will be given in certification to those who have had at least one year of employment interviewing experience in a large private industrial or commercial organization, or a comparable position in public employment.

Read the job-listing below. When you have spotted the job for which your training or experience fits you, go down to the office of the Civil Service Commission, 641 Washington St., New York City. Remember that you'll get about 21% more than the salary listed because of overtime pay.

And you'll need a certificate of availability if you're now engaged in an essential occupation.

- ABSTRACTORS (\$2000).**
- ACCOUNTANTS (\$2000 to \$6500, Incl.):** Commercial Cost, Rent, Chief.
- ADVISERS (\$2000):** Recreational.
- ADMINISTRATIVE ASSISTANTS (\$2000 to \$3200, Inclusive):**
- ADMINISTRATORS (\$2000 to \$8000, Inclusive):**
- AIDE (\$1200 to \$2300, Inclusive):** Laboratory, Physical Science, Conservation, Engineering, Allowance, Photographic, Agricultural, Historical.
- ANALYSIS (\$2000 to \$5000, Incl.):** Cost, Administrative, Marketing, Management, Topographic, Classification, Pictorial, Budget, Research, Procedural, Principal Cost, Depot Operations.
- ARCHITECT (\$2000 to \$3800, Inclusive):** Assistant Naval, Associate Naval.
- ASSISTANTS (\$1320 to \$2000 Inclusive):** Employee Relation, Passenger Traffic, Service Training, Laboratory Attendant, Asst. Laboratorian Roentgenology.
- AUDITORS (\$2000 to \$3800, Inclusive):** Principal, Cost, Construction Cost, Commissary.
- BACTERIOLOGIST (\$2000 to \$2600, Inclusive):** Jr. Assistant.
- CHECKER (\$8.81 Per Hour):** Gage.
- CHEMIST, Junior (\$2000).**
- CHIEFS (\$2000 to \$6500, Inclusive):** Storage Section, Personnel, N. Y. Communications Center, Deputy, Audit Unit, Editorial Production.
- CLERKS (\$1800 to \$3200, Inclusive):** Law, Chem, Warfare Mails, Troop Embarkation, Editorial, Time & Leave Payroll, Qualified as Nurse, Printing, Ungraded, Supply, Accounting, Personnel, Freight Rate, Transportation, Storekeeper, Gaurer, Audit, Property Accounting, Traffic, Purchasing.
- COMMUNICATOR (\$1800):** Aircraft Trainee.
- CONSERVATIONIST (\$2000 to \$2600, Inclusive):** Soil.
- CONSULTANT (\$10.00 to \$25.00 Per Day & \$2600, Inclusive):** Expert, Technical Trainee.
- COORDINATOR (\$2600):** Material.
- COUNSELOR (\$2000 to \$3500, Incl.):** Employee.
- DENTAL ASSISTANT (\$1440).**
- DESIGNER (\$3800):** Clothing.
- DIRECTOR (\$5000 to \$3200, Inclusive):** Training, Producer.
- DRAFTSMAN (\$1320 to \$2900 Incl.):** Engineering, Trainee, Illustrative, Set Designer, Statistical.
- EDITOR (\$2600 to \$3200, Inclusive):** Technical, Film.
- ENGINEERS (\$2000 to \$1600 Incl.):** Mechanical Sprinkler, Electrical, Material, Principal Lubrication, Safety, Production Security, Construction, Aeronautical, Hydraulic, Chemical, Welding, Exhibits, Gage Designer, Studio Control, Production, Mechanical, Commodity.
- ESTIMATOR (\$2900):** Materials.
- EXAMINER (\$67 to \$4500 Inclusive):** Rating Trainee, Pre-Examiner, Final, Tariff Rate, Clothing Sizer, Marker & Folder.
- EXPERT (\$2600):** Vatch.
- FOLEMAN (\$36 P. H.):** Jr. P.M.O.
- GEOLOGIST (\$2000 to \$2600 Incl.):**
- HELPER (\$67 to \$1440, Inclusive):** Mechanical Gage Checker, Cutters.
- HYGIENIST (\$1620):** Dental.
- ILLUSTRATOR (\$1620 to \$2600, Incl.):** Artist.
- INSPECTORS (\$1440 to \$4400 Incl.):** Engineering Materials, Textiles, Ordnance Materials, Radio, Supplies & Equip. Materials, Administrative Proc., Subsistence (Coffee), Paper & Paper Prod., Mechanical Air Carrier, Transp. Equip., Subsistence, Tire Clothing, Plant Quarantine, Safety, Construction, Electrical, Shipyard, Tool & Gage, Shipbuilding, Heavy Equip., Chemicals, Procurement, Marine, Rail, Oil, In-Bound-Property Section.
- INTERVIEWER (\$1980):** Employment.
- INVESTIGATOR (\$2000 to \$3200, Incl.):** Commodity.
- LIBRARIAN (\$1800).**
- MANAGER (\$3200 to \$3900 Inclusive):** Traffic, Real Estate.
- METALURGIST (\$3000).**
- MYCOLOGIST (\$3800).**
- NEGATIVE CUTTER (\$2900 to \$3200, Inclusive).**
- NEGOTIATOR (\$2000 to \$8000, Incl.):** Principal.
- NURSE (\$516.00 to \$1800, Inclusive):** Student, Head, Graduate.
- OFFICERS (\$2000 to \$3000 Inclusive):** Administrative, Priority Control, Radio Program, Personnel, Sales, Property & Supply, Field Property, Assistant Regional, Property Disposal.

- OPERATOR (\$1440):** Projector.
- PHYSICIST (\$2000).**
- PHYSIOLOGIST (\$3200).**
- PROJECTIONIST (\$1440 to \$2900, Incl.):** Motion Picture, Radio Photo.
- PROPERTY MAN (\$2000):** Ungraded.
- PSYCHOLOGIST (\$2000 to \$1600, Incl.):** REPORTER (\$3200).
- REPRESENTATIVE (\$1980 to \$3800, Inclusive):** Field Farm Placement.
- SPECIALISTS (\$2000 to \$4000 Incl.):** Commodity Price (Women's App.), Food Preservation, Industrial Procurement, Training, Regional Commodity Price (Dry Groceries), Material Procurement, Defense Security Promotion, Form, Regional Commodity Price (Restaurant), Field, Farm Placement.
- STATISTICIANS (\$2000 to \$3200, Incl.):** Associate.
- SUPERINTENDENT (\$2000 to \$2900):** Laundry Assistant, Asst. of Mails.
- SUPERVISOR (\$1800 to \$2000, Incl.):** Tabulating Machine, Photostat Unit, Payroll Clerk, Regional.
- TECHNICIANS:** Offset, Missio, Placement, Personnel, Medical Surgery.
- TRANSLATOR (\$1800 to \$3200, Inclusive):** Chinese, Russian, Crewship Clerk.
- VETERINARIAN (\$2000).**
- WRITER (\$2000 to \$2600):** Editor, Scenario.
- POSITIONS:**
Attendants, New Jersey, Upstate, New York, \$1200-\$1440 p.a., \$54-\$78 per hr., \$23.00-\$26.00 per wk.
Chauffeur, Rome, New York, \$1320-\$1500 p.a., \$55-\$84 per hr.
Carpenter, New York, New Jersey, \$84-\$122 per hr.
Checker, New Jersey, New York, \$1020-\$2000 p.a.
Cook & Baker, New York Upstate, Long Island, \$1320 p.a., \$81-\$92 per hr., \$24.40-\$34.00 per wk.
Elevator Operators, New York, New Jersey, \$1200-\$1320 p.a.
Electrician, Rome, New York, New Jersey, \$2200 p.a., \$1.14-\$1.26 per hr.
Firefighter, New York, New Jersey and Rome, \$1080-\$1800 p.a.
Stationary Boiler Fireman, New York, Long Island and New Jersey, \$1320-\$1500 p.a., \$87 per hr.
Guard, New York, New Jersey, Rome & Upstate, \$1500-\$2200 p.a.

(Continued on Page 15)

CARS WANTED
HIGHEST PRICES PAID
All Makes and Models
From 1936-1942
PASSARO BROS.
Dodge Plymouth Dealers
1286 FLATBUSH AVE. MA 6-1400

**Over 150
Fine Select Used Cars
On Display**
All Years, Makes and Models
Also Many Fine Station Wagons
DEXTA
FIRST AVE. at 97th St., N. Y. C.
ATwater 9-2998

Wendel-Hall Pontiac Co.
PAYS HIGHER PRICES
FOR
USED CARS
1936 to 1942 models.
We will give you a postwar
new car priority.
Will send buyer with CASH
1700 Jerome Ave.
(Near 175th St.)
TR. 8-3048

CARS WANTED
All Makes, 1932-1942
TOP PRICES PAID
PITKIN AUTO
DeSoto - Plymouth Dealer
225 PENNSYLVANIA AVE., BKLYN.
AP 7-0088

CARS WANTED
ALL MAKES 1936-1942
Top Prices Paid
FIELDSTONE MOTORS
New York's Oldest DeSoto, Ply.
Dealers
BROADWAY at 235th STREET
MARble 7-9180

Column for Car Owners

**CIVIL SERVICE LEADER, 97 Duane Street, New York City
CAR APPRAISAL SERVICE BUREAU**

If you wish to sell your car, send in the following information or write to one of the dealers listed below. We will get an estimated valuation for you based on the best marked price we can find from a reputable dealer.

Make of Car..... Year.....
Type..... Mileage.....
Equipment.....
Condition of Tires..... Your Own Appraisal.....
Your Name.....
Address..... Phone.....

Help Wanted—Male

MEN

No Experience Required

PACKERS
COUNTERS
WASHROOM

5 DAYS — GOOD PAY
OVERTIME — VACATIONS
Other Employee Benefits

NEW YORK LINEN
SUPPLY & LAUNDRY
352 EAST 62nd ST.
Corner First Ave.

WANTED!

TEST SET
TECHNICIANS

Radio or electrical back-
ground desirable for build-
ing and maintaining elec-
tronic testing equipment

INSTRUMENT
MAKERS

Mechanists or men with in-
strument making experience
for building mechanical parts
for electronic testing equipment.

Apply: Employment Dept.
Mon. through Sat.
8:30-4:30

Western Electric Co.
ROOM 400, 4TH FLOOR
403 HUDSON ST., N. Y. C.

Help Wanted—Male

MEN
NO EXPERIENCE

for PENICILLIN Plant
WILL TRAIN as Chemical Operators

\$39 TO START
FOR 48 HOURS
Automatic Increases!
POST-WAR FUTURE!

CHAS. PFIZER & CO.
INCORPORATED
11 BARTLETT ST., BKLYN.
(AT MARCY & FLUSHING AVES.)
NEAR ALL TRANSPORTATION LINES

BOYS! MEN!
AS FACTORY WORKERS
WAR AND PEACETIME PLANT
EXPERIENCE UNNECESSARY
Day and Night Shifts
Vulcan Proofing Co.
1st Av. (bet. 57th & 58th St.), Bklyn.
Essential workers need release

MEN

Earn Extra Money

No Experience
Evenings

As Soda Dispensers

APPLY UNTIL 7 P.M.

Loft Candy Corp.
251 West 42nd St. (3rd Floor)

EXPERIENCED
WOOD PATTERN
MAKER

IDEAL WORKING CONDITIONS
EXCELLENT SALARY
Good Post-War Future for All

COLUMBIA MACHINE
WORKS
255 Chestnut St., Brooklyn, N. Y.
B.M.T. Jamaica Line to
Crescent St. Sta.

MEN

Day and Night Porters
Full Time

STOCK MEN

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

HEARN'S

74 Fifth Ave., New York City

Radio Technicians

for International Point-to-Point
RADIO communication stations.
Must possess at least 2nd class
radiotelegraphers license.
Code speed 20 words per minute.
Assignment outside N. Y. C.

Radio Telegraphers

JR. CLERKS
We will employ you if you possess
a knowledge of typing and pro-
vide you meanwhile with an op-
portunity to learn radiotelegraph
operating.
Apply weekdays except Satur-
day between 10 a.m. and 4 p.m.
Essential workers need release.
R.C.A. Communications, Inc.
66 BROAD STREET, NEW YORK

MEN—MEN

GENERAL FACTORY WORK
EXPERIENCE NOT NECESSARY
Opportunity For Advancement
OVERTIME and BONUS
Good Work Conditions
Luncheon Facilities

HENRY HEIDE, Inc.

Employment Dept., 84 Vandam (7th
Ave. Sub. to Houston or 8th Ave.
Sub. to Spring). Essential workers
need release statement.

MEN

For Part Time Work
CLEAN, PLEASANT
SURROUNDINGS

HUYLER'S
30-30 Northern Boulevard
LONG ISLAND CITY

Help Wanted—Male

KEEP 'EM ROLLING
Urgent Need to Move
Service Men and Women
THE PULLMAN CO.

LIMITED EXPERIENCE REQUIRED
Upholsters
NO EXPERIENCE REQUIRED
Pullman Porters
Car Cleaners and Laborers
Essential War Workers Need USES Release
Statement And Consent of The Railroad
Retirement Board
APPLY

THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2612, Grand Central Terminal, New York City
Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C.

Help Wanted—Male & Female

WANTED—MEN AND WOMEN

We need salespeople and stockpeople, re-
ceiving clerks, elevator operators, matrons,
and day and night porters—full-time and
part-time.

We offer a 40-hour week, pleasant working
conditions, and congenial and happy sur-
roundings.

Apply all week at the Personnel Office of
OHRBACH'S, INC.
841 Broadway, New York, N. Y.

MEN AND WOMEN

FOR LIGHT FACTORY WORK
CONVENIENT HOURS

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING
EASILY REACHED BY ALL SUBWAYS
LOOSE-WILES BISCUIT CO.
29-10 Thomson Ave. Long Island City, N. Y.

MEN-WOMEN

For Permanent Jobs
Light Factory Work

No Experience Necessary

GOOD PAY

Comfort Spring Corp.

216 SEIGEL ST., B'KLYN, N. Y.
Morgan Av. Sta. 14th St. B.M.T. Line

MEN & WOMEN

for
TRAIN SERVICE
and STATION DEPT.
No experience necessary.

Apply by letter only
HUDSON & MANHATTAN
R.R. CO.
Room 113-E, 39 Church St.
New York 7, N. Y.
Essential workers need
release statement.

WAR MANPOWER COMMISSION

War Manpower Rulings Must Be Observed
USES — WMC

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

Help Wanted—Male

Help Wanted—Female

GIRLS & WOMEN
NO EXPERIENCE

FULL OR PART TIME

BAKERS
COUNTER GIRLS
PANTRY WORKERS
SALAD MAKERS
STEAM TABLE
DISHWASHERS
WAITRESSES
Full Time-Part Time
Lunch Hours
Also 2 P.M. to 1 A.M.
HOSTESSES
COOKS
DESSERT MAKERS
FOOD CHECKERS
LAUNDRY WASHERS
SALESGIRLS

MEALS AND UNIFORMS
FURNISHED
BONUSES—PAID VACATIONS
PERMANENT POSITIONS
OPPORTUNITIES FOR
ADVANCEMENT

SCHRAFFT'S

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

GIRLS - WOMEN

16 or Over
NO EXPERIENCE REQUIRED

\$22.44 to Start
5 DAYS — VACATION
Good Working Conditions
Other Employee Benefits

NEW YORK LINEN
SUPPLY & LAUNDRY
352 EAST 62nd ST.
Corner First Ave.

JR. CLERKS GIRLS
WOMEN

(at least 16 Years of age)

No experience necessary.
Knowledge of typing preferred.
We will employ you in interesting
work, handling
International RADIOGRAMS.
Opportunity meanwhile to learn
Teletype or Radiotelegraph
Operating in our free school.

Apply weekdays except Satur-
day between 10 a.m. and 4 p.m.
Essential workers need release.
R.C.A. Communications, Inc.
66 BROAD STREET, NEW YORK

CLERKS

Blue Print Control
STENOGRAPHERS

Good Post-war Opportunity
Pleasant Surroundings

W. L. MAXSON Corp.
460 WEST 34TH ST.
NEW YORK

CLERICAL WORKERS

No Experience Necessary
40 Hours — 5-Day Week

AHREND COMPANY
52 DUANE ST. N. Y. C.

TRAINEES

Bench, machine, assembly and wir-
ing operations on experimental parts
DAY OR NIGHT SHIFT

Starting rate \$31.20 incl. o.t. 8
days. Bonus for night shift. Auto-
matic salary increases Jan. 1-Apr. 1.

BELL TELEPHONE
LABORATORIES

744 Washington St., N.Y.C.
Monday thru Saturday, 9 am to 5

7th-8th Ave. Subs to 14th, walk So.
to 12th, then W. to Washington St.

Help Wanted—Female

SALESWOMEN

Full Time
And 1 P.M. to Closing

CLERICAL, CASHIERS
STOCK GIRLS
WRAPPERS
SODA FOUNTAIN
ATTENDANTS
5-DAY — 40-HOUR WEEK

No experience necessary.
We will train you.

HEARN'S
74 Fifth Ave., New York City

MEN

40 Hours, 5 Days
Clean, Stockwork

Sears, Roebuck & Co.
360 W. 31st St., N. Y. C. 6th Fl.

GIRLS WOMEN

Beginner's Considered

BILLERS
PACKERS
CHECKERS
STOCK CLERKS
ORDER FILLERS

GOOD PAY!

A PERMANENT POSITION
WITH GOOD FUTURE!

48 Hours Week, Includes
8 Hours Overtime
ONLY 1/2 DAY SATURDAY

Conde Nast Publications,
114 East 32nd St. (10th Floor)
Between Park and Lexington Ave.

GIRLS &
WOMEN

16 YEARS AND OVER

For Stock Work
and Receiving Dept.

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

Attractive Pay

S. KLEIN

ON THE SQUARE, INC.
6 UNION SQUARE
NEW YORK CITY

WOMEN & GIRLS

PART OR FULL TIME
LAUNDRY WORK
or
CANDY PACKING

SCHRAFFT'S

56 West 23d St., N. Y.

Girls-Women, 18-35

Experience Unnecessary
TO FOLD CLEAN DIAPERS
Pleasant Working Conditions
FREE MILK AND COFFEE
\$23 WEEK TO START
CAN EARN \$35 WEEK OR
MORE IN SHORT TIME
General Diaper Service
79-75 Albion Ave., Elmhurst, L. I.
Elmhurst Ave. station, Ind. subway

STENOGRAPHERS

TYPISTS

Good Post-War Possibilities
Excellent Working Conditions
ADVANCEMENT

W. L. MAXSON Corp.
460 WEST 34th ST., N. Y. C.

GIRLS—WOMEN,
WAR WORK

EXPERIENCE NOT NECESSARY
General Factory Work. Opportu-
nity for Advancement and Bonus.
Overtime. Good work conditions.
Luncheon facilities.

HENRY HEIDE, INC.

Employment Dept., 84 Vandam (7th
Ave. Sub. to Houston or 8th Ave.
Sub. to Spring). Essential workers
need release statement.

Help Wanted—Female

Chilids
 "The Nation's Host"
OFFERS
Employment Opportunities
MEN & WOMEN
 experienced & inexperienced
FULL OR PART TIME
DAY OR NIGHT HOURS
 Permanent positions for
Cashiers — Hostesses
Waiters — Waitresses
Counter Attendants
Order Cooks — Bakers
Bus Boys
Store Room Men
Pantry Men — Women
GOOD WAGES
Fold Vacations
 Meals and Uniforms furnished

Apply daily 9 A.M. to 5:30 P.M.
CHILD'S EMPLOYMENT OFFICE
 425 7TH AVE. (bet. 33d-34th Sts.)
 OR ANY CHILD'S RESTAURANT

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PEARL & BORIS STORE EQUIPMENT CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FERGUSON LABORATORIES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GRACETON DRESS CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 12th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MARSHALL COLEMAN, INC. and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HENDRIK HUDSON APARTMENTS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GREAT EASTERN BRASS WORKS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SUPER TAB CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of I.H.F. REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of NEW YORKERS FLEET OWNERS ASS'N, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of S. W. CLOAK, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of June, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of TROPICAL BRANDS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of G & H MACHINE CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BLOOM DOLL PRODUCTS CO., INN. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of September, 1944.
 Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

Leg Ailments

Varicose Veins, Open Leg Sores, Phlebitis, Rheumatism, Arthritis, Sciatica, Eczema
TREATED WITHOUT OPERATIONS

Monday and Thursday 1-8:30 P.M.
 Tuesday and Friday 1-6 P.M.
 Wednesday and Saturday 1-5 P.M.
 No Office Hours On Sunday & Holidays

L. A. BEHLA, M.D.
 320 W. 86th St., New York City

Chronic and Neglected Ailments SKIN AND NERVES KIDNEY — BLADDER RECTAL DISEASES SWOLLEN GLANDS Men and Women Treated

Dr. DERUHA

128 EAST 86th STREET

Above Lexington Ave. Subway Station Centrally located, easily reached from everywhere
 Separate waiting rooms for women
 Daily 10-2, 4-9, Sundays 10-2
 THOROUGH EXAMINATION INCLUDING BLOOD TEST—\$3.00

For Kind, Sympathetic and Efficient Service

CONSULT

CHARLES W. BRYANT, Director
COMMUNITY FUNERAL HOME
 1899A FULTON ST., BROOKLYN
 Bus., GL 2-5622 Res., GL 5-7537 (Colored Clientele)

JACOB FASS & SON Inc.

ESTABLISHED 1903

Harry Weinstein, Lic. Manager
FUNERAL DIRECTOR
 DIGNIFIED SERVICE, REASONABLE RATES, CHAPEL FACILITIES, IN ALL BOROUGHS
 24 AVENUE C, N. Y. C.
 Day and Night Phone
 GR amercy 7-5922

NEGLECTED, CHRONIC AND ACUTE DISEASES

SKIN ITCHING; ECZEMA, BLADDER AND STOMACH AILMENTS; VARICOSE VEINS, RHEUMATISM, PAINS IN THE JOINTS, COLDS TREATED, BLOOD TEST FOR MARRIAGE LICENSE.
 CONSULTATION FREE—X-RAY AVAILABLE. MODERATE FEES
DR. A. SPEED 205 E. 78th St. (Cor. 3rd Ave.)
 Daily: 10 to 2 & 4 to 8; Sundays 11 to 2—25 Years Practice in Europe and Here
 MEDICAL ATTENTION FOR WOMEN: Reducing, Backache, Inflammation, Nervousness, etc.

DR. H. SCHLISSEL
 Dental Surgeon

STAPLETON, S. I.
 580 BAY ST. ST. 7-1985
 Tues., Thurs., Sat., 9 A.M. - 7 P.M.
 BRONX, N. Y.
 1 EAST FORDHAM RD. SE 3-7040
 Mon., Wed., Fri., 9 A.M. - 7 P.M.



PIMPLES BLACKHEADS
FOAMY MEDICATION
 Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year proved Palmer's "SKIN SUCCESS" Ointment. Whip up the rich cleansing, FOAMY MEDICATION with finger tips, washcloth or brush and allow to remain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching eczema, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-clear, soft looking skin, give your skin this luxurious 3 minute foamy medication-treatment. At toiletry counters everywhere. 25c or from E. T. Browne Drug Company, 127 Water St., New York 5, N. Y.

CHRONIC AILMENTS

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

All Chronic Diseases Treated—FEES ARE MODERATE—
Medical Examination \$2

Dr. ZINS

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

CHRONIC DISEASES

of NERVES, SKIN AND STOMACH
 Kidney, Bladder, General Weakness, Lame Back, Swollen Glands.
PILES HEALED
 Positive Proof? Former patients can tell you how I healed their piles without hospitals, knife or pain.
 Consultation, Examination & Laboratory Test \$2
 VARICOSE VEINS TREATED MODERATE FEES

Dr. Burton Davis

415 Lexington Ave. Corner 41st St., Fourth Floor
 Hours Daily: 9 a.m. to 7 p.m., Tues. & Thurs. 9 to 4 Only, Sun. & Holidays 10-1

READER'S SERVICE GUIDE

MR. FIXIT

Clockwork

KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City, Telephone Worth 2-3271.

Patent Attorney

GEORGE C. HEINICKE—Registered in all States. Have you an idea or invention that should be patented? Come in and talk it over at no cost to you. Open 10 A.M. to 4 P.M., 147 Fourth Ave., Room 329, N. Y. C. Tel.: ALsonquin 4-0680.

Piano Tuning

EXCELLENT, RELIABLE tuning—\$3. Repairing, reconditioning, reasonable. Go any distance. References: Hunter College, Bd. of Educ., JOSEPH ALFREDGE, 229 72nd St., Brooklyn. SH. 5-4723.

Typewriters

TYPEWRITERS, adding, calculating machines Addressograph, mimeographs Reused, Bought, Repaired, Sold, Serviced. Wormer Typewriter and Adding Machine Corp., 952 Broadway at 23 St. AL 4-1772.

Carpets

USED CARPETS, BROADLOOMS, Rugs, Stairs Linoleum, Rubber Tile, Carpet Cleaning, Bought and Sold, 147 West 33rd—Chelsea 8-2707—1758.

Auto Service

A. L. EASTMOND, formerly of 37 W. 144th St., is now located at 306-8 W. 143rd St., nr. 8th Ave., and offers his old customers and friends the same reliable collision and towing service. ED. 4-3220.

Radio Repairs

FOR GUARANTEED RADIO REPAIR Service, Call Gram. 3-3093. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 Second Ave. (Nr. 3rd St.)

Scientific Rug Cleaning

ORIENTAL AND DOMESTIC RUGS CLEANED and Shampooed. If it's your rugs or carpets, call MO 2-6561, Carvell, 80 St. Nicholas Ave., NYC, at 1141 St. Free Storage until Sept. 1st.

MISS & MRS.

Beauty Culture

The BEAUTY Bar, Specializing in all Branches of Beauty Culture. Expert Operators. M. Smith Prop. 203 West 145th St., Aud. 8-8080.
 JOLA WHITE, Proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 165th St., Bronx. Opportunity for two operators. DAYton 3-8308.
 HAITH'S BEAUTY SALON, located at 2434 Eighth Ave. (bet. 130th & 131st Sts.), offers the finest in Beauty Culture. All systems. Closed Tuesdays. Tel. AU 3-9245 for appointment. Leah Haith, Prop.

AFTER HOURS

MARRIAGES ARE NOT MADE IN HEAVEN! Introductions arranged CAREFULLY. Call Mr. Chancia. 10. 5-0044.

SOCIAL INTRODUCTION SERVICE opens new avenues to pleasant associations for men and women. Responsible, dignified clientele. Non-sectarian. Personal introductions. Confidential. MAY RICHARDSON, 111 W. 72nd St. ENdicut 2-3033. 10 A.M. to 7 P.M. daily, 12 noon to 6 P.M. Sunday.

NEW FRIENDS ARE YOURS: Through Our Personal Introductions. Enhance Your Social Life. Discriminating Clientele. Non-Sectarian. Original Dating Bureau. GRACE BOWES, Est. 1935, 230 West 70th St. (Bet. B'way & West End Ave.), ENd. 2-4680.

ARE YOU FRIENDSHIP OR MARRIAGE MIND? Investigate my Method of Personal Introduction. Finest references and recommendations. CONFIDENTIAL Service. Helen Brooks, 100 W. 42d St., WI 7-2430.

A PUBLIC SERVICE—Meet new friends; men-women, all ages, non-sectarian; thousands new members; oldest internationally known organization; offices in Hotel Wentworth; Daily-Sunday, 12-8, Clara Lane, Contact Center, 50 W. 47th, BR 9-8043 or send stamped envelope for particulars.

WHERE TO DINE

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere." Good Food—The Way You Like It. Satisfying—Closed Saturday & Sunday.

FREE TEA CUP READING. Body's Tea Garden, Tea and Cookies 35c. Weekdays 11:30 A.M. to 9 P.M., Sat. & 11:30 to 9 P.M., 46 East Tremont Ave. Near Crotona Thea. 1 flight up.

VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.), serves delicious dinners. UN. 4-8860. Mary Abernathy, Prop.

MRS. BROWN'S, YOUR FAVORITE eating place, is now located in its own spacious establishment—opposite the Old Stand, 2415 Seventh Avenue, N. W. cor. 141 St. Specializing in southern home cooking.

Bar-B-Q

BARONS BAR-B-Q ROTISSERIE. Famous for tasty cooked foods. Breakfast, luncheon and dinner. Serving a la carte. 2499 7th Ave. (Next to Roosevelt Theater.)

Help Wanted Agencies A BACKGROUND OF SATISFACTION in Personal service since 1910. Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator. BRODY AGENCY (Henriette Rodon Licensee), 840 Broadway, BARclay 7-8135 to 8137

MERCHANDISE WANTED

CASH PAID IMMEDIATELY for Pianos and Musical Instruments. TOLCHIN, 48 E. 8th St. AL 4-6917.
 SILVERWARE PLAT AND HOLLOWARE. Urgently needed. High prices paid. J. Sloves, 149 Canal St. WA. 5-0660.

EVERYBODY'S BUY

Clothing
 HARLEM FUR EXCHANGE—Buys, Sells, Exchanges Furs. Storage, Insurance, Clean, Glaze, Remodel, Restyle. New coats, individually styled. Phone Ed. 4-6646 or visit 2228 Seventh Ave. (131 St.)

NEW AND SLIGHTLY USED SUITS and Top Coats. Such standard brands as Bonds, John David, Kusunart Clothing. All 5-piece suits, \$16.50 to \$23.50 for all sizes and shapes. Grand Clothing Co., 519 Lenox Ave., bet. 135 & 136 Sts.

PAY A VISIT TO THE BORO Clothing Exchange, 39 Myrtle Ave., Bklyn. We carry a full line of men's, women's and children's clothes of the best advertised brands. All dry cleaned and pressed for just a fraction of their original cost. Write for Catalog C. Easy to reach by all cars, and buses and subways.

TAUB'S MEN'S Clothing Shop. new and slightly used. Pants to match. We buy and sell used clothing. Suits and coats from 55 up. Quality brands. 509 W. 43 St.

Thrift Shop

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

Mexican Arts
 MEXICAN ARTS-CRAFTS, Las Novedades 87 Christopher St. (Village), 12:00 A.M. to 11:00 P.M.

HEALTH SERVICES

Dentists

DR. S. GLOBBERMAN, 1565 Townsend Ave., near Mt. Eden Ave., Bronx Tel. TRemont 8-9755. (Formerly at 22 East 170th St.)

Optometrist

EYEGLASSES—As low as \$7, which includes thorough examination and first quality lenses and frames. Dr. A. H. Hansen, Optometrist, 119 E. 39th St., New York City, Lexington 2-4996. Hours 10 A.M. to 8 P.M.

Druggists

SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1943 re-filled on our premises. Notary Public. 15c per signature. Jay Drug Co., 303 B'way. WO 2-4736.

Masseurs

Louis Watten, Licensed Masseuse, Lic. No. 370796, Residence Service, Medical massage, DAYton 3-0630, 1021 Trinity Ave., Bronx Office Hours 4-9 P.M.

Bald Heads

CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair, bald heads; are or condition of baldness does not matter; Roots don't die. For particulars call, phone Clarence Green, 64 Bradhurst Ave. (cor. 143th St.), N.Y. AU 3-9745

Scalp-Hair Treatments

EDITH BRADLEY gives scientific scalp and hair treatments on your home. Over 20 years experience in New York, Paris. Free consultation. CRi JA 9-0178.

Fight Over Personnel Man

(Continued From Page 5)

to the Health Department could have been easily effected. However, according to the Budget office, the Housing Authority refused to release him from his present job.

Councilman's Version

Councilman Cohen gives a different version of the situation. First, he argues, there is no need for such a job in the Health Department. The same functions are now being performed as part of their regular duties by Matthew A. Byrne, Secretary of the department and George E. Ostermann, Chief Clerk. Both of these men, says Cohen, are highly competent individuals, "and know as much about civil service as any personnel officer."

Moreover, as the Councilman interprets it, at first there was no intention of holding an examination. The idea was that Rechetnick would get the job. Also, he points out that Rechetnick came into the City service fairly recently as a civil service examiner earning \$2400. He was then a provisional appointee in the Civil Service Commission. He took an examination and was appointed to a permanent post at \$1800. He was quickly advanced, and within three years he reached \$4,350. Cohen feels that Rechetnick has "been pushed up fast," and he questions the reasons. The Budget Director points out, however, that he has no control over expenditures by the N.Y.C. Housing Authority.

Rechetnick is no longer in the running for the Health Dept. job. The name of Rose Burke, Welfare Department personnel officer, has been mentioned as a possible candidate. Rechetnick's standing in the field of personnel administration is high, incidentally.

Exam Being Prepared

Meanwhile the Civil Service Commission is going ahead and preparing the announcement of an open-competitive examination for the post. It is to be in the ungraded service, which means that the final salary won't be known until the Budget Director decides what the post should actually pay. Present employees in the Health Department who feel they could fill the job would have liked a promotion examination. But they were turned down in this, and all New York residents possessing the qualifications will be able to compete for the post, when it is finally thrown open.

The Budget Director believes that anyone possessing the necessary qualifications for the job should have an opportunity to compete in the event an examination is held.

Morris Paris on Air

Morris Paris, assistant NYC Deputy Comptroller and LEADER Merit Man, is serving as moderator of the Freedom House Forum which will be broadcast over station WEVD on Wednesday, at 9 p.m., starting on September 27. Other speakers on the forum will be Reverend William C. Kernan and Dr. William Agar.

What you really want is **Everything**

—and "everything" that makes a dream vacation at Chesters' includes: **FAST CLAY TENNIS COURTS • LARGE FILTERED POOL • PRIVATE LAKE •** and many exciting etcetera's... Swell adult fun. Open-hearth Fires. Music Treasures. Dinning Instruction. Arts and Crafts. Entertainment Staff that really ENTERTAINS!... Food? Mmmmmmm.

Accommodations from regular to Deluxe. Attractive rates throughout the Summer. Easy to reach by train, bus, or door-to-door taxi service.

WOODBOURNE, N.Y. TEL. WOODBOURNE 1150

CHESTERS

A DELICIOUS MIDWAY IN THE MOUNTAINS

Entire staff on duty through the New Year Holidays

FOR VACATION FUN AND REST

35 Miles from New York a vacation "heaven," breath-takingly beautiful countryside—delicious food—rustic indoor sports—invigorating enjoyable outdoor sports: Tennis—swimming—ping pong—volley ball—bowling—outdoor dancing—bicycling—(horseback riding and golf nearby). You're welcome at any time and for any time. Write for booklet.

PLUM POINT

"YEAR-ROUND VACATION RESORT"

New Windsor, N.Y. Newburgh 4370

Amusement

by J. RICHARD BURSTIN



JEAN ARTHUR

Co-starring with Lee Bowman and Charles Coburn is lovely Jean Arthur, heroine of "The Impatient Years," now playing at Loew's Criterion Theatre.

U.S. Jobs

(Continued from Page 12)

- Long Island, \$70-\$84 per hr., \$1500 p.a.
- Electrician Helper, New York and Long Island, \$77-\$89 per hr.
- Ordinance Helper, New Jersey, \$64 per hr.
- Heating & Opr. Eng. Helper, Rome, \$1500 p.a.
- Plumber Helper, New York, \$84 per hr.
- Painter Helper, New York, \$80-\$84 per hr.
- Steamfitter Helper, Long Island, \$84 per hr.
- Lithograph Operator, New York, \$2000 p.a., \$1.24 per hr.

- MECHANIC:**
- Auto Mechanic, L. I., N. Y., N. J. & Upstate, \$70-\$116 per hr.
 - General Mechanic, New York & Long Island, \$70-\$104 per hr.
 - Mechanic, New Jersey, \$1860 p.a.
 - Rigger Mechanic, New Jersey, \$1860 p.a.
 - Addressograph Machine Mech., New York, \$1860 p.a.
 - Mechanic Learner, New Jersey, \$4.84 per diem.
 - Aircraft Mechanic, New York & Rome, \$2200 p.a.
 - Sr. Foreman Mechanic, New York, \$1.19 per hr.
 - Brake Mechanic, New York, \$3.98 per hr.

- MECHANICAL TRADES:**
- Toolmaker, New Jersey, \$1.31 per hr.
 - Apprentice Toolmaker, New Jersey, \$3.55 per hr.
 - Rigger, New Jersey, \$9.12 per diem.
 - Steamfitter, Long Island, \$1.18 per hr.
 - Welder, New Jersey, \$1.10 per hr.
 - Pipfitter, New Jersey, \$1.01 per hr.
 - Millwright, New Jersey, \$3.98-\$1.01 per hr.
 - Cooper, New Jersey, \$7.60 per diem.
 - Boxmaker, New Jersey, \$6.24 per diem.
 - Joiner, New Jersey, \$9.12 per diem.

- REPAIRMAN:**
- Office Appliance Repairman, New York, Long Island City, \$1680-\$1860 p.a.
 - Office Machine Repairman, New York, \$1860-\$2040 p.a.
 - Typewriter Repairman, New York, \$1860 p.a.
 - Telephone Repairman (Teletype), New York, \$1.02 per hr.
 - Sr. Tire Repairman, New York, \$1.04-\$1.10 per hr.
 - Armament Repairman, Dunwoody Institute, Minnesota, \$5.92 per diem.
 - Sheet Metal Worker, New York, New Jersey, \$1.04-\$1.13 per hr.
 - Storekeeper, New York, New Jersey, \$1440-\$1800 p.a.

- MISCELLANEOUS:**
- Chassis & Wheel Aligner, New York, \$3.98 per hr.
 - Batterymen, New York & Long Island, \$3.00 per hr.
 - Blacksmith, New York & Long Island, \$1.04-\$1.16 per hr.
 - R.R. Brakeman, New Jersey, \$3.94 per hr.
 - Fumigator, Upstate, \$3.98 per hr.
 - Mall Handler, New York & Long Island, \$3.55 per hr.
 - Letterer, New York, \$1440 p.a.

COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appetizing salads. Tea Leaf Readings an entertainment feature.

Alma's TEA ROOM

773 Lexington Ave. N. Y. C.

Zimmerman's Hungaria

AMERICAN HUNGARIAN

163 West 40th St., East of Bway.

Bar and Grill... Serving the Finest Is **THIRD AVENUE RENDEZVOUS** (Formerly B & K Bar & Grill)

Wines • Liquors • Beers

Your Genial Hosts — C. HOOPER and A. WEEKS

3377 THIRD AVENUE, Cor. 166th Street NEW YORK CITY

ELSIE'S DINING ROOM

For the FINEST FOODS... Strictly Home Cooking — Special Catering to Clubs — For Reservations Tel. Wadsworth 3-9503

975 ST. NICHOLAS AVE. Bet. 159TH & 160TH STREETS

ELSIE TAYLOR, Proprietor

Most heralded screen opening of the past week was the Paramount film, "Frenchman's Creek" which opened at the Rivoli on Wednesday. The Technicolor film stars Joan Fontaine and Arturo de Cordova, and features Basil Rathbone, Nigel Bruce, Cecil Kellaway and Ralph Forbes... The New York Strand continues the mirthful "Arsenic and Old Lace" with Cary Grant and Raymond Massey contributing most of the laughs... Charlie Barnet, his orchestra and revue continue to head the in-person show at the Strand for the fourth week... The Warner Bros. film comedy, "The Doughgirls", whose title roles are filled by Ann Sheridan, Jane Wyman, and Alexis Smith, is now in its fourth week at the Hollywood Theatre... The thrilling screen play of the James M. Cain novel, "Double Indemnity", which co-stars Fred MacMurray, Barbara Stanwyck and Edward G. Robinson is a box-office smash at the Paramount Theatre...



JOAN FONTAINE

Miss Fontaine is currently starring in the Paramount Technicolor film, "Frenchman's Creek," at the Rivoli Theatre.

- Locksmith, New York, \$94 per hr.
- Sub. Pneumatic Tube Operator, New York, \$80 per hr.
- Power Machine Operator, New York, \$64-\$73 per hr.
- Distributor, New York, \$64 per hr.
- Sorter, New York, \$87 per hr.
- Operator, Automatic Equip., New York, \$87 per hr.
- Sizer, Marker, Examiner & Folder, New York, \$67 per hr.
- Grip, Ungr., Long Island, \$2900 p.a.
- Foreman, C & T Repair, New York, \$92 per hr.
- Scale Repairman, New Jersey, \$76 per hr.
- Storekeeper, New York, Long Island, \$2600-\$2875.

- Overseas Vacancies**
- Ice Plant Operator, Bermuda, \$2600-\$2875 per annum.
 - Evaporator Operator, Bermuda, \$2600-\$2875 p.a.
 - Armature Winder, Bermuda, \$2600-\$2875 p.a.
 - Diesel Oiler, Bermuda, \$2300-\$2500 p.a.
 - Mechanic (Sheet Metal), Bermuda, \$2600 p.a.
 - Tinsmith, Bermuda, \$2600 p.a.
 - Firefighter, Bermuda, \$2400 p.a.
 - Plumber, Bermuda, \$2600 p.a.
 - Carpenter, Bermuda, \$2600 p.a.
 - Fire Truck Driver, Bermuda, \$2400 p.a.
 - Boiler Operator, Bermuda, \$2600-\$2875 p.a.
 - Electrician, Bermuda, \$2600-\$2875 p.a.
 - Armature & Coil Winder, Bermuda, \$2600 p.a.

M-G-M presents **RONALD COLMAN KISMET** IN TECHNICOLOR **MARLENE DIETRICH**

ASTOR 45th St. Continuous Performances • Popular Prices DOORS OPEN 10 A.M.

4th BIG WEEK

FROM THE MOMENT THEY MET IT WAS **MURDER!**

PARAMOUNT presents **MACMURRAY • STANWYCK EDWARD G. ROBINSON**

"Double Indemnity"

The Story of an Unholy Love!

In Person THE **ANDREWS SISTERS** The Top Trio of the Nation Extra! **MITCHELL AYRES** AND HIS CBS BAND

PAT HENNING Plus **MACK & DESMOND** Plus **FREDDIE STEWARD**

PARAMOUNT

Air Conditioned • Midnight Feature Night

"Stunning Show. A Corker!" *Crosseth, Times*

Darryl F. Zanuck's **WILSON** in Technicolor A 20th Century-Fox Picture

Opening Tomorrow

VICTORIA THEATRE 46th & B'way

RADIO CITY MUSIC HALL

Showplace of the Nation **ROCKEFELLER CENTER**

A rollicking romance... original, refreshing... all in fun and fun for all.

Gary COOPER Teresa WRIGHT

In INTERNATIONAL PICTURES' **"CASANOVA BROWN"**

Frank MORGAN • Anita LOUISE

Distributed through RKO Radio Pictures Inc. ON THE GREAT STAGE "AUTUMN ALBUM" — Gay melody-filled reflections from operetta and dance... produced by Russell Market... with the Rockettes, Choral Ensemble, Corps de Ballet and Music Hall Symphony Orchestra, direction of Erno Rapee.

First Mezzanine Seats Reserved in Advance **PHONE CIRCLE 6-4000**

CARMEN MIRANDA DONAMECHE WILLIAM BENDIX in... **GREENWICH VILLAGE** in Technicolor

Introducing **VIVIAN BLAINE** (The Cherry Blonde) ... A 20th CENTURY-FOX PICTURE...

ON STAGE! **VELOZ and YOLANDA** PETERS SISTERS PAUL REMOS —Extra— SENOR WENCES

It's the fun-center of the universe!

STARTS TOMORROW DOORS OPEN 11 A.M. **ROXY** 7th AVE. & 50th ST.

CARY GRANT FRANK CAPRA'S "Arsenic And Old Lace" WARNER HIT!

in person **CHARLIE BARNET** AND HIS ORCHESTRA

Extra! **BUY BONDS!** **WEST & LEXING Strand** B'way & 47th St.

ANN SHERIDAN • ALEXIS SMITH • JACK CARSON JANE WYMAN • IRENE MANNING • EVE ARDEN **CHARLIE RUGGLES** IN WARNER BROS. HIT **"THE DOUGH GIRLS"** CONTINUOUS AT POPULAR PRICES **HOLLYWOOD** B'WAY AT 51st ST.

Plymouth RESTAURANT 103 HENRY STREET 85 CLARK STREET

FORTIFY YOURSELF to meet the hardships of war with good wholesome vitamin-bursting food at sensible prices. Regular Luncheon and Dinner. Bar and Cafe. Also a la Carte. Air Conditioned.

Customs Employees Should Get Higher Night Pay, Says U. S. Civil Service

WASHINGTON—The United States Civil Service Commission last week submitted to Congress the draft of a bill to provide overtime compensation and a differential for regularly scheduled night work for certain employees of the Bureau of Customs. With the proposed bill, the Commission submitted to Congress recommendations on Bureau of Customs pay policies. The night work provisions set an important precedent for all Federal employees.

In May, 1944, the Senate Finance Committee and the House Committee on Ways and Means were considering whether the Federal Government or the carrier or shipper concerned should pay for inspection work of customs employees on Sundays and holidays at international bridges, ferries and tunnels between the United States and Canada and the United States and Mexico. Incidentally, certain questions arose concerning the pay of customs employees.

Because it was not possible to settle these questions in the time available, the Civil Service Commission was directed by an act of June 3, 1944, to make a study of the pay problems involved and to report to Congress with recommendations.

The proposed bill provides as follows:

That customs-inspector positions remain subject to the Classification Act and that they be allocated in accordance with the Civil Service Commission's standards.

Pay Differential for Night Shifts
That customs employees be paid a 10 per cent differential for work between 6 p.m. and 8 a.m. in a regularly scheduled tour of duty. This differential would be in accordance with existing practice in many parts of the Federal service and in industry.

Overtime Pay
That regular overtime—for work which is required and regularly scheduled in order to provide customs service on a 24-hour basis, and which is in excess of 40 hours

a week—be paid at 1½ times the regular rate.

That special overtime—for work required in order to provide unscheduled, irregularly timed or special service for the convenience or profit of a carrier or shipper, outside the hours of regularly scheduled duty—be paid at the rates prescribed in the act of February 13, 1911.*

That no additional rate be paid for Sunday work as such, but that an employee whose regular tour of duty includes Sunday shall be entitled to some other day off.

That if Sunday work results in overtime, the usual overtime compensation shall be paid.

Holiday Work
That for work required on holidays in connection with regularly scheduled customs service, employees be paid at time-and-a-half rates. This would be in accord with the policy established for industry.

*One-half day's pay for each two hours or fraction thereof of at least one hour that the overtime extends beyond 5 p.m., but not to exceed 2½ days' pay for the full period from 5 p.m. to 5 a.m.; and two extra days' pay for Sunday or holiday work.

Filed Too Late, So He Can't Collect

A NYC employee lost chances of collecting disability retirement from the City for an accident, which he says happened in the line of duty, because he waited too long to file his claim.

On August 9, 1944, Joseph J. Cloonan, a Sanitation Man C, filed an application for accident disability retirement. He claimed in his application that the accident disabling him had occurred on December 11, 1936.

However, the NYC Employees Retirement System said that he was not eligible to apply for this, as application had not been made within two years of the date of the accident, as required by the Administrative Code of the City.

Prevailing Rate Hearings Set For October

Thirteen groups of NYC workers in the skilled craftsman category will have hearings on their requests for adjustment of their wage rates in the near future.

They have filed complaints that they are not earning the prevailing rate for their work in private industry, to which they are entitled by the State Labor Law.

Following are the titles of workers who are scheduled to appear before Morris Paris, assistant deputy comptroller, and the dates set for the hearings.

TITLE	HEARING DATE
Carpenters	October 2nd
Machine Woodworkers	October 4th
Painters	October 6th
Doorcheck Repairers	October 9th
Electricians	October 11th
Armature Winders	October 13th
Plumbers	October 16th
Marine Oilers	October 18th
Marine Stokers	October 18th
Marine Oilers	October 20th
Water Tenders	October 23rd
Orthopaedic Machanics	October 26th
Automobile Machanics	October 30th
Hose Repairers	November 1st

Subway Foreman Case Reopened By Transit Board

The State Civil Service Commission has been asked by the NYC Board of Transportation and by the Transport Workers Union to reconsider its refusal to allow the City Civil Service Commission to eliminate the title of Assistant Foreman (Cars and Shops) and to make all incumbents of the title foremen.

In its request to the State Commission, the Board pointed out that the reclassification is part of a program to eliminate the Assistant Foreman job-title whenever possible, and that the change would not involve any difference in salary or duties.

At present, the Board stated, the duties of foreman and assistant foremen are so similar that it is almost impossible to draw any clear line between them. The City Civil Service Commission has found it impossible to hold separate examinations for foreman and assistant foreman and just gives the foreman test. Then, when appointments have to be made to assistant foreman vacancies, they are made from the foreman list.

AFL Opposed

When hearings were held by the State Commission on the proposed change, the American Federation of Labor opposed the abolition of the "Assistant" group, holding that it would be a violation of the merit system. At the time a promotion examination to foreman had been held, and the AFL felt that the reclassification was an attempt to by-pass the test and blanket the men, many of whom had failed the test, into the higher position.

Merging of Titles

On that point, the Board said that merging the two titles would create more vacancies for which the new list could be used, and that no employee would suffer adversely by the change.

New Vet Agency Employee Unit to Have Minor Role

Last week the first step in the formation of an Employees Relations Unit for the expanding Veterans Administration offices in New York City took place.

As planned by Charles Reichert, manager of the New York branch of the agency, the unit will eventually consist of two employee relations officers (who will probably be old-time civil service employees from Washington), 3 clerks and a stenographer.

The first person appointed to the new unit is James Fullerton, who has been active in employee organization work in the 346 Broadway office. He will serve as one of the clerks. While awaiting formation of the unit, he has been assigned to work as a "booster" to spur blood donations to the American Red Cross Blood Bank. Grievances Not Major Function

While many of the employees of the Administration are primarily interested in the unit as an outlet for their grievances and a means of submitting their complaints to the proper top men in the office, Mr. Reichert stressed the fact that handling employee grievances is not the major function of the new setup.

He seems to feel that it will serve primarily as a morale builder by supervising employee recreation, welfare, housing problems; handling medical examinations and safety problems in the offices.

However, such an outcome would be a severe disappointment to the "Vet" employees, who had expected that some drastic action would be taken to reach the root of troubles which, they say, are affecting morale and production. Many had anticipated a more direct labor-relations unit.

With constant friction between

supervisors and employees, disputes over service ratings and promotions, the employees say they want more than an agency to tell them where to spend a pleasant evening or to help them find a better boarding house or restaurant.

One major complaint is the fact that, at present, complaints must

move up "through channels," and that employees fear reprisals from their immediate superiors who must first receive the complaint—which is often directed against them.

As originally conceived, the new unit was to have had as one of its functions: "Maintaining and controlling procedures of handling employee grievances." This phase of the work which would seem to be of the utmost importance in the present state of relationships within the agency, is apparently to be reduced to unimportance.

U. S. Employee Thinks of Future

(Continued from Page 1)

their appointments. This will be particularly true in strictly war agencies which may be in the process of liquidation.

"In most instances, however, where war-service appointees are still employed by the Federal Government, they will find that, if they are to remain in these positions for an indefinite period of time, they will have to compete successfully in open competitive examinations conducted by the Civil Service Commission.

"And so, when a war service appointee thinks of the future he does not have to think necessarily in terms of an immediate severance of his connections with the U. S. Government. If he has rendered real service, if he continues to render real service, and if he does those things which will enable him to demonstrate his ability to render even more effective service, he may find that he will have the opportunity of continuing to work for the Government over a period of years, and he may even find that he will ultimately become a part of the career service of the Federal Government. To some extent, such an outcome is dependent upon circumstances. To a very real extent it is dependent upon him."

Tuition Free Courses By Abbe Institute

Helen M. McGivney, Registrar of Abbe Institute, 1697 Broadway, New York, states that the school not only will repeat the highly successful courses offered during the spring and summer but will increase the variety of subjects to be given this fall. Registration is now open.

Most of these courses, given in the Evening Division, are tuition-free. There is however, a nominal registration fee. A few specialized courses carry a reasonable tuition. The subjects offered this fall embrace every field of activity, including in the Language Department, Spanish, French, German, Portuguese, Chinese, Russian, Italian and Hebrew.

The Department of Secretarial Studies will give Stenography (Pitman, Gregg, Friedman), Typing, Comptometry, and Spanish Sten-



Wear INVISIBLE CONTACT LENSES instead of thick, ugly glasses for all work—all sports! Can't break! Won't steam up! Safe! Comfortable! Free demonstration. Easy payments. Hours, 10:30-5:30 Mon.-Sat., Mon. evening by appt.

INNER-SIGHT LENSES, Inc.
475 Fifth Ave. at 41st, N. Y. C.
Suite 1111 Tel. LK 2-5797

THE EVERGREENS CEMETERY
(Non-Sectarian)
BUSHWICK AV. & CONWAX ST.
Brooklyn

Glenmore 5-5300-5301
The new Gibeon Section completely landscaped and all with perpetual care, is now open for both single graves and plots.

PRICE OF LOTS
Depending upon Location
Persons desiring time for payment will be accommodated.

Single Graves for three interments in the New Park Section with perpetual care and including the first opening \$175
Single Graves for three interments in other sections without perpetual care but including the first opening \$100

Wipe away your mortgage frowns If you live in one of these towns

If you own a home in any of the towns listed below, or contemplate buying one, come to us for an up to date mortgage loan, designed to fit your requirements and save you money.

We make long term pay-like-rent mortgage loans on properties in most parts of Brooklyn, Queens, Nassau and Suffolk Counties. There are no renewal fees or bonuses, initial cost is the lowest, and our interest rate is 4½%.

ALBERTSON	COMMACK	GREAT NECK	MATINECOCK	RUSSELL GARDENS
AMITYVILLE	COVE NECK	HEMPSTEAD	MERRICK	SADDLE ROCK
ATLANTIC BEACH	EAST HILLS	HERRICKS	MILLNECK	SANDS POINT
BABYLON	EAST MEADOW	THE HEWLETTS	MINEOLA	SEA CLIFF
BALDWIN	EAST NORWICK	HICKSVILLE	MUNSEY PARK	SEAFORD
BALDWIN HARBOR	EAST ROCKAWAY	HUNTINGTON	MUNSON	SEARINGTOWN
BAY SHORE	EAST WILLISTON	JERICO	MUTTONTOWN	STEWART MANOR
BAYVILLE	ELMONT	KENSINGTON	NASSAU SHORES	SYOSSET
BELLEROSE	FARMINGDALE	KINGS POINT	NEW HYDE PARK	THOMASTON
BELLMORE	FLORAL PARK	LAKE SUCCESS	NORTH HILLS	UNIONDALE
BETHPAGE	FLOWER HILL	LATTINGTOWN	NORTHPORT	VALLEY STREAM
BILTMORE SHORES	FRANKLIN SQUARE	LAWRENCE	OLD BROOKVILLE	WANTAGH
BRIGHTWATERS	FREETPORT	LINDENHURST	OLD WESTBURY	WESTBURY
BROOKVILLE	GARDEN CITY	LOCUST VALLEY	OYSTER BAY	WEST HEMPSTEAD
CARLE PLACE	GLEN COVE	LONG BEACH	PLANDOME	WHEATLEY
CEDARHURST	GLEN HEAD	LYNBROOK	PORT WASHINGTON	WILLISTON PARK
CENTREPORT	GLENWOOD	MALVERNE	ROCKVILLE CENTRE	WOODBURY
COLD SPRING HARBOR	LANDING	MANHASSET	ROOSEVELT	WOODMERE
	GREENLAWN	MASSAPEQUA	ROSLYN	WOODSBURGH

★ AND OF COURSE MOST OF BROOKLYN AND QUEENS

The Dime Savings Bank of Brooklyn

"The Bank That Serves The Home Owner"

Fulton Street and DeKalb Avenue
Brooklyn 1, New York

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

Do you plan to buy or build after the war? Then visit our Home Buyers Exhibition... see model houses, plans, and various types of construction; all the things you'll want for the home you're going to build. Write TODAY for FREE booklet... "FIVE WAYS TO BORROW MORTGAGE MONEY" or phone TRIangle 5-9200