

URGENT CALL ISSUED FOR MANY INSPECTORS

Inspectors' jobs at salaries up to \$3,500 a year offer persons with varied types of business and industrial experience or training an opportunity to fill important home-front war posts. An urgent call for applicants was issued by the Commission.

The United States Civil Service Commission has a constant call for all types of inspectors—persons with experience in electrical, radio, textile, ship repair and other fields may be able to qualify.

Apply at the U. S. Civil Service Commission, 641 Washington Street, Manhattan, Room 544 and 626.

Laundry Workers Urgently Needed

The United States Civil Service Commission wants men and women for service at once as laundry operators in the War Department, for duty in midtown Manhattan. The need for these workers has been greatly increased because of the large numbers of soldiers now returning from overseas.

Among those needed are Extractors, Distributors, Pants Press Operators, Rough Dry Folders, Loaders and Pullers, Flat Piece Ironers, Laborers, and Janitors.

The pay scale for day work ranges from \$29.64 to \$39.52 for a 48-hour week. The pay scale for night work ranges from \$32.60 to \$43.67 for a 48-hour week. These pay rates are for the first step for which no experience is required. Persons with experience in any of the above positions may be employed at the second or third step rates of pay.

Apply at Room 544, Federal Building, 641 Washington Street, New York 14, New York.

(Other openings, p. 11.—Ed.)

Ex-Prisoner Cop Back Home

The first member of the New York City Police Department to be captured by the Germans is back home.

Patrolman Wilbur Ehrlich of the 78th Precinct is spending a furlough at his home, 1304 Avenue L, Brooklyn. His capture attracted public notice last year when his name was called as a witness in a court case. The attorney then advised the court that it would be necessary to go to Germany to assure his presence.

Seamstress Is 'Mechanic' In NYC Suit

A court action brought by a group of seamstresses in the City hospitals may have important effects on the salaries of thousands of City employees.

The Corporation Counsel's office has denied the claim of the seamstresses for increments. They had asked for their inclusion under the State Labor Law as skilled workers and asked for prevailing wage rates. Subsequently they brought court action, asking for increments. This suit is expected to be dropped.

The denial of their plea for increments opens the way for them now to bring action for prevailing rates under the State Labor Law, which they prefer to do. Section 220 of that law provides that "laborers, workmen and mechanics on construction, maintenance and repair on public works" are entitled to receive the prevailing rate. The seamstresses contend that they are covered by that section and ask that the Comptroller make a survey to determine the private industry rate of pay for seamstresses on similar work, and pay them that rate.

True Overtime Pay Clause Due For Senate O.K.

By HAL MILLER

WASHINGTON, June 19—Uncle Sam's 1,200,000 white-collar workers come nearer to assurance of an average 15.9 per cent cost of living raise and other pay benefits on July 1 as a result of final House passage of the pay bill by 317 to 36 vote late this week. The time-and-half overtime provision is included in the bill as passed.

The Senate Civil Service committee, meantime, is endeavoring to restore the true overtime rate to the Senate bill, from which it was dropped because of opposition by Senators Byrd, McKellar, George, Hart and Hickenlooper. Chairman Downey and Senator Langer, ranking minority member, strongly supported true overtime.

Optimistic About Senate

True overtime is the only major provision of the \$736,000,000 pay bill which has not been adopted by both houses of Congress.

The House approved the measure with true overtime for 40 hours, instead of the present time and 1-12th.

Senator Downey is optimistic about winning Senate approval of the overtime proviso, and he sees little difficulty about minor recommended changes. He hopes to obtain Senate agreement on liberal amendments adopted by the House, without a joint conference on the bill.

Representative Tarver (Dem., Georgia), keynoted Congressional approval when he stated his opposition to increasing any pay during wartime, but said he would vote for the pending bill since the House passed the bill granting \$2,500 expenses to each Representative.

(Continued on Page 2)

Employees' Aid Bid on Personnel

Special to The LEADER

ALBANY, June 19.—New York State's employee Personnel Council, first of its kind in the country, has conducted its first meeting. More than a score of departmental personnel officers attended.

With its chairman, Mary Krone, presiding, the council of three met for nearly two hours with the personnel group and, although purely informal, produced the following results:

- 1—The council will occupy quarters in the offices occupied by the State Civil Service Department, as will the new State Salary Standardization board.
- 2—There will be a small hearing room assigned by Civil Service for the use of the Personnel Council, the Salary Board, the Classification Board, and for the commission's own use.
- 3—The Personnel Council, with its \$35,000 appropriation, (Continued on Page 15)

Don't
Repeat This!

If Judge Goldstein is elected Mayor, Chief Asst. D.A. Sol Gelb will be appointed to fill Goldstein's present job as General Sessions Judge. . . . Gelb had been slated to fill Judge Freschi's post in that court, but didn't get it because of racial lines. But it's OK for him to fill Goldstein's spot. . . . Gelb was Dewey's chief mainstay during the early racket investigating days. He's supported by D.A. Frank Hogan for the first good judicial opening. . . . Al Scotti, competent Asst. D.A. in the Manhattan office, may get a magistrate's job if LaGuardia makes the appointments he has promised. . . . Looking back: Those who came out of the NYC political tussel bigger men than they went in are O'Dwyer, Goldstein, Dewey Hogan, James Roe and Jeremiah T. Mahoney.

BETTING odds on Broadway are 2 to 1 on O'Dwyer, but the smart political boys are giving only 7 to 5.

IMPARTIAL observers don't think that the Mayoralty race will be a pushover. Campaign managers soon will be showing where their services are greatest by having selective samplings made of supposedly "hostile" districts. It was done on both sides in the last mayoralty campaign. The test may be made in reverse in the first time in a mayoralty fight—sampling the strongest district. Theory is that if the results don't show whopping strength, trouble's ahead. Republicans would make the try, if at all, in George Nicoll's 9th A.D. in Brooklyn, that gave Gov. Dewey and Tom Curran their biggest A.D. majorities in the State last year.

Education Department Gets Five-Day Week

Special to The LEADER

ALBANY, June 19—Most employees of the State Education Department will go on a five-day week basis, beginning July 1, with a skeleton force working Saturdays. Summer-time hours will be from 8:30 to 5 p.m., with an hour for lunch, Monday to Friday, inclusive. Dr. Lloyd S. Cheney, Assistant Education Commissioner in charge of personnel, acknowledged that notice of the five-day week schedule had been sent to every employee of the department.

The new schedule will terminate on September 1. Two other State agencies are on a five-day summer time schedule, the Health

Department and the Division of Placement and Unemployment Insurance. Hours for these also were stretched daily to make up for the off-day.

Employees in other State agencies are anticipating that the five-day trend will hit their offices.



2-Year Wait Dropped From Promotion Plan

Waits of one, two or three years for eligibility to promotion examinations are in view for New York City employees. The Municipal Civil Service Commission has been considering the question of staggering the requirement.

On May 25 last a hearing was held at the State Building on a proposal to establish a required two-year interval between promotion examinations.

At that time, Budget Director Thomas J. Patterson was among those who offered objections.

Now the Commission plans to change its rules, to require graduated waiting periods. A public hearing on the plan has been called for Monday, June 25, 1945, at 2:30 p.m. at the offices of the Commission, Room 712, 299 Broadway, Manhattan.

Employee Groups Invited establish the old rule on promotion eligibility, which had been dropped shortly after the start of the war.

This rule reads: City employees and representatives of employee organizations

may express their views at the hearing. The change would re-

LaGuardia Is Deluged With Pleas For Bonus

A barrage of postcards is descending on Mayor LaGuardia, reminding him that his employees aren't satisfied with the war bonus distribution. Clerical, accounting and other employees in the increment group, who get an increment this year, are not included in the bonus.

The State, County and Municipal Workers of America has distributed postcards throughout the City departments, for signature and mailing to City Hall, asking

for a return to the old policy of granting such employees a bonus.

"The practice has not only been followed in recent years, but it is the policy of the State of New York, The War Labor Board and private industry," says the card.

The official City administration view, however, is that the employees are entitled to another \$120 to meet higher living costs. They get it either as a bonus or an increment, not both.

FEDERAL NEWS

U.S. Prepares To Drop Many Thousands

By FRANCIS F. O'FLAHERTY

WASHINGTON, June 19—The first evidence that the expected large-scale lay-off of Federal employees is about to begin was obtained today from government officials.

Estimated increases in unemployment were expected to more than double the present figure. The outstanding developments were:

- 1—Many thousands of dismissal notices were being prepared by Government offices.
2—Approximation of the total number of full-time Federal employees as of May 31 shows a very considerable curtailment of the 2,718,585 reported officially for April.
3—Efforts in Congress to restore appropriations proposed for reduction made no headway.
4—Chairman J. A. Krug of the WPB estimated that unemployment will reach 1,900,000 by August, compared to 800,000 as of May 1 last, but will drop to 1,350,000 in October, due to successful reconversions in private industry.
5—Indications that the expanding Government agencies will not be able to take up the great slack that impends.
6—Pressure by unions to have Congress enact President Truman's plan to fill the "major gap"—provide transition benefits—with a law granting \$25 a week for 26 weeks for those thrown out of work, and a request to him by the CIO that State and local government employees be included.

Drop Already Under Way

The end-of-April figures on full-time Federal employment showed a drop of 5,719, compared to May, and the end-of-May figures, not yet announced, are expected to show a much greater reduction.

The CIO sent pleas direct to President Truman, asking protection for the public employees otherwise unprotected. One such letter, signed by Michael J. Quill, came from the Transport Workers Union of NYC.

"Layoffs of war workers, including Government employees, are now in progress," said the national CIO. "Current layoffs of Army Air Forces inspectors will effect all CAF-2, CAF-3 and CAF-4 employees."

The OWI admitted planning a large reduction of its staff. By the end of this month it is expected that nearly 4,000 more will be dismissed, due to curtailed activities, while the effect of the proposed \$17,000,000 reduction in its appropriation, leaving \$18,000,000, would require more than 1,000 additional layoffs.

Later efforts by some Democrats to obtain restoration of the amount cut out made no noticeable progress.

OPA Wants Laborers

The U. S. Civil Service Commission has announced that men are needed to work as laborers for the Office of Price Administration in New York City. These positions pay \$1,897 per annum for a 48-hour week and applicants must be able to wrap, lift and carry packages weighing up to 50 pounds.

United States citizens may apply to the Commission representative, Room 4-79, Empire State Building, or to Room 544, Federal Building, Christopher Street, New York 14, N. Y.

Our fighting men need more than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make

True Overtime Up to Senate

(Continued from Page 1) tentative.

1—The fact that President Truman has indicated overtime will be reduced in non-critical labor areas at a \$187,-600,000 saving.

The House rejected a move to knock out true overtime and by which the bill was approved.

2—The big majorities by which it placed a bill like this beyond the power of Congress to resist, when that was done," he said.

Other Factors Listed

Three other factors indicate that the measure will come through the Senate in its entirety as passed by the House. These are:

3—The fact that the pending Postal pay bill, passed by House and now before the Senate Post Offices Committee, authorizes better than time and a half pay for overtime for the 370,000 postal employees.

'Sure Things'

The principal provisions of the pay bill which are virtually sure of final passage are:

Cost of living raise ranging from \$240 a year for a \$1,200 employee, to \$800 to the \$9,000 worker.

Ten per cent differential for work after 6 p.m.

Overtime pay for holiday work after the war.

A basic Federal work week of 40 hours, with administrative discretion for a five-day week after the war.

Reduction of the waiting period for within-grade raises from 30 to 18th months to 18 and 12 months respectively.

Budget Bureau authorization to set personnel ceilings over practically all Government agencies to be enforced by withholding appropriations.

Civil Service Commission authorized to set entrance salaries for certain jobs at rates ranging up to middle of grade in which jobs are now classified.

The pay bill's success in the House is due to efforts of Chairman Robert Ramspeck, Democrat of Georgia; of the House Civil Service Committee, and Subcommittee Chairman, Representative Henry M. Jackson (Dem., Washington).

Minor House Amendments

Representative Ramspeck, as House majority whip, rallied forces to speed the bill through the House. He gets personal credit for the committee decision not to release the incomplete staff report on "rapid" promotions. He branded the proposed Republican release of the report "a Dies committee tactic."

Representative Jackson was in charge of drafting the new bill, including true overtime, and he also helped to build up support for the measure.

Only minor amendments were written into the House bill.

Representative Jennings Randolph sponsored one to give raises to the District Commissioners and judges of District courts. The House turned down an amendment to bring \$10,000 employees under the bill, and another by Representative Ed Rees of Kansas to kill the provision to speed up automatic in-grade promotions.

Every effort to change a vital section was shouted down in the House and the basic pay provision was not even contested.

Agreement on Raises

Both Senate and House now agree that the basic salaries will be raised 20 per cent, or \$240 on the first \$1,200; 10 per cent on that part of salaries between \$1,200 and \$4,600; and 5 per cent for everything over \$4,600. The House bill provides for true overtime pay on the first \$2,980 in salary, or 30 per cent additional for the 48-hour week. Overtime pay for employees getting more than \$2,980 basic pay, is on a diminishing scale.

The House bill is more generous to legislative and judicial workers, to whom it gives the same percentage increases in basic salaries, 20, 10 and five, and also adds 10 per cent in lieu of overtime. This 10 per cent expires in two years, but other provisions are permanent legislation. The Senate had voted a 23 per cent bonus for legislative and judicial employees.

KEY ANSWERS CHANGED

Two changes were made in the key answers announced by the Municipal Civil Service Commission for the Promotion to Power Maintainer test, held on May 9, 1945. Item 15 was changed from A to A and C; item 31 was stricken out of the examination.

V. A. Day by Day

FOLLOWING charges made against the Veterans' Administration, moves are being made for a complete reorganization. President Truman said: "As a veteran o. World War I, I didn't want a veteran of the Spanish-American War on the job, and I don't believe veterans of this war want World War I veterans."

How about those deeply entrenched Chiefs, Assitant Chiefs, and other Supervisory Personnel who got there because of whom they knew rather than what they know?

Here are a few suggestions for General Omar Bradley, new Administrator of Veterans' Affairs:
1. Conduct a sweeping investigation of all phases of the Veterans' Administration, particularly the New York Branch of Central Office (handling Insurance, Death Claims and Dependency Benefits), 346 Broadway, 2 Park Avenue, 350 Broadway, and 2 Lafayette Street, as well as the New York Regional Office at the V.A. at 215 West 24th Street, NYC.

2. Check on why personnel is dissatisfied and why personnel-administrative relations are so strained.

3. Check why a recent memorandum forbidding personnel to write to their Congressmen for redress on grievances was sent through all Divisions. Surely as a citizen, a staff member has a right to ask his representative why certain injustices are permitted to exist.

4. Ascertain the reason why many of the Chiefs and Assistants persist in not giving new personnel complete instruction in the phases of the work of the Administration.

5. Why personnel does not receive ratings on the quality of the work rather than the way the employee gets along with his chief.

6. Check why the turnover in the Veterans' Administration has been so great and why qualified employees are not placed where their qualifications could be utilized to the fullest degree.

7. Permit personnel to take exams for promotions within the Bureau, before going outside for higher grades.

8. Permit a clear channel for unbiased Appeals Boards on Rating for those employees who feel that they have just grounds for appeal.

Rankin Plan Held Not to Affect V.A.

The proposal of Representative Rankin to take the Veterans Administration employees out of civil service and allow hiring at pay scales above civil service classifications won't affect workers at the New York City offices. That's the opinion of officials at V.A. headquarters.

The Rankin proposal is still in a nebulous state, but according to the way it is understood by local officials it would apply only to employees on the medical staffs of V.A. facilities. While civil service salaries may hamper the hiring of doctors, local administrators apparently feel that they will be able to meet their personnel needs through regular personnel channels.

New York offices of the V.A. have reached a new peak of over 7,000 employees engaged in the processing of insurance policies and claims. A constant recruiting program is carried on to meet the needs of expanded bureaus and normal turn-over. Clerical posts are filled through the Federal Civil Service Commission at 641 Washington Street and directly at the Veterans Administration office at 346 Broadway.

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Progress Report on Pending NYC Civil Service Eligible Lists

If you have recently taken a New York City Civil Service examination and are awaiting the list, the following table will interest you. It's the Municipal Civil Service Commission's latest report on the progress of examinations.

Table with columns: Title, Progress, and various job categories like PROMOTION, OPEN-COMPETITIVE, LABOR CLASS, LICENSES, and MILITARY SPECIALS.

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NEW YORK CITY NEWS

Two Top Fire Jobs Will Be Vacant Soon

The big question for New York City Firemen today is "Who'll be the next boss?"

Fire Commissioner and Chief of Department Patrick Walsh has indicated that he plans to retire in the near future. In any event a new administration will be in City Hall on January 1. The job pays \$12,500.

Mr. Walsh was appointed commissioner on May 10, 1941, by Mayor LaGuardia. On June 4, 1941, the Municipal Civil Service Commission passed a resolution, later approved by the Mayor and State Civil Service Commission, which provided that when a Fire Chief is appointed to the Commission, one of the Deputies may be appointed to the position of Chief of Department, to hold office during the term of the incumbent commissioner.

Conway Stymied

Back in August, 1940, a pending civil service examination for promotion to Chief of the Department was cancelled by the Civil Service Commission. One strange angle of the cancellation was that there is only one disabled veteran among the deputy chiefs eligible for the examination. He is Edward M. F. Conway, who had a court battle with the Commission before he won recognition as a disabled veteran. If he had taken the test for promotion to Chief and passed it, he would automatically move to the top of the list and become entitled to production.

At present, Mr. Walsh is listed as "Fire Commissioner and Chief of Department." Number-two man on the uniformed force is John J. McCarthy, who signs official orders as "Acting Chief in Command." During Chief McCarthy's absence on vacation, official orders are coming out over the signatures of John J. T. Waldron and Timothy Donovan, as "Assistant Chief of Department."

Chief McCarthy is on vacation and is expected to apply for retirement after he returns to work. He is much admired by the uniformed force for his ability and likeable personality.

Matter of Principle

The men would be sorry to see him go, except for the fact that on principle they prefer a regular appointee from a competitive list, instead of a designee as Chief.

Many of the firemen feel that they fared better under the old-style method of appointment of a non-fireman as Commissioner, with a fireman as Chief of the Department. They point out that the Commissioner's job is administrative and policy-forming; that the Chief is the actual head of the fire-fighting force and the two posts might better be separated, rather than combined as they were under Commissioner McElligott, Mr. Walsh's predecessor.

\$4,260 Minimum Sought For Civil Engineers

The attempt to obtain a minimum salary of \$4,260 for civil engineers, as promised in 1928 and confirmed by the Board of Estimate the following year but never paid, is again in the discussion stage in the Budget Director's office.

The press of work due to the new bonus figures has caused further consideration to be deferred, but the proposal is reported by no means dead.

Various officials have made efforts in the past to have the City live up to its promise, although it became the promise of one administration to be performed by a successor.

The civil engineers have not been informed of the new possibilities.

In submitting his departmental estimate for 1945-46 Edgar J. Nathan, Jr., President of the Borough of Manhattan, proposed generally, and included in his budget, that the civil engineer salaries be brought up to \$4,260.

The increase was eliminated in the executive budget. The new plan is to make the raise effective by modification.

Now Paid \$3,120 Up

Arguments of the engineers are



The question of the war-emergency bonus as a permanent salary increase was the subject of discussion between Budget Director Thomas J. Patterson (center), Henry Feinstein (left), president of the City District Council, and Ellis Ranen, international representative of the AFL group, who got Mr. Patterson's reaction.

Patterson Says Bonus Is Only Temporary

The renewed request made by representatives of the American Federation of State, County and Municipal Employees (AFL) that the cost-of-living bonus be made a permanent salary increase was described by Budget Director Thomas J. Patterson as ill-advised.

"The granting of the request would cost the City about \$2,000,000 a year more for pensions," said Mr. Patterson.

The bonus is not subject to annuity deductions.

"The request for the conversion is ill-advised, he continued. "The idea that inclusion of the bonus amounts in the budget lines would be any more permanent than the bonus itself is fantastic. The City could take away either any time it saw fit. Also, the proposal to make the conversion would introduce civil service complications, for instance by violating the present system of grades. The Civil Service law requires observance of the grades.

Cites Average Case

"I appreciate why the employees in the low and medium pay brackets want more money, as I was one of them myself, but I must say that the bonus was an emergency remedy and it is reasonable to assume that by the time the veterans come home conditions will not permit the continuance of the bonus.

"Take the case of an average employee granted a \$240 bonus which under urgent plea was in many instances raised to \$300. If the bonus were made part of the regular salary, the average employee would have to contribute 10 per cent more, or \$30 a year more to the pension fund. If he

needed an extra \$300 so badly when he demanded it and got it, how can he say now that he can get along just as well on only \$270 extra?"

The union is continuing its fight. Henry Feinstein, president of the City District Council, and Ellis Ranen, international representative of the AFSCME, conferred with Mr. Patterson.

The union leaders had estimated the conversion cost at least \$3,000,000 and were glad to be given his lower estimate.

Medical Jobs Go Begging

Because of an insufficient number of qualified applicants, two medical posts in the Department of Health will be opened for direct appointment under emergency rules.

Paying "\$3,000 a year and over," the positions are Physician (Venereal Diseases Research), Grade 4, and Chief of the Division of Venereal Research, Grade 4. The "chief" position drew one applicant, the physicians' post drew three.

New Procedure Set Up To Hire Non-Residents

A new process to enable New York City to recruit help throughout the country if sufficient candidates do not appear when an examination is announced has been established by the Municipal Civil Service Commission.

The Lyons law requires residence in New York City to qualify for most municipal posts. But the Commission has worked out the

following plan to enable it to hire out-of-town residents:

1. Examinations will be announced in the regular manner, open only to New York City residents.
2. After applications have been closed, the examiner in charge of the test may certify to the Commission that an insufficient number of qualified applicants have filed for the examination.
3. The Commission will then advise the head of the department, in which the vacancy or vacancies exist, to request the Council, the Board of Estimate and the Mayor to allow the hiring of non-residents.
4. When such permission has been granted, the Commission will re-advertise the examination as open also to persons who are not local residents.

Firemen Await Overtime Pay Court Decision

With \$11,000,000 in overtime pay at stake, City firemen are anxiously awaiting a decision due this week on the claim for overtime pay filed by John P. Crane, UFA vice-president and presidential candidate, and John Bonifer.

The City has moved to dismiss the case on the ground that the City is not obliged to pay overtime. The firemen, represented by attorney David Savage, are asking for \$1.20 an hour for all extra hours worked under the 84-hour two-platoon system and the previous added tours of eight hours a week.

The case is before Supreme Court Justice William C. Hecht. A number of civil service cases have come before him. He recently held Comptroller McGoldrick in contempt of court for failure to follow Court orders in prevailing wage suits.

Now It's Official

The end of the German war has been formally accepted by the New York City Municipal Building. Heavy timbers which covered inside windows of the Comptroller's Office on the sixth floor were taken down last week. Now the glass is visible again and the corridor has lost its gloomy military air.

Wearing of Green For Uniforms OK'd by Nathan

The only Borough President's office that has employees in uniform that of Borough President Edgar J. Nathan, Jr., of Manhattan—is having uniform trouble, along with the Sanitation, Parks and Police Departments. Of the big NYC departments, only Fire continues to report "no trouble."

President Nathan has adopted a policy of permitting new maintenance employees to go without uniforms, but the others doing this work still must wear uniforms. The policy is not as strict as formerly, as to the 700 uniformed men and women, and green outfits now often supplant the brown cotton duck formerly worn by the pavers, asphalt workers and laborers. The men's uniform consists of pants, shirt and jumpers. In the baths and comfort stations under President Nathan's jurisdiction the women wear uniforms, too, but, of course, not pants. . . . Not yet.

Fast Dye Sought

The wearers of the new green uniforms also report a little trouble because the dye does not hold up any too well under repeated washings.

President Nathan's office has a well-equipped testing laboratory.

"We'd like to find a fast dye for the uniforms," said Charles W. Williams, Commissioner of Borough Works.

Sanitation Gets None Now

"We just can't get them," is the report on uniforms from the Department of Sanitation. "The manufacturer furnishes the uniforms when possible, but he hasn't been able to get the cloth."

To meet this condition, the department has relaxed all inspection rules, according to Matthew Napear, Secretary of the Department.

Last Filing Day For 7 Promotions

The last day to file for seven of the New York City promotion examinations listed below is today (Tuesday). Applications may be filed until 4 p.m. at the Application Bureau of the Municipal Civil Service Commission, 96 Duane Street, New York 7, N. Y. Applications may be mailed in and will be accepted if postmarked before midnight. The eighth exam is open until June 26. The list follows:

- Battery Constructor, Department of Sanitation and Fire Department.
- Chief Marine Engineer, Department of Marine and Aviation.
- Clerk, Grade 2 (General Promotion), except Department of Welfare.
- Conductor, New York City Transit System.
- Examiner, Grade 5, New York City Housing Authority.
- Oiler (General Promotion) (open until June 26).
- Senior Accountant, New York City Housing Authority, Municipal Civil Service Commission, Department of Finance and Department of Investigation.
- Welder (Electric) Department of Sanitation.

Decision Is Delayed On Clerk Promotions

The question of who'll share in the regular July 1, 1945, promotions of clerical employees in the City is still undecided. At the NYC Budget Bureau it was explained that making the adjustment for the cost-of-living bonus was taking the full time of the staff and that promotions had been put aside till that job is finished. If the staff started work on the promotion schedules now, it was feared that it might be necessary to delay payrolls because of the bonus changes.

Meanwhile, however, departments have been asked to send to the Budget Bureau their proposed promotion lists and details on the persons on these lists—their salaries, duties, etc.

The mass promotions will depend on final word from Mayor LaGuardia, who will have to ap-

prove the number of promotions. However, it is expected that the usual policy will be followed of promoting only those at the top of their salary grade, where the promotion will not mean any actual salary increase until the next increment period.

It is believed that the total number of promotions will be considerably similar than the 628 promotions made on January 1, 1945. At that time, a large number of Clerk, Grade 3 promotions were made, which exhausted many of the departments' eligible lists.

It is not expected that the promotions will be cleared by July 1 next, but if not, the promotion and extra pay—even if only a dollar, but in some instances \$120—will be made retroactive to July 1.

NEW YORK CITY NEWS

9 Firemen Get Jobs Back, But 227 Still Fear the Axe

Despite the action of Fire Commissioner Patrick Walsh in reinstating nine firemen who had been dismissed for holding outside jobs, the Council's Committee of Civil Employees and Veterans unanimously endorsed the Di-Falco resolution asking for reinstatement of all such dismissed firemen and the dropping of action against others.

Testimony before the Committee hearing at City Hall, given by firemen who were not required to state their names because of the Fire Department's gag rule, indicated that the situation remained unsettled.

227 More Investigated

It was shown that 227 more firemen have been investigated and still face departmental charges for holding outside jobs. Also, four men have not been called back to their posts. They are Firemen Thomas J. Kilkenny and John J. Gillick, both of whom are in the armed forces, and Guy Calafapietra and John T. Cavey.

At the hearing, Vincent Kane, retiring UFA president, and Fire Commissioner Walsh came in for severe criticism from Councilmen Louis Cohen and James T. Sharkey for sponsorship of the 45-day Fire Department penalty bill which the Council has shelved. This bill, which the Commissioner and Mr. Kane said was the only way to obtain reinstatement of the ousted men, had been opposed by the Uniformed Fire Officers.

The men reinstated had to sign waivers of their back salary for the period of absence and accept loss of seniority credit for the period they were out. They were Lieutenant Edward F. Broderick and Firemen Jeremiah F. Daly, Daniel J. Grady, John P. J. Reich, Harold R. Donnelly, William A. Klages, Jr., Daniel S. Murphy,

John J. Maloney and Rudolph H. Ungerer.

Fireman Ungerer is on military leave.

Fire Wives See No Choice

The Fire Wives Association, whose dynamic campaign for reinstatement of the men is largely responsible for the victory, points out that the administration had no choice but to reinstate them. In a report on the situation, Florence Graetz, president of the Fire Wives, says:

"When the Mayor withdrew his request for draft deferments for firemen, he was knowingly and deliberately creating an emergency condition which would leave the way open for the reinstatement of the old two-platoon, 84-hour week. Today, 80% of our firemen are working 84 hours a week. Sometimes on orders, and also on swinging from one platoon to another, officers and men are on duty over 100 hours a week, without a nickle for overtime.

"LaGuardia once said: 'I need not point out that no firemen can hold two jobs and be in physical or mental condition to fight fires when he is called. The whole purpose of the three-platoon law was to provide proper physical and mental rest for the men.'

Big Expenses Cited

"Let us examine for a moment the reasons behind the holding of dual positions. The starting salary of firemen was reduced to

\$1,200, and then upped to \$1,320, and that in itself is sufficient explanation for the men in that category, since the Mayor himself, speaking for his new Medical Plan in a Sunday address, characterized anyone earning less than \$1,800 as indigent.

"But what about the men who earn \$3,000? Out of that they pay about \$300 for pensions, \$48 in house tax, State and Federal income taxes and buy equipment and uniforms, so that when you get right down to it, there is very little left for the actual business of living. We, as wives of firemen, know perhaps better than anyone else, what it is to manage a household, feed and clothe a family, on an income which is only \$210 above pre-war pay."

'2,000 Under Investigation'

"Let us cite a few figures on the present manpower condition in the Fire Department. The original quota for the three-platoon system was 9,444. There are now 5,932 men on the job. The two-platoon quota is 5,650. However, in the Mayor's new budget 600 positions were cut out, and no provisions made for replacements due to deaths, retirements and military leaves. Under these conditions the Fire Department will not have enough men to carry on the two-platoon system by the end of the year.

"It seems to us that in the interest of our City's welfare, the administration would have shown broader vision if it used its already extensive power to fine and suspend recalcitrant members, rather than outright dismissal. If the administration persists in this high-handed concept of discipline it can only succeed in further reducing Fire Department morale, and thereby reducing the general level of efficiency, which might result in severe consequences for the people of the City. This is particularly true, since there are close to 2,000 men who know that they are under investigation, and live in constant fear of imminent dismissal."

What NYC Employees Should Know

By ARTHUR LIEBERS

Bonus Rules Are Announced; No Benefits to Part-Timers

THE JULY 15 payrolls of NYC employees will be adjusted to include the emergency cost-of-living bonus provided in the 1945-6 executive budget. But there is still much confusion among employees as to just who gets the bonus and how much. Following is an explanation of the principles set up by the Budget Bureau to govern distribution of the bonus.

The majority of the clerical Grade 1 employees and those in comparable positions in the Labor Class, such as cleaners, will have a new minimum salary of \$1,440, of which \$1,200 is the basic salary, \$240 the bonus. The Grade 1 employees who will have completed one year of service by July 1, 1945, will then receive an additional \$120 bonus, raising them to \$1,560. In addition, those employees who have completed their year of service by January 1, 1946, will also receive an additional bonus of \$120 at that time, raising them to \$1,560.

Auto-enginemmen (chauffeurs who are expected to perform minor repairs and adjustments to their vehicles) have had a new entrance salary of \$1,500 established; plus a bonus of \$120, making their effective salary \$1,620.

Who Gets \$60

Those employees in the clerical and accounting services, up to and including those in Grade 3, who had been promoted after July 1, 1944 and up to and including January 1, 1945, will receive a salary increase of \$60 as of July 1, 1945, and their regular increment, if due, on January 1, 1946, but no extra bonus on July 1, 1945.

In general, those employees who were on the payroll on January 1, 1945; who have had no change in grade or salary since that date; who do not receive an increment under the McCarthy Increment Law; and those whose salaries do not exceed \$4,000 a year, will receive a cost-of-living bonus of \$110 or \$120 in addition to what bonus they are receiving at present.

The Limits

The total amount of the cost-of-living bonus (including previous grants) may not exceed \$360 for those employees with a base pay of less than \$2,400, and cannot exceed \$350 for those with a base pay rate of \$2,400 or over. In accordance with this rule of the Budget Bureau, employees earning between \$2,400 and \$4,000 will receive on the July 15 paycheck an additional amount to bring them to \$350 over the base pay. In most instances, this extra bonus will

come to \$110.

Any employee who receives an increment of \$120 during the coming fiscal year—July 1, 1945 to June 30, 1946—is not included in the bonus.

However, in cases where the regular increment does not amount to \$120, the employee will receive the difference between his increment and \$120.

Part-Timers Out

While the State has announced (see last week's issue of THE LEADER, page 1) that part-time employees will share in the bonus, City employees on a part-time work basis are excluded. In addition, some of the employees who receive maintenance are also excluded by the City. The Welfare Department, with a small number of maintenance employees, isn't granting them the bonus. However, the Hospitals Department, with many of its institutional workers on a maintenance basis, is giving them the bonus.

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Employees Await Date from Burke

Employees of Borough President James A. Burke of Queens are still waiting for a date with him to discuss personnel problems. Several weeks ago, the AFL District Council wrote, asking for a date to discuss their grievances.

On the suggested agenda the employees listed working conditions and excess overtime. Straw bosses appointed without civil service procedure, and the lack of any means of discussing employee complaints, were also mentioned.

Mr. Burke had been in a hospital, following an eye operation, but he's back at work again.

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POLICE CALLS

Result of the PBA Election Leaves Policies Unchanged

LAST week, 288 delegates of the Patrolmen's Benevolent Association got together and elected officers for the coming year. The results of the election indicated that the large number of men in the Department who aren't satisfied with the present administration of the PBA can't expect any changes this year.

Patrick Harnedy was re-elected, with his slate of incumbents. He polled 147 votes to 116 for John Carton and 24 for Ray Donovan. However, the final count showed that he generally ran behind the other elected candidates.

The combined vote of the two others in the presidential race came to 140—seven less than the Harnedy total. During the pre-election maneuvering there was an attempt on the part of many anti-Harnedy delegates to get Carton and Donovan to run on one ticket, for the presidency and the vice-presidency. Such a combination, had it attracted four additional votes, would have changed the control of the PBA.

The Closest Race

The closest major race was the election of Wheeler Bowden, 1st vice-president, with 153 votes against Edward Ward with 135 ballots. The only upset in the election was the choice of Charles F. Zurla, 50 votes, as Manhattan Trustee over James M. Busby, who got 42 votes.

Other results of the election 2nd Vice-President—John J. Griffin, 127; Charles F. Brennan, 100; Frank De Pasquale, 50.

Treasurer—Charles J. Monahan, 174; Vincent L. Butler, 81; Carl C. Geltner, 30.

Recording Secretary—Thomas F. Dugan, 213; Albert J. Nelson, 75.

Financial Secretary—The five men elected were Robert C. Nugent, 126; Walter Smith, 126; John Simcox, 181; John E. Burns, 132, and Charles G. Schrimpf, 133.

James J. Byrne was elected sergeant-at-arms by 129 votes over Barton W. Wilson with 116.

No Change in PBA Policy
An indication of the fact that the PBA has no intention of coming out of its self-imposed vow of silence was given soon after election when PBA spokesmen at the Pulitzer Building headquarters were asked by a reporter what "emoluments" Mr. Harnedy would receive as president of the PBA.

"That," was the reply, "is a PBA matter. This organization does not live in the newspapers. I might refer you to our official sources, but I know that they wouldn't care to discuss the matter. We are a Police organization and our affairs aren't of any concern to outsiders." (Harnedy gets \$6,000 a year for expenses.)
A discussion of the general op-

erations of the PBA indicated little possibility of delegate system being changed.

"After all," said the PBA spokesmen, "you can't operate with a committee of 15,000 police. But 288 delegates who are informed can act with judgment as to what is best for the organization."

It isn't as if the average patrolman is completely outside the organization. He still has the right to attend the monthly PBA meeting. But he may not, as it was put, "interfere with the progress of the meeting" by venturing to talk, present an argument or otherwise make his presence felt.

The Cops' Vote

A strange aspect of the election is this: In eight precincts where the men had a chance to voice their opinions, Pat Harnedy ran a very poor race. In these houses, the delegates posted a ballot in the back room; gave the men a chance to indicate their preference. This was done in the following houses: Bronx—44, 46 and 50; Manhattan—10; Brooklyn—75, 77 and 83; Queens—108. All of these straw polls produced a heavy majority for John Carton.

Veterans Receive Special Tests

Special qualifying tests have been ordered for a group of veterans who had passed New York City civil service examinations, but hadn't been able to take the practical tests because of military service. They were restored to the lists and the special examinations ordered.

On the Correction Officer (Men) list are Rocco A. LaCourte, No. 724; and Aaron N. Phillips, Jr., No. 888. Charles Elterman is now No. 3624 on the Typewriting Copyist, Grade 1 list. On the Sanitation Man, Class A list are Bernard T. Fusco, No. 2712; Edward W. Molette, No. 232; and Leonard D'Apollito, No. 3220. Edward H. Haller, No. 1384 on the Auto-Engineman list, is also included.

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TUESDAY, JUNE 19, 1945

Federal Employees: After Dismissal—What?

IT IS a disservice to those Federal employees who are holding war jobs by tenuous threads to encourage in them the belief that absorption in other Federal agencies will be sufficient to save them from becoming jobless. No such job bounty lies in store.

The ability of presently expanding agencies to arrange for such transfers to their payrolls is strictly limited both by the improbable need of enough further expansion and the appropriations to support it.

The stark truth is that separation from the service is going on now on a fairly large scale and is bound to increase. The yardstick is the extent of materials and services needed to prosecute the one war to victory, instead of two wars.

It is anomalous that while severance is the lot of many thousands, the Federal Government is seeking still other thousands, but these other positions require different skills or unskilled manual work to which the dismissed Federal employees are not suited. Bare statistics do not tell the whole story. They do not balance, because the debits and the credits are not mere numbers, but carry co-efficients of skill, sex, salary and geography.

Every employee with a slim likelihood of job survival should be discouraged from counting too hopefully on a long stay, lest the ultimate blow of severance become so severe as to leave lasting effects. Also, Government that sounded patriotic appeals for candidates, that held appointees to their jobs by force of law and executive order, and thus, however rightfully, induced the inevitable dilemma, also must lend its fullest assistance to avoid economic dislocations that themselves could constitute a far-reaching economic casualty list.

The planning burden may rest primarily upon the executive branch of the Government, but the final responsibility is that of Congress. It is hoped that the lawmakers will co-operate with President Truman in his realistic program of protection of those thus to be innocently burdened. Even with all the benefits proposed, many may find that devoted public service was rendered not without a heavy final price. We as a democracy do not want to add any kind of injustice to the enemy's long list of ruthless concomitants of war.

Five-Day Week Gains In State Agencies

THE third department in the State Government to go on a five-day week—Education—following the DPUI and the Department of Health, lends encouragement to the hopes of other State employees that the gain will become widespread.

The employees, working energetically to achieve that goal generally, have been very reasonable nevertheless, their requests being tempered with a realization that for some relatively few services the goal cannot be quite achieved, and in other branches the improvement cannot affect each and every employee. The nature of the work, its exigency and its relationship to the protection of life and property are well understood by every sensible worker. Also, the need of skeleton staffs on Saturday mornings to preserve the continuity of the service that the office renders to the public receives wholehearted employee cooperation.

Making the Rounds

By Peter V. O'Rourke

MANY policemen were particularly overjoyed over the still routine arrival of last pay day. Reason: The Fire Department baseball team defeated the cops 7 to 6, at the Polo Grounds. Many greenbacks changed hands when the score was in. But big winners, however, splitting a \$117,000 take, were the Police Relief Fund, the Fire Emergency Fund and the Mayor's Special Welfare Fund.

When the Court of Appeals recently decided the case of Bacom versus Conway in favor of the State Civil Service Commission, it was a case of Judge J. Edward Conway (who as a Court of Appeals Judge wrote the opinion) deciding in favor of President Conway of the State Civil Service

MICHIGAN TEACHES A LESSON

The policy of wide latitude on dismissals is disliked by public employees, and for reasons that appear in the experience of Michigan. The merit system was introduced there in 1937. In a nine months' period 622 employees, or about 10 per cent of the total, were dismissed. Of the 127 found to have been unjustly dismissed only seven returned to work.

In 1941 a constitutional merit system was inaugurated. During the next three years the average annual dismissal rate was about 3 per cent.

Merit Women



Mary Goode Krone

THE FIRST chairman of New York State's first employee personnel council, Miss Mary Goode Krone, was selected for the job by Governor Dewey probably on the basis of her own long experience in listening to the woes and worries of many people.

She is blonde, pretty and capable. She comes from North Castle, Westchester County, where she put in eight years as clerk to the Town Supervisor and earlier worked as an attache of the Zoning Board and the Police Commission.

Two years ago she entered State Service under an appointment by Tax Commissioner Rollin Browne as director of the Tax Bureau in the Department of Taxation and Finance.

By the fall of 1943 she had worked out a plan for the complete reorganization of the bureau. Additional tax collection units were grouped into the new bureau, which was then renamed the Miscellaneous Tax Bureau.

Big Collection Job
 As boss of that agency, Miss Krone is responsible for the collection and accounting of nearly \$100,000,000 annually in taxes on stock transfers, mortgages, parliamentary betting and a host of other sources. Under her supervision are 125 collectors and examiners. She says she finds her job more interesting every day. Actually she has charge of the collection of nearly one-third of the State revenues, for she also watches over the income from the cigarette tax, the alcoholic beverage taxes and motor fuel taxes.

Despite a background of working with various groups, political and non-political, Miss Krone is not the gabby type. She said she accepted appointment as head of the new State personnel Council with a sense of the deep responsibilities. She probably will come to be known to more thousands of State workers. She said she wants the Personnel Council to be the adviser and helper of State employees.

Meet for First Time
 A few days ago she and her two Council associates, Charles L. Campbell, Administrative Director of the State Civil Service Commission, and Charles Foster, Analyst in the Budget Division, met for the first time. Later she said the immediate task is to "find where we are going" and to prepare the machinery of operation before starting operations.

Miss Krone is a native of Gainesville, Fla., and attended Sweetbriar College, Virginia, where she majored in economics.

Her new duties as head of the grievance committee—to which 52,000 State employees will bring any of their personnel problems, individually or as groups—will keep her busier than ever. But, like many able persons, the more she does the more she finds time to do.

Likes to Knit
 As head of the Miscellaneous Tax Bureau she must travel weekly between her New York City and Albany offices. In addition she is a member of the executive committee of the National Tobacco Tax Conference, the Liaison Committee of the National Gasoline Tax Conference, the executive committee of the National Young Republican Federation, and the White Plains Business and Professional Women's Club.

She has been active in the Red Cross and the Office of Civilian Defense. Her spare time is devoted to knitting for the Red Cross and reading—her preferences there being in the realms of history and biography.

Many a True Word

By H. J. Bernard

ANY full-time State employee denied a bonus may now switch to part-time and get one.

The Bigger Worry

Federal employees happy over the prospect of a work-week reduction from 48 hours to 44 would be still happier if assured it wouldn't be reduced to zero.

Sample question in the NYC Clerk, Grade 2 promotion examination stresses the alphabetical arrangement used. I thought the big question was where to get the paper with which to print the directory.

The Rougher, the Better

The War Manpower Commission offers a long list of jobs at 87 cents to \$1.08 an hour, depending on the job and ability, and includes Rough Carpenter. Plenty rough, plenty money.

The NYC Civil Service Commission must decide whether the Welfare Department job of Mother's Aid is to be competitive or non-competitive. The answer is easy. Whoever heard of anybody competing to help mother?

Both James H. Griffin, new Board of Transportation Chief En-

gineer at \$20,000, and William Reid, City Collector at \$10,500, rose from \$1,200 NYC competitive entrance positions. I wonder if they could do a repeat performance.

The Uphill Fight

A fellow stymied in Grade 2. Had feared he'd never reach his goal Of bank account and country home

And inspiration for his soul. By day he worked with avid speed, By night he studied hard and long.

Until he felt his formula Could not by any chance be wrong.

At last it came—the grand success—

Security at his command. The wait was long, but worth the while:

His uncle left him twenty grand.

The wearers of the new green uniforms among the Maintenance workers of Manhattan Borough President Nathan's office have faces of the same color as they contemplate the old tobacco brown uniforms of their co-workers. Tobacco brown is as scarce as cigarettes.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Limitations on Age Discharge From the Army Explained

THERE is much interest among Army personnel about the limitations on eligibility for discharge due to age. As is well known by this time, enlisted men 40 years of age or over, whose service is honorable, are eligible for discharge on their own application. This represents a lowering of the discharge age from 42 years.

Now, as to the limitations:

In the case of men 40 or 41 years of age, commanders will be permitted to retain for a period of not more than 90 days any man for whom a replacement is not available at the time he requests discharge. It is estimated that there are about 30,000 enlisted men in the Army in the 40 and 41-year age groups.

When the military situation permits further reduction in the age limit will be made. Such a reduction cannot be made at this time, the Department feels, without jeopardizing military operations or slowing down the release of combat veterans who have earned the right to discharge under the point system on the basis of long and arduous service. In the case of age versus points, the edge may thus go to points.

Through the inclusion of a heavily weighted factor for parenthood, the point system provides indirect consideration for age. Statistical surveys have indicated that the average age of fathers is several years above the average for soldiers without children.

The provisions of the current discharge policy for age have been made applicable to enlisted women of the Women's Army Corps who have been on active duty for one year or more. Under this change any enlisted woman of the WAC 40 years of age or over who has served the required period on active duty is eligible for discharge under the same instructions as enlisted men.

Veteran Ruled Out Of Promotion Test

Despite an appeal from Commissioner William Wilson, of the

NYC Department of Housing and Buildings, Salvatore Stanzione, a veteran, won't have an opportunity to compete in the forthcoming promotion examination to Inspector, Grade 3.

In a letter to the Municipal Civil Service Commission, Mr. Wilson pointed out that Mr. Stanzione would complete six months' service on June 26, 1945, and that all other Grade 2 inspectors would be eligible for the promotion. In addition, the 1945-46 budget carries Grade 3 salaries for these inspectors.

However, the Commission turned down Mr. Wilson's suggestion to lower the eligibility to six months and held to the one-year requirement, which eliminates Mr. Stanzione.

There is a solution: The Department of Housing and Buildings could give Stanzione \$2,400 a year, \$1 below the Grade 3 minimum, and request an examination for him when he completes the year's service in Grade 2.

Question, Please

Readers should address questions to Query Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

Disability Degree Unimportant

I AM a disabled veteran of the first world war, but not badly disabled at all. Does New York State constitutional preference apply?—A. L.

In New York State law, there is no distinction between a veteran who has a 1% disability rating or who has a 50% disability rating from the Veterans' Administration. Regardless of degree of disability, both are entitled to the same benefit—placement at the top of the eligible list if they pass the examination. The Civil Service Commission therefore cannot grant varying benefits depending upon the extent of disability. Citizenship and residence of the veteran at the time of his entrance into the armed services must be

proved. He must have been both a citizen of the United States and a resident of the State of New York at that time. Citizenship acquired in the armed services, or residence after his discharge therefrom, cannot be considered as establishing claims for preference as a citizen and resident.

COSTA RICA SENDS THANKS

The government of Costa Rica has expressed its appreciation of the services extended by the National Civil Service League to its good neighbor in a cable addressed to Nicholas Kelley, president, and H. Eliot Kaplan, executive secretary of the league, by Miguel Brenes, Secretary of the Department of Labor and Social Welfare of the Government of Costa Rica.



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.

No Summer Let-Up

DESPITE the natural tendency to take things easy during the hot summer months it is gratifying to note that so many of the Association chapters throughout the State are continuing their activities and working toward the goal of 100 per cent membership of State employees in their State-wide employee organization, the Association of State Civil Service Employees.

The soundness of the association's plan of organization leads to many calls from outside organizations for details of our operation. Typical of these are the many requests which come from municipal groups which constantly besiege the Association to extend its services to them. However, we feel that our efforts should be centered for the best service to the State employee.

We feel that municipal employees will quickly realize that their only hope for constructive action with reference to their problems is to handle them themselves without the deadening load of inefficient leadership schooled only in creating discontent and never able to overcome the causes of discontent.

In all governmental entities workers are intent upon effective organization. They know the value of united action. They know, too, that they have a responsibility to see to it that their unity and their action are directed toward patriotic solutions of labor's problems. Once they lose touch with sound principles they become a menace to every worker.

Time-Off

VACATIONS are on the minds of employees when the temperature takes its seasonal rise, and the Association is always alert to maintain the greatest possible amount of vacation time consistent with efficient operation of the State functions by its employees.

Vacations, sick leave and holiday rules come up for consideration by the Association. Reported early action by the Civil Service Commission is greeted with approval. It was revealed that in the past some departments have not allowed all legal holidays. Definite action will be taken by the Association to insist upon allowance of the ten Legal Holidays as established in New York State and observed generally, namely: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day and Christmas Day.

Harold J. Fisher Memorial Award

NO FINER exemplar of all that is best in the merit system could be found than Dr. Frank L. Tolman. On Monday of this week, Governor Thomas E. Dewey personally presented the Harold J. Fisher Memorial Award to "Doc" Tolman, thus lending to the award the prestige it should rightly have. This award, established by The LEADER in memory of our beloved past president, will go annually to that State employee who has done most for the merit system.

What State Employees Should Know

By THEODORE BECKER

Veterans Can't Get 82 Days Off Due to Memorial and Armistice Days

UNDER the provisions of Section 63 of the Public Officers Law, veterans described therein are entitled to be given leaves of absence on Memorial Day and on Armistice Day, without deduction in vacation allowance.

The statute in question also provides that refusal on the part of the department or agency head to grant such leaves of absence shall be deemed neglect of duty.

The question is sometimes raised whether this special statutory privilege entitles the veterans to an additional two days of leave over and above what they would be entitled to receive under their departmental practice which would allow them two days of leave even if they were not veterans.

For example, in some State institutions employees are given a flat annual leave allowance of 80 days, consisting of 18 days vacation, 52 Sundays and 10 legal holidays. The 80 days' allowance is granted to all the institution employees, whether or not they are veterans. Yet veterans must be granted two of the ten holidays—Memorial Day and Armistice Day—even if no other employees are granted such holidays, as some have interpreted the provisions of the Public Officers Law as entitling them to an additional two days' leave. In the example given this would amount to 82 days leave with pay for veterans and 80 days for non-veterans.

Attorney-General's Opinion

This matter, so far as it relates to State employees, was settled in 1943 when the Attorney-General ruled on the propriety of such an interpretation. Commenting on a circular issued by the Department of Mental Hygiene to the effect that employees of its institutions who were veterans were entitled to the full annual leave of 76 days (when the vacation allowance was 14 days as against the present allowance of 18 days) plus Memorial Day and Armistice Day. This circular was purportedly based on an informal opinion of the Attorney-General. However, this inference the Attorney-General denied, stating:

"This Department has rendered no opinion, formal or informal, to the effect that those employees

who are veterans are entitled to 2 days leave of absence in addition to the regular 76 days a year absence. The informal advice given was merely that employees who are honorably discharged veterans, as defined in section 63 of the Public Officers Law, are entitled to leave of absence with pay on Memorial Day and Armistice Day and that no deduction in vacation allowance should be made on account of such absence. That advice was in accordance with the provisions of section 63 of the Public Officers Law."

Purpose of Law Explained

The Attorney-General noted that in arriving at the total of 76 days' leave for all employees, allowance was already made for granting leave with pay for Memorial Day and for Armistice Day, and concluded:

"Thus, Memorial Day and Armistice Day, or the equivalent thereof, are included in the 76 days leave of absence granted to all employees. The only distinction is that veterans must be given Memorial Day and Armistice Day, and not days in lieu thereof. There is no basis in section 63 of the Public Officers Law for allowing veterans who are absent on Memorial and Armistice Day, with pay, 2 additional days because they are veterans. That section was not designed to grant employees who are veterans more favorable treatment than employees who are not veterans except to the extent of insuring that the former might be absent on the two holidays mentioned without loss of pay or vacation rights." (Opinion of May 28, 1943.)

On the basis of this opinion, the State Department of Civil Service has recently advised that if a veteran to whom section 63 of the Public Officers Law is applicable works on Memorial Day or Armistice Day and is given leaves of absence on two other days in lieu thereof, he is not entitled to receive two more days of leave with pay.

Governor Dewey Presents Award to Frank L. Tolman

Governor Thomas E. Dewey personally presented the Harold J. Fisher Memorial Award, on Monday of this week, to Dr. Frank L. Tolman, Director of the Adult Education and Library Extension Division, New York State Department of Education. The ceremony took place in Dewey's New York City headquarters at the Hotel Roosevelt. Clifford C. Shoro, president of the Association of State Civil Service Employees, was present.

The award is made annually by the Civil Service LEADER in memory of the late Harold Fisher, president of the Association of State Civil Service Employees, to the State employee whose achievements are deemed by the judges to indicate the best qualities of the merit system. It consists of a large silver cup, suitably engraved.

A committee of the Civil Service Reform Association selected Dr. Tolman for the award. Serving on the committee were Charles Burlingham, Howard Kelly and H. Elliot Kaplan, executive secretary of the Association.

Phi Beta Kappa Man
Dr. Tolman entered the serv-

ice of New York State in 1906 as State Reference Librarian and continued until his appointment in 1927 as director of the Library Extension Division. He was an instructor in the State Library School from 1919 to 1927 and professor in library economy at the University of Michigan in 1926 and 1927.

A member of Phi Beta Kappa, past president of the New York Library Association and the League of Library Commissions, Fellow of the American Library Institute, he has written many professional papers for library periodicals and encyclopedias.

Just What is Merit System?

Just what are the essentials of the merit system?

It's more than a couple of words, says the National Civil Service League. In fact, the League has an 18-point description that everybody in government will want to study.

In these days of increasing public interest in the merit system as a means of improving public service, reducing governmental budgets, and enlarging career opportunities for qualified public employees, the National Civil Service League believes it's worth while to reiterate its warning that not every "civil service bill" will establish comprehensive merit system.

A sound merit system should provide these essentials.

1. A central personnel agency equipped with adequate technical staff and with sufficient funds to administer the law effectively.
2. A classification of positions according to duties, functions and responsibilities, as the basis both for adequate administration of the selection process and for the setting up of a uniform and equitable compensation plan.
3. A compensation plan uniform in its application to all similar classes of positions, with schedules of intermediate salary increments and designated lines of promotion to the higher grades and positions.
4. A well-planned program for open competitive examinations to apply to all positions other than those of a policy-determining character.
5. A probationary period to supplement the competitive examinations conducted by the personnel agency.
6. A plan for practical instruc-

tion on the job or preliminary assignment.

7. Service ratings to determine actual performance of duties.
8. Uniform rules governing leaves of absence with or without pay; hours of work; compensation in case of injury in line of duty; and vacations.
9. Provision for promotions on merit and for facilitating transfers.
10. An arrangement for pooling personnel for seasonal or emergency requirements.
11. A plan for in-service training to develop talent for higher administrative and supervisory positions.
12. A properly conceived system of separations from the service through resignations, retirement and removal.
13. Provision for departmental personnel officers and program initiated and coordinated by the central personnel agency.
14. Certification of payrolls by the personnel agency.
15. An adequate retirement system.
16. Prohibitions against political assessments and contributions, as well as against undue political activity.
17. Supervision and investigation of the administration of the law by the personnel agency.
18. Provision for a taxpayer's action to restrain payment of compensation to persons unlawfully appointed or employed.

Correction Dept. Celebrates Mass

ALBANY, June 19—A group of 80 members of the Albany Office attended the first annual communion breakfast of the Department recently, at the De Witt Clinton Hotel, following mass at St. Mary's Roman Catholic Church in Albany.

The principal speaker at the breakfast was John A. Lyons, Commissioner of Correction, who traced the history of Nazism and Fascism in Europe and pointed out that the success of the present world conference in San Francisco will depend largely upon the recognition of individual rights and liberties. Modern Nazism, said Lyons, is nothing more than the outgrowth of the philosophies taught in Germany centuries ago. The Rev. Roland E. Thompson, chaplain at the New York State Vocational Institution at West Coxsack, N. Y., and Edward J. Donovan, Deputy Commissioner of Correction, also spoke. Paul D. McCann, Director of the Division of Criminal Identification, acted as toastmaster.

The committee in charge of arrangements consisted of Miss Honora Kearney, Miss Marie Loughlin, Miss Nora Meehan and Paul D. McCann. It is the plan of the committee to arrange for a similar affair during May of each year.

Lyons Is Upheld In Plan Dispute

Special to The LEADER

ALBANY, June 19—The eight members of the State Commission of Correction can't tell Correction Commissioner John A. Lyons what to do about approval or rejection of plans for construction or reconstruction of penal institutions.

This was what Attorney-General Goldstein told the Commission of Correction, which had asked whether its power superseded that of the Correction Commissioner.

"I would say that the intent of the statute was that the views of the commission on such matters should be deemed advisory," wrote the Attorney-General.

He advised, however, that "it may be desirable to have the commission express its approval or rejection before the plans and specifications have been finally approved." He added: "This is a matter which can be worked out by you in consultation with the commissioner of correction."

Open Competitive Permanent Jobs Offered by State

Careers in the State civil service are now open through eleven open-competitive examinations for which applications are now being received. These are permanent posts, offer security, good working conditions, pensions through the State Retirement System.

The title of one of the examinations has been changed from Assistant Laboratory Worker to Laboratory Worker.

To obtain application forms, write to the State Civil Service Department, State Office Building, Albany, N. Y., to, or to Room 550 at 80 Centre Street, New York 7, N. Y.

When writing for detailed circular and application form, specify number and title of position, and enclose a 3 7/8 x 9 inch or larger self-addressed envelope, bearing 6 cents postage. Do not enclose examination fee with the request.

Following are the official details of the examinations, nine of which are written and two unwritten. All are open-competitive.

STATE WRITTEN EXAMINATIONS TO BE HELD JULY 21 (Applications should be filed by July 6)

2915. ASSISTANT ADMINISTRATIVE DIRECTOR OF CIVIL SERVICE, Department of Civil Service. Usual salary range \$6,700 to \$8,200. Application fee \$5.00. At present, one vacancy exists in the written.

2916. LABORATORY WORKER, Division of Laboratories and Research, Department of Health. Usual salary range \$1,200 to \$1,700. Application fee \$1.00.

2917. ASSISTANT PURCHASING AGENT (DRUGS), Division of Standards and Purchase, Executive Department. Usual salary range \$2,700 to \$3,325. Application fee \$3.00. At present, one vacancy exists.

2918. DENTAL HYGIENIST, State Departments and Institutions. Usual salary range \$1,600 to \$2,100. Application fee \$3.00. At present, one vacancy exists at Middletown State Homeopathic Hospital.

2919. DIRECTOR OF CLASSIFICATION, Department of Civil Service. Usual salary range \$6,700 to \$8,200. Application fee \$5.00. At present, one vacancy exists in the Albany Office.

2920. GENERAL INDUSTRIAL FOREMAN (Textile Shop), Prison Industries, Department of Correction. Usual salary range \$2,400 to \$3,000. Application fee \$3.00. At present, one vacancy exists in Clinton Prison.

2921. PERSONNEL ASSISTANT, Department of Civil Service. Usual salary range \$1,400 to \$1,900. Application fee \$1.00.

2922. SENIOR STATISTICIAN, Division of Criminal Identification, Records and Statistics, Department of Correction. Usual salary range \$3,500 to \$4,375. Application fee \$3.00. At present, one vacancy exists.

2923. SUPERVISOR OF HISTORIC SITES, Division of Archives and History, Department of Education. Usual salary range \$3,120 to \$3,870. Application fee \$3.00. At present, one vacancy exists in the Albany Office.

STATE UNWRITTEN EXAMINATIONS TO BE HELD JULY 21 (Applications should be filed by July 21)

2924. SENIOR EDUCATION SUPERVISOR (HEALTH EDUCATION AND AUDIOMETERS), Division of Health and Physical Education, Department of Education. Usual salary range \$3,120 to \$3,870. Application fee \$3.00.

2925. SENIOR EDUCATION SUPERVISOR (PROFESSIONAL EDUCATION), Department of Education. Usual salary range \$3,120 to \$3,870. Application fee \$3.00.

Maine Official Gets Welfare Post

ALBANY, June 19—Harry O. Page, Commissioner of Health and Welfare for the State of Maine, has been appointed a deputy commissioner in the New York State Department of Social Welfare, Commissioner Robert T. Lansdale announced. Mr. Page's appointment has been approved by the New York State Board of Social Welfare.

The new deputy commissioner will be in charge of the department's relationships with local public and private welfare agencies and institutions. He will head up these State-local activities at the department's central office in Albany. He will take over his duties on August 1.

Pilgrim State Board Has 2 New Members

Governor Dewey has appointed Miss Eva Sherwood Potter and Dr. James E. Maloney, both of Brooklyn, as members of the Board of Visitors of the Pilgrim State Hospital.

Miss Potter succeeds Miss Mary V. Woods of Brooklyn, whose term expired December 31, 1944. Dr. Maloney succeeds Albert Hutton of Brooklyn, who resigned recently.

Miss Potter was appointed for a full seven-year term and Dr. Maloney was appointed to fill the unexpired portion of Mr. Hutton's term.

State Board Headed By N. J. T. Bigelow

Special to The LEADER

ALBANY, June 19 — The five members of the new Permanent State Salary Standardization Board held an organization meeting recently in the State Office Building and elected Dr. Newton J. T. Bigelow as the chairman. He is Acting Deputy Commissioner of Mental Hygiene department and is senior director of Marcy State Hospital. He also was chairman of the temporary salary board which expired this year to be succeeded by the permanent organization created by law.

As is the case with the new State Personnel Council, two immediate problems confronting the new salary board are obtaining offices and a staff. The board probably will be located on the 24th floor of the office building in rooms of the Civil Service Department and will use a hearing room on the 30th floor which also will be available to the personnel council.

Neither a secretary, director nor any other officer or employee was chosen by the board at its first meeting. These appointments will be discussed when the board meets again. The board, which was given an appropriation of \$50,000 for expenses and pay of its own staff of employees, is empowered by law to allocate in proper salary brackets all new titles, or jobs as they are created, and to re-allocate all titles on complaint of employees who feel they are in the wrong salary schedule.

Dr. Bigelow represents Governor Dewey on the board. These are the other members: T. Harlow Andrews, of DPUI, and Dr. Arthur Sullivan of Wingdale State Hospital, the two employee representatives; Everett N. Mulvey, representative of the budget division; and Milton Musicus, representative of the civil service department.



The first meeting of the Permanent Salary Standardization Board was held in Albany. Left to right, Dr. Arthur E. Sullivan, Dr. N. J. T. Bigelow, chairman; T. Harlow Andrews; back row, Louis Luizzi, Milton Musicus, Everett N. Mulvey. Mr. Luizzi is secretary, the others are members of the Board.

Free Business Course Offered to Veterans

Special to The LEADER

ALBANY, June 19—A unique plan to permit veterans interested in going into business to have their cake and eat it too, has been proposed by the State Commerce Department. Commerce Commissioner M. P. Catherwood announced that veterans who are planning to enter business for

themselves will be given, tuition free, a four-weeks course of eight sessions on small business operations and problems, at the Albany Business College, in cooperation with the State Division of Veterans Affairs. It will be experimental in character and will be limited to veterans living in Albany and the Capital District.

State Promotion Examinations

Following are promotion examinations announced by the State Civil Service Commission. For complete details and application forms, write to the State Civil Service Commission, State Office Building, Albany, or 80 Centre Street, New York City. Enclose a

large self-addressed envelope. Refer to the examination number below.

NO. 1061. PRINCIPAL LAW CLERK, Albany Office, Department of Law, Salary \$3,400 to \$3,000, plus bonus. One vacancy in the Albany Office. Closes on June 21 (Thursday).

Recent NY State Eligible Lists

Jr. Architect, Div. Housing, Executive Dept., Open-Comp.		
Coy, Leon E., Rochester	1	80300
Clason, Leonard, Flushing	2	84700
Assoc. Personnel Techn., Exams, Civil Service, Prom.		
McGinis, Paul D., Delmar	1	86742
Sr. Stenographer, Sullivan Co., Open-Comp.		
Clark, Marion C., Liberty	1	91748
Trowbridge, M., Monticello	2	85708
Goldstein, Irene, Monticello	3	85334
Moruff, Olga, Grahamsville	4	75772
Assoc. Personnel Techn. Classif., Civil Serv., Prom.		
McArthur, L. B., Clearw., Fla.	1	85911
Kilian, Wm., Schtady.	2	84417
Hills, Granvill, Hudson	3	83682
Photostat Operator, Co. Clerk Off., Richmond, Open-Comp.		
Birstler, Fred, Staten Island	1	87850
Asst. Supt. Operation and Mtee., Public Works, Prom.		
Lansley, Fred R., Scotia	1	80575
Chief Actuary, Retir. System, Audit. Central, Prom.		
Weinstein, Max S., Albany	1	84685
Sr. Stenographer, Dept. Commerce, Prom.		
Rieman, Jane, Bayside	1	90001

Progress Report On State Exams

Open Competitive

SENIOR CIVIL SERVICE INVESTIGATOR, Department of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience is completed. Interviews to be held in June and July.

JUNIOR ADMINISTRATIVE ASSISTANT, Labor Department: 91 candidates, held November 18, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

OPTOMETRIC INVESTIGATOR, Education Department: 8 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

DISTRICT RANGER, Conservation Department: 28 candidates, held April 21, 1945. Rating of Part I completed. Rating of Part II is completed. Rating of training and experience is completed. Clerical work in progress.

FARM MANAGER, Department of Mental Hygiene (St. Lawrence State Hospital): 30 candidates, held April 21, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

INSTITUTION PHOTOGRAPHER, Department of Mental Hygiene (Rome State School): 23 candidates, held April 21, 1945. Rating of the written examination is completed. Rating of training and experience is in progress. Clerical work to be done.

SENIOR SUPERVISOR OF VOCATIONAL REHABILITATION, Education Department: 28 candidates, held April 21, 1945. Preparation of the rating schedule completed. Rating of the written examination is completed. Rating of training and experience to be done.

EDITORIAL ASSISTANT, Department of Education: 45 candidates, held May 26, 1945. Not yet started.

HEAD LAUNDRY SUPERVISOR, Mental Hygiene Institutions: 39 candidates, held May 26, 1945. Rating of the written examination is in progress.

SENIOR ADMINISTRATIVE ASSISTANT, Department of Health: 26 candidates, held May 26, 1945. Rating of the written examination is in progress.

SENIOR MAINTENANCE SUPERVISOR, Mental Hygiene Institutions: 45 candidates, held May 26, 1945. Rating of the written examination is in progress.

SUPERVISOR OF VOCATIONAL REHABILITATION, Department of Education: 100 candidates, held May 26, 1945. Rating of the written examination is in progress.

Promotion

PRINCIPAL SCHOOL OF NURSING, Department of Mental Hygiene (Institutions): 9 candidates, held December 9, 1944. Rating of the written examination is completed. Rating of training and experience completed. Awaiting service record ratings.

STENOGRAPHER, Department of Labor: 28 candidates, held January 20, 1945. Rating of the written examination is completed. Clerical work is completed. Awaiting service record ratings.

NEWS ABOUT STATE EMPLOYEES

(Continued from Page 8)

mail is being returned from APO 4, care Postmaster, NYC. If anyone knows any of the addresses of above-named, he should communicate with any of the members of the Servicemen's Fund, or Village Views, Letchworth.

Miss Jean Nichols, a former nurse in the Letchworth Hospital, commissioned a 2nd Lt. in Army Nurse Corps, reported for a special course at Fort Dix, N. Y., after a brief vacation.

Dr. Herman S. Alpert, formerly physician-in-charge of the Female Infirm Group, was made "Major." He has been with the American First Army in England.

Major Charles W. DeBaum, formerly in charge of the Letchworth Hospital, is now Flight Surgeon at Drew Field, Tampa. He is living in St. Petersburg, Fla., with his wife and their son.

CPO John G. Wyga, of the Royal Netherlands Naval Air Service, London, Eng., wrote that he served as best man at the go overseas soon.

Sgt. James Barr was mustered out of the Army. He will get a sixty-day furlough before resuming his work at L. V. Industrial School. He has been stationed at Newton D. Baker General Hospital, Martinsburg, W. Va.

Coxsackie

EARL LAIRD, formerly Acting Lieutenant at Sing Sing Prison, was appointed permanent Lieutenant at Coxsackie.

The Coxsackie Parole System, formerly handled from this institution, will be placed under the State Parole System as of July 1.

Miss Jane Massie, Stenographer in Division of Parole here, has been transferred to the Albany office. She will commute daily. Her father is Bill Massie, Farm Superintendent here.

Clarence Packman, Stenographer in the division of Parole, will be transferred to the Albany office as of July 1. He says that he likes Albany. He has been the Association Secretary here for the past two years.

The uniformed officers of the Department of Correction are making an all-out effort to procure a 25-year retirement plan, at half pay.

Jack Kingsley, in charge of chicken and egg production is

really going to town in breaking records.

George Coons, Guard, states that he is the champion ping-pong player of Cpl. Francis D. Haig, of the 2nd General Hospital in France, and Miss Phyllis Everhard, of Oxford, Eng. CPO Wyga and Cpl. Haig used to work together in Cottage B. Boys' Group.

Second Lt. Arthur D. Williams received a rousing welcome from friends here. He flew to the United States from England on V-E Day. He had been at the Village at intervals with his wife, the former Glenna Porrey, a Letchworth school teacher, but is at Camp Davis, N. C. Lt. Williams is a statistician with the 8th Army Air Force. He formerly was Recreation Instructor of the Boys' Group at Letchworth.

Second Lt. Albert L. Chick, of Long Branch, N. J., writes that he has been transferred from the Signal Corps to the Air Force Technical Training Command.

Cpl. Earl V. Palmer is in Fort Lewis, Wash.

It's now Pfc. Eleanor M. Odell at Foster Field, Tex.

Pvt. Helen I. Sabo, WAC, AAF, was at L. V. recently from Wilmington, Del. She expected to pong player, and will take on all comers.

Ralph Carpenter, Guard, just had another addition to the family, a boy. This makes number 2 for him; keep up the good work, Ralph.

George Cochran, Captain of the Guards, on vacation.

Guards James Malloy and Donald Straus have entered the Navy. Supt. W. E. Cashin keeps shipshape. He is a daily performer in the gymnasium.

Guards Daniel Pickens, Howard Pillsworth and Jack Nesbit have returned to work from their duties in the Army and Navy.

Attica Prison Chapter

GUARD Fred J. Kane was given a farewell dinner at the Moose Club, Batavia, N. Y., June 7, by the employees of Attica Prison. He was appointed a Guard at Auburn Prison June 5, 1911, was transferred to Great Meadow Prison in February, 1923, and again transferred to Attica Prison on June 15, 1931. A gift was made to Mr. Kane at the dinner.

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This Space Contributed by a Group of Patriotic New York Business Organizations to the WAR FINANCE COMMITTEE FOR NEW YORK



Flemming Tells What Is Needed To Improve U. S. Civil Service

3 High-Pay Tests Asked

By ARTHUR S. FLEMMING
Member United States Civil Service Commission

TOMORROW'S public service will face big responsibilities, but we have a long way to go before we can be sure that it will discharge the responsibilities to be placed upon it.

We have still to recognize that a public servant in fact, as well as in name, gives his life to the service of his fellowmen just as surely as a minister of the gospel, a teacher, or a physician.

We must put our public servants in their proper place in our nation's hall of fame.

The Federal Government must become known as the most progressive employer in the nation.

For many types of positions, Government will never compete on an equal footing with private organizations. That doesn't mean, however, that persons should be deliberately penalized because they decide to serve their fellow citizens through the Government.

It has always been difficult to understand why, as a society, we assume that because a person seeks to serve in the ministry or the teaching profession he must, of necessity, be satisfied with compensation which, in many instances, makes it barely possible for him and the members of his family to live decently.

Quit for Industry

Time and again persons who have had invaluable experiences in Government leave to enter private employment. Their primary reason for leaving is a feeling that failure to accept the increased compensation offered to them would be unfair to their families. As a nation, we take such decisions as a matter of course. And yet, oftentimes when it happens, the nation, as a whole, is deprived of the services of someone whose services are desperately needed.

In our lower brackets, Government salaries do and should compare favorably with those of private industry. The same should be true in so far as the middle brackets are concerned.

In the upper brackets, although salaries will not necessarily be equal to those paid by industry, there is no reason why they shouldn't be large enough to make it possible for the person who has a genuine desire to continue to serve his fellow citizens to do so without being unfair to himself and to his family. And this principle should apply to all three branches of the Government—judicial, executive, and legislative.

Personal Interest Needed

Without becoming paternalistic, Government, huge as it is, should nevertheless take a personal interest in the welfare and working conditions of its employees. If it doesn't, we will lose highly competent people that we would otherwise hold, and we will fail to attract the type of persons we should attract.

We must sell the public service to prospective public servants. We



ARTHUR S. FLEMMING

must spot well-qualified and well-balanced citizens, and then sell them on the opportunities for service which exist in Government. The best that can be found will be none too good for tomorrow's public service.

We must keep our public servants out of mental and spiritual ruts.

Take, for example, rules and regulations. Some officials worship them as ends in themselves. And when they do, the public gets mad. And the public should get mad.

Where Officials Fail

Originally, the rule or regulation was drafted as one method of attaining a laudable objective. But the officials charged with the administration of the rule or regulation were never told by their administrator, what the objective was. Consequently, they play safe and insist on enforcing it in a literal manner. They are in mental and spiritual ruts. The results are often ridiculous and tend to undermine confidence in the entire public service.

And, usually, it is the administrator who is to blame. He has been so busy doing non-essential things that he hasn't had time to do the one thing which would bring about a tremendous improvement in his operation.

If every employee could be shown how to relate his everyday activities to Government's tremendously challenging objectives, 90 per cent of those who are in mental and spiritual ruts would pull themselves out.

There are still other things which can be done. Too many people come to work for the central offices of agencies here in Washington, and stay here the rest

of their lives. This shouldn't be permitted. They become unrealistic. They should spend at least a portion of their working careers out at the grass roots where regulations touch the lives of human beings.

We must develop a public service responsive to changes in policy. A career public service can operate so as to sabotage our democratic form of government.

When the citizens of this country, or when their representatives in Congress, decide on a change in

policy, career public servants should do everything they can to make the new policy work, or they should get out.

Who Protects the Lazy?

We must be more vigorous than ever before in weeding out unsatisfactory public servants.

The civil service does protect the efficient from arbitrary action. It gives no protection to the lazy, the inefficient, and the office politician. The only protection they receive is that given by the spineless administrator.

Issues Hotly Debated In UFA Election Wind-Up

Issues in the election of the Uniformed Firemen's Association, which takes place tomorrow (Wednesday), were discussed around the firehouses where some members were still uncertain of their vote just the day before the election. The general feeling, however, was that John P. Crane had a good chance to win the presidency over Harry C. Crews and James Fitzgerald, dark-horse candidate.

Fireman Crane charges that the one-man rule of Vincent Kane, the returning president, lost the confidence of the members; that the loss of the \$2,000 entrance salary, three-platoon system, the endowment and the non-contributing pension system are due to such dominance. He adds that the election of Mr. Crews would continue present conditions.

Savage's Work Praised
Mr. Crews offers his experience

in labor organization as an asset and the political connections which he enjoys as a brother of both a State Assemblyman and the Kings County Republican leader. Further, he states that he is 'denitely not' a Kane man.

The fifteen Fire Department court cases in which the UFA is involved make a lively issue. Mr. Crews charges that litigation could have been avoided by negotiation. Mr. Crane says that the court cases were ordered by the executive board of the association; that Attorney David Savage was unanimously chosen by that body to wage the cases.

"Since that time," says Mr. Crane, "Mr. Savage has been given the most difficult cases by your president (Kane), whose candidate has been doing everything possible to discredit the man (Mr. Savage) for the UFA election."

Awards Are Made by Camera Club



Group at the awarding of prizes by the f4:5 Camera Club of the Manhattan Borough President's office includes judges and winners. Left to right, Rebecca Rankin, Librarian, Municipal Reference Library; Harry W. Levy, Principal Assistant Engineer; Benjamin Wassa, Walter W. W. Jones, Anna M. Douglas, James Maloney, Benjamin Sowerdin (first prize); William McCarthy, Samuel Garnett, Catherine Tierney, Leandro Delgado, Oscar Frisch.

The seventh annual exhibit of the f 4.5 Camera Club of the Office of the Borough President of Manhattan, was held in Room 2050 of the Municipal Building.

The jury of three, composed of James J. Maloney, Oscar Frisch and Miss Rebecca Rankin, awarded 1st prize to Benjamin Som-

er-din for "Design for Beauty," 2nd prize to Leandro F. Delgado for "Engineer," 3rd prize to William J. McCarthy for "Fog and Water."

First honorable mention was awarded to Mr. McCarthy for "Calm and Serene," and second honorable mention to Mr. Somer-din for "Back to Earth."

The prizes were presented to the winners on Thursday, Borough President Edgar J. Nathan, Jr., congratulated them.

The exhibit included gift portraits made for blood donors of the Office, taken by members of the club and presented to the blood donors.

Verlander Humor Gets His Campaign Circulars Read

Wallace A. Verlander, on the slate for UFA Trustee of Brooklyn, has the Firemen avidly reading his campaign circulars. Many unsolicited felicitations were received by Mr. Verlander for his strategy.

In jocular fashion Mr. Verlander states: "This is going to be a confused election. Why not vote for a confused candidate?" Elsewhere he writes: "I promise you nothing, and I will keep my promise."

In a serious vein he inquires, "Instead of a big brain, is it not better to have big feet which are firmly anchored to the ground?" He remarks: "I'm such a blabber-mouth, the secrets of the Executive Board would not be safe from you."

U. S. Orders a Speed-Up Of Service to Veterans

Asserting that, as the central personnel agency of the Federal Government, it has the major responsibility, not only to carry out the letter of the Veterans Preference Act, but beyond that, to make positive efforts by taking speedy and aggressive action on veteran cases, to carry out the spirit and intent of Congress, the United States Civil Service Commission has asked every employee not to leave work on any day with an unfinished veteran case on his desk, if by spending a little more time it could be cleared out.

The Commission further stated that the Federal Government is determined that war veterans shall be given preferential treat-

ment in the filling of Government jobs and that this determination is expressed in legislation and reflects the desire of the American people to do everything in their power to see to it that veterans get jobs.

In the early days of the war program, the Commission, in many instances, adopted 24-hour service as a goal for clearing out cases. It proposes to adopt a similar attitude towards its responsibilities for handling veteran cases, although it realizes that service cannot always be given in 25 hours. The Commission has asked its management conferences at all levels to develop positive methods and procedures to aid in meeting this 24-hour objective.

Church Announcements

FOR CIVIL SERVICE EMPLOYEES

Holy Innocents
128 WEST 37th STREET
NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45
SUNDAY MASSES—2:30, 6, 7, 8, 9, 10, 11, 12, 12:50
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P.M.)—5:30 and 7:30
CONFESSIONS—At all times.

St. Francis of Assisi
(National Shrine of St. Anthony)
135 WEST 31st STREET
NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—5, 6, 4:30, 7, 8, 8:30, 9, 10, 11:15 (11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

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LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York, at the Old County Court Building, City Hall Park, in the Borough of Manhattan, on the 8th day of June, 1945. PRESENT: John A. Byrnes, Chief Justice. In the Matter of the Application of GEORGE KLEINBERGER and BERTHA KLEINBERGER for leave to change their names respectively to GEORGE KELBERT and BERTHA KELBERT. Upon reading and filing the annexed joint Petition of GEORGE KLEINBERGER and BERTHA KLEINBERGER, duly verified the 24th day of May, 1945, respectively praying for leave to assume the names respectively of GEORGE KELBERT and BERTHA KELBERT in place and stead of their present names, and it appearing from said Petition, and the Court being satisfied that there is no reasonable objection to the change of names proposed: NOW, on motion of Nadav A. Benderly, Esq., attorney for the Petitioners, it is ORDERED, that said GEORGE KLEINBERGER be and he hereby is authorized to assume the name of GEORGE KELBERT in place and stead of his present name, and that his mother the said BERTHA KLEINBERGER, be and she is hereby authorized to assume the name of BERTHA KELBERT in place and stead of her present name on the 18th day of July, 1945, upon their complying with Article II of the Civil Rights Law, and the provisions of this order and it is further

ORDERED, that this Order and the aforementioned petition be filed within ten (10) days from the date hereof in the Office of the Clerk of this Court; and that a copy of this Order shall, within ten (10) days from the entry thereof be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty (40) days of the making of this Order, proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, in the County of New York, and it is further ORDERED, that copies of this Order and the papers upon which it is based shall be served upon Local Draft Board No. 20, at 201 West 89th Street, New York City, New York, and The Alien Registration Division, Immigration and Naturalization Service, 1501 Chestnut St., Philadelphia, Pennsylvania, within twenty (20) days after its entry, and that proof of such services shall be filed with the Clerk of this Court in New York County within ten (10) days after such service, and after such requirements are complied with, the said petitioners on and after the 18th day of July, 1945, shall be respectively known by the names of GEORGE KELBERT and BERTHA KELBERT, and by no other names. Enter. JOHN A. BYRNES, Justice of the City Court of the City of New York. At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York, at the Courthouse located at 52 Chambers

Street, in the Borough of Manhattan, City of New York, on the 7th day of June, 1945. PRESENT: Hon. John A. Byrnes, Chief Justice. In the Matter of the Application of LEON HELFAND for leave to change his name to LEON MOORE. Upon reading and filing the petition of LEON HELFAND, duly verified the 28th day of May, 1945, and entitled as above, praying for leave of the petitioner to assume the name of LEON MOORE in place and stead of his present name, and the consent of SOPHIE HELFAND, his wife, duly dated and acknowledged on May 18, 1945; and it appearing that the said petitioner, pursuant to the provisions of the Selective Training and Service Act of 1940 has submitted to registration as further ORDERED that this order and the aforementioned petition be filed within 10 days from the date hereof in the office of the Clerk of this Court and a copy of this order shall within 10 days from the entry be published once in THE CIVIL SERVICE LEADER, a newspaper published in the City of New York, County of New York, and that within 40 days after the making of this order, proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, County of New York; and it is further ORDERED that a copy of this order and the papers upon which it is based shall be served upon a member of the Local Board of the United States Selective Service at which the petitioner submitted to registration as above set forth, thereunder provided and it further appear-

ing that the said petitioner has duly registered as an alien pursuant to the United States Alien Registration Act; and the court being satisfied thereby that the aforesaid contained in said petition are true and that there is no reasonable objection to the change of name proposed: NOW, on motion of PANGER & FEDER, attorneys for the petitioner, it is ORDERED that LEON HELFAND be and he hereby is authorized to assume the name of LEON MOORE on and after July the 17th, 1945, upon condition, however, that he shall comply with the further provisions of this order; and it is and, by mail, upon the Alien Registration Division of the Immigration and Naturalization Service, at 1501 Chestnut Street, Philadelphia, Penn., all within 20 days after its entry and that proof of such service shall be filed with the Clerk of this Court in the County of New York within 10 days after such service; and it is further ORDERED that following the filing of the petition and the order as herein directed and the publication of such order and the filing of proof of publication thereof and the service of a copy of said papers and the order as hereinbefore directed, that on and after July 17th, 1945, the petitioner shall be known by the name of LEON MOORE and by no other name. Enter. J. A. BYRNES, Chief Justice of the City Court of the City of New York. STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of

118-123 SOUTH 3RD STREET 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 4th day of June, 1945. 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 RE-WALT REALTY 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 4th day of June, 1945. 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 KRAUT & SANIHAUS, 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 13th day of June, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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