

WALK IN, SELECT YOUR JOB, GO TO WORK AT GOOD PAY

see page 16

WHO'S THE LOVELIEST GIRL IN CIVIL SERVICE

???

See page 16



Margaret Jones, steno at Craig Colony Hospital, Snyea, N. Y. She's also secretary of the local chapter, State Association.



Eva Johnson, junior meteorologist of Niagara Falls Airport.



Marguerite Anne DeMao, clerk-stenographer, Office of War Information, New York City.

U. S. Sets Up Committee To Worry About Job Loss

By CHARLES SULLIVAN

WASHINGTON—Are you worried about what's going to happen if your Federal job disappears as soon as the war is over? Well, the Civil Service Commission here has started to do some of that worrying for you.

It has set up the Inter-Divisional Committee on Civilian Demobilization, headed by Miss Elizabeth Cosgrove, to handle the post-war problems of severed Federal workers.

Most important question to the Government worker is what Uncle Sam is going to do about some sort of severance pay, travel-home pay or unemployment insurance for released personnel.

It is by no means decided that such payments will be made, but the committee has this question on top of its list for discussion. If private industry does anything

about providing such payments, the Government is certain to follow suit.

"Cushioning"

This problem after the last war was called "cushioning". The committee plans to have the situation so well in hand by the time this armistice is signed that there will be no jolt to "cushion."

Four other problems taken up by Miss Cosgrove's committee are:

1. How to keep temporary and war service appointees who want to stay in Government.

2. Making sure that agencies

which still add personnel, are supplied with personnel from those agencies that are reducing forces.

3. How to make best use of technical knowledge gained in the Army for Government work.

4. Insure the establishment of full cooperation between Civil Service Commission and U. S. Employment Service to provide information on available jobs in private industry.

One of the primary objectives of the committee is to make sure Government's normal operations keep functioning while the change-over is going on.

Another motive behind creation of the committee is to discover whether the Commission is geared up to handle these enormous problems which will be encountered when the country starts back to a peace-time economy.

Accidents Happen To Clerical Employees, Too

There are plenty of things that can happen to the Government worker, according to reports gathered by the U. S. Employees' Compensation Commission.

Here, for example, are some of the accidents which have happened to people who were working in Government offices:

Curious Happenings

Bumping face against mouthpiece of telephone headset; window slamming down on finger when window catch fails; striking knee on revolving electric fan on floor; tripping over window cord; hitting head on open file drawer; striking eye with letter opener; fall from catching foot in telephone wire; catching thumb under platen of office machine; developing writer's cramp from writing money orders; fall on waxed linoleum floor; point of pencil breaks and flies in eye; injured when chair collapses due to break of pin holding swivel; hand caught between rollers removing belt from office machine; falling over open desk drawer; cut by scissors slipping while opening mail; arm injured when venetian blind falls; injuries due to chairs, stools, waste baskets slipping while stepping on or sitting on them; file cabinet overbalancing when top drawers are opened; striking eye on corner of large manila envelope; catching hand in fan; slipping when box tilts while standing on box.

WOMEN WORKING FOR NEW YORK STATE: Who has done most in the war effort? Send us the story. Full details on page 8.

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The Case for the Hospital Attendant

Owen W. Jones appeared last week before the State Salary Standardization Board in Albany. Jones, of the Rome State School, is chairman of the State Association's sub-committee for Attendants, and he presented the case of the attendants for letter salary allocation. In his statement he disclosed what it means to be an attendant in New York State, and live on an Attendant's salary. Here are excerpts.

The duties of attendants are of such a character as to deserve an evaluation considerably higher than that accorded. On the basis of equal pay for equal work, the title should be given a more appropriate salary grade. The prison guards of New York State, though functioning almost exclusively in a custodial capacity, and better-equipped mechanically to perform

their tasks, have attained a degree of merited recognition which, by contrast, places the attendant group in a humiliating position indeed.

A Dangerous Job

Enlightened personnel policy always takes cognizance of the conditions characteristic of positions occupied. Dangerous jobs as

well as those involving unusual fatigue or unpleasantness should always command special remuneration. The type of service required of attendants involves:—exposure to personal assaults;—an abnormal tax on one's ability;—work in a depressing atmosphere of illness, often contagious;—the need of coping with the most complex emotional disturbances, in the midst of human tragedy.

—service to people who often lack the power to cooperate.

—performance of a variety of menial, unpleasant tasks.

Alarming Turnover

What more convincing proof of the arduousness of the tasks performed by attendants could be produced than the alarming rate of labor turnover, particularly in the ward services? The Dawson report states: "A marked deterioration in the quality of attendant personnel was apparent prior to the present critical manpower shortages," and the difficulty in securing competent attendants was due to the fact that "the attendant's position has been a dead-end job, carrying with it no prestige, but on the contrary, proving a detriment rather than a help to the employee when he applied for a job outside the institution." No wonder the report suggests an elevated status for the attendant, which would relieve him of the stigma so patiently tolerated in the past.

The reorganization program initiated by the present administration will be but the "mockery of woe" unless the basic cog, the attendant, is relieved of the humiliating inferiority complex which begets an attitude of indifference, if not a sense of utter irresponsibility.

Who's Going To Receive Those 750 NYC Promotions?

"They'll mess it up." That's the pessimistic opinion of New York City employees who are waiting to find out just who among them will be the lucky 750 to receive promotions sometime around July. They didn't provide any good reasons for their pessimism, however.

The Budget Bureau is still conducting its survey to determine the distribution of the boosts. Even personnel heads of departments profess ignorance as to which of their employees will be upgraded.

Among the factors to be considered by the City budgeters in determining the employees to be raised \$1 in most cases, then \$120 each year for the next 4 years, will be the responsibilities of the job and the needs of the department. Also, only those employees now at the top of their salary

grade will be in line for the promotion.

Meanwhile the 2,693 persons who took the recent clerk 3 and 4 promotions are a group of anxious waiters. The Municipal Civil Service Commission has said that it is making every effort to get the lists out by the end of this summer. But unless the rosters are published and the promotions made by July, 1944, each of those promoted from the clerk, 3 and 4 list will have missed six months toward their first increment of \$120.

11,000 Vets Enter Gov't Employ Every Month

WASHINGTON—Veterans are being placed in Civil Service jobs at a rate of more than 11,000 a month according to the Civil Service Commission. Since January 1, 1943, more than 167,673 vets from World War II have become Federal employees.

In addition, thousands of veterans who worked for the Government before entering service have returned.

Of the 11,240 veterans hired in March, 1944, 5,518 were in the War Department, 3,006 in the Navy Department, and 1,020 in the Post Office.

Only five per cent of the total number of veterans placed since January, 1943 are in Washington offices. New York, New Jersey, Pennsylvania, and California and a few Southern states have hired most of these vets for the Federal Service.

Vet Service Section

A veteran service section, which coordinates veterans' placement activities of the Civil Service Commission, has been established in the examining and personnel utilization division. It is also ordered to maintain close contact with personnel officers and officials of the agencies and work on problems of the physical rehabilitation and employment of veterans.

To insure maximum effort to recruiting vets the Commission has also sent representatives to 80 of the larger USES offices, and put examiners in 520 Army hospitals.

Congress Active On Gov't Employee Matters

WASHINGTON—A flurry of Congressional activity on Government employee matters was shown recently. The men on Capitol Hill are anxious to clear up their calendars in order to be able to recess for the national presidential conventions.

A rider which would have prevented Agriculture Department employees from making voluntary contributions for the election of any candidate was removed from the departmental appropriations bills by the Senate Appropriations Committee. This committee also restored an appropriation to permit the reclassification of jobs and pay of meat inspectors and veterinarians.

The House passed a bill to give postal custodial workers the same conditions as other postal workers.

House Ways and Means Committee reported favorably a bill to provide Sunday and Holiday pay for customs employees on the Canadian and Mexican borders. This may be an opening wedge for other employees to get such pay.

No Liberalized Holiday Program For U. S. Workers

WASHINGTON—Hopes of Federal employees for a liberalization of the holiday program to allow time-off on July 4, Labor Day, and Thanksgiving receive little encouragement here.

There is considerable sentiment among officials for this change, but it will have to wait until the military situation eases. Prospects are good, however, that it will come as soon as the European phase of the war is over.

Govt. Brings Draft Policies in Line With Rules Governing Private Employees

WASHINGTON—Treasury Department has issued a formal draft policy for its employees—and this policy in all likelihood will be adopted for U.S. employees throughout Government.

Here it is:

1—Age Group 18 through 25. No requests for deferment of men in this age group will be considered by the Agency Committee.

2—Age group 26 through 29. Only in rare cases will the Agency Committee consider favorably a request for deferment of an employee in this age group. In such cases it must be shown that the employee for whom deferment is requested is irreplaceable and his work is of such importance that there would be a serious hindrance to that work if the employee were drafted.

3—Age group 30 through 37. The rule, promulgated by National Headquarters of Selective Service

applicable to this age group, is that such registrants shall be retained or placed in Class 2-A if they are "regularly engaged in" activity in support of the national health, safety, or interest. It is the view of Treasury officials that employment in that agency certainly meets this requirement, and requests for retention or for the placing in Class 2-A will be filed for all registrants in this age group. The same thing will probably be done for men in the 30-37 group in all agencies.

The LEADER has been informed that it will not be necessary to clear requests for the occupational deferment of registrants in

the 30-37 age group with the Review Committee on Deferment of Government Employees. Such requests may be filed directly with the local boards by the Agency Committee. A special form is available for this purpose which will be supplied by Selective Service. Bureaus and offices will prepare the cases in triplicate and submit them for review and then to local boards.

Selective Service and Edgar Puryear, chairman of the Government Committee on deferments, said the Treasury's policy was exactly in accord with the wishes of the Army.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 1 for details.

Constitutionality Of Hatch Act Is Being Tested

WASHINGTON—Is it constitutional to limit the political activities of Government employees?

This question, which has vexed Federal workers, and others paid out of Federal funds, since enactment of the Hatch Act, will soon be thrown into the laps of the courts for answer.

The United Federal Workers of America, a union of employees, has requested an injunction to enjoin the U. S. Civil Service Commission from enforcing Section 9 (a) of the Act. Present status of the case is that it is postponed indefinitely, in order to give the Justice Department more time to prepare.

Section 9 (a) of the act prohibits Federal employees from engaging in political management or political campaigns. Although action was postponed, District Court Chief Justice Edward Elcher named Justices Droner, Bailey, and Morris to hear the case.

The case will be argued for the United Federal Workers by Lee Pressman, CIO General Counsel. The union will argue that the Civil Service Commissioners should be restrained from denying to Federal workers their Constitutional rights of free speech and assemblage.

Entire Act Not Contested

Parts of the Hatch Act which prohibit Federal employees from

using their official positions to influence elections, and prohibit employment of disloyal individuals in the Federal service, are not being contested in this suit.

Union leaders emphasized that UFWA strongly supports the merit system in Civil Service. Eleanor Nelson, UFWA National Secretary-Treasurer says: "We are firmly convinced that there is more danger of reverting to the old spoils system if Government employees have no political rights than if they are permitted to take an active and informed part in the selection of national and local candidates for office. I think that if Section 9 (a) of the Hatch Act is declared unconstitutional the merit system will be advanced."

What They Want

The Union's action, filed April 25, is being brought on behalf of 14 individual union members, and on behalf of the membership as a whole. The 14 individuals reside in eight different cities in the U. S.

The injunction petition in part said:

"I wish to engage in such activities on behalf of those candidates for public office who I believe will best serve the needs of this country and with the object of persuading others of the correctness of my judgments and of electing the candidates of my choice.

"This objective I wish to pursue by all proper means such as engaging in discussion, by speech to conventions, rallies and other assemblages, by aiding in the cam-

Damn the Heat—Stick to Your Desk!

WASHINGTON—No matter how hot it gets this summer, the Government is going to keep Federal employees at their desks.

Only those persons working in "unbearable" offices or who have certain health defects might get excused.

This policy has been laid down by the Council of Personnel Administration for Washington and elsewhere to keep just as many employees as possible on the job regularly during this critical war period.

However, it is recognized that extreme hot weather can damage health and that some of the emergency office buildings create conditions which are worse than normal. Administrators will exercise discretion in these cases and will be influenced by the necessity of maintaining maximum efficiency.

Medical staffs of all agencies will be instructed to keep a constant vigil on employees to see that their health is not endangered by the heat.

The whole situation is aggravated by a shortage of Freon-12, the chemical used in the offices' cooling systems.

paign of candidates for political office, and by doing any and all acts of like character reasonably designed to assist in the election of candidates I favor."

Seen and Heard In Vet Agency

DESPITE the ruling forbidding collections for gifts on this occasion or that occasion, many of the employees find that they are being continually approached, and on some floors, by supervisors. . . One 5th floor lass who has a hobby of bosses, crochet-work and what have you, received her "Excellent" and is now in line for her next grade. . . A number of sweet-looking gals work in Clarence Hoover's section. . . How about you lads and lasses sending in your choice for MISS CIVIL SERVICE. . . We've got several letters recommending Martha, searching for N2A, Direct, already. . . Who is that gal who was recently given a release in Chief Melton's Section, and what caused it? . . . Nurse Walsh had a little busy spell last Thursday, with that elderly employee who had an accident on the Lafayette Level of 346 Broadway. . . Despite the ruling forbidding persons from going on the Lafayette Level (near the Candy Stand) or from going off their particular floors, some favored few, including assistants to the supervisors, take opportunities to socialize in the various offices and hallways. "How come?" says the rest of the staff. . . Joseph Francis Harley, 5th Floor East, Preliminary Operations Chief, has been hearing quite a bit on the ratings recently given out on his floor, ditto Chiefs Biggerstaff, Jones, Healey. . . Students on these floors say they resent the unfairness they believe

U. S. Vet Preference Bill Gets Senate Committee OK

Civil Service League Urges Many Changes

WASHINGTON—The Starnes-Scrugham veterans preference bill has been reported favorably by the Senate Civil Service Committee—over the protests of the Civil Service Reform League.

So far the bill has been almost unopposed but the League is getting more strength behind its opposition and might get some important changes made in the act before it becomes law.

Ask 10-Year Limit

In a letter to Chairman Sen. Downey (D., Calif.) the League claimed that the bill as it stands makes no distinction between veterans seriously disabled and those with minor injuries not affecting earning capacity. Experience has shown, the League says, that failure to distinguish between these two groups has forced seriously disabled veterans to compete with others able to outrank them in civil service exams. The League also wants a time

limitation of 10 years put upon operation of the act.

"Within this period there will be an opportunity for the competent persons among the veterans who wish to enter the civil service, to do so and there will be an opportunity to take care of most of the disabled veterans," the letter to Sen. Downey said.

The League suggest that the bill define "disabled veteran" as one who has received a rating of at least 10 per cent disability.

Final suggestion for change from the League is that disabled veterans be given preference over non-disabled veterans when "reduction in forces" comes and that the length of service of a non-veteran be taken into serious consideration before his replacement by a veteran of relatively short service.

was shown and will appeal. . .

ONE OF THE LITTLE GALS on the 3rd Floor West and a veteran were seen going into the American Air-lines Building the other day. . . What cooks, an elopement? Mary Rosen, WW II veteran (WAC) is conducting quite a recruiting campaign for

that WW II organization. . . The United Federal Workers of America, issued leaflets on the general dissatisfaction prevalent throughout the building on the ratings; the Ninth Floor is one that has the most "gripes." Practically more than half of the staff, according to reports we have received, was rated "GOOD". . .

30 Days' Notice Given Employees Nearing Dismissal

WASHINGTON—Five hundred Federal Communications Commission employees have won a fight for a 30-day notice that their jobs are coming to an end—and this is expected to set a precedent for all other Government agencies.

FCC recently discovered that a slash in budget would force the release of workers in its Foreign Broadcast Intelligence Service and Radio Intelligence Division, and promptly gave them a 10-day notice of termination of services.

United Federal Workers of America appealed to the Civil Service Commission in their behalf. Although the Commission agreed the 10 days should be extended to 30 days, that agency did not have power to force FCC compliance.

However, before more rumpus was raised FCC relented and voluntarily acceded to the employees' request.

It is expected this action will set a precedent for all other agencies when they begin "reduction of forces."

Civil Service Assembly to Probe Wartime Problems

Discussion of wartime problems faced by civil service will feature the Eastern Regional Conference of the Civil Service Assembly which will be held at the Hotel New Yorker on June 1 and 2.

Such pressing topics as "Recruitment and Utilization of Personnel," "Wartime Employee Relations," "Reemployment of Veterans," "The Role of the Civil Service Commissions," "Trends in Classifications, Pay Schedules and Working Hours" and "Paper Work Simplification," are among the subjects on the agenda.

Among the speakers and panel discussion leaders at the conference will be: James E. Rosell, U. S. Civil Service Commission; Commissioner Edward M. Bernecker, NYC Department of Hospitals; Arnold Zander, American Federation of State, County and Municipal Employees; Luther S. Steward, National Federation of Federal Employees; J. Edward Conway, NY State Civil Service Commission; and H. Eliot Kaplan, Civil Service Reform Association.

Local arrangements for the conference were made by a committee headed by Mrs. Esther Bromley, acting president of the New York City Civil Service Commission. Other members are: Harry W. Marsh, Welfare Commissioner; James E. Rosell, Henry Hubbard, and H. Eliot Kaplan.

Postal Subs Get Credit For Time Served

Two rulings which help to clarify the status of war service appointees in the Post Office recently came down from the office of the First Assistant Postmaster General.

1—When a war service substitute is appointed as a regular, he shall be given credit for time served as substitute and as a special delivery messenger from the date of original appointment, provided that there has been no break in the service.

2—Temporary substitutes who were appointed for an indefinite period and whose status was changed to war service substitute on October 23, 1943, and those appointed since then, will earn sick and annual leave in the same manner as regular postal employees. War service substitutes appointed for a definite period do not receive credit for sick and annual leave.

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THE COURTS SAY: NYC CANNOT PREVENT ITS EMPLOYEES FROM HOLDING OUTSIDE JOBS

"The New York City Charter contains no provisions which vest in the Mayor or the Board of Estimate the power to remove civil service employees for violating a regulation prohibiting any employee from performing private employment, whether outside working hours, at home or any other place . . . or to make such a regulation which is legislative in nature . . .

"The commissioners may doubtless make reasonable rules for the efficient conduct of their departments. But . . . questions of security of tenure and terms and conditions of employment are not matters which are left to the commissioners to determine. They are manifestly legislative in their nature and beyond the scope of any implied powers in the commissioners."

Appellate Division, First Department, June 19, 1942; Decision later affirmed by the State Court of Appeals (Natilson v. Hodson).

Battle Between NYC Employees and Administration On 'Outside Job' Issue Reaches Explosive Proportions

By JEROME YALE

The outside job situation—that is, the struggle between the NYC administration and employees who insist on their right to hold spare-time jobs—reached explosive proportions this week.

Mayor LaGuardia remained truculent, working through various officials who were quietly disciplining or threatening employees.

Most City officials chafed under the necessity of having to follow the Mayor's command to put the squeeze on City employees holding outside jobs—the officials don't like to do it.

In the large majority of departments, the "bosses" were sympathetic with the employees and no action has been taken to compel them to give up outside posts.

Employees everywhere indicated they would stand fast against any attempt by Mayor LaGuardia or their commissioners to deprive them of additional income, which they argue they need to supplement City salaries. They also feel their part-time work is a contribution toward relieving the war-caused manpower shortages.

And one department head has already been served legal papers to prevent him from dismissing employees who are working on the outside after hours.

The New York City Department of Sanitation is putting the clamps on all of its employees who are holding any outside employment in an effort to add to their City salaries.

As yet, it appears that no Sanitation workers have been fired for working after business hours, but a "leave your other job or else" edict has been issued; and four employees have been suspended.

As explained to a LEADER reporter, this is how the matter was handled—very discreetly—

possibly to avoid any unseemly publicity.

1—The Mayor spoke to Commissioner William F. Carey, asking him to put a stop to outside work in the department. It seems that Mayor LaGuardia had issued a "no outside work" order back in 1935, and he didn't want to see his ruling violated; not even if there happened to be a war going on; and even if the courts held such a ruling illegal.

2—Then about one month ago, each supervisor was instructed by his superior to make a survey of his staff and report on all those who admitted holding other jobs. No forms were issued (they might fall into the wrong hands); but the information requested of employees was: Are you holding any other job? If so, what are the hours? and where do you work?

3—The reports were turned over to the department's legal division.

4—Last week orders came through (verbal orders) for each supervisor to advise employees who had admitted holding outside jobs that they would face a good chance of losing their Sanitation posts unless they stopped all other paid work.

5—Next step was for the employees who had been holding outside work to be summoned in for a departmental hearing.



Commissioners Lewis E. Valentine (left) and William F. Carey, two of those whose departments have been ransacked to find employees who are holding outside jobs. Most officials are sympathetic with the employees on this issue.

That was the situation in Sanitation at press time.

"There have been no dismissals as yet," Commissioner Carey told a LEADER reporter. "We are merely making an investigation to determine which of our employees are working on the outside."

"Will employees working on the outside be dismissed," asked the reporter.

"We'll cross that bridge when we come to it," added the Commissioner.

"But I understand that some employees have been suspended after they were called into Assistant Commissioner's Joseph Almee's office," said the reporter.

"Well," admitted Mr. Carey,

"four men have been suspended, but that isn't the same as being dismissed. We won't dismiss anyone without a hearing. They're just suspensions. All we're doing now is gathering the information."

"I believe the suspensions were for 30 days," inserted the reporter.

"No, our suspensions don't run that way," explained the Commissioner. "They're just suspensions. By the way," he asked your reporter, "how do the employees feel about this business?"

The reporter was very, very conservative. "They're pretty upset," he replied.

Legal Papers Served

One indication of how em- (Continued on page 16)

1000 Firemen Protest Against 'Slave Labor'

Following heated denunciations by various speakers of Mayor LaGuardia's "misguided attitude towards the uniformed firemen of this city," more than 1000 members of the Uniform Firemen's Association of Greater New York, meeting last week, passed two resolutions "referring the 'yellow dog' contract offered firemen by the Mayor" to the Central Trades & Labor Council, New York State Federation of Labor, and the American Federation of Labor.

The first resolution pointed out that "the firemen are now forced to do 'slave labor' in the amount of thirty-six hours of overtime a week—making a total working time of eighty-four hours a week. In addition to this, the resolution added, 'they have even been denied the cost of living bonus.'"

The second resolution alleged that Mayor LaGuardia had "attempted to introduce the 'spoils' system of promotion into the Fire Department—thereby virtually setting aside the time-honored merit system of promotion arrived at through competitive civil service examination."

Long Range Campaign

In addition to the two resolutions, with but one dissenting vote, the UFA went on record in favor of a long-range, intensive campaign to bring to the attention of the people of New York City the "plight of its uniformed firemen." John P. Crane, Vice-President of the association, John A. Culley and Frank A. Mott, comprising the newly-formed Ways & Means Committee of the UFA, declared that "the true position of the uniformed firemen of this city has not been adequately made known to the taxpayers."

"From here on," said Mr. Crane, "the organization proposes to remedy this situation—and while we do not wish to unduly quarrel with the Mayor, the time has come when we must, in justice to our families—protect our interests and the welfare of our wives and children."

Firemen Refuse LaGuardia Ultimatum

Declaring that "less than sixty additional uniformed members of the Fire Department would accept Mayor LaGuardia's new ultimatum to sign waivers granting members of the uniformed force a cost of living bonus of \$420 a year," John P. Crane, chairman of the newly formed Ways and Means Committee of the Uniformed Firemen's Association, this week denounced the ultimatum as "an administrative effort to anticipate court decision on the question," and as "a clumsily-executed drive to stampede men who don't stampee."

"Despite the smoke and heat previously put upon the uniformed firemen of this city by the Mayor in an effort to compel them to accept his version of equitable remuneration for a work week of 84 hours, the city administration was able to secure but 65 signees out of a depleted fire department strength of 6,000," said Mr. Crane.

"This new and completely inequitable LaGuardia ultimatum to the firemen of this city is resented. It will meet with continued resistance from the members of the UFA, and will go down to defeat even more completely than did the initial administrative effort in the same direction. It will be defeated because it is conceived in inequity, and sired by the Mayor's complete unwillingness to conciliate with those who disagree with him."

"The courts and the taxpayers will judge our case—and this because the Mayor has again shown himself to be a prejudiced witness against men whose work he knows well."

You're Holding an Outside Job?

Facts you should know about outside jobs.

1. Federal employees are permitted to hold jobs in their spare time.

2. New York State employees are permitted, even encouraged, to hold jobs in their spare time. The State's Attorney-General has issued a memorandum specifically allowing employees to hold spare-time outside jobs.

3. The now-famed Natilson case gave New York City employees the right to hold jobs in their spare time, in a clear-cut decision on the issue by the State's highest court.

4. Threats made by supervisors are illegal and supervisors should refrain from such a practice. No City official has come forward to defend the legality of the present wave of discrimination against employees holding outside jobs. It's all being done hush-hush.

5. Most City officials are chafing under Mayor LaGuardia's attempt to badger employees into giving up outside jobs. They admit that employees holding part-time jobs are aiding the war effort.

Now see editorial, page 6.

Civil Service Commission In NYC Is Reorganized

A general reorganization of the New York City Civil Service Commission was put into effect last week, under which Samuel H. Galston, former assistant director of examinations, was handed the newly created position of Executive Director.

The duties of the new post, as outlined by the Commissioners:

Responsible for the administration of the entire department, including the organization of its work, assignment and supervision of personnel and the enforcement of rules and regulations of the Commission. His orders will have the same force and effect as those issued by the Commission.

Internal Changes

In the future, the Commission will be divided into three major parts: The Examining Division, The Administration Division and the Office of the Secretary.

The Examining Division will handle all matters relating to tests, written, practical, and medical given by the Commission.

The Administration Division will include: Certifications, Payroll Bureau, Investigations, Service Ratings.

The Office of the Secretary will comprise the Information and Stenographic units.

Same Persons—New Titles

The first Administrative Order issued by Mr. Galston made no changes in the listing of bureau heads, but gave the administrators new titles to fit in with the new setup.

Here are the Commission's bureau heads:

Director of Administration and Acting Secretary—W. J. Murray.
Chief, Certification Bureau—W. M. Tighe.
Chief, Payroll Bureau—J. J. Curran.
Chief, Investigation Bureau—L. L. Suskyn.
Chief, Service Rating Bureau—T. J. Frey.
Chief, Administration Service Bureau—M. Bergtraum.
Chairman, Examining Board and Chief,

Transit Examining Bureau—F. H. Hedlin.
Chief, Engineering Examining Bureau—S. W. Mosher.
Chief, Examining Bureau A—L. L. Whitney.
Chief, Examining Bureau B—J. J. Flannelly.
Chief, Medical and Physical Bureau—P. M. Brennan.
Chief, Examining Service Bureau—Bernard Baecher.
Chairman, Committee on Law and Rules—S. M. Stern.
Assistant to Executive Director—E. C. Dobbins.

Approve Shift To Higher Job As Provisional

Last month, the New York City Civil Service Commission passed a rule by which a permanent City employee could accept a provisional appointment in his department at a salary above the top of his grade (a clerk, earning \$1,201, might be assigned to a military vacancy as a bookkeeper at \$1,440).

Then some cases came up in which there had been such shifts from one department to another, and last week, the Commission amended this rule to include inter-department transfers.

NO, IT WASN'T A SCANDAL

The Police Department had a man up at the office of the Borough President of Manhattan last week looking for dirt. No, it wasn't a scandal or anything. The cops needed some top soil for one of the Police Athletic League playgrounds and figured that the B.P.M. might have some to spare.

Work During Vacation?

"Am I allowed to work during my summer vacation?" is the question that is troubling many New York City employees today.

In his regular radio speech last week, Mayor LaGuardia announced that City workers who would like to spend their summer vacation helping on a farm had his blessings.

But municipal employees who would like to spend their time-off in a war plant or at any other labor were still puzzled about where they stand.

One employee decided to find out:

1. His department referred him

to the Corporation Counsel's office in the Municipal Building.

2. The Corporation Counsel's Office sent him to the Mayor's office in City Hall.

3. A uniformed lady in the Mayor's outer office sent him to the City Civil Service Commission.

4. At the Commission's offices he was advised to get a decision from his department, and advised also that any hasty action might cause him trouble.

However, there's nothing anywhere that The LEADER could find which forbids a man from working during his vacation period.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 16 for details.

CIVIL SERVICE LEADER

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NYC Council Cuts Unfilled Jobs Out of Budget

No filled positions in the New York City Service were reduced in salary or eliminated by the City Council's Finance Committee, which last week sent the municipal budget to Mayor LaGuardia—for an expected veto of those reductions which were made.

A reduction of \$1,064,086 in personal services (salary appropriations) was made by the Council, which asserted that this reduction represented only unfilled positions—and those which had been unfilled so long that there was little likelihood of their being filled. The exception was the staff of WNYC, which the Council report said "could readily be transferred to comparable positions in other departments where vacancies exist."

Among the departments receiving the Council slash were: Comptroller, Department of Parks, Police Department, Fire Department, Department of Sanitation and Department of Correction.

Temporary Employees

"These recommended cuts are made each year by the City Council as a political measure, and

haven't a chance of being made over the mayoral veto"—that was the general opinion in the City departments which the Council asked to be slashed.

Even if the cuts should be upheld, they wouldn't affect City employees. The abolition of vacant budget lines wouldn't affect any person in the City service.

However, it was pointed out that persons holding military replacement appointments might be hit. With vacant jobs left in the budget, the temporary employee whose job goes back to a returning serviceman may readily be transferred to another vacancy in the same title. With no available vacancy, the replacement would have to be dropped unless the City Budget Bureau came to the rescue and authorized another appointment.

Are You on a NYC Eligible List? Here's Latest

Are you on a New York City eligible list? Here is the latest report of the City Civil Service Commission on the status of the larger lists.

	Last Name	Certified	Appointed
CLEANER (Men)			
permanent appointment at \$1,320	.....	exhausted	exhausted
for temporary appointment	.....	exhausted	exhausted
CLEANER (Women)			
permanent appointment	.....293	268	
temporary appointment	.....729	549	
CLERK, Grade 1			
permanent appointment	.....4889	4889	
indefinite appointment	.....	exhausted	exhausted
temporary appointment	.....	exhausted	exhausted
CLERK, Grade 1 (Richmond)	.....41	25	
CONDUCTOR			
as Conductor	.....2498	2047	
as Street Car Operator	.....	exhausted	exhausted
as Railroad Clerk	.....	exhausted	exhausted
CORRECTION OFFICER (Men)			
permanent appointment inside City	.....90	60	
temporary appointment inside City	.....	exhausted	exhausted
permanent appointment outside City	.....345	276	
JANITOR (Custodian) Grade 3	.....262	218	
TYPIST, Grade 1			
permanent appointment	.....2959	2570	
indefinite appointment	.....	exhausted	exhausted
temporary appointment	.....	exhausted	exhausted
FIREMAN, PATROLMAN, SPECIAL PATROLMAN			
No appointments being made from these lists at present.			

For information as to your standing on other eligible lists, call at the Certification Bureau of the New York City Civil Commission, Room 605, 299 Broadway.

Asked to Visit Commissioner, Fireman Gets 3 Reprimands

By FRANCIS KELLY

On June 13, the Supreme Court will have to decide whether Fire Commissioner Patrick Walsh was justified in slapping 3 reprimands on a fireman who came to his office for a meeting, and then wrote him 2 letters on a matter in which the Commissioner had expressed deep interest.

Here is the background of the story:

In January 1938, Frank A. Mott was appointed a fireman. As soon as he completed his probationary period, like practically all other firemen, he decided to join up with the Fire Department's endowment plans in order to add to his payments from the City in the event of death, retirement, dismissal, or disability.

He had his choice of 7 separate endowment organizations. Many firemen join all at a cost of over \$120 a year.

1. The Uniformed Firemen's Endowment Association of the City of New York; known as the 1st Endowment.

2. Fire Department Endowment Association of Greater New York; known as 2nd Endowment.

3. Firemen's Endowment Association of the City of New York; known as the 3rd Endowment.

4. Firemen's Endowment Association of the City of New York; known as the 4th Endowment.

5. National Civil Service Endowment Association; known as the Civil Service Endowment.

6. Firemen's Mutual Benevolent Association; known as the Pinkies.

7. Allied Endowment Association;

known as the Old Engine-men.

They Got Worried

By June 1942, Fireman Mott, and many other of the younger firemen, began to think there was something unhealthy in the endowment picture. They figured out that at the rate the older men were retiring, and the payments they were receiving, the endowment associations were heading straight for bankruptcy.

The younger men made the following proposals, first at meetings of the Uniformed Firemen's Association, then in a letter to Commissioner Walsh.

1. That the 7 organizations be combined to save expenses by utilizing one office staff and one set of officers.

2. That a moratorium be declared until an actuarial survey should be made, and payment reduced to fit the actual financial condition of the associations' treasuries.

Invited to Seek Walsh

Commissioner Walsh said that since the endowment funds weren't part of the Fire Department, he couldn't do anything himself, but invited the men to meet at his office.

Fireman Mott received a phone

They Finally Got It

Ever since the place opened, the staff of NYC's radio station WNYC has been crying for a water cooler. They have faucets, but way up on the 25th floor of the Municipal Building, they only get a trickle of water.

Finally the happy day arrived, and a bright new water cooler was installed in the studio. The crowd gathered around to get their first real drink. Then, in the excitement, someone dropped the bucket and it went bang with a big crash and flooded the room.

They're hoping to get it back in time for the anniversary party of the station, which takes place on July 8, when the station will be 20 years old.

NYC Officials Brought Up on Contempt Charge

No, New York City Comptroller Joseph D. McGoldrick and Assistant Deputy Comptroller Morris Paris didn't go to jail last week.

They were brought up on contempt charges as the aftermath of a prevailing wage hearing before Mr. Paris, but Justice John C. McGeehan postponed action on the matter until June 1.

The contempt proceedings were started by the attorneys for 61 electricians who had filed a complaint that they weren't earning the prevailing wage for their type of work—to which they are entitled by law; and wanted a survey made to determine the proper rate of pay. Mr. Paris ordered the complaint dismissed on the ground that the papers lacked verification. The electricians' attorneys said that Justice O'Leary of the Supreme Court had accepted these papers and that the Comptroller was in contempt by refusing to honor them. That started the legal fireworks.

The 61 men involved in this action now earn \$11.20 a day, but say that's a lot less than the rate made by electricians in private work.

Unlicensed Men To Cut Up the Dead?

Pathologists working for the New York City Hospitals, perform autopsies and do research work. One requirement for the position is a New York State medical license.

Last week the City Civil Service Commission was considering the case of 2 unlicensed pathologists who are working in the hospitals, but couldn't come to any decision and put the matter over for future action.

call at his home advising him that the meeting would take place on Monday, March 6, 1944. There were 36 men at the meeting, including several who represented the younger group.

The meeting waxed hot and furious, with a split between the older men who liked the idea of receiving their full payments, and the younger men who wanted a drastic change to protect their investments.

A committee of 17 of the younger men, including Mott, continued to work for the changes, and Mott wrote two letters to Commissioner Walsh giving their point of view.

Then on April 17, the name of Fireman Frank A. Mott appeared on the department records. He had been found guilty of 3 charges, after a hearing, and reprimanded on each. Three reprimands mean that he loses 3/4 of a point on any departmental promotion examination—enough to make a considerable difference. The charges:

1. Visiting Fire Headquarters without permission. (The time he attended the meeting at Walsh's office).

2. Writing a letter to the Commissioner without going through channels.

3. Same as 2.

When the case first came into Court, the City pleaded "not ready" and gained a postponement until June 13. Edward Edenbaum is representing the fireman.

Reinstatement Papers For Fireman Calfapietra

Papers for an order of reinstatement with back pay for Vincent Guy Calfapietra will be served this week on Fire Commissioner Patrick Walsh. Calfapietra, fireman for six and a half years, was dismissed from the department May 16 because he violated the Commissioner's order that no fireman should hold an outside job.

Matthew Silverman, attorney handling the case for the Uniformed Firemen's Association, stated that civil action will be started on the theory that the rule for the violation causing Calfapietra's dismissal has no force or effect because it lies beyond the power of a fire commissioner to issue such a rule.

"Our contention will be that his rules can relate only to the operation of his department, but that he cannot impose conditions of tenure and security."

"We are prepared to go all the way to the Court of Appeals," Attorney Silverman stated.

The case will come before a Justice of the Supreme Court in New York County, special term one. Eight days notice must be

given according to article 78 of the Civil Practice Act, a procedural article under which a public official may be compelled to perform a duty.

In the Natilson against Hodson case, Silverman pointed out, the Court of Appeals affirmed the decision of the Appellate Division ordering the reinstatement of Natilson, who was fired for the violation of a similar rule. The Appellate Division declared: "The questions of security of tenure and terms and conditions of employment are not matters which are left to the commissioners to determine. They are manifestly legislative in their nature and are beyond the scope of any implied powers in the commissioners."

In Subways, More Work More Pay

Employees of other NYC departments may be surprised to know that in at least one City agency, longer hours of work mean more pay.

A group of foremen on the IRT Division of the NYC Transit lines recently had their schedules changed to provide a longer work-week, and their salary rates were boosted to provide more money.

Here are the names of subway men and their new setup:

Oscar J. Freymouth; No. of Hrs. a Week: From 45 1/2 to 48; From \$3180 to \$3300.

William Collopy; No. of Hrs. a Week: From 44 to 48; From \$3000 to \$3300.

Frederick W. Joh; No. of Hrs. a Week: From 44 to 48; From \$3000 to \$3300.

Charles E. Scott; No. of Hrs. a Week: From 44 to 48; From \$3000 to \$3300.

Oscar Swenson; No. of Hrs. a Week: From 44 to 48; From \$3000 to \$3300.

Edward O. Collier; No. of Hrs. a Week: From 38 to 48; From \$2845.92 to \$3060.

Thomas J. Fitzgerald; No. of Hrs. a Week: From 44 to 48; From \$3180 to \$3300.

Frank P. Long; No. of Hrs. a Week: From 44 to 48; From \$3180 to \$3300.

Michael Dooley; No. of Hrs. a Week: From 44 to 48; From \$2940 to \$3180.

Howard W. Moyer; No. of Hrs. a Week: From 44 to 48; From \$2940 to \$3180.

Promotion Exams For Vets in Sanitation Dept.

Special promotion examinations to foreman and assistant foreman in the NYC Department of Sanitation are scheduled to be held at a future date.

Eligibility is open only to those employees of the Department who, at the time the original test for assistant foreman was given on July 1, 1941, were eligible, but because of military service were unable to compete, and to those employees of this department who, at the time the original test for foreman was given on November 21, 1942, were eligible but because of military service were unable to compete.

Those who are now able to compete in the special examinations are required to inform the Civil Service Commission, 299 Broadway, immediately, so that they may be allowed to participate.

Welfare Dept. To Honor Men Killed in Action

A memorial service in honor of employees of the Welfare Department who have made the supreme sacrifice in service of the nation was held last on Monday, May 29, at the Washington Irving High School.

All employee groups of the department cooperated in the tribute, and the Department's Choral Group presented vocal offerings.

The Gold Star list of the Department: William Hodson, former commissioner; Benjamin Avler, James Beatty, Murray Levin, Isidore Lipschitz, Milton Ness, David Rosenberg and Herman A. Stein.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 16 for details.

Street-Sweepers Needed: Earn \$6.51 Per Day

A salary of \$6.51 a day is being offered by the New York City Department of Sanitation to men willing to accept temporary positions as Sanitation Man, B. In other words, street-sweepers.

A 6-day work week has been set, with Sundays off. No uniforms will be required, but the men will be furnished with identification badges which will be worn while at work.

There is no provision for payment of sick leave, but men injured on the job will be eligible for workmen's compensation.

Candidates for these jobs may apply at the offices of the Sanitation Department, 125 Worth Street, New York City.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 16 for details.

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LICENSES—Prof. Engr., Architect, Teacher's Surveyor, Stat., Electrician.

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MEMBER AUDIT BUREAU OF CIRCULATIONS



'When I Make a Mistake, It's a Beaut': LaGuardia (What a Mistake on the Outside Job Issue!)

MOST New York City officials admit they chafe under Mayor LaGuardia's demand that they discipline employees holding outside employment. They fear the effects on their departments.

Speaking off the record, most of them admit frankly that they consider such a restriction on the employees' freedom to be illegal, morally distasteful, and economically unjustified.

Here is what a few of them have told The LEADER on the record:

Ernest L. Stebbins, Commissioner of Health. "Work outside of regular hours by employees of the Health Department is not prohibited if such work definitely contributes to the war effort. (Note: Two months ago, in accordance with Mayor LaGuardia's order, the department made a canvass of its staff to find which employees were holding outside jobs. Since then, no further action has been taken, and Dr. Frank A. Calderone, deputy commissioner, says that no action is contemplated at present.)"

Patrick Quilty, Commissioner of Water Supply, Gas and Electricity: "... Law is law, and we will go along with it if a man can hold an outside job in addition to his own."

From the Parks Department personnel office: "We are doing nothing contrary to the Court of Appeals decision permitting to employees the right to hold jobs in their spare time."

Edgar Nathan, Manhattan Borough President: "In view of the growing manpower shortage, efforts should be made to overcome many of the objections to employees engaging in outside employment after working hours."

Joseph A. Palma, Queens Borough President: "I have pooled all the employees in this department, and we are making out a schedule whereby we are permitting them to work after hours, with no interference with their City work, possibly a few hours each evening and on Saturday afternoons."

COUNCILMEN FAVOR OUTSIDE WORK

The men and women who make the laws for New York City also believe that City employees should have the right to hold outside jobs. Here are some typical comments:

Councilman Edward Vogel of Brooklyn: "To make available the skill of our civil employees, to ease the shortage of manpower, and in fairness to our civil service workers, who are greatly affected by the rising cost of living, I favor granting every possible employee the right to hold an outside job after hours for the duration."

Councilman Walter R. Hart of Brooklyn: "If anything, City employees should be compelled to take outside jobs to help the war effort."

Council Louis Cohen of Bronx: "I think the Mayor has enough to do without annoying the underpaid City workers. They have a legal right to hold outside jobs, and whatever the Mayor has to say against this, he contradicts himself. Many of his appointees to high positions in the City hold other jobs in addition to their City work."

OK'D BY REFORM ASSOCIATION

H. Eliot Kaplan, executive Secretary of the Civil Service Reform Association gives it as his opinion that there is nothing to prevent any City employee from holding an outside job in his spare time if it doesn't interfere with his regular City employment.

Top man in the City judiciary is Henry H. Curran, Chief Magistrate and head of all Magistrates' Courts, and former Deputy Mayor, appointed by LaGuardia. On the outside job matter he says: "I am granting permission to my employees who seek outside employment."

How many times does an issue have to be settled in New York City before it's settled, Mr. Fiorello LaGuardia? The courts are against you on this. Your own officials are against you. The employees are against you. You were never more wrong on anything in your life.

Stop badgering the employees!

Letters

Target: Welfare

"Dear Sir: Your correspondent scored a bull's-eye with his letter analyzing the Welfare Department's peculiar allergy to staff suggestions.

"It has been my experience that Welfare employees and their organizations are under a self-imposed restraint when it comes to giving publicity to our inefficient ways of doing things. At staff

and unit meetings, we rail at the stupidities that confront us at every turn. Plenty of steam is blown off in the process but the matter invariably ends then and there.

"As a consequence, a policy of hush-hush is practiced. The idea is prevalent that we must conceal any rottenness that might exist within the department. Such an attitude naturally does not get us very far. Our self-interest should not influence policy to that extent.

RELIEF INVESTIGATOR.

Don't Repeat This!



Rumors and Facts

There's no truth to the rumor that confidential records of the NYC Municipal Credit Counseling Service have been grabbed by the Department of Investigation in order to check if employees told the truth about outside jobs. City employees who have used the Counseling Service can rest quiet about their records. If anybody should try to touch them, for any reason whatsoever, it would raise a legal smell of the first water. ... It is reported, however, that one commissioner did a big selling job on Mayor LaGuardia to make sure the records stay confidential. ... Internes in NYC hospitals, despite their enormously increased wartime work-load, earn the magnificent sum of \$1.12 a day, even when they work on the night shift. ... Many NYC department heads are disgusted (see edit, next column) with LaGuardia's anti-employee tactics. They're quietly disregarding his commands and trying to give their staffs a decent break in sick-leaves, vacations, Saturday time-off, etc. ... On the other hand, NYC Sanitation Commissioner William F. Carey, who is busy tracking down employees who hold evening jobs, is himself reputed to be the director of more than a score of corporations, and recently stayed away from his City job for two months on end, while taking care of his own business. ... NYC Civil Service Commission rates a boost for the courtesy it shows returning servicemen. An honorable discharge gives entree to the Commissioner's office for helpful advice in landing a City job. ...

Embarrassing Moment

A group of Army officers holding down desk jobs in the NYC area had an embarrassing moment last week. At a press conference, Maj. Gen. James A. Terry was discussing a program to replace soldiers with civilians, thus allowing the doughboys to go overseas. One reporter innocently inquired: "Will officers be replaced and sent overseas, too?" Several of the lieutenants and captains around the General paled, but he answered: "No, we're just replacing enlisted personnel." ... Contrary to popular impression, it isn't the lawyers who dominate all legislative bodies. In the NYC Council, there are only three barristers, and all of them stem from Brooklyn. Three of the boys are in real estate, one is an insurance man, one (Hugh Quinn of Queens) is active partner in a war plant, one operates a radiator repair shop, one sells autos, one is the active head of a labor union, one a newspaperman, one an advertising man. Two confess to no other occupations than being politicians, and the two women on the Council prefer to be known as housewives. ...

POLICE CALLS

It's Still Nip and Tuck in PBA Election Contest, as Delegates Receive Straw Ballots

With the PBA election only one week away (June 13), it still looks like a wide-open fight, even to the experts. New York City cops are scratching their heads over what they call the most ticklish contest in years. The new factor in this year's balloting is the bloc of 75 or 80 delegates who have come into the executive group only recently and who may be able to swing the election with their vote. Nobody says they're voting as a bloc, however.

The candidates have followed the old routine and invited the delegates to impromptu dinners. In former years, the presence of a delegate at a candidate's table meant a sure vote. This time it may just mean that he dropped over for a look-see or a free feed. The candidates are going to have to do some convincing.

Many of the delegates are reported to be walking around asking other delegates, "Who are you for?" And this was acceler-

ated when The LEADER straw poll arrived at the precincts last week.

There will be an attempt to get on the bandwagon, but as yet, no one seems to know in which direction the wagon is headed. Many delegates are trying to find who is the most popular candidate, and many of those now wavering will decide to follow the favorite. ... At least that's the

way the pre-election picture looks to one old-timer in the PBA.

Straw Ballots All Out

All PBA delegates received their tally cards in The LEADER's unofficial poll last week. The enclosures included, in addition to the card, a stamped envelope addressed to Joseph F. McLoughlin, of the Appellate Division of the Supreme Court, who is acting as tabulator; and a covering letter, the text of which has been previously reported in this column.

Joseph F. McLoughlin will tally the ballots in The LEADER straw poll. Delegates who haven't sent their ballots in yet are reminded that they must be postmarked on or before midnight Wednesday, May 31. Please don't delay! Next Tuesday we'll print the results.

To keep things straight, there are four presidential candidates, not two. Their names: Patrick Harnedy, John Carton, Raymond Donovan, James Olliffe.



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.

Service Record Ratings

LAST WEEK I discussed morale as it may be influenced by discipline. This week I would like to consider what effect the annual service record ratings may have on the morale of State employees.

Section 43 of the State Civil Service Law provides that (1) "all departmental agencies of the State government shall keep and report service records and ratings of employees, for the purpose of recording in terms of quality, quantity, and other factors, the relative efficiency of employees engaged in the same or similar lines of work, under the rules and regulations prescribed by the Civil Service Commission. (2) The State Civil Service Commission shall prescribe suitable rules and regulations for the keeping, reporting, and reviewing of the service records and ratings of employees in the classified service of the State, or of any of its civil divisions except cities, and shall enforce the same. It shall use such service records as a factor in promotional examinations from grade to grade, and as a basis for determining the rendition of satisfactory service, necessary for advancement from one rate to another. Such rules and any modifications thereof shall take effect when approved by the Governor."

Section 44 provides for the establishment of personnel boards in departments, etc., to assist in enforcing the Civil Service Law.

Applying These Provisions

IN APPLYING these provisions of law, the Civil Service Commission has promulgated certain rules and regulations to be followed by departments in the preparation of service record ratings. Contained in these regulations is a "Scale Rating Booklet" which, among other things, contains a "description of items to be rated" and a "Conversion table." The items to be rated number twelve for all employees with four additional items to be applied to supervisors. Ratings are made on the basis of a scale of 1, 3 or 5 for each item. A rating of 3 indicates "average", 1 indicates "satisfactory", and 5 indicates "exceptional." For example, an employee who receives a total of 36 points (3 for each of the 12 items rated) receives a rating of 82. This rating is "average"; anything below, down to 75, is satisfactory, and anything above is exceptional to some degree.

I have given this detail of the method used in rating State employees to show how carefully the Civil Service Department has formulated the procedures to be used, to the end that, if administered with equal care, the whole procedure will inure to the benefit of employees and the State as well.

Using Ratings to Best Advantage

HOWEVER, it isn't always true that Personnel Committees in the several departments use the ratings to the best advantage. While "the primary purpose of service record ratings is to serve as a means of determining the standing of employees for promotion, salary adjustments and periodic salary increases," they can also be made to serve an equally important purpose as "an administrative tool to improve the work and behavior of employees." I recently read a service rating committee's report that contained the following statement relating to ratings: "they are not a sensitive index of an employee's growth" and, in another statement, "improvement in work cannot be reflected by increased ratings."

I hold that these are, to say the least, mis-statements and I'll explain why. Invariably, when ratings are given out, there will be comparisons among employees working together on the same or similar duties. If there are serious variations in ratings, there will surely be disappointment for some and encouragement for others. Unless honest effort, punctuality and production are reflected in these ratings, the employees have no incentive to strive for improvement. And the contrary is also true. The inefficient, tardy, lazy employee must be penalized by a low record rating. Supervisors could accomplish a great deal toward improvement of employees if they would only take the time to explain how ratings are made and interpret to the employees the meaning of each item and the deficiencies where indicated.

If wisely administered, the system of service record ratings as it now obtains, can be used to raise morale, to increase production and to generally improve the service which each and every State employee is called upon to render to his employer, the people of the State.

State Assn. Seeks Voice in Institution Vacation Period

ALBANY—Clifford C. Shoro, president of the Association of State Civil Service Employees, has sent a strong appeal to Dr. Frederick A. MacCurdy, Commissioner of Mental Hygiene, asking permission to attend conferences to fix vacation periods for institution employees.

Although other State workers are entitled to three weeks' vacation by recent order of Judge J. Edward Conway, president of the Civil Service Commission, no vacation allowances have yet been fixed for institution employees.

Judge Conway said he is awaiting the recommendations of the Commissioners of Health, Mental Hygiene, Correction and Welfare Departments, before acting.

Commissioner MacCurdy's quarters in the State Office Building here are torn up in the process of re-dividing and reorganizing the department headquarters. This has delayed a conference between the commissioners, but Dr. MacCurdy expects to meet with the other commissioners this week.

Meanwhile, President Shoro has asked for permission to be present at the conference so the views of the Association, speaking for institution employees, may be offered. It is expected that the institution employees' representatives will ask for the same vacation leave as other State workers are getting.

Shoro Appointed To Economy Commission

ALBANY—The appointment of Clifford C. Shoro, President of the Association of State Civil Service Employees to the State Temporary Economy Commission was announced last week. The appointment, made by Speaker Oswald Heck of the State Assembly, maintains the continuity whereby an employee representative serves on the Commission. The post which Shoro fills had been held by his predecessor as President of the Association, Harold J. Fisher, until Fisher's death early this month.

At the time of Shoro's selection for the presidency of the Association, the Executive Committee of that group had recommended his appointment to the Economy body.

Purpose of the Commission is to study the fiscal affairs of State government and to recommend economies to the end that the fiscal structure of the State shall remain sound during wartime. The Commission consists of 15 members, 5 appointed by the Governor, 5 appointed by the President of the State Senate, and 5 appointed by the Speaker of the Assembly. Senator Arthur H. Wicks is chairman.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 16 for details.

State Assn. Comes Out For Taxless Pensions

ALBANY—Taxes on pensions constitute a burden of which Government employees should be relieved.

This is the view of the Association of State Civil Service Employees.

The organization, heeding the pleas of pensioners, has taken steps to implement its views. Clifford C. Shoro, its president, has written to members of Congress outlining the case of the pensioners, and pointing to the difference in treatment accorded to the citizens who receive pensions under the Social Security Act or the Railroad Retirement Act, and those who receive pensions as a result of Government employment. The former pensions are tax-free; the latter are subject to taxation.

Ask Change in Law

Mr. Shoro's communication went to Senators Robert F. Wagner, James M. Mead, and Walter F. George; and to Congressman William T. Byrne. The letter, with its suggestion for a change in the law, follows:

"We respectfully urge that the Tax Simplification Bill H.R. 4646, entitled 'A Bill to provide for Simplification of the Individual Income Tax,' be amended to eliminate the unjust discrimination which makes pensions to governmental employees subject to Federal income taxation while, at the same time, pensions paid under the Railroad Retirement Act and the Social Security Act are exempt from Federal income tax.

"It seems self-evident that governmental employees who are retired under a pension system set

up by Federal, State or Municipal agency should be treated on a basis of equality with citizens who receive pensions under the Social Security Act or the Railroad Retirement Act.

"In these days of increasing living costs, retired Federal, State and Municipal employees are surely the forgotten men. Their retirement allowances have been reduced at least 25% by the rising cost of living and they cannot meet this loss by an application for an increase under the Little Steel Formula. Every consideration of fairness clearly requires that a governmental pension, not exceeding \$1440 per year, be given the same immunity from taxation as is enjoyed by Railroad and Social Security pensioners.

"We respectfully urge that the bill be amended as follows:

"Insert a new section immediately preceding Section 7 of the bill, to be numbered 6A and to read as follows:

PENSIONS AND ANNUITIES
Sec. 6A
Subparagraph (b) of paragraph (2) of Subdivision (b) of Section 22 (relating to gross income) is amended by inserting at the end thereof the following:

"Notwithstanding the foregoing provisions of this paragraph there shall be excluded from gross income all annuity, pension or retirement income up to \$1440 in any year by reason of service covered by the Railroad Retirement Act or by the old age and survivors provisions of the Social Security Act or by any federal, state or municipal retirement pension or annuity system or by any combination thereof."

Attendants Make Appeal For Salary Adjustments

ALBANY—Scores of Attendants, Staff Attendants and Supervising Attendants attached to institutions under the jurisdiction of the Mental Hygiene Department, appeared last week before the State Salary Standardization Board to appeal from salary allocations established for their positions by the Board on October 1, 1943, when the career service law became effective in the institutions.

The representatives of the groups affected objected to the low salary scales assigned to these important positions.

John T. DeGraff, Counsel for the Association of State Civil Service Employees, opened the hearing on behalf of the employees' appeal and cited the fact that attendants in the institutions have been neglected as to salary adjustments for over twenty years. Clifford C. Shoro, President of the Association, spent an entire day at the sessions. An appeal was made for the following scales of pay:

Attendant \$1500-1900
Staff Attendant 1700-2100
Supervising Attendant 2000-2400
Chief, or Head Supervising Attendant 2400-2800

Jones' Pea

Mr. DeGraff called upon a number of representatives from many institutions, to cite in detail the reasons justifying the request for higher salaries. Owen W. Jones, of Rome State School, Chairman of the State Civil Service Employees Association subcommittee for Attendants, made an eloquent plea that the Board give serious consideration to the responsibilities and duties, the hazards of employment and the environment in which Attendants are employed. He stated: "The task entrusted to your Board of determining the measure of remuneration for such type of services rendered to the mentally ill of our State, involves a responsibility which cannot be honorably discharged by a mere cold cal-

culating comparative study of subdivisions of government or of institutions elsewhere. To follow such a procedure would be a virtual repudiation of the policy enunciated by His Excellency, the Governor, namely, 'that the State of New York was to resume its leadership in the care and treatment of the mentally ill.' We ask that the criterion in determining the adequacy of salary rates for attendants shall be based upon the intrinsic and functional qualities of the positions involved, and the legitimate aspirations of a normal family to live under normal conditions."

Additional speakers, on behalf of the Association's plea for employees included in the attendant, staff, supervising and higher grades, were:

Leo F. Gurry, Harry B. Schwartz, Gordon S. Carlisle, Mary James, Frederick J. Walters, David Roche, Joseph Radigan, Luella Collon, A. P. Driscoll, Goldie Donahue, John Donahue, Ward Kipp, Mrs. Nellie Lyncey, William Dalton, J. Walter Mannix, Ellie L. Carter, William Verbridge, Viola Verbridge, Charles Emerson Jr., Grace Emerson, A. J. Anderson, Violet K. Carlisle, Stanley Harrison, Beatrice Harrison, Alice McCrystal, Rose Midgletown, Michael J. Murphy, George Cornish, Arthur J. Gifford, Frederick J. Krumman, Charles D. Burns, Laurence J. Hollister, J. Gerald Zugelder, Mrs. Helen B. Cochran, George E. Turner, P. J. Windus, Arthur K. Gunderson.

New Civil Service Probe Unit Turns Up Hidden Facts Buried in Employees' Pasts

ALBANY—A former employee in one of the State departments who had been fired when found guilty of grave charges was discovered a few days ago back on the State payroll as a provisional appointee. He had picked another department.

But the long arm of the newly established bureau of investigations in the State Civil Service Department caught up with him. He had made the fatal error in applying for his second position of revealing a blank in his previous State service record when he filled out the required form.

This is one example of the way the new bureau is operating to protect the State from the jeopardy of criminal, dishonest or inefficient persons handling State business.

Expansion of the investigation bureau, whose operations were previously revealed in The LEADER, will take place as soon as examination papers of nearly 200 candidates for jobs in the bureau have been rated. There will be two senior investigators and two investigators.

12 Employees Let Out

The Civil Service Commission, particularly Judge J. Edward Conway, its president, is greatly interested in the successful ad-

ministration of the new unit. More than a dozen employees whose records disclosed irregularities or previous criminal records or outright misstatements have been let out of the service as a result of investigations thus far.

No Hounding

Judge Conway and his associates have made it plain that they have no desire to "hound" anyone in the service and they have repeatedly assured employees that the honest ones need have no fear. Minor irregularities in application forms and qualification records, while never to be condoned by the Commission, it was said, will be considered most leniently when the circumstances warrant.

When the investigating bureau begins operations on the anticipated stepped-up scale, after the addition of personnel, it is expected that the investigators will have time not only to check all suspicious current application forms as they accrue but to go back into the records for a look at some of the old ones, as al-

ready has taken place.

What They Found

Only a few days ago, for instance, the bureau discovered in a State agency an employee who had been indicted, divorced, and fired in another State for a sex crime. This man had drifted into New York State and was successful in passing a competitive examination and getting an appointment.

When the investigator confronted him with his previous record, quick admission was made. The employee was in a position which was wholly incompatible with his previous record and he was regarded not only as a menace but objectionable in the light of State standards of employment and character. Naturally he was dismissed.

The bulk of inquiries so far have revealed abuses in the claimed qualifications of applicants, some of these being grave misstatements. One person was found to have applied for three different competitive jobs. If he had acquired all the experience in all the previous positions he claimed to have held on the various application forms his age would have been 160 years!

Employees Win Feld-Hamilton Increments

The highest courts of the State last week spoke with finality on a matter involving the Feld-Hamilton Law. And the words of the court, while immediately concerning only a small group of employees, are of dramatic import to employees throughout the State.

Here are the details:
When first adopted, the Feld-Hamilton law was held to apply

to employees of the State Transit Commission. In accordance with that law, the employees received an increment in 1940.

NYC Takes Over

Now, in May 1940, the State Legislature was urged by New York City to give the local Board of Estimate control over the salaries of the State Transit Commission's employees. Before that time, New York City had had no say whatsoever either over the expenditures or the salaries of the Transit Commission. Although the employees who worked with the City limits were paid by the City, the budget

(Continued on page 16)

Accident and Sickness Insurance— A Big Plan for All State Employees

By C. A. CARLISLE JR.

Money builds a home—it helps raise a family, so that the keynote in the life of a working person is the ability to earn money. If your earnings are \$40.00 per week, it would take a 5% income, or \$41,600, to make that income for you.

Prevention of accident or illness is impossible—it always has been and always will be. But protection is available. Interrupted ability to work has a new defense today—accident and sickness insurance.

According to the National Safety Council, in 1939, \$1,237,000,000 was spent for hospital service, beds, and attention; \$870,000,000 for doctors; \$437,000,000 for nurses. Did you spend any part of this? If so, you should have an income coming in to augment your present income or replace it if it is shut off entirely by means of accident and sickness insurance.

Here are some claims paid by the company which is issuing acci-

dent and illness insurance to State employees:

Amount Paid	Period of Disability	Cause and Nature of Injury
\$7,707.16	73 weeks	Struck by auto—crossing street.
6,621.63	52 weeks	Fractured skull. Working in garden—knee injured still disabled.
4,603.50	47 weeks	Thrown from car—leg broken.
4,406.42	47 weeks	Bus turned over—ribs fractured and shoulder dislocated.
4,021.40	55 weeks	Auto collision—fractured leg and arm.
3,150.00	58 weeks	Fell on icy pavement—fractured hip.
3,050.00	36 weeks	Automobile accident—fractured skull.
2,687.50	50 weeks	Fell on cellar stairs—ankle injury.
2,550.00	25 weeks	Thrown from horse—fractured leg.
2,467.14	50 weeks	Walking—struck by auto—leg fractured.
2,109.31	42 weeks	Entering elevator—fell and injured wrist.

Of all claims paid, over a period of time, the average claim payment amounted to \$810.11. The average disability time amounted to 40 weeks—this for accident only. Similar claims to the above are filed right along in connection with sickness insurance—in fact, more people have sickness claims than accident claims.

It Isn't Hospitalization

One thing you must not do is confuse accident and sickness insurance with hospitalization insurance. Hospitalization insurance is a fine coverage, because if you are disabled and have to go to the hospital, your hospitalization policy will pay your bills while you are in the hospital. But what about so many accidents and illnesses where you can't get into a hospital—or where it is not necessary to go to a hospital—long illnesses at home—long illnesses where you are required to go away for your health, to another climate for several months—these are the conditions under which you need accident and sickness insurance.

Workmen's Compensation Insurance will pay your bills if you are injured on the job. But suppose you are injured off the job, going to the movies, out riding with your family on Sunday, working in home, slipping in the bathtub? These are called non-occupational

accidents, accidents occurring off the job.

For State employees, there is a policy which pays for all sickness, whether occupational sickness or not. If you want the best protection for your income that you can get, I am sure that you could find no broader protection for twice the amount of money you pay for the Group Plan of Accident and Sickness and Sickness Insurance offered to New York State employees.

Every Person Should Have It

Every person in State Service should have accident and sickness insurance. The cost is so very low. Even though you do not buy the full amount, you are permitted to buy in accordance with the indemnity shown opposite your salary grade. These rates have been worked out for New York State employees only in order to give you low-cost accident and sickness insurance on a very broad basis. Just look at the low rates shown in the schedule below:

Employees with Annual Salary of: Less than \$600. Monthly benefit: \$30. Semi-Monthly Rate Non-Occupational Basis: Males \$4.45; Females \$3.55.

Employees with annual salary of: \$600 but less than \$1,000. Monthly benefit: \$50. Semi-Monthly Rate Non-Occupational Basis: Males \$7.75; Females \$1.05.

Employees with annual salary of: \$1,000 but less than \$1,200. Monthly benefit: \$60. Semi-Monthly Rate Non-Occupational Basis: Males \$9.90; Females \$1.25.

Employees with annual salary of: \$1,200 but less than \$1,600. Monthly benefit: \$75. Semi-Monthly Rate Non-Occupational Basis: Males \$11.10; Females \$1.55.

Employees with annual salary of: \$1,600 and over. Monthly benefit: \$100. Semi-Monthly Rate Non-Occupational Basis: Males \$14.55; Females \$2.05.

The rates shown are semi-monthly—this is the amount deducted from your pay for this very broad coverage. \$50 monthly indemnity will cost a male 75 cents per payday and a female \$1.05 per payday. Certainly nowhere else can you go and get a policy without exclusions and receive this very broad coverage.

To obtain this insurance, or to get more information about it, write to C. A. Carlisle Jr., 423 State Street, Schenectady, N. Y.

Auto Operators Tell Why They Deserve More Pay

ALBANY—Last week, the State Motor Vehicle Operators, represented by the Association of State Civil Service Employees' subcommittee, appeared before the Salary Standardization Board and asked that their salary allocation be changed from 9b-1b (\$1,200-\$1,700) to 9b-2a (\$1,500-\$2,000).

Hiram Phillips, Letchworth Village; Delwood Degraw, Kings Park State Hospital; Joseph Pagnozzi, Rockland State Hospital; H. C. Howard, Newark State School; John Eckert, Middletown State Hospital; and W. F. McDonough, Executive Representative of the Association, presented the facts with reference to the important work done by these employees. It was pointed out that motor vehicle operators have great responsibility as to the transportation of patients about the grounds. Such transportation, in some institutions, begins at 5:30 in the morning and does not end until 7:00 P.M. at night. Many of the motor vehicle operators drive trucks within and without the institution grounds and are required to have chauffeurs' licenses. They transport all of the foodstuffs and other materials utilized in the institutions, running into many tons daily.

Long Neglect

Pleas were also made for higher rates of pay for the Motor Equipment Repairmen, Motor Equipment Maintenance Foreman and Chauffeurs. Like other hearings, the evidence presented indicates the high character of service required in the operation of State institutions. It is obvious that the scales of pay are the result of long neglect of fair attention to personnel administration.

GIRLS! Has your picture been entered in the Miss Civil Service Contest? Do it now! See page 16 for details.

The Woman Who's Done Most for the War Won't You Help Us Find Her?

WHICH WOMAN, working for New York State, has done most to help win the war?

The LEADER wants to find her, and provide suitable recognition and valuable prizes. It may be the woman sitting at the next desk, or working beside you. Perhaps you who read this page that woman.

Any woman regularly employed by the State is eligible to enter this LEADER contest, and there is no red tape. The simple rules listed below explain how to enter yourself or your candidate.

The types of service which will be considered in making the award include any form of home front activity. Work with the American Red Cross; the American Women's Voluntary Service; the U.S.O., will all be considered. A woman who is a leading blood donor; who makes regular Bond purchases each payday; who gives her spare time at a canteen; who is active in her department sending letters and gifts to servicemen, stands a good chance to win.

Here are the simple contest rules:

- 1—To enter this contest send in a letter (preferably typewritten) with the following information:
 - a. Name, address, civil service title, department in which she is employed.
 - b. List all war supporting activities in which she takes part; the time devoted to each; number of donations if credit is sought as a blood donor, etc.
 - c. If possible send in photograph, but lack of photo will not disqualify or count against any entry.
 - d. Address entries WAR CONTEST EDITOR, CIVIL SERVICE LEADER, 97 Duane Street, New York 7, N. Y.
 - 2—Prominent Judges to be announced shortly in The LEADER will consider every entry and determine the winner.
 - 3—The PRIZE: A CIVIL SERVICE LEADER Trophy and a \$350 fur coat donated by the Fifth Avenue Furriers, I. J. Fox.
 - 4—Closing date of this contest will be announced SOON. To avoid disappointment get your name—or that of your choice—in TODAY.
 - 5—Only employees of New York State may participate. Federal or City employees are ineligible.
- Don't wait! If you've done a good job in the war effort—if you know another employee who has turned in an outstanding performance—write in TODAY!

State Assn. Pleads For Skilled Men In Institutions

ALBANY—Below are some of the appeals made before the State Salary Standardization Board on behalf of various institutional employees who performed skilled and semi-skilled work in the plants, and also institution patrolmen. The appeals were presented by representatives of the Association of State Civil Service Employees.

Title	Present Salary	Salary Requested
Maintenance Man	\$1500-2000	\$1800-2300
Maintenance Supervisor	2100-2600	2400-3000
Senior Maintenance Supervisor	2400-3000	3120-3720

It was pointed out that these employees, who are skilled craftsmen, receive considerably less than the prevailing rate in private employment which averages \$12 per day for a seven-hour day and five-day week; that employees paid by the State from special funds receive the prevailing rates although they work side by side with permanent employees who receive a little more than half the prevailing rate, and that the State can save considerable money by performing construction work through its regular employees instead of through special funds. Reference was made to the fact that in New York City maintenance men receive the same pay as Journeymen Craftsmen.

Title	Present Salary	Salary Requested
Blacksmith	\$1500-2000	\$2100-2600

Appeal presented by Chairman George Locker of Middletown State Hospital.

Title	Present Salary	Salary Requested
Machinist	\$1800-2300	\$2100-2600
Engineer	2100-2600	2400-3000
Principal Station		

Appeal presented by Chairman James Skane of Hudson River State Hospital.

Title	Present Salary	Salary Requested
Stationary Engineer	\$1800-2300	\$2100-2600
Senior Stationary Engineer	2100-2600	2400-3000

Appeal presented by Chairman Raymond Puff of Hudson River State Hospital, Poughkeepsie.

Title	Present Salary	Salary Requested
Institution Patrolman	\$1300-1700	\$1500-2000
Head Institution Patrolman	1500-1900	1800-2300
Chief Institution Patrolman	1700-2100	2100-2600

Appeal presented by Chairman Raymond Puff of Hudson River State Hospital, Poughkeepsie.

It was developed at the hearing that Patrolmen receive only \$100 more than Attendants but that their salaries are actually less because they are required to make an immediate outlay of approximately \$250 for uniforms. Almost all Patrolmen are required to use a car to patrol the many miles of institution grounds but they receive no payment whatsoever for the expense of using their car. In some institutions the State furnishes the gas and oil; in others, the employee has to pay for his own gas. Despite the fact that these employees use their own cars on institution grounds on an average of 10,000 miles a year, the State refuses to pay for this expense which is deducted from the extremely low salary, which is considerably below the rates paid Patrolmen in small cities and villages comparable in size to State institutions.

Judge Rebukes Parole Officials For Dismissal

Officials of the State Division of Parole were raked over the coals by an Albany County judge who ordered the reinstatement of a parole officer dismissed from the service.

Judge William Murray, in an order directing Executive Director David Dressler and his associates to reinstate Irving Lanza said: "Civil service law is expressly designed to place a tight rein over acts and conduct of dictatorial, tyrannical and conceited persons and administrative boards."

No Opportunity

Parole Officer Lanza had been summarily dismissed in June, 1943, tunity to refute the charges at without being given an open hearing.

In referring to the dismissal proceedings, the judge said, "Nothing has been produced which refutes the allegations in the petition that the petitioner has been dismissed from service on charges which were trivial, trumped up, frivolous, false and untrue . . . there is no evidence before this court which in the slightest degree proves the truth of the charges as made."

To Help You We Need Your Help

The strength of the Association of State Civil Service Employees in its work to help you depends on the number of its dues paying members.

- If You've Neglected To Pay Your Dues
DO IT NOW

- If you're not a member
JOIN UP NOW

- If you are a member
GET ANOTHER MEMBER

**Any State Employee Is Eligible To Take
Advantage Of This Offer.**

Here's What You Do:

- (1) See the head of the Association chapter in your office or institution, and tell him you want to join; or (2), write directly to the Association of State Civil Service Employees, Room 156, State Capitol, Albany, N. Y. The best time is—NOW!

Association of State Civil Service Employees
Room 156 — State Capitol Building
ALBANY, N. Y.

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Conservation Employees Get High Praise

ALBANY—War from the air, on the home front, is being conducted by William M. Foss, director of the Bureau of Forest Pest Control, in cooperation with the Federal government, it was revealed this week.

Mr. Foss, who has been in the Conservation Department for 21 years and for two years has headed the pest control bureau, revealed that methods of war in the global conflict are being used now in man's fight against the scourge of insect pests.

A few days ago the Federal government furnished a pest-fighter plane equipped with spray devices for battling the gypsy-moth, which is destructive of oak, poplar, and birch. Flying 15 to 20 feet above the trees on a selected five-acre experimental plot in Saratoga County, the plane sprayed a fine mist of the powerful, new anti-insecticide known as "DDT."

Employees of the bureau will follow up now to see what has happened, although the results of DDT elsewhere have been proven to be all that was expected. It's sure death for the bugs that destroy forests.

Busiest Season

Employees of the pest control bureau are moving into their busiest season now, attacking both gypsy moth and blister rust, foe of white pine. Under the direction of Mr. Foss, the bureau instead of scouting entire areas for gypsy-moth, now places traps in suspected areas to determine the location of the insect before further scouting to find out the intensity of infestation.

Reports of an "invasion" from Canada, for instance, has the pest control bureau on the alert, planning strategic moves to combat the enemy.

These reports tell the story of the destruction of 19,000 square miles of spruce in Ontario due to the depredations of the spruce bud worm. Agents of the Conservation Department's pest control bureau already are in the field checking to determine whether the insect is making any headway into the Adirondacks where vast forests of spruce and balsam would be threatened by an "invasion."

Employees Praised

Officials of the department this week gave high praise to employees in the bureau for their efficient, unremitting work.

HOBBY PROBLEM?

Have you a hobby-problem? If in the past you have had to go dancing, swimming, horseback riding, or have played golf alone, you don't have to in the future. Even if you are a stamp collector, coin collector, or have a hobby of any kind, we can serve you. Call RE. 7-1068, Extension 8, and ask for Miss Parker, or write to Hobby-Introducing, 134 E. 43 St., N. Y. C. Tell us what your hobby or sport is, and let us do the rest. Membership 18-80.

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STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Proceed Promptly If You're in Trouble

A RECENT decision of the courts in a case brought by a State employee who was laid off calls attention to the necessity of knowing what your legal remedies are and of seeking such remedies promptly. In the case in question, the employee waited too long before he brought suit, and the court was forced to dismiss the action without any consideration of the merits. (*Graef v. Maltbie*) It is important, therefore, to know what steps may be taken to protect your rights and how soon such steps must be taken. This is especially applicable when charges of incompetency or misconduct are preferred.

Procedure in Disciplinary Actions
Under the provisions of Section 22 of the Civil Service Law, officers and employees in the competitive class, upon being found guilty on charges of incompetency or misconduct, can be punished by a reprimand, a fine not exceeding \$50, a suspension without pay for a period not exceeding two months, a demotion in grade and title, or dismissal from the service.

State employees, under this law, are accorded a right of appeal to the State Civil Service Commission from the more severe forms of disciplinary action. In this connection the State Department of Civil Service has prepared a manual of procedure for the guidance of State Departments and agencies. A portion, of special interest to employees, follows:

What Right Has a State Employee Who Has Had a Penalty Imposed Upon Him After Being Found Guilty of Charges?

1. If the penalty is dismissal from the service, demotion, or suspension without pay for a period exceeding ten days, the employee may appeal either to the State Civil Service Commission or to the court. If he appeals to the State Civil Service Commission, the decision of the Commission is final and conclusive.

2. If the penalty is suspension without pay for ten days or less, a fine not exceeding \$50, or a reprimand, there is no right of appeal to the State Civil Service Commission. It should be noted, however, that under the provisions of the opening paragraph of Section 22 of the Civil Service Law which reads, "Every person whose right may be in any way prejudiced contrary to the provisions of this section shall be entitled to an order pursuant to article seventy-eight of the civil practice act to remedy the wrong," an officer or employee who receives a penalty which is not appealable to the State Civil Service Commission (e. g. a suspension for ten days or less), may contest such disciplinary action in the courts.

3. If an employee desires to appeal to the State Civil Service Commission, he must file his appeal with the Commission in writing within twenty days after receiving written notice of the penalty imposed upon him. If an employee elects to appeal to the court instead of to the State Civil Service Commission he must do so within four months after receiving such notice.

What Action Will Be Taken After an Appeal is Filed With the State Civil Service Commission?

1. The Civil Service Commission will notify the officer who imposed the penalty being reviewed that an appeal has been filed.

2. The Civil Service Commission

will set a time and place for the hearing of such appeal and may designate a person to hear said appeal on its behalf. Notice of the time and place of the hearing will be furnished the appellant and the officer involved.

3. The person holding such hearing will make such investigation or inquiry as may be deemed advisable and will, upon the request of the appellant, permit him to be represented by counsel, and may summon witnesses upon the request of the appellant or the officer whose determination is in review. Compliance with technical rules of evidence will not be required.

What Decisions May Be Made by the State Civil Service Commission or Its Designated Representative After the Hearing Has Been Held?

The determination appealed from may be affirmed or modified and the Civil Service Commission may, in its discretion, permit the transfer of such officer or employee to a vacancy in a similar position in another division or department or direct that his name be placed upon a preferred list pursuant to section 31 of the Civil Practice Law.

WOMEN WORKING FOR NEW YORK STATE: Who has done most in the war effort? Send us the story. Full details on Page 8

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LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held at the County Court House, in the Borough of Manhattan, City of New York, on the 17th day of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Petition of JULES EPSTEIN on behalf of LAWRENCE HAROLD EPSTEIN, an infant over 14 years of age, for leave to assume the name of LAWRENCE HAROLD ELIOT.

On reading and filing the petition of JULES EPSTEIN, verified the 12th day of May, 1944, praying on behalf of LAWRENCE HAROLD EPSTEIN, an infant over 14 years of age, to wit: 18 years of age, for leave to assume the name of LAWRENCE HAROLD ELIOT, in place and stead of his present name and it appearing from said petition and the Court being satisfied that there is no reasonable objection to the change of name proposed;

NOW, therefore, on motion of HAROLD S. KOHN, attorney for said petitioner, it is ORDERED that the said LAWRENCE HAROLD EPSTEIN, be and he hereby is authorized to assume the name of LAWRENCE HAROLD ELIOT in the place and stead of his present name on the 26th day of June, 1944, upon his complying with the provisions of this order, namely: That the petitioner cause this order and the papers upon which it has been granted, to be filed in the Office of the Clerk of this Court within ten (10) days from date hereof and that a copy of this order shall within ten (10) days from entry thereof be published once in Civil Service Leader and that within forty (40) days after making this order, proof of its publication be filed with the Clerk of this Court, in the County of New York, and it is further: ORDERED, that a copy of this order and the papers on which it is based, shall be served on the Selective Service Board, at which LAWRENCE HAROLD EPSTEIN, submitted to registration, 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 ten days thereafter and it is further: ORDERED, that after the foregoing requirements are complied with, said LAWRENCE HAROLD EPSTEIN shall on and after the 26th day of July, 1944, be known as and by the name of LAWRENCE HAROLD ELIOT, which he is hereby authorized to assume, and by no other name.

Enter

JOHN A. BYRNES, C.J.C.C.

At a Special Term Part 2 of the City Court, State of New York, County of New York, at the Court House, 52 Chambers Street, City of New York, on the 19th day of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of DAVID KNOPLEMAN and MAX KNOPLEMAN, for leave to change their names to DAVID E. KNAPP and MAX J. KNAPP, respectively.

On reading and filing the petitions of DAVID KNOPLEMAN and MAX KNOPLEMAN, verified the 15th day of April, 1944, praying for leave to assume the names of DAVID E. KNAPP and MAX J. KNAPP, respectively, in place and stead of their present names, and it appearing from the said petitions and the Court being satisfied that there is no reasonable objection to the change of names as prayed for,

NOW, on motion of THOMAS J. HUGHES, Esq., attorney for the petitioners, it is ORDERED, that the said DAVID KNOPLEMAN and MAX KNOPLEMAN, be and are authorized to assume the names of DAVID E. KNAPP and MAX J. KNAPP, respectively in place and stead of their present names on and after the 26th day of June, 1944, upon their complying with the further provisions of this order; and it is further: ORDERED, that this order and the petition aforementioned be duly filed within ten (10) days 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 Civil Service Leader, a newspaper published in the County of New York, and within forty (40) days after the making

Albany Shopping Guide

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DIAPERS—Special "Birdseye" diapers. 19c each. 6 for \$1.00. Standard 27x27 size, machine hemmed by the blind. Albany Assn. of the Blind, 208 State St., Albany, N. Y.

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of this order, proof of such publication shall be filed with the Clerk of this Court; and it is further: ORDERED, that a copy of this order and of the annexed petition be served upon Local Draft Board No. 65 of the United States Selective Service located at 3785 Broadway, New York, within twenty (20) days after the entry of this order and that proof of such service shall be filed with the Clerk of this Court in the County of New York, within ten (10) days after the date of such service; and it is further: ORDERED, that upon complying with the said requirements of this order, said petitioners shall, on and after the 26th day of June, 1944, be known as and by the names DAVID E. KNAPP and MAX J. KNAPP, respectively and by no other name.

Enter

JOHN A. BYRNES, C.J.C.C.

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 Court House thereof, located at No. 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 19th day of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of JOSEPH ROSENBERG, for an order authorizing him to assume the name of JOSEPH PAUL RAINES.

Upon reading and filing the petition of JOSEPH ROSENBERG, duly verified the 28th day of April, 1944, and entitled as above, praying for leave of the petitioner to assume the name of JOSEPH PAUL RAINES, in the place and stead of his present name, and the Court being satisfied thereby that the averments contained in the said petition are true and that there is no reasonable objection to the change of name proposed.

NOW, on motion of LAWRENCE D. BRODY, attorney for the petitioner, it is ORDERED, that JOSEPH ROSENBERG be and he hereby is authorized to assume the name of JOSEPH PAUL RAINES on and after the 28th day of June, 1944, upon condition, however, that he shall comply with the further provisions of this order; and it is further: ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the Clerk of this Court, and that a copy of this order shall, within ten days from the entry hereof, be published in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication 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 copies of this order and the papers upon which it is based, shall be served upon the Chairman of the Local Board of the United States Selective Service at which the petitioner submitted to registration and upon the Commanding Officer of the unit to which the petitioner is attached in the United States Army, within twenty 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 ten days after such service, and it is further: ORDERED, that following the filing of the petition and order as hereinbefore directed and the publication of such order and the filing of proof of publication thereof and of the service of a copy of such papers and of the order hereinbefore directed, that on and after June 28th, 1944, the petitioner shall be known by the name of JOSEPH PAUL RAINES and by no other name.

Enter

JOHN A. BYRNES, C.J.C.C.

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 Court House, 52 Chambers Street, Borough of Manhattan, City of New York, on the 18th day of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of ISIDORE MONK, for leave to assume the name of CARL MONK pursuant to Section 60 of the Civil Rights Law of the State of New York.

Upon reading and filing the petition

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of ISIDORE MONK, duly verified the 6th day of May, 1944, an entitled above, praying for leave to the petitioner to assume the name of CARL MONK, in place and stead of his present name, and it appearing that said petitioner, pursuant to the provisions of the Selective Service and Training Act of 1940 has submitted to registration, as therein provided, and the Court being satisfied that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed.

NOW, upon motion of WARSHAUER & STEIBEL, attorneys for the petitioner, it is ORDERED that ISIDORE MONK be and he hereby is authorized to assume the name of CARL MONK, on or about the 27 day of June, 1944, upon condition, however, that he shall comply with the further provisions of this order, and it is further: ORDERED, that the aforementioned petition be filed within ten days from the date hereof in the office of the Clerk of this Court and that a copy of this order shall, within ten days from the entry thereof be published in the Civil Service Leader, a newspaper published in the City of New York, and that within forty 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 in the 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 the Chairman of the Local Board of the United States Selective Service, at which petitioner submitted to registration as above set forth, within twenty 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 ten days after such service, and it is further: ORDERED, that following the filing of the petition and order as hereinbefore directed, and the publication of such order, and the filing of proof of publication thereof and of the service of a copy of said papers and of the order as hereinbefore directed, that on or after June 27, 1944, the petitioner shall be known by the name of CARL MONK.

Enter

JOHN A. BYRNES, C.J.C.C.

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 Court House thereof, 52 Chambers Street, Borough of Manhattan, City of New York, on the 18th day of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of FRANCIS GERMINAL GREBANIER, for leave to change his name to FRANCIS GERMINAL WARWIN.

In the Matter of the Application of ETHEL LENORE GREBANIER, for leave to change her name to ETHEL LENORE WARWIN.

On reading and filing the petition of FRANCIS GERMINAL GREBANIER, verified the 13th day of May, 1944, praying for a change of name to FRANCIS GERMINAL WARWIN in the place and stead of his present name, and on reading and filing the petition of his wife, ETHEL LENORE GREBANIER, verified the 13th day of May, 1944, praying for a change of name to ETHEL LENORE WARWIN in the place and stead of her present name, and it appearing that there is no reasonable objection to the proposed changes of name:

NOW, THEREFORE, on motion of JACOB BROCHES ARONOFF, attorney for the said petitioners, it is hereby ORDERED that FRANCIS GERMINAL GREBANIER be and he hereby is authorized to assume the name of FRANCIS GERMINAL WARWIN and no other, and that ETHEL LENORE GREBANIER be and she hereby is authorized to assume the name of ETHEL LENORE WARWIN and no other, both changes of name to take effect on and after the 27th day of June, 1944; that this order and the papers on which it is granted shall be filed within ten (10) days in the office of the Clerk of the City Court of the City of New York, County of New York; that a copy of this order be published within ten (10) days after the entry thereof, in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of such publication 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, with the papers on which it is based, shall be served by petitioner FRANCIS GERMINAL GREBANIER upon his Commanding Officer within twenty (20) days after its entry, and that proof of such service shall be filed with the Clerk of this Court of the County of New York within ten (10) days after such service; and it is further: ORDERED that upon compliance with the foregoing requirements, petitioner FRANCIS GERMINAL GREBANIER shall, on and after the 27th day of June, 1944, be known as and by the name of FRANCIS GERMINAL WARWIN, which he is hereby authorized to assume, and by no other name; and it is further: ORDERED that upon compliance with the foregoing requirements, petitioner ETHEL LENORE GREBANIER shall, on and after the 27th day of June, 1944, be known as and by the name of ETHEL LENORE WARWIN, which she is hereby authorized to assume, and by no other name.

Enter

JOHN A. BYRNES, C.J.C.C.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BOGARDUS HOLDING 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 22nd day of May, 1944.

Thomas J. Curran, Secretary of State.
Walter J. Goring, Deputy Secretary of State.

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

Thomas J. Curran, Secretary of State.
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 FRANCO-AMERICAN FEATHER 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 10th day of May, 1944.

Thomas J. Curran, Secretary of State.
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 FRANCO-AMERICAN FEATHER 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 10th day of May, 1944.

Thomas J. Curran, Secretary of State.
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 FRANCO-AMERICAN FEATHER 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 10th day of May, 1944.

Thomas J. Curran, Secretary of State.
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 FRANCO-AMERICAN FEATHER 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 10th day of May, 1944.

Government Openings

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

When you have spotted the job that suits you, jot down the order number and go down to the office of the Civil Service Commission, 641 Washington St., New York City. Remember that you'll get about 21% more than the salary listed because of overtime pay. And you'll need a certificate of availability if you're now engaged in an essential occupation.

- 3472—Stenographer, \$1440—Stenographer & Typist, \$1620. Duty: NYC then transferred to Washington, D. C.
- 3072—Jr. Clerk, \$1440. Duty: Washington, D. C.
- 308—Jr. Clerk, Typist, \$1440 (M-F). Duty: Newark, N. J.
- 309—Jr. Clerk, \$1440 p.m. (M-F). Duty: Newark, N. J.
- 373—Typist, \$1440. Duty: Metropolitan area.
- 374—Stenographer, \$1440. Duty: Metropolitan area.
- 415—Messengers (M), \$1200—Must be between ages of 16 & 18 or draft exempt. Around-the-clock shifts, 8-4; 4-12; 12-8.
- 471—Messengers (M), \$1200.
- 589—Photostat Blueprint Oper. (M), \$1440.
- 836—Typist, \$1440 (M-F)—Alternating shifts.
- 999—Multilith Oper., \$1620-\$1800 (M-F). Duty: Virginia.
- 1005—Stenographer—French, \$1800 (F).
- 1093—Card Punch Oper., IBM Numeric, \$1200.
- 1144—Calc. Mach. Oper. (Compt.), \$1440.
- 1550—Tabulating Equip. Oper., \$1800 (M-F). Shifts.
- 1565—Mimeograph Oper., \$1200 (M-F).
- 1751—Messenger, \$1320 p.m. (M). Hours: 7:30 a.m. to 4 p.m.
- 1837—Variety Oper., \$1440 (F). Duty: Jersey City.
- 2022—Telegraphic Typewriter, \$1440 (M-F). Hours: 4 to 8.
- 2055—Asst. Clk. Typist Translator—Italian, \$1620 (M-F).
- 2056—Clk. Sieno., Italian Translator, \$1800 (M-F).
- 2061—Teletype Oper., \$1440 (F). Rotating shifts.
- 2182—Telephone Oper. Monitor Bd., Rotating hours, \$1260 (M).
- 2245—Operator (MDD), \$1620 (M).
- 2420—Photostat & Blueprint Oper., \$1440 (M).
- 2480—Clerk, \$1620 p.m. (M-F).
- 2481—Projector Oper., \$1620 (M-F).
- 2557—Mph. Numeric Tabulating Oper., \$1620 p.m. (F).
- 2631—Verbatim Reporter, \$2600 (M-F). Duty: NYC then Wash., D. C.
- 2642—Telephone Oper., \$1440. Duty: NYC then Wash., D. C.
- 2663—Telephone Oper., \$1440 (F). Rotating hours.
- 2673—Tabulating Equip. Oper., Alph., \$1800 (M).
- 2741—Mimeograph Oper., \$1440 (M-F). Shifts: 8:30-5; 3:45-12 M.
- 2753—Oper. Misc. Duplicating Devices, \$1260 (M).
- 2835—Addressograph Mach. Oper., \$1440 (M-F).
- 2851—Graphotype Oper., \$1440 (F).
- 2857—Teletype Oper., \$1440 (F). Rotating shifts.
- 2984—Teletype Oper., \$1440 (F).
- 3017—Card Punch Oper., \$1440 (F).
- 3018—Telephone Oper., \$1440 (F). Hours: 4-12 M.
- 3048—Machine Posting Clerk, \$1620.
- 3049—Telephone Oper., \$1440 (F).
- 3068—Variety Oper., \$1440.
- 3110—Clk. Burroughs Typewriter Bkpr. Mach. Oper., \$1440 (F).
- 3173—Photostat & Blueprint Oper., \$1260 (M).
- 3182—Multiplex Oper., Rotating shifts, \$1440 (M-F).
- 3200—Telephone Oper., \$1320 (F).
- 3211—Monroe Calc. Mach. Oper., \$1440 (F).
- 3212—Telephone Oper., \$1440 (F).
- 3213—Calc. Mach. Oper., \$1440 (F).
- 3224—Teletype Oper., \$1620. Hours: 3-11:30.
- 3227—Comp. Calc. Mach. Oper., \$1440-\$1620 (F).
- 3231—Mimeograph Oper., \$1200-\$1440 (M-F).
- 3263—Stenotypist, \$1800 (M-F).
- 3267—Oper. Off. Devices, \$1260 (F).
- 3310—Calc. Mach. Oper., \$1440 (F).
- 3357—Burroughs Calc. Mach. Oper., \$1440.
- 3361—Calc. Mach. Oper., \$1440 (F).
- 3369—IBM Alph. Key Punch Oper., \$1440 (M-F).
- 3389—Telephone Oper., \$1260. Shifts (F).
- 3398—Multilith Oper., \$1440 (M).
- 3402—Telephone Oper., \$1440 (M).
- 3403—Night Shift.
- 3408—Telephone Oper., \$1440 (F).
- 3443—Calc. & Teletype Oper., \$1620 (F).
- 3735—Part-time Clk. Typist, \$828. Hours: 1-5.
- 8048—Blueprint Oper., \$1440 (M). Hours: 4:30-1; 1 wk. out of 3-4.
- Open order—Stenographers and Typists, \$1440 p.m. Duty: Wash., D. C.
- V2-2170—Laundry Worker, Trainee (M-F), 50c per hr.
- V2-2190—Railroad Brakeman (M), 80c to \$1.00 per hr.
- V2-2207—Sub. General Auto Mechanic (M), 70c per hr.
- V2-2280—Mess Attendant (M), 55c per hr.
- V2-2317—Laborer (M), \$0.68 per diem.
- V2-2342—Laborer (Freezer) (M), 75c per hour.
- V2-2441—Laborer (M), 75c per hr.
- V2-2441—Munition Handler (M), 75c per hr.
- V2-2690—Auto Mechanic (M), 93c per hr.

- Auto Mechanic Helper (M), 60c per hr.
- V2-3004—4th Mate (M), \$2200 less \$420.
- V2-3008—Pressman (M), \$10.56 per diem.
- V2-3011—Plate Printer (M), \$90.00 per week.
- V2-3031—Laundryman (M), \$1500.
- V2-3211—Fireman (M), \$7.52 per diem.
- V2-3214—Janitor (M), \$1200.
- V2-3223—Mechanic (Refrigerator-Cold Storage) (M), \$2000.
- V2-3229—Mechanic (Sheet Metal) (M), \$2000.
- V2-3359—Hospital Attendant (M), \$1200.
- V2-3424—Fireman, Oil & Steam (M), \$2000.
- V2-3434—Laborer (M), \$1500.
- V2-3435—Armament Repairman (Trainee) (M), \$5.92 per diem.
- V2-3436—Hospital Attendant (M), \$1320 less \$365.
- V2-3437—Diesel Engineman (Bermuda) (M), \$2675.
- V2-3439—Armature & Coil Winder (Bermuda) (M), \$2600.
- V2-3440—Switchboard Operator (high tension) (M), \$2675.
- V2-3441—Diesel Oiler (Bermuda) (M), \$2300.
- V2-3445—Orthopedic Mechanic (Utica) (M), \$2000.
- V2-3454—Evaporator Operator (Overseas) (M), \$2600.
- V2-3455—Boiler Operator (Overseas) (M), \$2000.
- V2-3456—Asst. Superintendent (Overseas) (M), \$3250.
- V2-3457—Ice Plant Operator (Overseas) (M), \$2500.
- V2-3458—Asst. Ice Plant Operator (Overseas) (M), \$2300 or \$2500.
- V2-3460—Laborer (M), 67c per hr.
- V2-3465—Radio Mechanic (M), 90c per hr.
- V2-3473—Laundry Washman (M), 73c per hour.
- V2-3515—Mate (M), \$2800 less \$396.
- V2-3540—Trainee (Shop Practice) (M-F), \$1320.
- V2-3541—Trainee (Maintenance) (M-F), \$1320.
- V2-3542—Trainee (Spec. & Supply) (M-F), \$1320.
- V2-3543—Trainee (Drafting) (M-F), \$1320.
- V2-3544—Trainee (Communications) (M-F), \$1320.
- V2-3558—Sewing Machine Repairman (M), \$1.07 per hr.
- V2-3575—Chauffeur (M), \$1320.
- V2-3577—Laborer (M), \$1500.
- V2-3593—Laundry Operator (M), \$29.60 per week.
- V2-3671—Apprentice (Mechanic Trades) (M), \$4.64 per diem.
- V2-3673—Laborer (M), \$1020.
- V2-3677—Operator (F), \$5.13 per diem.
- V2-3698—Auto Mechanic (M), \$1.09 per hour.
- V2-3701—Radio Mechanic (M), \$9.12 per diem.
- V2-3706—Storekeeper (M), \$1500.
- V2-3715—Motor Mechanic (M), \$2040.
- V2-3757—Laborer (M), 67c per hr.
- V2-3758—Typewriter Repairman (M), \$1800.
- V2-3771—Sub. Pneumatic Tube Operator (M), 60c per hr.
- V2-3775—Engineman (Gasoline) (M), \$1800.
- V2-3780—Armament Repairman (M), \$1.00 per hr.
- V2-3789—H.D. Truck Driver (M), \$1680.
- V2-3790—Laborer (M), \$1560.
- V2-3791—Sr. Auto Mechanic (M), \$2300.
- V2-3792—Jr. Auto Mechanic (M), \$1860.
- V2-3793—Auto Mechanic (M), \$1200.
- V2-3825—Substitute Pneumatic Tube Operator (M), 60c per hr.
- V2-3846—Sheet Metal Worker (M), \$1.04 per hour.
- V2-3853—Custodial Laborer (M), \$1200.
- V2-3862—Body & Fender Repairman (M), \$2200.
- V2-3865—Mess Attendant (M), 65c per hour.
- V2-3870—Sewing Machine Repairman (M), 83c per hr.
- V2-3881—Sub. Railway Postal Laborer (M), 55c per hour.
- V2-3000—Lithographic Pressman (M), \$1.23 per hr.
- V2-3901—Multilith Cameraman Platemaker (M), \$1620.
- V2-3905—Auto Laborer (M), 60c per hr.
- V2-3911—Appliance Repairman (M), \$1860.
- V2-3939—Munitions Handler (Able-Bodied) (M), 70c per hr.
- V2-3940—Sr. Laborer (M), 70c per hr.
- V2-3942—Toolmaker (M), \$1.24 per hr.
- V2-3944—Stores Laborer (M), \$1320.
- V2-3945—Fireman-Mechanic (M), \$1260.
- V2-3955—Firefighter Trainee (M), \$1680.
- V2-3957—Storekeeper (M), \$2440.
- V2-3963—Mechanic, Sewing Machine Repair (M), \$9.12 per diem.
- V2-3965—Janitor (M), \$1320.
- V2-3973—Laborer (M), 70c per hr.
- V2-4000—Laborer (M), \$1200.
- V2-4002—Rigger Mechanic (M), \$1680.
- V2-4036—Mechanic (M), \$1860.
- V2-4038—Classified Laborer (M), \$0.40 per diem.
- V2-4044—Laborer (M), 80c per hr.
- V2-4048—Quartermaster (M), \$1740 less \$375.
- V2-4061—Extractor Operator (M), 70c per hour.
- V2-4066—Mechanic (M), \$1.04-\$1.15 per hour.
- V2-4068—Jr. Machinist (M), 87c to \$1.02.
- V2-4069—Janitor (M), \$1320.
- V2-4070—Mechanic (M), 97c to \$1.08 per hour.
- V2-4072—Machinist (M), \$1.10 to \$1.34 per hour.
- V2-4073—Sr. Tire Repairman (M), \$1.04 to \$1.13 per hr.
- V2-4075—Auto Tire Repairman (M), 80c per hr.
- V2-4078—Trade Helper (M), 78c per hr.
- V2-4083—Service Station Attendant (M), 76c per hour.
- V2-4086—Trade Helper (M), 84c per hr.
- V2-4090—Helper Mechanical (Gage Checker) (M), 72c per hour.
- V2-4091—Office Machine Repairman (M), \$1500.
- V2-4095—Packer (M), \$6.96 per diem.
- V2-4096—Laborer (M), \$0.25 per diem.

- V2-4100—Laundry Helper (M-F), \$1300.
- V2-4101—Laborer (M), \$1200.
- V2-4102—Mess Attendant (M-F), \$1200.
- V2-4103—Hospital Attendant (M), \$1320.
- V2-4140—Fireman (Marine—Oil) (M), \$1680 less \$375.
- V2-4141—Porter & Laborer (M), \$1200.
- V2-4145—Armament Machinist Helper (M), 80c per hr.
- V2-4146—Foreman Binder (M), \$2200.
- V2-4164—Auto Mechanic (M), \$1.15 per hour.
- V2-4169—Receiving & Shipping Clerk (M), \$1440.
- V2-4173—Power Sewing Machine Operator (M-F), 77c per hr.
- V2-4174—Laborer (M), 81c per hour.
- V2-4175—Radio Electrician (M), \$2300.
- V2-4179—Auto Mechanic (M-F), 81c per hour.
- V2-4181—Cooper (M), \$7.60 per diem.
- V2-4185—Laborer (M), \$1230 p.a.
- V2-4186—Laborer (M), \$1500 p.a.
- V2-4188—Laborer (M), \$1500 p.a.
- V2-4191—Classified Laborer (M), \$5.92 per diem.
- V2-4192—Pilot (Seagoing & Tugmaster) (M), \$3200.
- V2-4193—Deckhand (M), \$1800.
- V2-4196—Maintenance Mechanic (M), 97c per hour.
- V2-4211—Steam Engineer—Diesel Engineer (M), \$2800 less \$306.
- V2-4212—Storekeeper (M-F), \$1440.
- V2-4218—Engineer Mechanic (M), \$1.02 p.a.
- V2-4220—Fireman, Coal (M), \$2400 p.a.
- V2-4221—Storekeeper (M-F), \$1440.
- V2-4222—Elevator Conductor (M-F), \$1440.
- V2-4226—Laborer (M), \$1200.
- V2-4229—Elevator Operator (M), \$1200.
- V2-4232—Laundry Foreman (M-F), 78c to 92c per hour.
- V2-4237—Trades Helper (M), 80c per hr.
- V2-4245—Plumber (M), 80c per hr.
- V2-4256—Chauffeur (Mechanic Repair) (M), \$1500.
- V2-4264—Joiner (M), \$1.11 per hr.
- V2-4271—Cleaner (M), \$1200 plus \$300.
- V2-4284—Chauffeur (M), \$1320.
- V2-4288—Laborer (M & F), \$7.0 (m), \$0.7 (f).
- V2-4290—Janitor (M), \$1320.
- V2-4291—Janitor (M), \$1200.
- V2-4292—Ward Attendant (M & F), \$66 per hr. less \$135 (\$1440).
- V2-4297—Storekeeper (M), \$1440.
- V2-4298—Engineer Mechanic (M), \$1.34 per hour.
- V2-4319—Shoe Repair Supervisor (M), \$91.96, 1.01.
- V2-4393—Marine Fireman (M), 87c per hour.
- V2-4393—Deckhand (M), 79c per hr.
- V2-4394—Sheet Metal Helper (M), 80c per hour.
- V2-4399—Inventory Checker (Dock) (M), \$2000.
- V2-4400—Inventory Checker (Engine) (M), \$2000.
- V2-4401—Auto Mechanic (M), 96c per hr.
- V2-4405—Janitor (M), \$1200.
- V2-4410—Jr. Auto Mechanic (M), 81c to 90c per hour.
- V2-4411—Auto Tire Spot Vulcanizers (M), 87c to 97c per hr.
- V2-4416—Boatbuilder (M), \$1.14-\$1.20-\$1.26.
- V2-4417—Boxmaker (M), 78c-84c-90c per hour.
- V2-4418—Die Sinker (M), \$1.27-\$1.33-\$1.39.
- V2-4419—Instrument Maker (M), \$1.20-\$1.25-\$1.32.
- V2-4420—Machinist (Outside) (M), \$1.14-\$1.20-\$1.26.
- V2-4421—Optical Instrument Ass't (M), 96c-\$1.02-\$1.08.
- V2-4422—Patternmaker (M), \$1.33-\$1.38-\$1.44.
- V2-4423—Plumber (M), \$1.14-\$1.20-\$1.26.
- V2-4424—Riveter (M), \$1.14-\$1.20-\$1.26.
- V2-4425—Shipwright (M), \$1.14-\$1.20-\$1.26.
- V2-4426—Toolmakers (M), \$1.20-\$1.26-\$1.32.
- V2-4427—Welders (M), \$1.14-\$1.20-\$1.26.
- V2-4428—Wharfbuilders (M), \$1.14-\$1.20-\$1.26.
- V2-4429—Helper Boilermaker (M), 77c-83c-89c.
- V2-4430—Helper Coppermith (M), 77c-83c-89c.
- V2-4431—Helper Electrician (M), 77c-83c-89c.
- V2-4432—Helper General (M), 77c-83c-89c.
- V2-4433—Helper Machinist (M), 77c-83c-89c.
- V2-4437—Holder On (M), 84c-90c-96c.
- V2-4438—Oiler (M), 86c-92c-98c.
- V2-4439—Rivet Heater (M), 74c-80c-86c.
- V2-4440—Helper Rigger (M), 83c-89c per hour.
- V2-4441—Auto Mechanic (M), \$1.10 per hour.
- V2-4460—Painter (M), \$2200.
- V2-4461—Guard (M), \$1800.
- V2-4462—Sub. Garageman-Driver (Driver Mechanic) (M), 65c & 65c plus 15 per cent.
- V2-4466—Mess Gear Repairman (M-F), 67c per hour.
- V2-4467—Gen. Mechanic's Helper (M-F), \$1500.
- V2-4469—Painter Helper (M), 72c to 80c per hour.
- V2-4471—Auto Mechanic (M), \$1.04-\$1.15 per hour.
- V2-4474—Jr. Auto Mechanic (M), 81c-90c per hour.
- V2-4475—Auto Mechanic "A" (Outside) (M), \$1.00 to \$1.15 per hr.
- V2-4476—Auto Mechanic Helper (M), 72c-80c per hr.
- V2-4476—Auto Mechanic (M), 97c-\$1.08 per hour.
- V2-4479—Auto Mechanic "A" (M), \$1.04-\$1.15 per hour.
- V2-4480—Janitor (M), \$1320.
- V2-4484—Laborer (M-F), \$1200.
- V2-4485—Elevator Conductor (M-F), \$1200.
- V2-4486—Elevator Conductor (M), \$1200.
- V2-4487—Guard (M), \$1500.
- V2-4488—Guard-Laborer (M), \$1500.
- V2-4489—Guard (M), \$1500.
- V2-4491—Hospital Ward Attendants (M-F), 60c per hour.
- V2-4494—Storekeeper (M), \$1440.
- V2-4496—Auto Mechanic Helper (M), 75c per hour.
- V2-4320—Clothing Repair Supervisor (M), \$1440.
- V2-4327—Storekeeper (M), \$1440.
- V2-4335—Press Operator (F), \$7.0-Mt. (per hr.) \$6.7-Day (per hr.)
- V2-4339—Welder (M), \$1.15 per hr.
- V2-4343—Patrolman (M), \$1680.
- V2-4345—Cook (M), \$1920 pl. ot. less \$372 (S).
- V2-4346—Laborer (M), \$74 per hr.
- V2-4348—Caulker (M), \$1.04 per hr.
- V2-4350—Machinist (M), \$0.93 per hr.
- V2-4352—Office Laborer (M), \$1320.
- V2-4353—Spare Parts Expert (M), \$2300 or \$2000.
- V2-4356—Machine Operator (Marine) (M), \$1.04 per hr.
- V2-4357—Rigger (M), \$2000.
- V2-4363—Battery Man (M), \$1.06 to \$1.12; (M), \$8.0 to \$9.7.
- V2-4364—Tier Lift Operator, Wheel Laborer (M), \$72 per hr.
- V2-4366—Power Machine Operator (M-F), \$6.7 & \$7.3 per hr.
- V2-4367—Power Machine Operator (M-F), \$6.7 & \$7.3 per hr.
- V2-4374—Laborer (M), \$1320.
- V2-4376—Storekeeper (M), \$1200.
- V2-4377—Warehouse Laborer (M), \$73 per hr.
- V2-4384—Laborer (M) \$1200.
- V2-4384—Janitor (M-F), \$1320.
- V2-4388—Turner Operator (F), \$6.3 p.h.
- V2-4389—Marker (F), \$6.3 and \$7.0 p.h.

Help Wanted—Male & Female

MEN - - - MEN

PART TIME POSITIONS

6 P.M.-10 P.M.
5 DAY WEEK

Immediate openings for Stockmen in our Clothing Department.
No experience necessary. Good health required.

Apply Wednesday, May 31st, 9 A.M.-6 P.M.

HOUSEWIVES

FULL OR PART TIME POSITIONS

5 DAY WEEK

Here is your opportunity to earn money for your extra needs by doing Stock work in our Clothing Department. No experience needed. Good health required. Part time.

HOURS 9-1 or 1-5

Apply Daily or Saturday A.M.

MONTGOMERY WARD

75 Varick Street, 12 floor, New York City
(Canal Street Station, All Subways)

Essential workers need USES release.

PART TIME WORKERS

CONVENIENT HOURS

MEN AND WOMEN FOR LIGHT FACTORY WORK

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING
EASILY REACHED BY ALL SUBWAYS

LOOSE-WILES BISCUIT CO.

29-10 THOMSON AVENUE, LONG ISLAND CITY, N. Y.

MEN & WOMEN PLATING PLANT

50c per hour start with overtime. Can average \$29 for 52 hours. Increases after 3 and 8 months.

Post-War Opportunity

Defense experience unnecessary. Proof of citizenship.

Philip Sievering, Inc.
199 LAFAYETTE ST. N.Y.C.

INT to Spring St. or BMT to Canal

EARLY MORNING CLEANER

Morning Hours

Apply Employment Office

BLOOMINGDALE'S
60th Street & Lexington Ave.

- V2-4638—Elevator Operator Laborer (M-F), \$1200.
- V2-4639—Attendant (Kitchenmaids) (F), \$1200.
- V2-4631—Attendant (Kitchenmaid) (F), \$1320.
- V2-4632—Mess Attendants (M), 67c.
- V2-4634—Ward Attendant (F), 69c.
- V2-4635—Cooks (M), 90c.
- V2-4636—Maid (F), \$23.60.
- V2-4637—Storekeepers (M), \$1440.
- V2-4639—Attendant (Orderly) (M), \$1320.
- V2-4640—Night Watchman (M), 65c.
- V2-4641—Mechanic, General (M), \$1.04.
- V2-4642—Attendant (Kitchenmaid) Sr. Laborer (M), \$1320.
- V2-4643—Laborers (M), 77c.
- V2-4644—Laborers (M), 77c.
- V2-4645—Dock Laborers (M), 77c.
- V2-4646—Pump Operator (F), 60c.
- V2-4648—Garment Presser (F), 63c.
- V2-4649—Attendant (Wardmaid) (F), \$1200.
- V2-4650—Blacksmith (M), \$1.04-\$1.16.
- V2-4651—Sr. Upholsterer (M), 98c-\$1.09.
- V2-4652—Glazier & Welder (M), 95c-\$1.06.
- V2-4653—Sr. Carpenter (M), \$1.04-\$1.16.
- V2-4656—Auto Mechanic (M), \$1.04-\$1.16.
- V2-4656—Auto Mechanic (M), \$1.07-\$1.19.
- V2-4657—Auto Mechanic (M), 98c-\$1.09.
- V2-4670—Painter (Auto) (M), 90c-\$1.00.
- V2-4671—Vehicle Washer (M), 76c-84c.
- V2-4672—Lubrication Mech. (M), 84c-93c.
- V2-4673—Janitors (M), \$1320.
- V2-4675—Storekeeper (M), \$2000.
- V2-4676—Storekeeper (M), \$1800.
- V2-4677—Storekeeper (M), \$1620.
- V2-4680—Rigger Derrick Barge (M), \$2000.
- V2-4684—General Mechanic (M), \$1.96.
- V2-4686—Guard (M) \$1800.
- V2-4692—Office Laborer (M), \$1220.

LIGGETT'S

NO EXPERIENCE NECESSARY

FULL OR PART TIME

SANDWICH MAKERS
SODA CLERKS
COUNTER WORKERS
STORE HELPERS

Group Insurance.
Vacations with Pay.
Discount on Merchandise.

Personnel Department Rm. 1209
71 West 23rd St. Cor. 6th Ave.

LIGGETT'S

MEN & WOMEN

To take care of merchandise in ladies' ready-to-wear retail store.

DAILY FROM 5 OR
6 P. M. TO 10 P. M.

Attractive Pay

S. KLEIN

ON-THE-SQUARE, Inc.
6 UNION SQ. N. Y.

Help Wanted—Male

SHIP REPAIR WORKERS

For Essential War Work

IRON WORKER
HELPERS
WELDER TRAINEES
WELDERS
HELPERS
BOILERMAKERS
RACKMEN
RIVETERS
SHEET METAL WORKERS
CLEANERS
DRAFTSMEN
CHIPPERS & CAULKERS
ELECTRICIANS' HELPERS
PIPEFITTERS' HELPERS
CARPENTERS
ELECTRICIANS

Persons in war work or essential activity not considered without availability statement.

TODD SHIPYARDS CORPORATION

(HOBOKEN DIVISION)
TODD Representative
will interview applicants at the U.S. Employment Service
Of the War Manpower Commission

96 River Street, Hoboken, N. J.
DAILY EXCEPT SUNDAY
7 A.M. to 5 P.M.
Bring birth certificate or citizenship papers.

APPLICANTS CAN ALSO APPLY AT: U.S.E.S. of War Manpower Commission at 44 East 23rd St., 87 Madison Ave. or 40 East 59th St., New York City, and 165 Joralemon St., Brooklyn. Daily except Sun. 8:30 A.M. to 5:30 P.M.

Automobile Body Men and Mechanics

Post-war Future with Brooklyn's Leading Oldsmobile Dealer. Permanent Positions. Pleasant Shop and Working Conditions. Established 15 years. Two large Service Stations.

GAINES MOTORS CO.

MR. WHITE
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(nr. Church & Bedford)
MR. POTTS
1864 CONEY ISLAND AVE.
(Bet. O & P)
BROOKLYN, N. Y.

WANTED

Part time and Full time
STEVEDORES
Pier 30 — North River
PENN STEVEDORING CORP.

LABORERS

For Essential Industry
No Experience Necessary
Steady Employment
Openings
Jamaica & Brooklyn

Apply Personnel Dept.

SHEFFIELD FARMS CO.

524 West 57th St. New York City

Abraham & Straus STOCK MEN

Has openings for
in Various Departments
5 Day—40 Hour Week

Apply Employment Office
9:30 A.M. to 4 P.M. 8th Floor
East Building
Fulton & Hoyt Sts., Brooklyn, N. Y.
Essential Workers Need Release.

Help Wanted—Male

ASSEMBLERS

AGES 18 to 60
No Exp. Needed
Light Glue Work
\$34.78 for 40 Hours
FIVE and ONE-HALF DAYS
\$37.45 WEEK
After 6 Weeks

LABORERS (10)

\$37.45 for 40 Hours
FIVE and ONE-HALF DAYS
\$40.13 WEEK
After Six Weeks

PORTERS

\$32.10 WEEK
For 40 Hours—5 1/4-DAY WEEK

ENGINEERS

ELECTRONIC—RADIO

TOOLMAKERS

INSTRUMENT MAKERS

ENGINE LATHE OPERATORS

TURRET LATHE SET-UP MEN

MAINTENANCE MACHINIST

ELECTRICIAN

Expt. Testing & Installing Motors
100% War Work
Good Pay--Overtime
STEADY WORK
Lower Manhattan
HORN SIGNAL
MANUFACTURING CORP.
73 VARICK ST., N. Y. C.
Canal St. Station—All Subways
Essential Workers Need Release.

MEN

NO EXPERIENCE

MEALS AND UNIFORMS
FURNISHED

FULL OR PART TIME

BAKERS
LAUNDRY WASHERS
DISHWASHERS
POTWASHERS
PORTERS, Day or Night
SODA MEN,
Good Appearance
WAITERS: 9 p.m. to 1

BONUSES—PAID VACATIONS
PERMANENT POSITIONS
Essential workers need release.

SCHRAFFT'S

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

RADIO

TELEGRAPHERS

Part time — or Full Time
Good Rates of Pay

Ex-Service Men

with knowledge of radio code and typing. We will train you free of charge to become a Radio Telegrapher. See us for details.

Men — Over 18

Several Openings Traffic Department in Radio Communications.

PRESS WIRELESS, Inc.
1475 BROADWAY—2nd Floor

BOYS—MEN

No Experience
For Light General Factory Work
In BOOK BINDERY
Opportunity to Learn
Post-War Trade
J. F. TAPLEY CO.
one Court St. (6 min. Manhattan)
45-41 Court St. (Metro Bldg.) L.I.C.

Help Wanted—Male

WAR WORKERS

MEN URGENTLY NEEDED BY

THE PULLMAN CO.

NO EXPERIENCE REQUIRED

PULLMAN PORTERS
STORE ROOM LABORERS
LAUNDRY WORKERS

LIMITED EXPERIENCE REQUIRED

ELECTRICIANS

UPHOLSTERERS

LATHE OPERATORS

Essential War Workers Need USES Release
Statement And Consent of The Railroad
Retirement Board

APPLY

THE PULLMAN CO.

EMPLOYMENT OFFICE

Room 2612, Grand Central Terminal, New York City
Or Gen'l Foreman's Office, Sunnyside Yards, L. I. City

Radio Technicians

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

Radio Telegraphers

CLERKS

We will employ you if you possess
a knowledge of typing and provide
you meanwhile with an opportunity
to learn radiotelegraph operating.
Apply weekdays except Saturday
between 10 a.m. and 4 p.m.
Essential workers need release.
R.C.A. Communications, Inc.
66 BROAD STREET, NEW YORK

BOYS — MEN

Lathe Oprs. - 1st & 2d cl.
Machine Shop Trainees
Stock Handlers
Utility Men
Hand Truckers
Office Boys
WMC Rules

HAMMARLUND
MFG. CO.
460 W. 34 St. nr 10 Av. N. Y.

MERCHANDISE HANDLERS (2) PORTER (1)

Full time 40 hour 5 day opening.
Experience not necessary.
Overtime.
Apply in person. Mine Action

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1441 Metropolitan Ave., Bronx, N.Y.

MEN—BOYS

SHIPPING DEPT. HELPERS
70c-75c HOUR
Plenty of overtime. Essential
war work.
Steady job after the war
210 Van Brunt St. Bklyn, N.Y.

BOYS—MEN

STOUFFER'S RESTAURANTS

BUS, FOOD, BAR BOYS
RECEIVING MEN
DISHWASHERS
POTWASHERS
PORTERS

GENERAL HELPERS
& ALL AROUND MEN

A Future For These Meritorious!
Meals and uniforms furnished
No Sundays or holidays.
Emp. Dept. daily 9-5, Sats. 9-Noon
346 Lexington Ave. (40th St.)
1 fl. up.

Help Wanted—Male

AIRLINE FOOD

COMMISSARY HELPERS
under 40 years of age
\$360 per month to start; plus two
meals a day.
48 hour week
Permanent Vacation!
All other Employee Benefits

UNITED AIR LINES

80 EAST 42nd ST. (4th Fl.) NYC
or HANGAR 2, LAGUARDIA FIELD
Night Watchmen
We have several openings for
men to do protection department
work from 5 P.M. to 1 A.M. and
also from 1 A.M. to 9 A.M.
40 HOURS — 5-DAY WEEK
Apply Employment Office
BLOOMINGDALE'S
40th Street & Lexington Ave.

MECHANICS

Skilled mechanics. Hand
and small machine tool
experience.

Fine accurate scale model
making from engineering
blueprints.

Steady employment.
Overtime.

GIBBS & COX

21 West St., Rm. 1806, N. Y. C.

Help Wanted—Female

Abraham & Straus

Has openings for

SALESWOMEN

in Various Departments
5 Day—40 Hour Week
Apply Employment Office
9:30 A.M. to 4 P.M. 8th Floor
East Building
Fulton & Hoyt Sts., Brooklyn, N. Y.
Essential Workers Need Release.

ORDER FILLER

for welding rods.
50 pound packages.
Opportunity to learn welding
supply business.

AIR REDUCTION SALES COMPANY

Metropolitan District Office
Essential workers need release
181 Pacific Avenue
Jersey City, N. J.

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CLERKS GIRLS WOMEN

(at least 18 years of age)

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

Apply weekdays except Saturday
between 10 a.m. and 4 p.m.
Essential workers need release.

R.C.A. Communications, Inc.
66 BROAD STREET, NEW YORK

TYPISTS

Experienced in filling in letters.
Full or part time. Days or Even-
ings and Saturday. Good rates.
Long run.
D. H. AHREND CO.
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COMPTOMETER OPERATORS

Beginners. Graduates of Compto-
metry. Schools considered. All
operations required.
\$23. 40-Hour-Week
Lerner Executive Office
354 - 4th Ave. 3rd floor

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Light Work
GOOD WAGES
PRESS WIRELESS, Inc.
1475 Broadway, N.Y.C.

GIRLS & WOMEN NO EXPERIENCE

FULL OR PART TIME
BAKERS
COUNTER GIRLS
PANTRY WORKERS
SALAD MAKERS
STEAM TABLE
DISHWASHERS
WAITRESSES
Full Time-Part Time
Lunch Hours
Also 5 P.M. to 1 A.M.
HOSTESSES
COOKS
DESSERT MAKERS
LAUNDRY WASHERS
SALESGIRLS

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

Essential workers need release.

SCHRAFFT'S

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56 W. 23rd St., N. Y.

Or Apply 5 to 8 P.M.
1381 Bway, nr. 38 St.

GIRLS-WOMEN

STOUFFER'S

RESTAURANTS
COOKS, BAKERS, & ASS'TS
SERVICE PANTRIES
DISHWASHERS
CLEANERS
HOSTESSES
WAITRESSES

A Future For These Meritorious!
Meals and uniforms furnished
No Sundays or holidays.
Emp. Dept. daily 9-5, Sats. 9-Noon.
346 Lexington Ave. (40th St.)
1 fl. up

GIRLS, 16-45

No experience necessary
\$28.00—36. Week to Start
48 hours week—Liberal Bonus
Night or Day Work
AERO SPARK PLUG CO., INC.

428 Hudson St. (7th Ave. Subway
to Houston St. or Ind. Subway to
Spring Street Station
Essential workers need release
statement.

WASHROOM FOREMAN FOR NIGHT SHIFT

Essential Industry
Vacation With Pay
General Diaper Service
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THE WAR MANPOWER COMMISSION has ruled Essential Workers need Statement of Availability. If transferring to less essential, need U.S.E.S. consent in addition. Or else workers also need both.

Help Wanted—Female

WOMEN — OVER 18

Several Openings in our Traffic
Dept. Typing ability essential.

Ex-service women with knowl-
edge of radio code and typing,
we will train you free of
charge to become a Radio
Telegrapher. See us for details.

PRESS WIRELESS, Inc.
1475 BROADWAY 2nd Floor

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Attractive Openings
SUMMER MONTHS ONLY

PANTRY & WAITRESS
WORK

Uniforms & meals furnished
No Sundays or holidays

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EMPLOYMENT DEPARTMENT
346 Lexington Ave. (40 St.)

WOMEN

PART TIME

PANTRY WORKERS

KITCHEN WORKERS

11 A.M. to 3 P.M.
5 P.M. to 9 P.M.
FIVE DAYS

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56 West 23rd St., N. Y.

CLERK - TYPIST

Must have working
knowledge of figures
and discounts.

40-hour week.

THE NAMM STORE

452 Fulton Street
Brooklyn, N. Y.

TYPISTS

FOR BILLING

Beginners Considered

Good Pay, Steady Work

REAL POST WAR FUTURE
OLD ESTABLISHED FIRM
WOMEN'S DRESS PATTERNS
PLEASANT SURROUNDINGS
48 HOUR WEEK
8 HOUR OVERTIME
ONLY 1/2 DAY SATURDAY

CONDE NAST PUBLICATIONS

114 E. 32nd St. (10th Floor)
Between Park and Lex. Aves.

GIRLS TO TRAIN

for Precision machine
operators in high class
Manhattan machine shop.

Day & Night Shifts

and Automatic increases
while learning.
Previous experience
unnecessary.
Selections will be decided
on type, good eyesight,
nimble fingers, etc.

MANUFACTURERS MACHINE
& TOOL
977 Canal St. New York City
N. E. Cor. Bway.

GIRLS and WOMEN

You'll find it quite
easy to learn vacuum
tube work . . . and
it pays well, too!

You need no experience.
The work is clean.
We train you on the job.
The salary is good.
Working conditions are
pleasant.

Western Electric Co.

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

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

Essential workers need release

MERCHANDISE WANTED

WANTED IMMEDIATELY
Saxophones, Accordions, Trumptets,
Clarinetts, Drum Sets, Bass Viols.
Cash in now on your old instruments.
The Army needs them.
MR. ROBERTS WORTH 3-5577
SILVERWARE, PLAT AND GOLD
Urgently needed. High prices paid.
— J. Shores, 149 Canal St.,
W. 4-0606.
CASH PAID IMMEDIATELY
For Pianos and Musical Instruments.
TOLCHIN, 48 E. 8th St. AL 4-0917.

MR. FIXIT

Clockwork
KEEP IN TIME! Have your watch
checked at SINGER'S WATCH RE-
PAIRING, 169 Park Row, New
York City. Telephone WORTH 3-3971.

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or invention that should be pat-
ented? Come in and talk it over
at no cost to you. Open 10 A.M.
to 4 P.M. 147 Fourth Ave., Room
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Piano Tuning

EXCELLENT, RELIABLE tuning
— \$3. Repairing, reconditioning,
reasonable. Go any distance. Refer-
ences: Hunter College, Bd. of Educ.
JOSEPH ALFREDGE, 220 72nd
St., Brooklyn, SH. 4-7723.

Typewriters

TYPEWRITERS, adding, calculating
machines. Addressographs, mimeo-
graphs. Rented, Bought, Repaired,
Sold, Serviced. Wormser Type-
writer and Adding Machine Corp.,
952 Broadway at 23 St. AL 4-1772.

Upholstery

BROADY'S UPHOLSTERY CO.
Slip Covers and Draperies made to
order. Furniture repaired. Large
selection of materials. 2214 Eighth
Ave., N.Y.C. Phone MO. 2-4920.

Auto Service

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

Carpet
USED CARPETS, BROADLOOMS,
Rugs, Stairs Linoleum, Rubber Tile,
Carpet Cleaning, Bought and Sold.
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HAIR PERMANENTLY REMOVED
Guaranteed. Painless Method.
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sured 2-4996. Hours 10 A.M. to
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Harlem section. Offers special atten-
tion to Civil Service employees.
LEhigh 4-0009.

LEGAL NOTICE

HYMAN GOLDSAMT & COMPANY.—
The following is the substance of a cer-
tificate of limited partnership sub-
scribed and acknowledged by all partners and filed
in the New York County Clerk's office on
May 10, 1944. We, the undersigned, de-
siring to form a limited partnership, pur-
suant to Section 91 of the Partnership
Law of the State of New York, do hereby
certify: 1. The name of the partnership
shall be Hyman Goldsamt & Company, 2.
The character of the business to be con-
ducted by said partnership shall be the
purchasing, selling and trading in fruits,
vegetables and general produce at whole-
sale. 3. The principal place of business
shall be 90 West Broadway, Borough of
Manhattan, City, County and State of New
York. 4. The names and places of resi-
dence of each member, general and limited,
are as follows: Hyman Goldsamt, general
partner, 1063 E. 26th Street, Brooklyn,
N. Y.; Gussie Goldsamt, limited partner,
1063 E. 26th Street, Brooklyn, N. Y. 5.
The term for which the partnership is to
exist is one year from April 1st, 1944, and
thereafter from year to year, unless sooner
terminated by death or the incapacity
(either mental or physical) of the general
partner, or upon sixty days notice in writ-
ing by the general partner. 6. The amount
of cash contribution by the limited partner
is \$10,000.00. 7. No additional contribu-
tions have agreed to be made by the
limited partner. 8. The contribution of the
limited partner, is only repayable upon the
termination of the partnership or in ac-
cordance with the law. 9. The limited
partner is only entitled to receive 25% of
the net profits of the partnership, and is
not entitled to receive any other compensa-
tion, except the reasonable value of special
services rendered to the partnership. 10. No
right exists for the limited partner to sub-
stitute an assignee as contributor or other-
wise in place of the limited partner. 11. No
right exists to the admission of any other
limited partner except as provided by law
and upon the filing of a proper amendment
to this certificate. 12. A. Upon the death,
retirement or incapacity of the general
partner, the partnership shall terminate
and the business cease. B. Upon the death
or incapacity, mental or physical, of the
limited partner, the partnership shall there-
by not be dissolved. 13. The limited part-
ner, upon the termination of the partner-
ship may receive her capital contribution
by way of cash, securities or other prop-
erty. The value of the property to be
received shall be the value thereof upon
the books of the partnership upon the date
of distribution. In witness whereof, we
have caused our hands and seals to be
affixed hereto this 10th day of May, 1944.
HYMAN GOLDSAMT, [L.S.]
GUSSIE GOLDSAMT, [L.S.]

CERTIFICATE OF LIMITED PARTNER-

SHIP

State of New York, County of New York,
City of New York, s.e.:
We, the undersigned, being desirous of
forming a limited partnership, pursuant to
the laws of the State of New York, being
severally duly sworn, do certify as follows:
(1) The name of the partnership is
KINGSTON WATCH COMPANY.
(2) The character of the business of
the partnership is to conduct the business
of manufacturing, buying, selling, import-
ing and exporting and dealing in watches,
diamonds, jewelry, and other kinds of
merchandise.
(3) The location of the principal place
of residence of each general partner in-
terested in the partnership is as follows:
Samuel Schecter, No. 1015 Washington
Avenue, Brooklyn, New York.
The name and place of residence of each
limited partner is as follows: Belle Schecter,
No. 1015 Washington Avenue, Brook-
lyn, New York; Muriel Schecter, No. 440
Brooklyn Avenue, Brooklyn, New York;
Arthur Schecter, No. 258 Buffalo Avenue,
Brooklyn, New York.
(4) The partnership is to begin on
April 11th, 1944, and continue until such
time as the general partner may elect to
terminate same upon giving ninety (90)
days' written notice.
(5) The amount of cash contributed to
the capital of the partnership by each
limited partner is as follows: Belle Schecter
\$8,000; Muriel Schecter, \$6,000; Arthur
Schecter, \$6,000.
(6) The limited partners are not to
make any additional contributions to the
said partnership.
(7) The contributions of the limited
partners shall be returned upon the dis-
solution or termination of the partner-
ship.
(8) The share or profits or other com-
pensation by way of income which each
limited partner shall receive by reason of
his or her contribution is as follows: Belle
Schecter, 20 per cent; Muriel Schecter, 18
per cent; Arthur Schecter, 18 per cent.

(9) None of the limited partners shall
have the right to assign his or her interest
in the partnership or to substitute anyone.
(10) No right is given to the partners
to admit additional limited partners.
(11) There is no priority given among
the limited partners as to contributions or
as to compensation by way of income.
(12) The limited partners have no right
to demand or receive property other than
cash in return for their contributions.
IN WITNESS WHEREOF, we have made
and signed this Certificate this 11th day of
April, 1944.

SAMUEL SCHECTER (L.S.)
BELLE SCHECTER (L.S.)
MURIEL SCHECTER (L.S.)
ARTHUR SCHECTER (L.S.)

Duly certified on the 11th day of April,
1944.

Certificate of Amendment of Certificate

of Limited Partnership of GAMMACK & CO.

Under Article 8 of the Partnership
Law of the State of New York.

We, the undersigned, desiring to amend
the Certificate of Limited Partnership of
Gammack & Co., filed in the office of the
Clerk of the County of New York on
March 9, 1938, as amended from time to
time thereafter (the said limited partner-
ship, formed under the certificate above
mentioned, having succeeded to and con-
tinued to conduct the business theretofore
carried on by another limited partnership
of the same name formed under a certi-
ficate of limited partnership filed May 26,
1937), do hereby certify that the Certi-
ficate of Limited Partnership of Gammack
& Co., filed March 9, 1938, is further
amended as of April 1, 1944, to provide
in full as follows:

1. The name of the partnership is "Gam-
mack & Co."
2. The character of the business is that
of brokers and dealers in stocks, bonds
and other securities, and in commodities.
3. The location of the principal place
of business is 40 Wall Street, New York,
New York.

4. The name and place of residence of
each member is as follows:

Allan A. Ryan, Jr., Rhinebeck, M. Y.
General Partners

Aldo R. Balsam, Bridgehampton, L. I.,
N. Y.; Charles J. Boeklet, 102 Garden St.,
Garden City, Long Island, N. Y.; Marshall
S. Foster, 32 Pine Avenue, Madison, New
Jersey; Carl L. Muller, Oak Neck Road,
Babylon, Long Island, New York; Cyril
C. O'Neill, 94 Gates Avenue, Montclair,
New Jersey; William C. Ridgway, Jr., Hart-
shorn Drive, Short Hills, New Jersey; John
D. Warren, The Yale Club, 50 Vanderbilt
Avenue, New York, N. Y.; William R.
Wister, 107 East 55th Street, New York,
N. Y.

5. The term for which the partnership
is to exist is from January 1, 1938, to
and including December 31, 1944.

6. The contribution to capital of Allan
A. Ryan, Jr., the limited partner, is \$5,000
in cash.

7. The contribution of the limited part-
ner is to be returned to him at the ex-
piration of the term of the partnership,
or upon the dissolution of the partnership,
or upon his withdrawal from the partner-
ship. The limited partner may withdraw
from the partnership by giving two months'
prior written notice of his intention so
to withdraw, and in that event his in-
terest shall be determined as of the effec-
tive date of withdrawal, and shall be
liquidated and paid to him not later than
six months after the date of withdrawal.

8. The share of the profits and other
compensation by way of income which
the limited partner shall receive by reason
of his contribution is as follows:

(a) Interest at the rate of 5% per
annum upon his contribution to capital;
(b) An amount, computed quarterly,
equal to 5% per annum of 64% of the
value of the membership in the New
York Stock Exchange of William C. Ridg-
way, Jr.;
(c) An amount equal to 64% of any
increase over \$168,000 in the value of the
membership in the New York Stock Ex-
change of William C. Ridgway, Jr., and
(d) An amount equal to 7% of 99% %
of the profits derived from the operations
of the partnership.

9. Upon the death, retirement or in-
solvency of a general partner, the remaining
general partners shall have the right to
continue the business of the partnership.
IN WITNESS WHEREOF, we, the un-
dersigned, do hereby severally sign and
swear to the foregoing certificate.
Dated: April 1, 1944.

Limited Partner

ALLAN A. RYAN, JR.

By: JOHN C. ORR, 2nd

FRISCILLA ST. GEORGE RYAN (L.S.)

Atty.

General Partners

ALDO R. BALSAM (L.S.)

CHARLES J. BOEKLET (L.S.)

MARSHALL S. FOSTER (L.S.)

CARL L. MULLER (L.S.)

CYRIL C. O'NEILL (L.S.)

WILLIAM C. RIDGWAY, JR.

By JOHN F. BETTS,

Attorney in Fact (L.S.)

JOHN D. WARREN (L.S.)

WILLIAM R. WISTER (L.S.)

BRUCE FABRICS COMPANY

Notice of substance of certificate of limited
partnership filed in New York County
Clerk's office on April 18, 1944. Name:
Bruce Fabrics Company. Business: The
manufacture, purchase, sale of, convert-
ing, printing and generally dealing in tex-
tiles and fabrics and the raw materials
entering into the manufacture of the same.
Location: 1450 Broadway, New York, N. Y.

General partners: Herman Sternberg, 271
East Kingsbridge Road, Bronx, New York
City and Natalie Gore, 1112 Park Avenue,
New York, N. Y. Limited partners: Yetta
Sternberg, 271 East Kingsbridge Road,
Bronx, New York City and Philip A. Gore,
1112 Park Avenue, New York, N. Y. Term
of partnership: At will, commencing as of
March 18, 1944 and terminable on the
first day of the month next ensuing after
90 days written notice by any of the part-
ners to the others. Contributions in cash
of limited partners: Yetta Sternberg, \$5-
000, Philip A. Gore, \$5,000; to be re-
turned on termination or dissolution of the
partnership or within 30 days after the
withdrawal of either from the partnership
which is their right upon giving three
months written notice. Limited partners
shall make no additional contributions.
Limited partners' share of profits: Yetta
Sternberg, 25% of net profits; Philip A.
Gore, 25% of net profits. Limited partners
have right to substitute assignee as con-
tributor or limited partner with written
consent of general partners. No additional
partners, either limited or general, may be
admitted to the partnership. No right of
priority is given between limited partners.
Remaining general partner has right to
continue business upon death or retirement
of other general partner. Limited partners
have no right to demand and receive prop-
erty other than cash in return for their
contribution. Certificate duly executed and
acknowledged by all partners.

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
52 Chambers Street, Borough of Man-
hattan, City of New York, on the 20th day
of May, 1944.

Present: Hon. JOHN A. BYRNES, Chief
Justice.

In the Matter of the Application of
HAROLD STEPHEN OLENICK for leave
to change his name to HAROLD STEPHEN
HOUSE.

Upon reading and filing the petition of
HAROLD STEPHEN OLENICK, verified the
13th day of May, 1944, and ap-
pearing from said petition, and the Court
being satisfied that there is no reasonable
objection to the change of name proposed;
and it appearing that said petitioner,
HAROLD STEPHEN OLENICK, also known
as HAROLD STEPHEN HOUSE, pursuant to
the Selective Service Proclamation of the United
States, has submitted to registration as
therein provided:

LEGAL NOTICE

STANDARD CELLULOSE & NOVELTY CO.—Notice of substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 15th, 1944. Name: Standard Cellulose & Novelty Co. Business: Manufacture and sale of toys, cellulose products and novelties. Location: 476 Broome Street, New York, N. Y. General Partners: Max Friedman, 4718 Kings Highway, Brooklyn, N. Y. and Nat Slomowitz, 1490 East 29th Street, Brooklyn, N. Y. Limited Partners: Frieda Friedman, 4718 Kings Highway, Brooklyn, N. Y. and Libby Slomowitz, 1490 East 29th Street, Brooklyn, N. Y. Term of Partnership: May 15th, 1944 to May 14th, 1946 and thereafter by mutual consent. Contributions of Limited Partners: Frieda Friedman and Libby Slomowitz, each \$500; to be returned upon dissolution. Each limited partner to receive 20% of net profits; no additional contributions; no right to substitute an assignee; no right to priorities as between the limited partners; no right to demand or receive property other than cash in return for contribution. General partners have no right to admit additional limited partners. Remaining general partner has right to continue business upon death, retirement or insanity of other general partner. Certificate duly signed and acknowledged by all partners.

LEGAL NOTICE

ificate duly signed and acknowledged by all partners.

LACHAT, JOSEPHINE—Supplemental Citation.—The People of the State of New York, by the grace of God free and independent, to Marie Christine Lachat, Leon Courtney, Josephine Cogniat nee Lachat, Lucie Callet nee Lachat, Maria Lachat, Ailine de Mason, the distributees, next of kin, heirs at law, and persons named in an instrument purporting to be a prior will of Josephine Lachat, the decedent, dated November 24, 1925, which will is on file in this court, and if any of the above named parties are deceased, his or her or their respective executors, administrators, distributees, heirs at law, next of kin, legatees, devisees, committeees, receivers, assignees, or successors in interest, if any there be, who and whose names and addresses are unknown and the children of any unknown paternal or maternal uncles and aunts of Josephine Lachat deceased, who and whose names and addresses are unknown, and all other distributees, heirs at law and next of kin of the said decedent, if any there be, who and whose names and addresses are unknown, send greeting:

WHEREAS, Clyde Limbaugh, who resides at 8 Barrow Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date December 28, 1942, relating to both real and personal property, duly proved as the last will and testament of Josephine Lachat, deceased, who was at the time of her death a resident of 305 West 102nd Street, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 22nd day of June, one thousand nine hundred and forty-four, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable James A. Foley, Surrogate of our said County of New York at said county, the 18th day of May, in the year of our Lord one thousand nine hundred and forty-four. (L.S.) GEORGE LOESCH, Clerk of the Surrogate's Court.

LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNERSHIP OF ALFRED H. HECKEL COMPANY

WE, ALFRED H. HECKEL, KATHERINE HECKEL, HENRY G. F. LAUTEN, HENRY REDELL, and HYMAN ROM, the subscribers, all being persons of full age, desirous of forming a limited partnership pursuant to the laws of the State of New York, do hereby certify:

I. The name of the partnership is Alfred H. Heckel Company.

II. The character of the business of the partnership is converting, merchandising, and dealing in textiles.

III. The location of the principal place of business of the partnership is to be at No. 200 Church Street, in the City, County and State of New York.

IV. The name and place of residence of each member, general and limited partners being respectively designated, are:

ALFRED H. HECKEL, a general partner, residing at Lincoln Avenue and Seaview Avenue (unnumbered), Massapequa, New York;

KATHERINE HECKEL, a general partner, residing at Lincoln Avenue and Seaview Avenue (unnumbered), Massapequa, New York;

HENRY G. F. LAUTEN, a limited partner, residing at No. 365 East Main Street, Bay Shore, New York;

HENRY REDELL, a limited partner, residing on Ocean Avenue (unnumbered), Massapequa, New York;

HYMAN ROM, a limited partner, residing at No. 33-49 169th Street, Flushing, New York.

V. The term for which the partnership is to exist is a period of one year from July 1, 1944 to June 30, 1945, and thereafter, subject to termination at any time by ninety (90) days' prior written notice given by any of the partners to the other parties.

VI. The amount of cash contributed by each limited partner is as follows:

HENRY G. F. LAUTEN, \$48,000.00

HENRY REDELL, 15,000.00

HYMAN ROM, 5,000.00

No other property is to be contributed by any of the limited partners.

VII. There are no additional contributions agreed to be made by the limited partners or any of them.

VIII. The time when the contribution of each limited partner is to be returned is the expiration or termination of the partnership agreement, except that in the event of the death of a limited partner his contribution is to be returned within ninety (90) days thereafter; and upon the return of the said contribution the said limited partner's share in the realized profits shall also be paid.

IX. The share of the profits or other compensation by way of income which each limited partner shall receive by reason of his contribution is the following:

HENRY G. F. LAUTEN, 20%

HENRY REDELL, 5%

HYMAN ROM, 2%

X. No right is given a limited partner

to substitute an assignee as contributor in his place.

XI. No right is given to admit additional or other limited partners, except with the written consent of all partners then living.

XII. No right is given to any limited partner to priority over the other limited partners, as to contributions or as to compensation by way of income.

XIII. The right is given to a remaining general partner to continue the business on the death, retirement or insanity of a general partner.

XIV. No right is given to a limited partner to demand and receive property other than cash in return for his contribution, except with the consent of all other partners.

IN WITNESS WHEREOF, the undersigned have signed this certificate the 19th day of May, 1944.

ALFRED H. HECKEL, (L.S.)

KATHERINE HECKEL, (L.S.)

HENRY G. F. LAUTEN, (L.S.)

HENRY REDELL, (L.S.)

HYMAN ROM, (L.S.)

This certificate has been duly signed and acknowledged by all the partners and filed in the Office of the New York County Clerk on May 19, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BROADCAST SPECIALTIES 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 22nd day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ACME AIR TITE INSULATION CO., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MARSTAN NOVELTIES, 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 9th day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MARSTAN NOVELTIES, 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 9th day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ROBINSON BROS. ARTIFICIAL FLOWERS, 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 23rd day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of COMMANDER FUR BLENDING & DYEING 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 22nd day of May, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GLASSIO PLEATING & STITCHING CO., Inc.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 22nd day of May, 1944.

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

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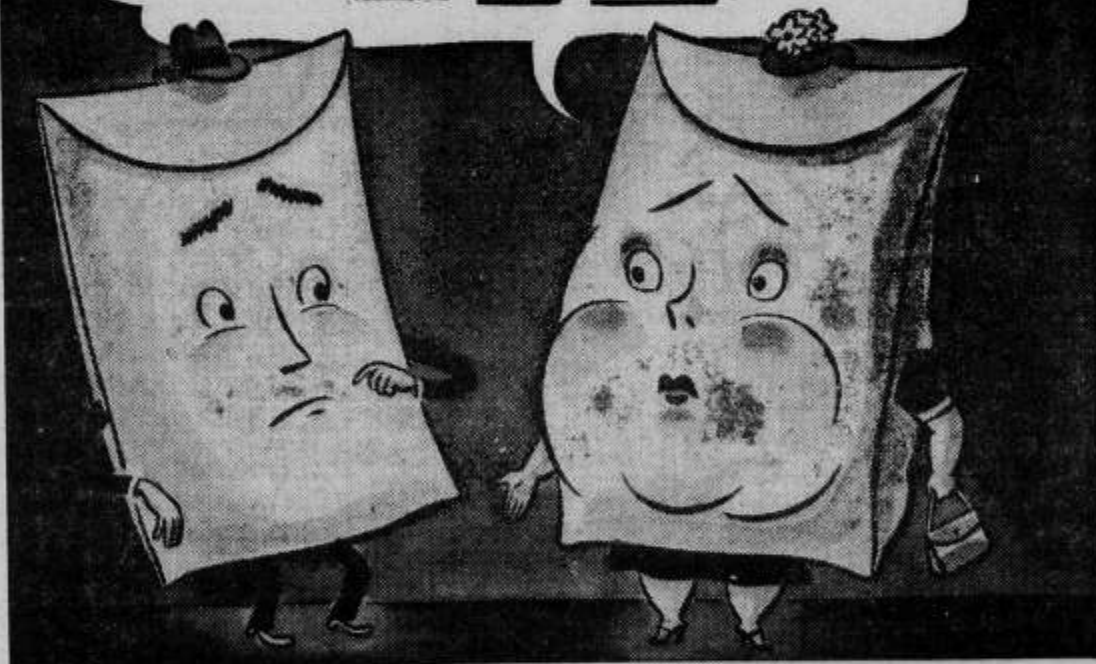
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SUE'S PAY CHECK: I just got a peek at Harry's pay check—it's smaller than I am! He's putting over 15% of his salary into War Bonds!

JOE'S PAY CHECK: Smart idea. But part of you goes into War Bonds, doesn't it?

SUE'S PAY CHECK: W-e-l-l... I hate to admit it, but I'm only a 7-percenter.

JOE'S PAY CHECK: That's terrible! Don't you know that you're missing the greatest chance in the world to make some money?

Think of 10 years from now!

SUE'S PAY CHECK: Don't rub it in. If I had more to say about it, I'd give myself a big Bond raise. Because how do I know I won't be just a blank piece of paper after the war—remembering the boom days of '44?

JOE'S PAY CHECK: You don't know—and neither do a lot of people who are getting pay checks like you. The wise ones are paring down their checks, getting ready for the future. And the next time I see you, I hope you're thinned down plenty—with all that extra weight on the War Bond side!

Let's all KEEP BACKING THE ATTACK!

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

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Amusement

by J. RICHARD BURSTIN



BETTE DAVIS

star of Warner's "MR. SKEFFINGTON" now at the Hollywood Theatre.

"Make Your Own Bed," the Warner Bros. screen comedy about the servant problem, with Jack Carson, Jane Wyman and Irene Manning as stars, is now playing at the New York Strand Theatre. Cab Calloway and his "Jumpin' Jive Jubilee" Orchestra are the "in person" attraction... Following Paramount's "The Hitler Gang," the Globe Theatre will next present "Roger Touhy, Gangster," a 20th Century Fox production... "Mr. Skeffington," Bette Davis' first 1944 starring film for Warner Bros. had its world premiere last Thursday at the Hollywood Theatre... "Taxi to Heaven" one

of the few comedy-musicals produced by Russian studios since the war is now playing at the Stanley Theatre... "Going My Way" continues for a fifth straight week at the New York Paramount Theatre. The film which stars Bing Crosby supported by Barry Fitzgerald and Rise Stevens, is augmented by an in person show headed by Charlie Spivak and his orchestra.



WILLIAM EYTHE & ANNE BAXTER

co-starred in the 20th Century Fox screen version of Maxwell Anderson's "THE EVE OF ST. MARK" which opens at the Roxy Theatre. "Make Your Own Bed," a

STATE LISTS

The following lists of successful participants in recent State examinations have been announced by the State Department of Civil Service. These lists may be examined at the offices of the LEADER during business hours:

Clerk, Chautauque County, open competitive, 7 passed.
Typist, Albany Office, Education Department, promotion, 14 passed.
Clerk, Buffalo Office, Department of Labor, promotion, 3 passed.

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149 WEST 4th STREET GRamercy 7-6165

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"THIS IS THE INSIDE STORY OF AN INSIDE JOB BY THE GANG THAT STOLE A NATION"

B. G. DESYLVA, Executive Producer
Directed by JOHN FARROW
Written by Frances Goodrich and Albert Hackett

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BRANDT'S
B'WAY & 46 ST.

The War's Greatest Love Story

MAXWELL ANDERSON'S
THE EVE OF ST. MARK

On Stage! BARRY WOOD • EDDIE GARR
BERRY BROTHERS • RADIO ACES

Extra Added Attraction
MIA SLAVENSKA
OTHER ACTS

ROXY

JACK CARSON

In Warner Bros. HIT!

"MAKE YOUR OWN BED"

In Person
CAB CALLOWAY
and His
JUMPIN' JIVE JUBILEE

B'WAY & 47th ST. **STRAND**

BETTE DAVIS

In Warner Bros. HIT!

"MR. SKEFFINGTON"

with
Claude Rains

B'WAY AT 51st ST. **HOLLYWOOD**

CAPTIVATING COMEDY! ENCHANTING MUSIC!

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First Mezzanine Seats Reserved.
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M-G-M's 11th HIT WEEK "FULL OF LAUGHS! and that's what people want now!"—Wanda Hale, News.

SEE HERE, PRIVATE HARGROVE

ROBERT WALKER
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Nationally famous for its quality food. Dinner from \$1.35 served till closing. Excellent Floor Shows. Gypsy and Dance Orchestras. No cover ever, no min., ex. Saturday, after 9 P. M. Tops for parties. Air conditioned. Long. 3-0115.

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

Just Walk Right in, Select the Job You Want, Go to Work at Good Pay

By June 30, the Government wants 6,000 civilians in the States of New York, New Jersey and Delaware to take jobs which are part of the Second Front. As Major General James A. Terry, chief of the Second Service Command explains it, each civilian taking one of these jobs will release a physically fit soldier for overseas service.

And 2,500 of these jobs are right here in New York City at Army posts in Manhattan, The Bronx, Flushing, Long Island, Far Rockaway, Governors Island and Staten Island.

The salaries offered are the prevailing rates for similar work in the vicinity; clerical workers will receive regular graded salaries according to the job. Some pay time and a half after 40 hours.

American citizens over 16 are eligible. There is no top age limit, and annual vacations and sick leave are provided.

To speed up hiring, the Government has opened a new office, The Army Civilian Employment Center, at 2 West 43rd Street, New York City. Here the applicant for a job can walk in, be interviewed by a placement specialist, talk the duties of the job over with a representative of the Army

take a physical examination, and find himself working for the Government in a few hours.

Here are some of the salaries which are offered:

Mechanics, \$1.31 an hour.
Boiler Firemen, 92 cents an hour.
Helpers, 84 cents an hour.
Truck Drivers, 77 cents an hour.
Medical Technicians, \$3.163 a year.
Clerks, janitors, guards, up to \$2.192 a year.

Persons who can't call at the 43rd Street office may apply for these positions at any office of the United States Employment Service. An effort will be made to find the best spot for each applicant, and wherever possible, to assign him to a job near his home.

Those who are now working at

an essential job won't be taken.

Some of the Positions Open

The following list indicates the wide variety of positions open at nearby Army posts:

GENERAL—Ambulance Drivers, Auto Body Repairmen, Auto Mechanics (day and night), Auto Painters, Auto Upholsterers, Bakers, Battery Men, Boiler Firemen, Cooks, Firefighters, Greasers, Guards, Hospital Aides, Janitors, Laborers, Laundry Workers, Lubricators, Mess Attendants, Patrolmen, Radio Repairmen, Storekeepers, Telephone Repairmen, Tire Repairmen, Truck Drivers, Typewriter Repairmen, Vulcanizers, Ward Attendants, Warehousemen.

CLERICAL—Cashiers, Clerks (Mail, Record, Sales, Stock), Stenographers, Teletypewriter Operators, Typists.

PROFESSIONAL—Dental Mechanics, Draftsmen, Meat and Dairy Inspectors, Medical and Laboratory Technicians (Bacteriology, Chemical, Hematology, Histology, Serology, X-Ray), Optometrists, Pharmacists.

Employees Win Feld-Hamilton Increments

(Continued from page 7)

was prepared and authorized by the Transit Commission itself.

Now, it happened that the Legislature passed an act providing that the salaries of the Commissioner, the general counsel, and the secretary of the Commission should continue to be paid by the State; but that all other employees were to be paid by New York City, in the same manner as salaries are paid to employees of all other City agencies. This meant that the Board of Estimate was given the power to fix the budget, and to add or delete payroll items.

Out Went Feld-Hamilton

First thing, said the City bigwigs, the Feld-Hamilton law no longer applied. Employees of the Transit Commission couldn't claim any protection they had formerly had under that law.

Second thing, the City neglected to pay Feld-Hamilton increments covering the years of 1940, 1941, and 1942.

Then, in October 1942, after the City had refused to make any readjustment in the salaries of these employees, a group of them brought suit to compel the payment of the Feld-Hamilton increments. They were represented by H. Eliot Kaplan.

The City's Case

When the case came to court, the City's attorneys argued that—

1. The Feld-Hamilton law didn't apply and was never intended to apply;

2. If it had applied, the amendment to the Public Service Law of 1940 made the employees subject to the Board of Estimate anyway;

3. It didn't apply, because in another case the court had ruled that the employees involved were really City employees (Horn v. Gillespie);

4. In any event, proceedings of this nature must be brought within four months; and the employees

had waited more than four months before bringing suit.

In the Supreme Court, New York County, June 1943, Judge Norris Eder upheld the employees, saying they were and had been State employees notwithstanding the decision in the Horn case, since that case was concerned only with determining seniority status for the employees.

The court held that the Feld-Hamilton law did apply, even though the salaries of the employees were paid by the City.

As to the argument that the suit had been brought after four months were passed, the court found that the section of the law quoted by the City (Section 1286 of the Civil Practice Act) did not apply in cases involving what are known as "statutory salaries"—that is, salaries established by law. These salaries, said the court, actually were a debt.

The City appealed the case, and both the Appellate Division and the Court of Appeals upheld the employees.

On the appeal, the real battle revolved around that Section 1286. If the lower court's interpretation were correct, then it looked like a lot of employees would get a handle with which to grasp onto back salaries and sue in future cases. But the Court of Appeals held that the lower court was correct in its interpretation.

The law has now been definitely established that where there is litigation in which statutory salaries are involved, there is no four-month limit within which the legal action must be started.

The case is known as Powers v. LaGuardia.

A SMOKE COSTS SUBWAY MEN THREE DAYS' PAY

Sneaking in a few puffs on a cigarette is worth 3 day's pay to a Board of Transportation employee. Last week, 2 transit employees were on the carpet at departmental hearings, charged with smoking on duty. In each case, the verdict was, "suspension without pay for three days." The victims: John Naylor, IRT conductor; and John P. Staunton, railroad clerk.

Have You Taken A State Exam?

Open-Competitive

Industrial Investigator, Department of Labor: 72 candidates, held April 17, 1943. Rating of the written examination is completed. Interviews for the rating of training and experience may be held.

Junior Insurance Qualifications Examiner, Insurance Department: 79 candidates, held January 22, 1943. The rating of the written examination is in progress.

Senior Dentist, Statewide: 30 candidates, held January 22, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Housing Accountant, Executive Department: 13 candidates, held January 22, 1944. Rating of the written examination is completed. Clerical work is in progress.

Promotion

Principal Clerk, Insurance Department: 16 candidates, held November 6, 1943. Rating of written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Statistics Clerk, Department of Labor: 25 candidates, held November 30, 1943. The rating of the written examination is completed. Clerical work is in progress.

Associate Payroll Auditor, State Insurance Fund, New York Office: 19 candidates, held January 22, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Senior Account Clerk, Insurance Department: 22 candidates, held January 22, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Senior Bank Examiner, Banking Department: 22 candidates, held January 22, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Valuation Engineer and Contract Valuation Engineer, Grade V, Department of Public Service: 19 candidates, held January 22, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

Associate Compensation Claims Auditor, State Insurance Fund: 7 candidates, held March 25, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Associate Personnel Technician (Municipal Inspection) Department of Civil Service: 7 candidates held March 21, 1944. Awaiting the receipt of Service Record Ratings.

Head Clerk (Administrative) Department of Education: 15 candidates, held March 25, 1944. Rating of the written examination is in progress.

Senior Stenographer, Insurance Department, Albany Office: 10 candidates, held March 25, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Senior Typist, Department of Taxation and Finance: 19 candidates, held March 25, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Head Clerk (Motor Vehicle) Department of Taxation and Finance: 15 candidates, held February 26, 1944. Rating of the written examination is in progress.

Principal Clerk (Payroll) Administrative Bureau, Department of Taxation and Finance, Albany Office: 8 candidates, held February 26, 1944. Rating of the written examination and rating of training and experience are completed. Awaiting receipt of Service Record Ratings.

Senior Parole Officer, Division of Parole, Executive Department, New York District, Buffalo Region: 45 candidates, held February 26, 1944. Rating of the written examination is in progress.

Senior Research Investigator of Women in Industry: 9 candidates, held February 26, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Stenographer, Department of Agriculture and Markets, Albany Office: 25 candidates, held April 22, 1944. Rating of the written examination and rating of training and experience are completed. Clerical work is in progress.

Senior Typist, Department of Audit and Control: 11 candidates, held April 22, 1944. Rating of the written examination not yet started.

Typist, Department of Audit and Control, Social Welfare Unit: 7 candidates, held April 22, 1944. Rating of the written examination not yet started.

We Seek The Loveliest Girl in Civil Service

WHO'S THE LOVELIEST girl in civil service?

That's the question around State, Federal and municipal offices these days.

The LEADER's second beauty contest to find the girl for the title **MISS CIVIL SERVICE**, who will be awarded valuable prizes, is now in full swing.

In 1941, the winner was Miss Eileen Riordan, of the NYC Department of Welfare; runner up was Jamie Sue Helm, of the U.S. War Department. Will the winner be a State, Federal or City girl this time?

The closing date will be announced shortly, so hurry to get your entry in. Perhaps the pretty girl in your office is the next **MISS CIVIL SERVICE**! Perhaps you yourself will be the lucky girl to stand before the newsreel cameras and receive the awards.

But, you can't win unless you are entered; and here are the few rules to follow:

- 1—All entrants must be employed by a State, Federal or other government agency within the State of New York. Full-time, provisional and war-service appointees are eligible, as are regular civil service employees. Married as well as single entrants will be considered.

- 2—To become a candidate for the title **MISS CIVIL SERVICE** send in a recent photograph. A snapshot taken by your friend stands as good a chance as a professional portrait. Pictures may be either heads or full length. Fellow employees or friends may send in the photo, or the contestant may send it in herself.

- 3—On back of photo (in ink) mark the entrant's name, address, Civil service title; and where she is employed. That's all.

- 4—Judges: A group of prominent judges will select the winners. Names of the judges will be announced in next week's LEADER.

- 5—Prizes: All winners will receive **CIVIL SERVICE LEADER** trophies.

- 6—First prize winner will take the grand prize, a \$350 fur coat, donated by I. J. Fox. The two runners-up will each receive I. J. Fox merchandise valued at \$100. There will be one Federal, one State, and one New York City winner.

- 7—Closing date will be announced very soon. To make sure that your own choice gets her chance, send the photograph in today! Address all entries: **BEAUTY EDITOR, CIVIL SERVICE LEADER, 97 Duane Street, New York 7, N. Y.**

- 8—All photographs will be returned after the contest if addressed envelope accompanies the photograph. The LEADER reserves the right to print any of the photos sent in.

The Outside Job Issue

(Continued from page 3)

Employees feel about the current dual job purge came last Friday, when legal papers were served on Commissioner Carey. Acting on behalf of suspended Sanitation employees, the State, County and Municipal Workers of America, CIO, applied for a "show cause" order which would restrict the Commissioner from suspending, firing, or penalizing any employee on charges of dual employment. Acting as attorney for the union in this action was Matthew Silverman, who won the Natilson Case which set the precedent for the right of City employees to work at another job after hours.

Another Department

Here is what happened in another New York City department.

The Department official was quite willing to discuss the outside job situation. But he asked that his name be kept confidential and that the name of the department also be withheld from publication, lest Mayor LaGuardia crack down.

"We have the rule on the books that no employee may hold an outside job."

"But we have no information about any of our employees violating that order. I guess if someone came in and insisted on proving that John Jones was working after hours we'd have to look into it."

"For instance," he added, with a grin, "I've noticed that one employee in this office changes into overalls just before he leaves the office each evening, but I guess he's just going home to tend his victory garden."

"I imagine that if someone on my staff had an outside job where he worked 16 hours a day, and then tried to sleep during his 8 hours on the City's time, I'd have to do something about it, but that hasn't happened yet."

Cops, Firemen on the Grill

232 firemen and 100 members of the Police Department are holding outside jobs. That's the finding of Commissioner of Investigations Edgar Bromberger; and these uniformed men all face departmental trial and possible loss of their jobs. Fireman Vincent Calafapietra, fired for holding a war job in addition to his city job, is taking the case to the courts.

The Purchase Department didn't know of any employees who are holding outside jobs. Water Supply Gas and Electricity hadn't taken any survey, and didn't intend too, unless ordered by the Mayor. In Department of Public Works, there was quiet on the outside job front. The Welfare Department—where estimates are that half the staff is working after hours—had no anti-outside job activity to report.

The members of the City Board

of Transportation are rigidly observing the conditions of the Natilson decision (described elsewhere in this issue). Employees whose records show continued absences, lateness or other neglect of duty are called in for hearings. Then if this condition can be blamed on the employee's holding an outside job, he is ordered to drop the other position, or face discharge.

In one case, Eugene F. Dunn, a railroad clerk was called in for departmental trial after his record showed unauthorized absences. At the hearing, Mr. Dunn admitted working for the Barnum and Bailey Circus, and refused to give up the job. He was dismissed.

In other cases, the Board has been informed of employees' outside jobs, but has taken no action where the employees' work records in the Department are satisfactory.

Most City officials take the view that this is a reasonable way of handling the matter. If outside work hampers an employee's activities, then he should be disciplined for falling down on the job, just as he would be disciplined whatever the cause. But he should not be disciplined, they argue, merely because he works at another job on his own time. (See editorial, page 6.—Editor)

RECENT CITY LISTS

The NYC Civil Service Commission has released the following eligible lists, which may be examined at the offices of The LEADER during business hours:

Promotion to Stenographer (Reporting) Grade 4, Department of Education; Promotion to Superintendent of Repairs to Distribution, Grade 4, Department of Water Supply, Gas and Electricity; Office Appliance Operator (Addressograph) Grade 2.

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