

Civil Service LEADER

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STATE CAPITAL
 NEW YORK
 AUG 22 1944
 BOARD OF ESTIMATE

BOARD OF ESTIMATE AGAINST NYC SALARY RESTRICTIONS

see page 3

Jobs Paying Up To \$5,228 For Men, Women Over 16

see page 10

WAR VETERANS: YOUR CIVIL SERVICE JOB RIGHTS

By JOSEPH SCHECHTER

Counsel, State Department of Civil Service

This article, prepared by the counsel for the New York State Department of Civil Service gives the complete up-to-date picture of rights of veterans under the State Military Law. It covers both the man or woman who left a Civil Service job and the veteran who wants to enter civil service for his post-war career. While prepared specially for State employees, almost all of the facts given here apply equally to City, County and other public employees.

If you have been discharged from military service and are interested in entering the civil service of the State of New York, or in resuming your employment in such service, then you are prob-

ably concerned with the answers to these four questions:

- 1—What do I have to do to get back my civil service job?
- 2—How are my civil service rights affected by my absence?

3—What is my status on the civil service eligible lists upon which my name appeared when I left to go into military service?

4—What special rights, if any, do I have as a war veteran, in taking civil service examinations, or otherwise?

How to Get Back Into State Service

If you left a State job to engage in military duty, either by draft or voluntary enlistment, then you have been on military leave of absence and your job has been filled, if at all, by the appointment of a temporary substitute, who must be discharged to make way for you if you make application for reinstatement

within the proper period of time. The time within which you must make application for reinstatement is sixty days from the termination of your military duty, but then only in the discretion of your appointing officer and not as a matter of right. Of course, if you fail to make application for reinstatement within the 60-day period, then your appointing officer can appoint someone else to fill your position on a permanent basis.

The right of reinstatement is granted to you under the provisions of Section 246 of the New York State Military Law, known as the Page-Ostertag Law, which was enacted in 1941 to protect the rights of public employees engaged in military duty and of persons on eligible lists who engage in military duty.

"Military Duty"

"Military duty" is defined by this law to cover the following services:

1. Military service in the military, naval, aviation, or marine service of the United States, from July 1, 1940, on.
2. Service with the American Red Cross while with the armed forces of the United States on foreign service, from April 7, 1943 to July 1, 1945.
3. Service as an officer or member of the crew of a United States vessel enrolled in the United

States Maritime Service on active duty or in training for or in awaiting assignment to such service, from April 28, 1941 on.

4. Service in work essential to the prosecution of the war engaged in by a public employee who has been discharged or relieved from military duty on condition that he engage in such work.

It should be noted that military service which is temporary, intermittent, and gratuitous, with any reserve or auxiliary force, is not considered "military duty."

Military duty, under the law, covers the time you spend reporting for and returning from military service and is deemed to begin when you leave your position and to end when you are reinstated to your positions, provided such reinstatement takes place within the prescribed sixty-day period.

The date of the termination of your military duty is the date of your certificate of honorable discharge. In case you suffered a temporary disability which arose out of and in the course of your military duty, then the date of the termination of such temporary disability is the date of the termination of your military duty.

When you report back to work, your appointing officer will, no doubt, ask to see your discharge papers, so that proper notation of

(Continued on Page 16)

HOW TO APPEAL YOUR U. S. SERVICE RATING

By FRANCIS KELLY

WASHINGTON—Civil Service Commission has just issued detailed instructions to Federal Employees who want to appeal their Efficiency Rating. The three member committee which hears the appeal of the employees consists of an employee member, elected by employees at departmental headquarters; a Department member, designated by the Head of the Department; and a chairman, selected by the Civil Service Commission.

Here are the Commission's instruction to employees:

- 1 Inspect your efficiency rating and your official job description. You can ask your supervisor or personnel officer to show them to you. The Board will get copies of your rating and of your job description after you appeal and will send them to you.
- 2 Tell the Board if you disagree with the selection of the elements or underlinings in any way, and why you disagree.
- 3 Tell the Board, element by element, facts about your work performance. Point out the marks you think are wrong, and why you think so. Tell why you

think the other marks are right. Give specific facts instead of general statements. Consider the requirements of the job. What is necessary to get the work done? Be frank and fair in presenting your views. Remember that a check mark does not mean poor, but means that you did what was required. A plus marks means that you did more than was required. A minus marks means that you did not do all that was required.

Be Complete

4 Give the Board all the information it needs or as much of it as you can. Gather the information yourself. Don't depend on someone else to get the facts for you or hope that the Board will get them some other way. Statements of other persons who

have personal knowledge of your work during the period of your rating will help the Board of Review. Remember that facts are better than opinions.

5 Send the Board three copies of all information submitted in writing. The Board will send you a copy of all written information from the Department.

6 Always address letters to the Chairman of the Board of Review, Care of Civil Service Commission, Washington 25, D. C.

7 Additional information may be secured at any time from the Chairman of your Board of Review

8 Give the name and location of the office which made the efficiency rating, when you write for information.

NEW YORK STATE EMPLOYEE NEWS BEGINS ON PAGE 7

Shoro Calls Meeting To Act on State Salaries

BULLETIN

President Clifford C. Shoro has issued a call to the Executive Committee of the Association of State Civil Service Employees to meet in special session on Wednesday evening, August 23rd, at Albany, to discuss and take action relative to proposals of the Director of the Budget, John E. Burton, for changes in the Feld-Hamilton law.

President Shoro stated that a preliminary canvas of sentiment of employees toward changes in the career service law indicated unanimous opposition to any weakening of the definite provisions as to classification and salary allocation features and salary grade and increment provisions of the present law.

The form of action to be taken by the Association to safeguard the interests of over forty thousand State civil service employees will be decided at the special meeting.

Next week's LEADER will carry a complete report of this important meeting

IT'S GOING TO BE COLD NEXT WINTER!

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Capital Wonders, Is Civil Service On The Skids?

WASHINGTON—Is there a plot to abolish the principle of the competitive classified service in the Federal government and eliminate the Civil Service Commission?

It is feared that such a plot exists and Congress is girding itself for a battle over the question.

The whole thing was revealed by the almost simultaneous appearance of sections in the George reconversion bill and the surplus property bill which would exclude from civil service regulations all but the lowest paid clerks and typists in agencies which the bills would create.

Both sections have existed in the respective bills since their original draft, but scant attention was paid to the fact until it was realized that it was more than a coincidence. It was expected that these parts would be stricken out before final passage but proponents of such action were amazed at the silent support that existed for leaving the sections intact.

Veterans for It

Representatives from veterans groups are expected to lead the battle on the grounds that such exclusion would negate the elaborate veterans preference set up by the Starnes Scrugham Act.

The cause for worry over the situation is the fact that the two agencies created by these two bills are very large and the first important ones to arise after the demobilization crisis.

The big question is whether this is an indication that Congress feels the Civil Service Commission didn't do a satisfactory job of mobilization and the prosecution of the war. Is this the way Congress is trying to rebuke the Commission or eliminate it?

Defenders of the Commission claim the job it did in getting the Government service on a war basis is magnificent and that it arose to the emergency in a manner that proved its flexibility to adapt itself to emergencies.

Agency Head Would Hire

The wording of the sections says the head of the agency would have complete authority to hire all assistants and experts and fix their salaries without regard to civil service regulations.

It can be clearly seen that an administrator anxious to stay out from under the authority of civil service commission, as much as possible, could call practically every position created, a job for an "expert" and run the show without the slightest regard for the classified competitive system.

Opponents of this type of legislation are afraid to think of the future of civil service if these two sections are kept intact in the bills. It might easily mean a death blow to the Commission.

Federal Employees: Here Are the Answers To Your Post-War Queries

Since the U. S. Civil Service Commission announced the regulations which will control the firings of Federal employees after the war, or before that, if it becomes necessary, **THE LEADER** has been deluged with questions asking for clarification of many points.

Following are the most common queries, and the answers which have been prepared by the U. S. Civil Service Commission:

Questions and Answers on New Reduction-in-Force Regulations

1. What is meant by "reduction in force"?

Reduction in force means the involuntary separation from the rolls of an agency, or furlough in excess of 90 days, of one or more employees in order to reduce personnel.

2. Why is it desirable to have uniform regulations governing reductions in force in the Federal service?

There are thousands of administrative officers who are required to follow the four basic rules in reduction in force. Uniform procedures are necessary if these rules are to apply in the same way wherever a reduction in force is necessary.

3. What are "the four basic rules" in reductions in force.

- (1) Career employees are preferred for retention over those who are not in the career service.
- (2) Employees with preference based on military service are preferred for retention over other employees.
- (3) Employees with high efficiency ratings are preferred for retention over those with lower efficiency ratings.
- (4) Employees with longer periods of service are preferred for retention over those with shorter periods of service.

4. What is meant by the term "career employees"?

This term is used in referring to— (1) Employees who occupy positions which are in the classified (competitive) service and who have a classified (competitive) civil-service status except those who are serving under appointments limited to 1 year or less, and

(2) Employees who occupy positions which are excepted from the classified (competitive) service and who have the maximum permanency of tenure attainable in their respective agencies (employees whose periods of tenure are limited to 1 year or less, or are conditioned upon the war period or other circumstances, are not included in the career group).

5. Why are new reduction-in-force regulations being issued at this time?

The Veterans' Preference Act of 1944 requires uniform reduction-in-force regulations throughout the executive branch of the Federal Government. (Former reduction-in-force regulations applied only to positions subject to the Civil Service Act.) Changes have been made in some of the regulations, and a number of points have been clarified.

6. Should Federal employees seek other jobs now to avoid being caught in a reduction in force.

No. The public interest requires that every Government employee stick to his job as long as he is needed. Where reductions in force have to be made, due notice will be given, and affected employees will be given help in getting other jobs in the Federal Government or in private industry. (See editorial on page 6.)

7. Does issuance of the new reduction-in-force regulations indicate that the end of the war is believed to be near?

No. Reductions in force are made for numerous reasons which have no connection with termination of the war. They are made, among other reasons, because of a decrease in appropriations, a considerable decrease in work, completion of a project, or reorganization of an agency. They may also be made for the purpose of making positions available for former employees with established reemployment or restoration rights.

8. What are the main differences between the new regulations and those now in effect.

There are eight main differences:

- (1) The new regulations apply to employees in the entire executive branch of the Federal Government. The superseded regulations applied only to employees whose positions were in the classified service (subject to the Civil Service Act).
- (2) Priority guides are now given to show the reemployment rights of returning veterans and members of the Merchant Marine, and of returning transferees. Many such employees will want to return to their former positions, or to positions of like seniority, status and pay. The guides also show the rights of those now holding positions formerly held by returning employees.
- (3) Basic reduction-in-force policies are now explicitly stated.
- (4) Probational and trial-period employees, who formerly comprised a separate reduction-in-force group, are now included in a group designated as "transitory employees." (See question 9.)
- (5) An entire governmental entity is now required to be the area of competition in a reduction in force. If career or transitory employees are to be affected, no smaller area can be used without the prior approval of the Commission. The superseded regulations did not require prior approval of use of an area of competition smaller than a governmental entity. (See questions 10 and 11.)
- (6) General policies affecting recalled assistants, employees continued beyond the involuntary retirement age, temporary employees, and employees who are paid on a when-actually-employed basis, are stated. Reduction-in-force credits will not have to be computed, and lists will not be required, for such employees.
- (7) The right to appeal is restricted to permanent and transitory employees, and to employees who feel that their rights under veteran-preference laws have been violated.
- (8) The period of appeal has been lengthened from 5 to 10 days.

9. What is meant by the term "transitory employees"?

This term is used in referring to— Employees occupying positions in the classified (competitive) service, but who do not have classified (competitive) status, including those serving probational or trial periods, those serving under war-service indefinite appointments limited to the duration of the war, and six months thereafter, and those who failed to qualify when they had an opportunity to acquire classified (competitive) status, and

(2) Employees occupying positions which are excepted from the classified (competitive) service who are serving under appointments which are not limited to 1 year or less, but are conditioned upon the war period or other circumstances.

10. What is meant by the term "governmental entity"?

This term means an executive department, a bureau of an executive department, a parent organization or constituent agency, an independent establishment, an entire field installation, an entire regional office, an entire field station, a department of the municipal government of the District of Columbia or any other such organization, or separate governmental agency of the Federal Government created by act of Congress or Executive order.

11. What is meant by the term "area of competition"?

When it is determined that a reduction in force must be effected, it is the duty of the department to establish

the organizational area (for example, an entire department, or a bureau of a department) within which the reduction-in-force procedure is to operate. This area is known as the "area of competition" for reduction-in-force purposes.

12. Would employees of one department be in competition with employees of another department if a reduction in force were made in either department? No. The area of competition would be restricted to the department in which the reduction was being made.

13. Would employees of two different sections of a bureau be in competition? Yes in most instances. Unless prior Commission approval is given for the use of a smaller area, an entire bureau is required to be the area of competition. Approval for the use of a smaller area will be given only if the area is large enough (1) to prevent the loss of highly efficient employees, (2) to allow true competition to exist, and (3) to permit the retention of permanent employees and employees entitled to veteran preference.

14. Is veteran preference a factor in reduction in force? Yes. In any competitive group, employees with veteran preference whose efficiency ratings are "Good" or better are retained in preference to employees without veteran preference. If their ratings are below "Good," they have preference over nonveterans with equal or lower efficiency ratings.

15. Do the new regulations affect the employment rights of persons in the armed forces? No.

16. What protection is given to permanent employees in a reduction in force? Permanent employees are retained in preference to other types of appointment.

17. Is any protection given to an employee with a classified (competitive) civil-service status who has a war-service appointment and has not completed the trial period? Yes. For reduction-in-force purposes, he is considered to be in the career group—with permanent employees. However, he may be dismissed during the trial period if his work is not fully satisfactory.

18. Is length of service (seniority) a factor in reduction in force? Yes. It is one of the major factors.

19. Is seniority computed on the basis of an employee's total Federal service or on the basis of his service in his present position? On the basis of his total Federal service.

20. What weight is given to efficiency ratings in reduction in force? An employee with a rating of "Very Good" has an advantage over a "Good" employee equal to 8 years of seniority. An "Excellent" employee has an advantage over a "Good" employee equal to 10 years of seniority.

21. Can a special efficiency rating be made for reduction-in-force purposes? Yes. In the absence of a current efficiency rating. However, a current efficiency rating that is based on work performance in the job from which separation is proposed cannot be set aside by a special efficiency rating. Special ratings must be prepared with the same care as regular ratings, and are subject to the same review and to the same appeal rules.

22. What can be done to correct an erroneous efficiency rating? It can be corrected by the department officials who made, reviewed and approved it. No change should be made, however, unless the rating was incorrect at the time it was made. Notice of the change and the reasons for the change should be given to the employee. Efficiency ratings made under the uniform efficiency-rating system are subject to appeal by employees.

23. How can an employee appeal his efficiency rating? All official efficiency ratings made under the uniform efficiency-rating system may be appealed to the board of review of the department or establishment. The appeal should be sent to the chairman of the board of review, in care of the Civil Service Commission, Washington, D. C. Appeals from employees in the field service are considered on the basis of evidence presented in writing.

U.S. Workers Fight Against 54-Hr. Week

WASHINGTON—War Department employees who have been put on a 54-hour week by the order of General Brehon T. Somerville are putting up a violent protest against this extended work schedule.

Writing to the Secretary of War, on behalf of the American Federation of Government Employees, President James B. Burns has asked that the order be rescinded unless there is an actual and pressing emergency; and that if there is such an emergency, that the order be limited to a brief and definite period.

Long Week "Temporary"

As a result of the many protests, War Department has issued a statement that this order is "purely temporary". But in the opinion of many employees, "purely temporary" might mean until after the defeat of Germany.

The general point of view in Washington is that the order was issued to set an example to private industry where a feeling that the war is about to end seems to have resulted in slackened effort, with business mainly interested in reconversion, and many employees thinking about their post-war jobs. War Department employees do not doubt the vital importance of keeping up war work, but question whether a 54-hour week will be effective in increasing production.

They anticipate that with annual leave curtailed, sick leave will increase.

Another angle brought up by the employees is this: Even a 48-hour week discourages many from taking employment with the Government while much of private industry is still on a 40-hour week. The prospect of a 54-hour week will certainly frighten away many more who would otherwise accept Federal positions.

The 9-hour day actually amounts to 11 hours when the average employee's travel time is added, and that schedule will force many, especially women, to resign, they add.

That a 54-hour week is scientifically inefficient is also claimed by the employees, who remind officials that, at the beginning of the war, a group of research specialists at Princeton found that maximum production came with a 40-hour week for women, a 48 hour week for men.

Postal Men Want Their \$400 for Keeps

New York City letter carriers are conducting a campaign for a \$400 a year permanent increase in salary. They're distributing appeals to the public asking everyone to write or wire their Congressmen and Senators in support of the bills introduced by Senator Mead and Congressman O'Brien to provide the extra \$400.

They haven't had a salary increase since 1925, say the postmen. They add that the bonus of \$300 granted by Congress is eaten up by the withholding tax, and point to the extra work placed on their hands by the war.

Receipts at All-Time High

Postal receipts are at a new all-time high. They have to make up for the absence of 4,300 men who are in service. V-Mail adds to their job. All these arguments are advanced by Branch 36, National Association

of Letter Carriers, which is carrying on the drive for public support.

Meanwhile, the Postal clerks are asking time-and-a-half for overtime rather than the permanent increase.

And last week the New York City Council had before it a resolution introduced by Councilman Michael Quill, asking passage of the legislation to put the increase on a permanent basis. Here is the text of the resolution:

Whereas, There is pending before the United States Senate, bill No. 1882 introduced by Senator James M. Mead of New York, and before the House of Representatives, a companion bill, H.R. 4715, introduced by Congressman George O. O'Brien of Michigan, the purpose of which bills is to grant a \$400 yearly wage increase to postal employees; and Whereas, Mailmen have had no salary increases since 1925, a period of 19 years, and absence in the military service has put unprecedented burdens upon the present employees of the post-office; and

Whereas, About 23,000 persons are employed in the post-office in the five boroughs of New York City, and their welfare is a matter of concern to the government of the City; and Whereas, The said employees are entitled to the proposed increase as a matter of simple justice to provide them and their families with a decent standard of living; now, therefore, be it

Resolved, That the City Council of The City of New York hereby expresses itself in support of the purposes of Senate Bill No. 1882 and House Resolution No. 4715, providing for a \$400 yearly wage increase to all postal employees, and be it further

Resolved, That we urge the Senators from New York State and the Congressional delegation from New York City to use their best efforts to bring about the enactment of said bills into law, and that a copy of this resolution be sent to each of them.

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ESTABLISHED 1882

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Chock Full o' Nuts

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How To Appeal a NYC Service Rating: What Happens Then

Every year several hundred New York City employees appeal the service ratings which they have received. These service rating records count for 50 percent of the final grade on a promotion examination, and figures show that about 52 percent of the appeals are granted, and the ratings of the appealing employees increased.

Civil Service regulations provide that each City employee must be notified of his individual service rating by mail; and he has 15 days from the day he receives this notice to file an appeal. On the back of the notice which informs the employee of his rating, appears the following notice:

"As prescribed by the regulations of the Civil Service Commission, service rating reports are subject to review by the Personnel Board of your department. All reports are examined and rated by the Civil Service Commission on the basis of the information supplied by your department.

"The standard rating for satisfactory service is 1% a year; Service ratings, plus a seniority increment of 1/2% a year, are added to a basic rating of 70% and the total is used to determine your final average in a promotion examination.

Appeal to Commission
 "APPEAL: Not later than 15 days after the receipt of this rating must be made directly to the

Civil Service Commission. No special form is required for an appeal but it must be in writing, in duplicate, and contain specific facts to support it."

What to Tell

"What information the Commission wants is facts which will substantiate the employee's request for a revised rating. Anything he has accomplished during the year which he feels should have been considered; any evidence he can produce to counteract an unfavorable report of his superior. It is important to remember that the appeal must be sent to the Civil Service Commission, 299 Broadway, New York City, not to the employee's department.

The Appeal Routine

As soon as the Commission receives the appeal, an acknowledgment is sent to the employee. Then the Commission's Rating Board, composed of civil service examiners meets to consider the appeal. They compare the employee's appeal with the report sent in by the department, upon

which the original rating was established.

If the employee's letter seems to bear out his plea for an upward adjustment, this Board asks the department to make an investigation of the facts in the letter and report. When the report from the department comes in, the Board meets again and may decide to grant the appeal for a higher rating, and refers the matter to the Commissioners, who pass it as a matter of routine.

If They Deny Boost

But, if the Rating Board feels that the original report sent in by the department gave a clear picture, and that the rating is OK as it stands, then a different procedure is followed.

Denied appeals are referred to a special Appeal Panel of the Commission's Committee on Manifest Errors. This three-member panel compares the original rating sheet with the appeal. They can grant the appeal, or recommend to the Civil Service Commissioners that it be denied and their decision must be unanimous.

But the appeal doesn't end there. The Civil Service Commissioner's may, at their discretion call the employee in for a personal hearing before coming to a decision. The verdict of the Commissioners is final.

NYC Retirement System; How It Is Set Up

Here is the second part of the complete description of the operations and set-up of the New York City Employees Retirement System, prepared for The LEADER by Ralph L. Van Name, secretary of the retirement Bureau. If you have missed the first part of this important article, refer to last week's LEADER.



RALPH L. VAN NAME: The Secretary of the NYC Bureau of Retirements and Pensions, who has prepared this series of articles for LEADER readers to explain in clear language the detailed operations of the pension system on which City employees depend for their retirement and other benefits.

Coverage

The New York City Employees' Retirement System in effect, functions as a large life insurance and annuity corporation with \$150,000,000 life insurance in force on employee-members and with pensions and annuities currently payable of \$8,000,000 a year. Against this liability for present and prospective pensions and annuities, \$270,000,000 has been accumulated, with the City committed to the payment of \$121,000,000 more on account of present pensioners and employees.

In addition to being a large life insurance company, the Retirement System is a substantial savings bank with savings of \$120,000,000 credited to 97,000 individual contributors, to whose accounts 3,500,000 additional deposits averaging about \$4 each, are credited each year, some 12, some 24, and many 52 times a year. All deposits so entered, in fact, all funds in the custody of the Retirement Systems, are guaranteed 4% interest, compounded annually, by the City of New York.

In addition to being a substantial life insurance company and savings bank, the New York City Employees' Retirement System, apart from its major investments in New York City securities, does a substantial loan business, making 300 loans weekly, over 15,000 loans a year, averaging \$140 each, and totaling over \$2,000,000 a year.

Cost of Operating Personnel

This entire insurance, annuity, savings bank and loan business is done at an annual expense for personnel of \$340,000, less than 1% of the annual income and about 1/3 of 1% annually of the accumulated assets of the Retirement System. Earnings on its loan business with members, that is, the difference between the 4% credited and the 6% charged to members on loans, provide nearly 30% of the entire personnel cost, thus maintaining the jointly-contributory nature of the Retirement System's support.

For the protection and for the clarification of the source and object of the contributions of the City and of the members, pensioners and their beneficiaries, the Retirement System is administered through five funds, the Annuity Savings Fund, the Annuity Reserve Fund, Contingent Reserve Fund, Pension Reserve Fund and the Pension Fund. Appreciation of the significance of these funds will much aid understanding of the whole purpose and practice of the Retirement System.

Annuity Savings Fund

The Annuity Savings Fund is the savings bank for employee-members of the Retirement System. Into this fund are paid all the deductions for pension purposes from the salaries of members. These monies are diverted by the Comptroller at the source, that is, on the way from the taxpayer to the employee, and paid directly by the Comptroller from pay accounts into the Annuity Savings Fund, and are there credited by the Retirement System to the accounts of the 97,000 members. The deductions are based on rates of contribution certified by the Actuary and computed by him to be sufficient to produce an annuity at the member's minimum service retirement age equal to the pension promised by the City member-contribution. Voluntary additional contributions, in several alternative forms, by members, for the purchase of additional benefits (some matched and some not matched by the City in another fund), also go into this Annuity Savings Fund. Loans to members are paid out of the fund and repaid by the members to the fund and to their individual credit in the same way that regular annuity contributions are made. This Fund is not of an insurance character; it is a savings bank. If city-service and membership end without pension, contributions with accumulated interest are refunded out of this fund. On being pensioned, a member's accumulated deductions are transferred to the Annuity Reserve Fund.

(To Be Continued)

Transit Promotions Shown on NYC Eligible Lists

Promotion lists for various titles in the New York City subways were moving last week. Following are some of the certifications made from these lists:

Inspectors

The first three names on the Promotion to Car Inspector, all lines, list were certified for promotion to 95 cents an hour. This list was published on August 8, 1944. The men: George J. Hill, Bernard Kiernan, and James G. Wheatley.

Other Promotions

Promotion to Assistant Motorman Instructor, BMT, first nine names, to \$401; IRT, four names. Promotion to Foreman, Power Cables, BMT, at \$,880 five names.

Promotion to Power Maintainers, Group "A", IRT, 95 cents an hour six names.

Promotion to Assistant Foremen, Power Distribution, BMT, six names, to \$1.10 an hour.

Budget Group Still After Fire Bonus

The Citizens Budget Commission announced last week that an appeal will be taken to the Appellate Division of the Supreme Court, First Department, from the decision of Supreme Court Justice Benjamin F. Schreiber dismissing a taxpayer's suit charging the Mayor and the Board of Estimate with making an illegal appropriation of \$3,500,000 in the 1944-1945 City budget. A large part of this amount went to pay the cost-of-living bonus to NYC Firemen.

"If Justice Schreiber's finding is to prevail," the Commission said, "then a door is opened wide permitting the present City government and all future administrations to make budget appropriations by the million in lump sums under vague or misleading headings and later, when the budget is adopted, to turn round and spend the lumped millions for other unannounced and hidden purposes.

"It was this very system of lump sum budget making which brought grave scandals in the past, roused public protest, and led to legislation requiring a fully itemized budget, with each appropriation specifically stated for specific spending."

The \$3,500,000 lump sum appropriation was included in the 1944-1945 budget under the heading, "Miscellaneous—motor vehicle equipment, repair parts, special machinery, unforeseen expenditures and sundry expenses." Since the budget was adopted, \$3,000,000 of the lumped sum has been transferred for the firemen's cost of living bonus.

Is John L. Lewis' Miners Union Going After NYC Transit Workers?

By CHARLES SULLIVAN

District 50, the catch-all organization of the United Mine Workers, John L. Lewis' organization, which last year tried to grab New York City school workers, is now trying to get a foothold among New York's transit workers. The organization, which made little headway among school custodians, is now actively engaged in attempting to gain control of bargaining rights for the operating staff of the Third Avenue Railway System, a private line.

But the majority of the City's operating transit workers are employed by the municipal subway and surface lines, and are represented by the Transport Work-

ers Union, which expects Lewis' organizers to make their next advance towards the 33,000 City employees.

"Not Legitimate"—TWU

A quick showdown with John L. Lewis' District 50, catch-all branch of the unaffiliated United Mine Workers, is planned by the Transport Workers Union, it was announced by the TWU Local in New York, after a meeting of officers held last week. "District 50 is not a legitimate labor organization and has no concern about wages, hours and working conditions," said the TWU. "District 50 is trying to raid the Transport Workers Union for ulterior motives—as part of John L. Lewis' anti-Roosevelt, anti-war politics."

At an informal hearing before the State Labor Relations Board, union officials, waived the right

to demand formal hearings and to challenge District 50's petition and the alleged authorization cards from Third Avenue Transit employees. According to the TWU, spokesmen for District 50 wanted to postpone the balloting. The TWU insisted on speed in order to give the Union ample time to negotiate a new agreement to replace the present contract which expires September 30. The Labor Board set August 29, as the date on which Third Avenue Transit employees will vote to retain the TWU or switch to District 50.

"Stalling" Says Union

An interesting sidelight of the proceedings before the State Labor Relations Board, according to William Grogan, TWU secretary, was the opposition by District 50's representatives to the TWU request that Third Ave. Transit employees in the armed forces be permitted to vote. That question was left for decision by the SLRB.

"Although District 50 asked for the election," Mr. Grogan stated, "they tried to stall and delay until the end of September or October. They know District 50 hasn't got a chance to win, but they want to cause as much disruption as possible

NYC Not in Taxi Business

The NYC Department of Investigation has been looking into the use of City owned cars. It seems that most of the City's autos are in a pool, but the Commissioners and deputies have their own City cars—which sometimes get a bit too much use.

A suggestion that the City-owned cars could be used for private purposes by the big shots who'd pay for the privilege did not meet with approval.

The investigator's report said, "The City should not operate for the convenience of City employees a drive-yourself service."

It did suggest "good taste" as the proper guide for the City officials; and that using a municipal car for a social call wasn't according to Hoyle.

Employees Kick; Temporary Jobs Made Permanent

As reported in last week's LEADER, the New York City Budget Bureau gave permission to hire six more bridge tenders, so that these employees of the Department of Public Works could go on regular schedules and have a day off once in a while.

But these appointments were "temporary" and when the bridge men saw that, they saw red.

So they ran to the AFL local with their complaint, and a union attorney wrote to the Budget Bureau, the Civil Service Commission and the Comptroller complaining about the "temporary" designation.

Then wheels started to move, and the approval came through to appoint the men as permanent bridge tenders.

Now the bridgemen want five more appointments to fill military vacancies and then they'll be happy.

Estimate Members Don't Agree With Commerce Ass'n

Last week's LEADER described budget proposals made by the Commerce and Industry Association which would restrict NYC employees' chances of receiving increases; but it appears that the members of the City Board of Estimate aren't in favor of these changes.

The following explanation of the members' feelings about the budget comes from a source close to the Board of Estimate.

It's Being Considered

Proposals for changes in budget methods and procedures are being given serious attention by some of the members of the Board of Estimate. It is expected that the subject will be considered at an executive conference of Board members in the Fall.

The need for allowing more time for the consideration of the budget, both to the public and the members of the Board, is said to be acknowledged by some of the Board members. Others on the Board are also interested in changing the present method of issuance of certificates by the Director of the Budget before appointments can be made, in reference to positions to which the heads of branches of the city gov-

ernment are authorized by the City Charter to make appointments. It is contended that the Terms and Conditions of the budget, governing the certificates in this regard, attempts to amend the Charter by resolution of the Board, whereas the Charter does not permit of its amendment by that method.

Against Limiting Raises

The question of having salary increases effective only with each adoption of a budget has not met with much favor among Board members, it was said. They are reported as opposed to limitation of the freedom to adjust salaries by modification because the restriction would make the administration of City affairs more difficult.

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NYC Whitewings Still Get Clipped

Although some department officials admit that there is no legal basis for their action, the NYC Department of Sanitation is still penalizing employees for holding outside jobs.

Holy Name Group To Honor Fighters

The Third Patriotic Service of the New York Archdiocesan Union of the Holy Name Society will be held Sunday afternoon, October 8, at the Polo Grounds, 155th Street and Eighth Avenue, in honor of the 149,511 members of the Society now in the armed services of the country.

In making the announcement, the Rt. Rev. Monsignor Joseph A. McCaffrey, spiritual director of the Union, Catholic Chaplain of the N. Y. Police Department, and Pastor of Holy Cross Church, Times Square, Manhattan, revealed that 6,875 casualties have thus far been suffered among the Society men serving on African, European and Asiatic war fronts.

Agency Wants Clerks At \$1,970 a Year

One hundred clerks are needed immediately for the Veterans Administration, 346 Broadway, New York City. These positions pay \$1970 per annum and are open to men and women who are citizens and have had at least one year of business experience.

Such experience must have included handling payment or record cards and applicants must have a knowledge of billing, receipting or preparation of statistical data. Applicants must also pass a qualifying examination.

Those interested in these positions should apply at once to the Civil Service Representative, Veterans Administration, 346 Broadway, New York, N. Y.

FOR YOUR HOME IN THE COUNTRY

You've probably been hoping for a place where you can spend week-ends in the Country, away from the hot City streets. A place where you can live after you retire.

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One of New York's largest realty organizations—Long Island Acres—has set up small sized estates on Long Island's largest lake, just right for the purses and desires of the average family.

For full details of how you can get your country home, write to Box 1, Civil Service LEADER, or phone CHickering 4-1408.

NEW HILLTOP MILK FARM

Civil Service girls with an eye for perfection, are flocking to the New Hilltop, the famous Pearl River Milk Farm, at Pearl River, N. Y. Here they have a real vacation, and come back to the job truly "different women." For here they are treated for overweight, spot reducing, facial contour, and general upbuilding. A physician is in attendance and prescribes a suitable diet for each patient. Mona Lee who runs the farm has spent years making a study of healthful living and gives the benefit of her studies to her guests.

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Take train or bus to
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If You're on a NYC Eligible List, The Following Table Is for You

If you are on one of the larger New York City eligible lists the following table, compiled by the NYC Civil Service Commission, shows what's happening. If your particular list isn't included, you can find out where you stand by checking at the Certification Bureau of the Commission, 6th floor, 299 Broadway.

Title of List	Last Name Certified	Last Name Appointed
CLEANER (MEN)		
For permanent appointment at \$1320	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
CLEANER (WOMEN)		
For permanent appointment	351	333
For temporary appointment	Exhausted	Exhausted
CLERK, GRADE 1		
For permanent appointment	Exhausted	Exhausted
For indefinite appointment	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
CONDUCTOR		
As Conductor	4200	4122
As Street-Car Operator	Exhausted	Exhausted
As Railroad Clerk	Exhausted	Exhausted
CORRECTION OFFICER (MEN)		
For permanent appointment inside City	90	60
For temporary appointment inside City	Exhausted	Exhausted
For permanent appointment outside City	346	276
FIREMAN, P.D.; PATROLMAN, P.D.; SPECIAL PATROLMAN, P.D.		
No appointments are being made from these lists to the Fire and Police Departments at this time. Any eligible restored to the list for any reason, military discharge, reaching his 21st birthday, passing a medical examination will be certified only when the Commissioner requests the list in order to fill vacancies.		
JANITOR CUSTODIAN, GRADE 3. List terminated after 4 years.		
SANITATION MAN, CLASS "A"		
This list has been canvassed from top to bottom for Sanitation Man "B" at \$2,040. Any eligible who is available for certification will be certified.		
TEMPORARY FIREMAN, TEMPORARY PATROLMAN		
Apply to Payroll Bureau, Room 606-A, 299 Broadway, for information.		
TYPIST, GRADE 1		
For permanent appointment	3554	3527
For indefinite appointment	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
STENOGRAPHER, GRADE 2		
For permanent appointment	Exhausted	Exhausted
BOOKKEEPER		
For permanent appointment	417	407
For temporary appointment	Exhausted	Exhausted

Local Shipyards Help War Program

The men and women who work for Todd Shipyards repair, convert and build all types of ships—large and small, standard or new types, by traditional methods or techniques born of war's emergency. Thus, in one Todd building yard, the automobile assembly line was used for the first time in shipbuilding history. In a second Todd yard, urgently needed craft were built in floating drydocks.

Manhattan Boro Workers Are Promoted

A group of employees of the Borough President of Manhattan, including two who are on military leave, were granted increases of \$60 a year last week.

Those promoted are:

Tampers to Rammers
Pietro Fiamingo, Santo Fili, Salvatore Gioia.

Smothers to Tampers
Calegione Curto, Antonio Cortese, Giuseppe Gianni, Pasquale Giglia, Nicasio Panzeca, Lodovico Zerasino.

Asphalt Worker to Top Shoveler
Pasquale Hequista, Dominick Amato, Phillip C. Bisiochia, Anthony Jannone, Frank Sevraville, Pietro Mangione, Salvatore Scallia, Joseph Spirer.

Those on military service are: William Cameron, promoted from Attendant, grade 1 to Clerk, grade 2; and Maurice Wenzel, Clerk, grade 2, to Junior Accountant.

Reopening of Palisades Park Set for 1945

Rather than re-open with temporary make-shift attractions for the balance of the season, the management of Palisades Amusement Park, N. J., which was damaged by fire last Sunday, has decided to keep the park closed in order to concentrate all their time and energy in devising finer features for the 1945 season, it was announced last week by Bert Nevins, publicity representative for Jersey playground.

A number of amusement park architects have been commissioned to draw up plans for new types of amusement thrills. When completed, the newly constructed Palisades Amusement Park will offer the finest, safest and most modern rides of its kind in the world.

THOUSANDS VISIT BANK EXHIBIT

Unusual interest in planning for new homes after the war is evidenced by the continued large attendance at The Home Buyers Exhibition of The Dime Savings Bank of Brooklyn, at their main office, Fulton Street and DeKalb Avenue. Over 20,000 people have visited the exhibition.

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SEVEN-PASSENGER CARS TO SULLIVAN & ULSTER COUNTIES
Door to Door Service to the Mountains, via the

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Seen and Heard In Vet Agency

MANY Vet employees have written your correspondent asking what was being done at 350 Broadway about the drinking water deficiency, fan problem, and elevator situation . . . This reporter has ascertained that drinking fountains will be installed within the next few weeks or so, one or two have been installed already . . . fans will be placed on the various floors also . . . about the elevators, well, nothing yet has been done.

IT'S REPORTED that two of the elevators in 350 dipped the other day, causing many of the staff to become frightened . . . It seems that they prefer coming late and walking up, to riding up in the elevators on time . . . Assistant to the Chief, Lillian Slawsky recently came back from her vacation . . . Jack Sondik, 3rd West, has been going steady with some lucky girl . . . what's that Jack, are you depriving the rest of the girls of your devastating charm? Richard Shelley is a friend of Sam Foley and other Bigwigs, at least that's what he's telling the rest of the staff . . . "FH" at Navy, 350 Building, will be hearing wedding bells soon . . . Audrey, that girl who resigned recently from Chester Healey's Section, 3 West, missed the place so much and of course, Chester, that she dropped in to see him and the gang . . . James McConnell, Preliminary Operations is a swell boss and a regular guy according to what we hear about him . . . they say Chief H. Hazard is interviewing persons from the outside for positions with her Correspondence Section as Caf 4's

THERE are number of promotions being made in the Caf 4 and 5 category that are arousing more and more "gripes" about the unfairness, but you know, it's the "human element." . . . Chief McMann is voted the best chief at Vets by her workers, that's swell, let's hope that they are more like her at Vets! What boss likes girls to wear sweater or filmy blouses? . . . ah, ah, I won't mention names. . . but some certain persons are squirming and wondering who "squawked." That assistant to Chief Nesbitt, Preliminary Operations, is going in for "bigger things in life" with a brand new Legal Interest . . . won't you tell us who he is???

POET'S CORNER

David Mendlin, a former Army officer, now an employee of Veterans Administration New York Office has his poetic side, too. Here is one of his efforts, sent in by a friend:

THE NEWS IS GOOD
 "THE NEWS IS GOOD"—they tell me—
 On far flung fronts our men move on
 Allied planes take to the air
 In ever increasing numbers
 The crescendo of bombs grows louder and
 louder.
 Speaking the only language the enemy
 understands
 That of force—and terror—and
 destruction.
 Yes—"THE NEWS IS GOOD"—they say—

These Court Decisions Affect NYC Employees

Wartime problems of civil service have led to many legal cases in which the ruling of the Court has set new procedures. Here are some cases, reported by the New York City Civil Service Commission, which affect appointments, promotions and retirement.

1-A's Are Out
 The Court of Appeals, modifying lower court orders, decreed that Fire Commissioner Walsh must consider but need not appoint eligibles imminently expecting a 1-A draft status. And in Chiurazzo v. Valentine the wartime emergency was held to justify the delay by the Police Department in passing upon applications for retirement. Problems of post-war readjustment are also foreshadowed in judicial decisions. Thus, the Court of Appeals, in Smith v. Board of Education, denied veterans the right to priority on preferred lists. In Berke v. Valentine and Greene v. Marsh, the Supreme Court indicated that existence of the disability at the time of application for disabled veteran's preference is the principal question for decision by the Commission.

Commission Gets OK
 During the year various procedures used by the Commission received judicial approval. In Batista v. Vladeck, the use of the phrase "or a satisfactory equivalent" in advertisements was held, by the Supreme Court, proper to preserve discretion by the Commission in appraising the education and experience qualifications of candidate in examinations for positions of a special or technical character. The decision by the Supreme Court in McInerney v. Valentine further clarifies the Commission's power of removal of persons certified and appointed in other departments. The court there held that, although all facts had been frankly disclosed in his application, the appointee was properly removed by the Commission when investigation, delayed by heavy work load, eventually disclosed his ineligibility under a maximum age statute.

Selective Certification
 The use of selective certification to obtain persons with specialized

ability or experience from eligible lists was upheld by the Appellate Division in Benline v. Marsh. In Morgenstein v. Arnstein, the Supreme Court admonished tardy litigants that their time to bring suit could not be extended by the writing of unnecessary communications after a final determination by the Commission. In Flaherty v. Marsh, the Supreme Court ruled that a request for battle participation credit in a police promotion test is properly denied when not previously made in an earlier promotion examination.

Private Hiring
 Other decisions in private civil service cases are of interest. The employment of private engineering firms for the planning of municipal projects was held proper under civil service law by the Court of Appeals in Civil Service Technical Guild v. LaGuardia. In Waters v. Buck, the Court of Appeals affirmed, without opinion, an Appellate Division ruling that appointment from a city-wide promotion list terminated seniority rights previously held by the appointee.

In Coleman v. Delaney, the Court of Appeals ruled that a department may, for its own purposes, classify its employees. As to any employee affected, this classification becomes improper only when his salary is reduced below the minimum of his grade.

In Sheehan v. Delaney, the Supreme Court held that acquittal of criminal charges is not a bar to a departmental trial for the same cause. Finally, in Rue v. Marsh, the Supreme Court ruled that a probationary employment, interrupted by a provisional appointment which eventually becomes permanent, is to be included in determining seniority in civil service.

News of Allied victories and death, many deaths,
 As war takes its toll in retribution
 And man his eye for an eye—tooth for a tooth.
 Cities which once hummed with traffic
 Now lie buried 'neath the rubble of their
 essence
 And the youth who used to build—now
 destroy.
 Yes—"THE NEWS IS GOOD"—they say—
 Out of the dark and despair a hope arises.
 A hope of victory to the righteous.
 A promise of a new and beautiful future
 Built out of the bones and blood and
 bodies of those
 Who gave all that was theirs upon this
 earth
 So that—that might be.
 "THE NEWS IS GOOD"—they tell me—
 And I try to rejoice in the promise of
 the end,
 But for me the end has come
 For me no more the anticipation of
 to-morrow,
 Or the thankfulness for to-day,
 For me the war is over—I gave and lost
 my son,
 Tell me—if you will—How can the news
 be good?
 DAVID MENDLIN.

FROM Veterans Administration at 346 Broadway, New York City, comes a complaint against the clerical workers who have cast aspersions on the efforts of the moving staff.

Here is what the movers have to say:
 "This department has been of great assistance to the Veterans Administration for the past several months and is composed of volunteer workers whose official

designation is CAF 3. These volunteers have saved the Government and the Veterans Administration considerable expense by moving several million cards to and from various sections. It should also be remembered that there is a critical shortage of laborers at this time, and we are doing their work.

"The officials of Veterans Administration have voiced their opinions of approval of our work in the past, and have reaffirmed this opinion on several occasions."

- Signed**
 MURRAY POPKOFF
 MURRAY LATOWSKY
 EDWARD SCHUSTER
 MURRAY RUBIN
 HARRY MARCUS
 JACK J. RAYMEN
 MICHAEL GENOROSE
 STANLEY DRAPKIN
 HERBERT MATTEN
 VINCENT P. FREDLICKA
 VINCENT P. FREDLICKA
 ALLAN GOLD

FOR BABY'S SAKE
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 American Sterilized Diaper Service
 Sanitary-Sealed
 Deteriorated Hospital Containers
**AMERICAN
 DIAPER SERVICE, Inc.**
 City Wide Service
 530 W. 27th St., N. Y. C. CH. 4-3338

Firemen Await City's Answer On "Gag Rule"

New York City firemen are waiting for the City to answer their arguments against the Fire Department "gag" rule which prohibits them from making any public statements without facing departmental discipline.

David Savage, attorney for the firemen, has filed legal papers asking to have this rule eliminated as unconstitutional. The City has been granted until August 24 to file an answer with the Supreme Court. The basis for the action appeared in The LEADER on August 1.

College-Trained Clerks Needed At City College

Three clerks, with college training, are needed by the College of the City of New York for temporary jobs, starting in September. The salaries will range from \$1,320 to \$1,920, depending on the experience of the applicants. Apply to Dr. Robert A. Love, director of the evening session, 17 Lexington Avenue, New York City.

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 2 family brick attached - 11 room house, nr. schools - subway, stores. Bargain at \$6,250. Small mortgage. Phone or write - Massfield 6-6374
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 105-15 62ND DR.—Solid brick, attached 6 rooms, tile bath, garage in basement with rear entrance; steamed dash coal, newly reconditioned; immediate occupancy; bus at corner, 7/10 mile to 8th Ave. subway; price \$6,999; open for inspection daily or call
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MADISON STREET—Four-story, 4-family brick, 23 rooms; all improvements; lot 35x100. Income \$2100. 5 minutes Independent Subway. Price \$6,000 for quick sale. \$2000 Cash. Charles J. Hilton, 384 Hancock St., Brooklyn, N. Y. GL. 5-3547

Apartment for Rent—Modern 4 rooms, unfurnished, steam, hardwood floors, tiled bath, shower; government employees' home; colored; references. After 6 daily and Sundays. 800 Greene Ave., Bklyn.
 ROOMS for select tenants. No children. Sunlit, airy, safe, home-like, for those who want a respectable home. Call or write for reservations. Convenient for transportation, 272 Lenox Ave. between 133rd and 134th Sts.

Merchant Marine Still Military

Service in the Merchant Marine entitles NYC employees to full rights under the State Military Law. That's the assurance given by the NYC Civil Service Commission to merchant mariners who were worried about their standing.

State Attorney General Goldstein had ruled that merchant seamen weren't eligible to vote through military ballots as they are not in the armed forces. But military duty, as the City Commission interprets it, includes service on ships which are being used by the Government.

NYC TRANSIT WORKERS FIRED
 Last week's trial report of the New York City Board of Transportation shows two employees were ordered dismissed after hearings. They are Walter J. Donovan, a collecting agent; and Elmer Jones, conductor. In both cases the charge was the same: "Absence without leave."


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 Rates—\$7 to \$9 Per Week

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 Rates—\$7 to \$9 Per Week

RHODODENDRON MAXIMUM
 2-3 ft., 25 for \$4.50; 100 for \$25
FLAME AZALEA
 2-3 ft., 25 for \$4.50; 100 for \$25
CANADIAN HEMLOCK
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Don't Be a Quitter!

THOSE Federal employees who are chafing at their jobs should think twice. Now is no time to leave your government post for a job in private industry which may seem to have more permanence.

The war isn't over yet. As a matter of fact, the Federal Civil Service Commission has urgent orders for the recruitment of many thousands of additional employees for the War and Navy departments.

The soldier and the sailor can't leave their posts because they'd like to take other more remunerative jobs as civilians. The Government employee knows that his job is essential, more essential now than ever before. The climax of the war in Europe requires the colossal upsurge of the nation's entire energy. We in the United States have been fortunate in having been able to build up our production without the necessity of facing vast personal regimentation in our jobs—unlike the people of England, for example, who can't just get up and leave a job.

The Federal employee owes a moral obligation to this nation and its people. That obligation calls for his remaining on the job—for putting the practical need of all the people—victory—above the blandishments of narrow personal wants.

Stick to your job!

GEN. SOMERVELL'S 54-HOUR WEEK

This brings us to a related question, the 54-hour week installed by General Somervell in the War Department's Army Service Forces. In our view the General has not publicly given sufficient reason for this increase in hours, nor has he answered the arguments of employee organizations that the increase is unnecessary. On the surface, the increase in hours looks like a mistake. Nevertheless, pending developments of the near future, we are willing for the time being to hold off criticism. We assume the General knows what he's doing, and has facts which we don't, and which the employees don't. We do think, however, that working mothers in War Department establishments should be given the permission they ask to work less than 54 hours a week. They have a double job on their hands—one for the Government, one for their children. As we size it up, many of these working mothers will have no alternative but to quit, because the additional hours mean they will have to neglect their children. In their case, General Somervell should make an immediate exception to his firm stand on the 54-hour work week.

Letters

This Fireman Is Angry

Sirs: You realize that as a fireman I cannot sign anything for security reasons.

The Lieutenants apologized, although all the firemen knew their statements to be true. Still none will blame them. Walsh was not punishing these men, he was hurting their families. Commissioner Walsh is trying to break down the men by breaking up their families, doing just the opposite of what he preaches.

We all know that Fireman Crane spoke the truth.

That the two-platoon system is unnecessary and that Walsh is persecuting the firemen, has not been retracted.

In order to have some time with his family, Vice-President (of the Uniformed Firemen's Association) Crane was forced to spend \$500 to rent a summer home one half mile from the firehouse.

The firemen appreciate the help that you have given them through the medium of your paper.

A FIREMAN.

He's Disgusted with Civil Service

Sirs: You ask a subscriber if his future in civil service is worth 5c a week. Personally, I don't think it's worth 2c. Most of the jobs are underpaid, and promotional opportunities a mirage that keeps a flicker of hope in our breasts when we'd do better to cast about elsewhere for a job. The LEADER has been doing a good job in our behalf, but I still think it is all mostly futile. We read your editorials and your news columns, but do the politicians? And if they do, so what? I don't think they get frightened or go home to burn the midnight oil working out schemes to make life more tolerable for humble clerks and semi-starved white collar workers. Still, I shall renew

my subscription.

M. A.

Yes, M. A., lots of politicians, department heads, and other officials read The LEADER regularly. Lots of them get their civil service views from The LEADER. But nobody hands out anything on a silver platter. You have to put up a battle for what it is you want. Lots of things have been gained by civil service employees in recent years; lots more remain to be gained. Pitch in and help!—Editor.

Should Service Rating Be Basis For Pay Rise?

Sirs: It is always welcome news to hear that New York City officials are considering ways and means of increasing our salaries. However, the method of granting the increase, in this instance an above-average service rating as used in the Housing Authority, seems to me to be open to serious question.

Service-ratings are notoriously subjective. They place entirely too much power in the hands of your supervisor. Being only human, he is apt to play favorites, permitting his likes and dislikes to govern his actions with the predictable result that there will be many disgruntled workers around to charge discrimination. Instead of boosting morale with a double-increment, which only a few lucky individuals would receive, the plan would have the reverse effect.

What is even more important is the fact that only a small percentage of workers would receive a double-increment for superior work. Moreover, those of us who have received our maximum salary for the grade appear to be overlooked, assuming that we did obtain the coveted rating. It should be apparent to the officials that some other plan must be adopted if the service as a whole is to benefit.

I would like to make this suggestion for what it is worth. The number of increments within each grade should be increased,

Don't Repeat This!



Memo Pad

To NYC Commissioner Patrick Walsh: You can expect fireworks from another group of employees in your department, who are set to come out in public with their complaints. . . . To Vincent Kane: The new group being formed among the uniformed firemen is looking away from your organization and is considering affiliating with another group. . . . To members of that group: Vincent Kane may be having trouble with his firemen, but he's still a powerful political figure in AFL circles. . . . To Commissioner Ernest Stebbins, NYC Health Department: The employees in your department don't like the idea of having to report on what they do in their spare time. They won't take this inquisition lying down. . . . To NYC Law Department: You're due for a busy season this Fall. . . . The Comptroller's office will face suits to speed up handling of prevailing-wage hearings. . . . Other legal actions are in the wind. . . . To William H. Friedman, Secretary NYC Tunnel Authority: We'd like to bet that your Queens Midtown Tunnel is losing money. Have you considered that 50 cents for a round trip is too much for the average commuter? Selling cut-rate commutation or monthly tickets might bring you the traffic you need. . . .

LaGuardia Anecdote No. 268

New York City's bustling mayor is so busy these days, that even top City officials don't get a chance to talk to him. So one high LaGuardia cabinet member got this idea. He had to talk to LaG., so when he heard that the Mayor was flying to Washington, he grabbed the seat on the plane next to him, figuring he'd have a chance for a chat during the trip. BUT his Honor sat down in the plane, pulled his big hat down over his face, and snoozed till the plane arrived at the Capital. The poor official didn't have a chance to get in a single word. . . .

Odds and Ends

NYC employees will get a half day off to celebrate "V" day, when Germany says, "Enough." This is the plan being considered by LaGuardia: If the news comes during the night, radio announcements will be made telling City employees not to report to work till 1 p. m. If it comes during the day, employees will be let out on a "stagger" plan, to avoid transit jams. Department stores and large companies will probably follow a similar setup.

Political Whispers

Up in Albany, those who should know, say that State Comptroller M. Frank Moore is in line for the Governorship. . . . if Dewey is elected to the Presidency. . . . Chief Assistant Attorney Sol Gelb, friend and personal adviser to Manhattan D. A. Frank Hogan is reported slated for the next vacancy on the General Sessions Bench.

thus raising the ceiling on salaries which is much too low and the cause of so much griping. The basis for an increase should be satisfactory performance. What is meant by "above-average" work within a department is a concept subject to endless interpretation and wrangling; and very few of us will ever get the chance to save a baby from a burning building and thus achieve an award for action beyond the call of duty. If there is a simpler plan, I'd be interested in learning of it.

MICHAEL ARONSON

\$5 FOR BEST LETTERS

Put it in words!

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

Merit Men



William Joseph Hunt

WILLIAM JOSEPH HUNT is a pleasant-looking, mild-mannered civil servant who loves to talk about newspapers.

You see, Bill wasn't always senior accountant in the State Public Service Department. There was a time when he was a newspaperman. It was with a country weekly in Mechanicsville, N. Y. And (like Benjamin Franklin, shall we say?) Bill Hunt did everything: he gathered the news, kept the books, took subscriptions, sold advertising, made up the ads.

Today, he watches line items and operating expenses of big utility companies, reads their books to make sure they're hewing to the line and not overcharging the people, prepares volumes of statistics.

But Bill looks back on the old newspaper days with nostalgia. And one of his very fond early memories was when he brought in just a simple little story about a wedding, and his editor told him: "Good job, Bill!" Yes, Bill had all the names of the guests just right.

With the State 25 Years

William Hunt has been with the State since 1919. He started

(after his stint with the newspaper) as a bookkeeper. A year later, he went over to the Public Service Department. That department performs some exceedingly notable tasks in protecting the interests of the people of the State. It regulates the rates you pay on busses, for example; and makes sure your electric bill isn't too high. This reporter asked Bill whether it isn't dull work checking through these vast amassments of figures. "Not at all," answered Bill. "It's fascinating. That's where you really see how the wheels go 'round."

Looking Through the Books

"What do you look for?" your reporter (who doesn't know an accounting figure from a can of peaches) asked him.

Well, Bill looks to see if items in the budget are charged up to operating expense or fixed capital, and why. It can make a big difference to the ultimate consumer.

He looks to see if the return on the company's investment is fair or exorbitant, and he looks sharply to see that no finagling goes on. For example: Suppose it's determined that 6 per cent profit is a fair return on a company's investment, and suppose that company comes up with 12 per cent. Well, Bill would ask for further "exhibits." And the company would try to justify itself. Or else, Bill might recommend to his superiors that maybe that company's rates should be cut down, so the public gets its service cheaper.

"There's been a vast improvement in the ethical and moral standards of utilities since the Public Service Commission began functioning," says William Hunt, "and especially in the past 10 years."

During World War I, Bill spent 8 months with the Infantry. In addition to that and his newspaper stint, he worked in a bank. He likes all sports, and plays golf when he gets a chance. He's not a fussy eater, which pleases his wife Alma. And he's a good father, which pleases his daughter Elizabeth.

He belongs to the American Legion and he's on the Executive Board of the Association of State Civil Service Employees.

One additional fact: Bill still lives in Mechanicsville.

POLICE CALLS

No Reason for Acting Titles

Another thing on our mind today is those "acting" titles with which the Police Department has abounded for so many years. We're agin' 'em! We don't see the logic of acting titles, especially when there are plenty of men available on promotion lists to take the jobs.

First, men on the force resent an "acting" officer who gives them orders. They often consider he is no better than they and hasn't passed any examination they haven't passed, and too often "acting" titles go to fellows on soft details.

If the department needs a sergeant, why then—it should appoint a full-fledged sergeant! If it needs a lieutenant or a captain—let a full-fledged appointment be made! If anybody can tell us why not, we'll cock an ear and listen. So far nobody we've spoken to has been able to justify the "acting" officer system.

Except in the Detective Bureau, the "acting" officer gets the pay of his lower rank. But he wears all the insignia of the higher office. If he's an acting sergeant, he sports three stripes, just like a full sergeant. If he's an acting lieutenant, he sports the same bars as a regular lieutenant. And when he goes anywhere, it isn't "Acting Sergeant Jones" or "Acting Lieutenant Smith"—it's plain "Sergeant Jones" or "Lieutenant Smith" with all the prestige and perquisites (except the pay) of the higher office.

We hear of one man who's held an "acting" title for 19 years! Seven and eight-year "acting" men are not uncommon.

The Police Department's promotion system is conceded to be fair and equitable. The department should use it in making all promotions. Does anybody disagree?

He Says Cops Get Hungry

Sir: I was glad to see that Police Calls brought up the question

of the mobile kitchen in last week's issue of The LEADER. That's one thing for which a lot of members of the Police Department have been hoping for a long time.

As a typical example of what happens, take the trouble up in Harlem a while ago. Then some of us were on duty for 24 hours. There were so many gold badges around that we didn't even have a chance to grab a bite at a lunchroom. Finally some sandwiches made their appearance.

But there's a simple solution to the problem of getting a mobile kitchen. The Police Department Relief Fund, which bought a \$9,000 ambulance for the Department, has, I believe, almost \$1,000,000 in cash on hand, to be used for the betterment of the conditions of members of the force. Some of that money could be used to rig up some sort of traveling kitchen to be on hand whenever there is an emergency that calls for long tours of duty.

I think that this suggestion has been made to the PBA in the past, but nothing seems to have been done about it.

Maybe now that you've revived the idea, we'll see some action on it.

NYC COP.



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 liberty to express his own views.

Our Duty to Our Warriors

REPORTS SHOW that the war is going well for America. The toll of life and suffering for the keeping of our land free from the footprints of Axis brigands and the shadows of their bombing planes will be great however well the battles go.

To those who achieve the victory over the living death of serfdom intended for us as for others by the ruthless ravagers of Berlin, there must be waiting not only the solemn decorations for bravery, but also economic and social restoration. There must be the cash to tide over to a return to the school, the desk, the farm, the factory. There must be help to a return to the former or a more desirable status. There must be encouragement to continue studies of professions and skills. There must be rehabilitation and hospitalization and the best of care and scientific equipment for those who need such. These are the responsibilities of the Federal Government. They must not be left to the varying ideas or resources of the individual states. This is a debt of all of us in the United States. No one must receive less because of the artificial boundary of a river or a row of trees. All of our people and all of our States will be free because of the warrior's efforts. We cannot pay him anything less than the noblest and most unselfish rewards of a grateful people.

Preference Not the Answer

THIS IS WHY it is so petty for the State of New York to hold out to the returning veteran as a "reward" for his service to his Nation preference over his brother or sister or son who has not had the opportunity to wear a uniform. This is the type of special privilege, or favoritism, of class legislation to guard against which he has risked his life.

Every year in normal times some 140,000 youths graduate from the colleges or high schools of New York State. To a very substantial degree, this becomes their world and their responsibility on their graduation day. If freedom of opportunity for these young citizens to enter State service through the front door of open, non-preference merit system competition is not a fundamental American right, then we have lost the war and the future is indeed insecure.

There will face the Legislature—a carry-over from the 1944 Session—the momentous decision of dealing with the notorious Hampton-Devaney constitutional amendment to give unlimited preference to veterans in appointment to civil service positions. This amendment would nullify the merit system clause written into our State constitution in 1894.

Merit System Must Stay

STATE EMPLOYEES have already spoken out fearlessly through this Association in condemnation of the Hampton-Devaney proposal. They look to the Governor and to State Civil Service Commission and to those familiar with the vital importance of the original constitutional guarantee to good government to tell the people of the menace to fair play for all citizens inherent in unlimited preference of this kind. There can be no better yard stick to measure efficiency for public positions than that of competitive tests for merit and fitness conducted under legal safeguards. The challenge over 160 years of our national existence has not produced a sounder or fairer plan of recruitment than contained in New York State's merit plan of competitive examinations.

The Federal Government has established limited preference for veterans. The State proposal is unlimited and unreasonable in every particular. Not only would the Hampton-Devaney amendment discriminate against the youth of the State, throughout coming years, who were unable by reason of their age to have an active part in the war, but it would discriminate likewise against every war worker frozen under the laws of his country into industries deemed essential to the winning of the war.

Commission President Left Out

WE NOTE that the Temporary State Commission created by the last Legislature to make studies, analyses and plans for agencies, institutions, benefits and facilities to be furnished discharged members of the armed services of the United States who are residents of the State of New York, does not include by statute or appointment of the Governor, the President of the Civil Service Commission. There are some 6,000 civil service employees of the State with the armed forces. The State's military law now contains a sound blue print to assure reinstatement of these veterans. Rehabilitation will include training programs for all veterans and the advice and counsel of the President of the Civil Service Commission even upon the matter of aiding veterans to understand merit system practices and procedures of open competition, would be helpful.

There is the greatest possible need for the State's 44,000 employees to preach as well as practice the virtues of the merit system and to point out continuously the error and the injustice to veteran and non-veteran alike of unlimited preference in appointment and promotion contained in the Hampton-Devaney amendment and promotion contained in the Hampton-Devaney amendment. The League of Women Voters and many other outstanding civic groups are aware of the danger to State government and are informing their friends and neighbors as to the facts.

Free Copy of State Govt. Story Ready for You

The Association has available a limited supply of copies of the book, "Story of Government, State of New York," which it published in 1942. Thousands of copies of this interesting and informative book were sold to persons within and without New York State. This is a paper bound 300 page volume containing a very complete non-technical description of the organization, services and activities of the nineteen departments of New York State government, prepared by the chief executive officers of such departments.

EVERY STATE WORKER SHOULD HAVE A COPY OF THE "STORY OF GOVERNMENT." It may be purchased only from the Association at a cost of \$1.00 per copy.

THIS IS THE WAY TO GET YOUR FREE COPY—Send one new membership application with annual dues of \$1.50 for 1944, to Association Headquarters, together with your name and address and membership number plainly written, and the "Story of Government, State of New York" will be sent to you promptly, free and postage prepaid.

This offer is open only to present members, only as long as the supply of the book holds out and only to Oct. 1, 1944. Its purpose is to make known further to those State employees who may not be among the 27,000 present 1944 members, the great help to employees at present in membership in the Association—and to reward in a special way any member who will help the Association to the extent of obtaining a new member.

State Historians Want Civil Service; Form Organization

ALBANY—An attempt to put the position of local historian on a professional basis and bring it up to the status of civil service standards and qualifications will be made in Albany.

This will come when local historians meet here on October 5, for three days in connection with a convention of the New York State Historical Association. Aims of the association will be to secure recognition of the professional character of the local historian's job and to arouse greater interest in local history throughout the state.

New Political

Most counties now have budget provision for a local historian. Appointments are usually political with a wide variation in the qualifications of the incumbents. The task of assembling, filing and indexing local historical material is recognized as of increasing importance, particularly with the return of veterans in the present war. Qualified historians can do an excellent job of preserving historical data and making it available for the use of writers and others.

Agitation to create a permanent local historians' association has been under way for some time.

A provisional organization was established early this month, at a meeting of county historians from Dutchess, Franklin, Herkimer, Livingston, Montgomery, Nassau and Onondaga counties and the borough of Queens. Edward J. Sheehan of Montgomery county is president of the temporary organization and Dr. Karl D. Hartzell of Livingston county is secretary-treasurer.

Association Members Honor O. K. Weaver, Who Died on Job

ALBANY—Funeral services were held yesterday for Oswald King Weaver, 47, assistant personnel technician who dropped dead of a heart attack induced by the heat while interviewing civil service applicants in New York City on Thursday. Delegates of the Association of Civil Service Employees and from the Civil Service Department attended the funeral at St. Augustine's Church, Troy.

Mr. Weaver, although in the Civil Service Department only six years, was one of the most popular employees, beloved for his kindness and consideration of everyone. During his service with the department he had successfully introduced many innovations in procedure.

Mr. Weaver, born in Waterford, December 30, 1896, was a graduate of Waterford High School, Albany Business College and New York University. A veteran of World War I, he had worked for the Electric Bond and Share Company of New York, as an accountant, and later instructed accounting at Albany Business College.

Surviving are his wife, the former Anna Wilson; five children, Ann Theresa, Oswald N., Jr., Rose Cornelia, Frances and Mandey; his mother, Mrs. Catherine Weaver of Rutherford, N. J.; three sisters, Mrs. Elizabeth Boyle, Miss Olive Weaver and Mrs. William Breslin, all of Rutherford; two brothers, Charles and Fred Weaver, both of Waterford.

Hughes, Geier Get New Civil Service Posts in Albany

ALBANY—Two major changes in personnel in the State Civil Service Department were announced this week. Miss Mary G. Hughes for many years in charge of the Certification Bureau, has been promoted from principal to clerk and assigned many new supervisory functions. Her new title has as yet been undetermined.

Miss Catherine C. Geier, an employee of the department since 1911, becomes administrative supervisor of civil service records. She has been pay roll auditor with the title of chief clerk. There was a vacancy in the office to which she is now promoted by the Civil Service Commission.

As chief of the Pay Roll Division since 1928, Miss Geier has had the duty of supervising the certification of all State pay rolls, all pay rolls of State agencies and institutions, and the pay rolls of all five counties in New York City in addition to the pay rolls of

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Removal of Rule VIII-A Appointees

RULE VIII-A appointees, because of the relatively long term of their temporary employment, which may continue until six months after the war, have been accorded some privileges ordinarily allowed only to permanent employees. They are given Field-Hamilton increments, additional war emergency compensation, and vacations.

However, Rule VIII-A appointees are temporary appointees and as such enjoy no right of tenure. This means they may be removed at any time in the discretion of their appointing officers. And no charges of incompetency or misconduct need be served on them.

Filing of Charges Held Immaterial

Even if charges are filed against a Rule VIII-A appointee and he is dismissed upon being found guilty—he has no right to review the charges in court.

This was recently decided by the Supreme Court of New York County. The employee involved sought reinstatement on the ground that the charges against him were not adequately supported. The Court decided that charges were unnecessary in the case of a Rule VIII-A appointee.

It pointed out the employee's lack of tenure, stating "his employment could, therefore, be terminated at any time, with or without cause. He was not appointed as the result of a competitive examination. Nor was he appointed at a time when competitive examinations for the position in question were deemed not practicable and later 'covered in' when examinations for the position were deemed practicable. He was merely a temporary employee, originally appointed provisionally pending the result of an open competitive examination and later appointed temporarily because war conditions made it impracticable to fill positions on a permanent basis. The motion for reinstatement was accordingly denied." *Abram v. McCurdy*.

Law Clarified by Legislature

The removal in the Abrams case occurred before the 1944 amendment to the provisions of Section 22 of the Civil Service Law, which provides that charges must be served on competitive class employees being disciplined. This amendment specifically states that the provisions of Section 22, "shall not apply to per-

sons employed under temporary or provisional appointments." This should remove whatever doubt existed regarding the right of temporary employees to charges of incompetency or misconduct preceding their removal.

Service with the UNRRA Overseas

State employees who expect to join the United States Public Health Service for duty overseas with the United Nations Relief and Rehabilitation Administration should take notice that such service is not considered "military duty" by the State Department of Civil Service. Accordingly, State employees who leave their jobs to join such service are not entitled to military leaves of absence.

Basis for Ruling

In a recent communication issued by the Department of Civil Service, the following points were made:

1 Service with the United States Public Health Service, for duty overseas with the United Nations Relief and Rehabilitation Administration is not specifically covered under the definition of "military duty" contained in Section 246 of the Military Law.

2 In 1943, a bill was passed by the Legislature to extend the definition of "military duty" to cover service in the United States Public Health Service, but this bill was vetoed by the Governor, indicating that the Legislature did not intend when it originally enacted Section 246, that the rights and privileges outlined in such section were to apply to public employees who entered the United States Public Health Service.

3 In the absence of an Executive Order of the President declaring persons who join the United States Public Health Service for duties overseas with the U. N. R. R. A to be in military service or in the armed forces of the United States, such persons cannot obtain the benefits of Section 246. There is no executive order at present along these lines.

4 A State employee who joins the United States Public Health Service for duty overseas with the U. N. R. R. A is not entitled to a mandatory leave of absence or to any of the rights and privileges of Section 246

Emergency Ups Salary; Lowers Requirements of Therapy Posts

ALBANY—Faced with a crisis in obtaining physical therapy technicians to work on victims of the rising tide of poliomyelitis, the State Civil Service Commission has raised the entrance salary and lowered admission requirements for candidates for such positions.

Formerly the position carried a beginning salary of \$1,400 but the job was re-allocated to the \$1,650 to \$2,150 bracket effective April 1, 1945. Now by emergency resolution of the Commission it is possible for the budget division to establish the minimum salary at \$1,650.

Appointments are being made for the duration of the emergency without recourse to formal examinations which means that men and women even former patients who can meet the minimum standards will be employed.

Here is the text of the resolution passed by the Civil Service Commission to effectuate the recruitment of physical therapy technicians.

"Whereas, there is a very material increase in the incidence of poliomyelitis cases in this State

Chautauqua, Essex, Rockland, Tompkins and Sullivan counties.

In addition to continuing supervision of the certification of all eligible lists, Miss Hughes now takes over direction of the machine room where the lists are run off and the supervision of the Fingerprint Bureau. Files of the bureau now contain the prints of more than 25,000 persons who competed for civil service jobs or who were appointed thereafter.

Miss Louise C. Gerry, a member of the State Commission, said that the promotions and duties now conferred on Miss Geier and Miss Hughes were "well merited" and would mean a further streamlining of the functions of the department.

which has increased the number of patients to be cared for at the New York State Reconstruction Home at West Haverstraw and which will necessitate a substantial increase in the number of physical therapy technicians at such institution; and

Whereas, the recruitment under existing procedure of physical therapy technicians for the hospital has become almost impossible under present wartime conditions and the shortage of this class of employee has created a critical situation.

Now, therefore, be it Resolved, that an emergency presently exists in the recruitment of physical therapy technicians and the appointment to such positions may be made during the emergency under civil service Rule VIII-C. Each such appointment shall be designated and shown on the pay rolls and on the roster of the Civil Service Commission as "Emergency Physical Therapy Technician."

Recent State Eligible Lists

Stenographer, Alb. Off., Dept. Social Welfare, Prom.
1 Schouten, M., Castleton; 2 Glass, Nancy L., Albany; 3 Rosencoff, Frances, Albany; 4 Dale, Marjorie S., Albany; 5 Williams, Elizabeth, Albany.
Head Act. Clerk, Div. Accts., Dept. Health, Prom.
1 Coffey, John P., Albany; 2 Burns, John J., Troy.
Seno, Conservation Dept., Prom.
1 VanWyck, Alice, Babylon; 2 Wash-ton, Rose, Babylon; 3 Stone, Virginia D., Babylon; 4 Ackerman, L., Babylon.

These Are Permanent Jobs With New York State

The positions listed below are permanent jobs with the State of New York. You have until September 1, 1944 to file an application for the tests which interest you. For complete details and application forms, write to the Civil Service Commission, State Office Building, Albany, or New York City. Enclose a large, stamped, self-addressed envelope.

- 8071. ASSISTANT ARCHIVIST, Division of Archives and History, Department of Education. Usual salary range \$2,400 to \$3,000. Application fee \$2.00.
- 8072. ASSISTANT BIOCHEMIST, Division of Laboratories and Research, Department of Health. Usual salary range \$3,400 to \$3,000. Application fee \$2.00.
- 8073. ASSISTANT DISTRICT HEALTH OFFICER, Department of Health. Usual salary range \$4,000 to \$5,000. Application fee \$3.00. This examination will be held September 9.
- 8074. ASSISTANT LABORATORY WORKER, Division of Laboratories and Research, Department of Health. Usual salary range \$1,150 to 1,650. Application fee \$3.50.
- 8075. ASSISTANT LIBRARY SUPERVISOR (PUBLIC LIBRARIES), Division of Adult Education and Library Extension, Department of Education. Usual salary range \$2,400 to \$3,000. Application fee \$2.00. Candidates may compete also in No. 8083 Junior Librarian (Extension). A separate application and fee must be filed for each.
- 8076. ASSOCIATE EDUCATION SUPERVISOR (CHILD DEVELOPMENT AND PARENT EDUCATION), Division of Elementary Education, Department of Education. Usual salary range \$4,000 to \$5,000. Application fee \$3.00.
- 8077. ASSOCIATE EDUCATION SUPERVISOR (MENTALLY RETARDED CLASSES), Division of Vocational and Extension Education, Department of Education. Usual salary range \$4,000 to \$5,000. Application fee \$3.00.
- 8078. ASSOCIATE EDUCATION SUPERVISOR (PHYSICALLY HANDICAPPED CHILDREN'S CLASSES), Division of Vocational and Extension Education, Department of Education. Usual salary range \$4,000 to \$5,000. Application fee \$3.00.
- 8079. EMBALMING AND UNDERTAKING INVESTIGATOR, Bureau of Embalming and Undertaking, Department of Health. Usual salary range \$2,000 to \$2,500. Application fee \$1.00. At present, a vacancy exists in the Albany Office.
- 8080. FIELD INSTRUCTOR IN PUBLIC HEALTH EDUCATION, Division of Public Health Education, Department of Health. Usual salary range \$2,100 to \$2,900. Application fee \$2.00.
- 8082. INSTITUTION TEACHER (HOME ECONOMICS), State and County Departments and Institutions. Usual salary range \$2,000 to \$2,600. Application fee \$1.00. At present, a vacancy exists at Westfield State Farm at \$1,450 and maintenance. If eligible, candidates may compete also in No. 8081 Institution Education Supervisor (Home Economics). A separate application and fee must be filed for each.
- 8083. JUNIOR LIBRARIAN (EXTENSION), Division of Adult Education and Library Extension, Department of Education. Usual salary range \$1,800 to \$2,300. Application fee \$1.00. If eligible, candidates may compete also in No. 8075 Assistant Library Supervisor (Public Libraries). A separate application and fee must be filed for each.
- 8084. JUNIOR X-RAY TECHNICIAN (THERAPY), State Institute for the Study of Malignant Diseases, Department of Health. Usual salary range \$1,400 to 1,900. Application fee \$1.00.
- 8085. PHYSICIAN, State and County Departments and Institutions. Usual salary range \$3,120 to \$3,870. Application fee \$3.00. At present, a vacancy for a woman physician exists at Westfield Farm. This list will not be used to fill vacancies where male physicians are required. Appointments of men physicians are being made on a "merit" basis.
- 8086. SENIOR EDUCATION SUPERVISOR (BUSINESS EDUCATION), Division of Vocational and Extension Education, Department of Education. Usual salary range \$3,120 to \$3,870. Application fee \$3.00. One appointment expected in January, 1945.
- 8087. SENIOR EDUCATION SUPERVISOR (DENTAL HYGIENE), Division of Health and Physical Education, Department of Education. Usual salary range \$3,120 to \$3,870. Application fee \$3.00.
- 8088. SENIOR LABORATORY TECHNICIAN (CLINICAL PATHOLOGY), State and County Departments and Institutions. Usual salary range \$1,650 to \$2,150. Application fee \$1.00. At present, a vacancy for a male technician exists in Sing Sing Prison, Department of Correction.
- 8089. SENIOR MEDICAL BIOCHEMIST, Division of Laboratories and Research, Department of Health. Usual salary range \$4,000 to \$5,000. Application fee \$3.00.
- 8090. SENIOR TUBERCULOSIS HOSPITAL PHYSICIAN, Division of Tuberculosis, Department of Health. Usual salary range \$4,000 to \$5,000 with suitable deduction for maintenance. Application fee \$3.00.
- 8091. ASSISTANT STATE REPORTER, Law Reporting Bureau of the State of New York. Usual salary range \$3,641 to \$3,240. Application fee \$2.00. At present, one vacancy exists at \$3,000.
- 8092. ASSISTANT TO SUPERVISOR OF INSURANCE CONTRACTS, Division of Standards and Purchase, Executive Department. Usual salary range \$3,450 to \$4,200. Application fee \$3.00. At present, one vacancy exists.
- 8093. CHIEF ACCOUNT CLERK, Bureau of Accounts, Department of Education. Usual salary range \$4,000 to \$5,000. Application fee \$3.00.
- 8094. ELECTRIC INSPECTOR, Department of Public Service. Usual salary range \$1,800 to \$2,300. Application fee \$1.00. At present, two vacancies exist in the New York Office of the Power Bureau.
- 8095. JUNIOR GAS ENGINEER, Department of Public Service. Usual salary range \$2,400 to \$3,000. Application fee \$2.00. At present, a vacancy exists in the New York Office of the Power Bureau.
- 8096. JUNIOR OFFICE MACHINE OPERATOR (CALCULATING), State and County Departments. Due to war

- conditions, the minimum salary will probably be \$1,320 until at least March 31, 1945, although the usual salary range for this position is \$900 to \$1,400. Application fee \$3.00. At present, vacancies exist in the New York Office of The State Insurance Fund.
 - 8097. JUNIOR RESEARCH AID (MUNICIPAL AFFAIRS), Municipal Accounts Division, Department of Audit and Control. Usual salary range \$1,800 to \$2,300. Application fee \$1.00. Candidates may compete also in No. 8098 Municipal Research Assistant. A separate application and fee must be filed for each.
 - 8098. MUNICIPAL RESEARCH ASSISTANT, Municipal Accounts Division, Department of Audit and Control. Usual salary range \$2,400 to \$3,000. Application fee \$2.00. Candidates may compete also in No. 8097 Junior Research Aide (Municipal Affairs). A separate application and fee must be filed for each.
 - 8099. SENIOR HEARING STENOGRAPHER, State and County Departments. Usual salary range \$2,000 to \$2,500. Application fee \$1.00. At present, vacancies exist in the Buffalo and Rochester Offices of the State Liquor Authority. Candidates must be free to travel to other sections of the State when necessary. This list will be used for making temporary military substitute appointments and permanent appointments.
 - 8100. WOMEN'S PAROLE OFFICER, Department of Correction. Usual salary range \$1,800 to \$2,300, or \$1,500 to \$2,000 plus maintenance. Application fee \$1.00. Appointment expected at \$1,500 plus maintenance. At present, a vacancy for a woman parole officer exists at Albion State Training School. State Unwritten Examination of September 23 (Applications should be filed by September 22)
- Minimum Qualifications**
 Either (a) five years of full-time paid experience in social case work, within the last ten years, with a public or private social agency adhering to acceptable standards, and graduation from a standard senior high school or equivalent education;
 or (b) one year of experience as described under (a) and graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted;
 or (c) college graduation as described under (b) with courses in sociology or related fields;
 or (d) a satisfactory equivalent combination of the foregoing training and experience.
- 8102. INDUSTRIAL FOREMAN (FINISHER-TEXTILE SHOP), Department of Correction. Salary range \$2,100 to \$2,600. Application fee \$2.00. At present, a vacancy exists in Auburn Prison.
 - 8103. SENIOR TRANSPORTATION ENGINEER, Department of Public Service. Usual salary range \$4,000 to \$5,000. Application fee \$3. At present, one vacancy exists in the Albany Office. Maximum age limit is 50 years. Candidates must be physically able to climb bridges and other railroad structures.

Mental Hygiene Dept. Gets New Hiring Plan for Attendants

ALBANY—New procedure affecting the appointment of attendants in institutions of the Mental Hygiene Department designed to simplify and make uniform the paper work involved has been perfected by the State Civil Service Commission through Charles L. Campbell, administrative director.

Because of the critical manpower shortage, mental hospitals are now recruiting help wherever help can be found. In addition other agencies are cooperating in hiring attendants. Employees are hired either on a permanent basis providing they qualify under a vastly simplified and non-competitive examination, or the appointment may be made "for the duration", pending subsequent examination.

In announcing the new appointment-record procedure in a bulletin to all directors of Mental Hygiene institutions, Mr. Campbell said:

Advantages

"The procedure has several advantages. (1) The institution needs to notify us only once of the appointment of an individual; (2) a little time may be taken in completing the various steps in the examination which is desirable in some cases, necessary in others; (3) final approval or disapproval of the permanent appointment will emanate from this office, only if the appointee has fully qualified; and (4) by allowing the permanent appointment as of the date of original

notice, the appointee is in no way penalized."

"Appointing officers are urged when interviewing applicants for attendant to note particularly whether he shows on his application that he has a court record and if so the applicant should be questioned about it. If there is a doubt in the mind of the director that the civil service department will approve a permanent appointment in view of such court record, the appointment should be delayed pending an investigation by the civil service department."

The bulletin to institution directors goes on to say:

Institution Gives Tests

"At the present time Hospital Attendants in mental hygiene institutions are being appointed under Civil Service Rule VIII-10 on the basis of a non-competitive examination. This examination consists of a physical given by the institution; a written given either by the State Civil Service Commission or by its representative at the institution; an investigation by this Department, including a check of the fingerprint record taken at the time the proposed appointee enters upon the

job. "Final approval by the Civil Service Commission of permanent appointment is contingent upon the appointee satisfactorily completing all phases of the examination, including a satisfactory result of the investigation.

"The notice of appointment will be accepted by the Civil Service Department subject to satisfactory completion of the physical, written, and investigation, all of which should be completed as soon as possible. As soon as the Civil Service Department is satisfied that the appointee is fully qualified, a brief notice will be sent both the Director and the employee formally approving the appointment.

"In the event that the proposed appointee is disqualified physically or as a result of the character investigation, a simple notice will be sent both the Director and the proposed appointee that his permanent appointment has been disapproved. His services must be discontinued at the earliest possible moment, but not later than the end of the current payroll period.

"In the event that the proposed appointee fails the written test for permanent appointment, but is qualified otherwise, he may be continued under Rule VIII-A on a war duration basis."

State Department Gives Recreation Tips

No state offers its employees any more varied and accessible vacation opportunities than New York. That assertion came from the Bureau of Conservation Education in the Conservation Department and Commissioner John A. White backs it up. What he told THE LEADER in a special interview doesn't leave any room for doubt,

"New York State owns outright more vacation land than the entire area of a neighboring state," Commissioner White said. "There are more than two and one-half million acres of it—mostly in the Adirondack and Catskill Parks. In addition, the State owns more than 25,000 acres of water, divided among scores of lakes and ponds in the Adirondacks, and more thousands in the Catskill. The Commissioner added, "there is a State Park located within easy reach of virtually

every community in New York—seventy of them comprising more than 172,000 acres and normally visited by many millions each year. These parks range in area from the half-acre Squaw Island Park at the north end of Canandaigua Lake to the 57,000-acre Allegany State Park 70 miles south of Buffalo. Most popular is Jones Beach State Park which has dressing accommodations for 15,000 bathers at a time and parking space for 15,000 automobiles.

The State Parks contain hundreds of camps, cabins, cottages or inns where accommodations may be rented at nominal cost.

"No matter the kind of vacation—camping, hiking, canoeing, fishing hunting or just plain sitting around with a lake, an ocean, a mountain, forests or fields at the doorsteps, the State can fill the bill.

"If you don't know where to go, how to get there or what to bring just leave it to us—write the Bureau of Conservation Education in the Conservation Department and list your needs,



JOHN A. WHITE: New York State Conservation Commissioner. His pleasant job is to provide playgrounds for the State.

State Promotion Examinations

The State Civil Service Commission has announced the following promotion examinations. For complete details and eligibility requirements, write to the Department of Civil Service, State Office Building, Albany or New York City. Enclose a large stamped self-addressed envelope.

- 9110. Principal Insurance Examiner (Complaints), Department of Insurance. Usual salary range, \$6,000 to \$7,500. Application fee, \$5.00. Last date for filing applications: September 2, 1944. Issued August 16, 1944.
- 9111. Associate Insurance Examiner (Miscellaneous), Department of Insurance. Usual salary range, \$4,925 to \$5,925. Application fee, \$4.00. Last date for filing applications, September 2, 1944. Issued August 16, 1944.
- 9112. Senior Insurance Policy Examiner, Department of Insurance. Usual salary range, \$4,050 to \$4,925. Application fee, \$4.00. Last date for filing applications, September 2, 1944. Issued August 16, 1944.
- 9113. Senior Stenographer, Albany Office, Department of Law. Usual salary range, \$1,600 to \$2,100. Application fee, \$1.00. At present seven vacancies exist in the Bureau of Rights of Way. Last date for filing applications, September 2, 1944. Issued August 16, 1944.

Exam Bulletin Board

Under the provisions of the Civil Service Law, notice of a request to hold an open-competitive rather than a promotion examination for a particular position must be posted for fifteen days in the office of the Civil Service Commission before action can be taken on such requests. This gives an opportunity to employees who believe a promotion examination should be held to file their protests against the open competitive examination with their been posted in the office of the Civil Service Commission.

Progress Report On State Exams

- Open Competitive**
- JUNIOR INSURANCE QUALIFICATIONS EXAMINER, Insurance Department: 79 candidates, held January 22, 1943. The rating of the written examination is completed. Investigations of training and experience being made.
- ASSOCIATE EDUCATION SUPERVISOR (BUSINESS EDUCATION): 27 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held in August.
- BUSINESS CONSULTANT, Div. of Commerce: 92 candidates, held May 6, 1944. Rating of the written examination is in progress.
- JUNIOR STATISTICIAN: 64 candidates, held May 6, 1944. Rating of the written examination is in progress.
- MOTION PICTURE INSPECTOR, State Education Dept.: 16 candidates, held May 6, 1944. Rating of the written examination is completed. Investigations of training and experience are in progress.
- SENIOR BUSINESS CONSULTANT, Division of Commerce: 69 candidates, held May 6, 1944. Rating of the written examination is in progress.
- SENIOR CIVIL SERVICE INVESTIGATOR, Dept. of Civil Service: 328 candidates, held May 6, 1944. Rating of the written examination is in progress.
- SENIOR STATISTICS CLERK: 230 candidates, held May 6, 1944. Rating of the written examination is in progress.
- JUNIOR STENOGRAPHER, Albany Area: 435 candidates, held June 17 and 24, 1944. Rating of written examination is in progress.
- JUNIOR TYPIST, Albany Area: 711 candidates, held June 17, 1944 and June 24, 1944. Rating of the written examination is in progress.
- STENOGRAPHER, Albany Area: 360 candidates, held June 17 and 24, 1944. Rating of the written examination is in progress.
- JUNIOR CLERK, Albany Area: 1189 candidates, held July 15, 1944. Rating schedule being prepared.
- PROMOTION**
- HEAD CLERK (Motor Vehicle) Department of Taxation and Finance: 12 candidates, held February 26, 1944. Rating of the written examination being checked.
- SENIOR PAROLE OFFICER, Division of Parole, Executive Department, New York District, Buffalo Region: 45 candidates, held February 26, 1944. Rating of the written examination is completed. Rating of training and experience is completed.
- SENIOR DAMAGES EVALUATOR, De-

- partment of Taxation and Finance: 19 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held.
- STENOGRAPHER, Department of Civil Service: 27 candidates, held May 27, 1944. Rating of the written examination is completed.
- ASSISTANT DEPUTY CLERK, Appellate Division, Supreme Court, 2nd Judicial District: 13 candidates, held June 10, 1944. Rating of the written examination is completed. Interviews may be held.
- PRINCIPAL CLERK, Dept. of Taxation and Finance: 9 candidates, held June 10, 1944. Rating of the written examination is in progress.
- RETAINER CLERK TYPIST, Appellate Division Supreme Court, 2nd Judicial District: 10 candidates, held June 2, 1944. Rating of the written examination is completed. Interviews may be held.
- TAX ADMINISTRATIVE SUPERVISOR (Corp.) Taxation and Finance: 10 candidates, held June 6, 1944. Rating of the written examination is in progress.
- ADMINISTRATIVE ASSISTANT - COMMISSIONER OF CORRECTION, Dept. of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is in progress.
- CLERK, Division of Commerce, Executive Department: 10 candidates held June 24, 1944. Rating of the written examination is in progress.
- CLERK, Department of Taxation and Finance: 21 candidates, held June 24, 1944. Rating of the written examination is in progress.
- FILE CLERK, Health Department: 14 candidates, held June 24, 1944. Rating of the written examination is in progress.
- STENOGRAPHER, Conservation Department: 6 candidates, held July 8, 1944. This examination has been sent to the Administration Division for printing.
- STENOGRAPHER, Department of Social Welfare: 5 candidates, held July 8, 1944. This examination has been sent to the Administration Division for printing.
- TYPIST, Division of Laboratories and Research, Department of Health, held July 8, 1944. Rating of the written examination is in progress.
- TYPIST, Department of Health: 20 candidates, held July 8, 1944. Rating of the written examination is in progress.
- ASSISTANT LIBRARIAN (Traveling Librarian) Education Department: 7 candidates, held July 15, 1944. Rating of the written examination is in progress.
- STENOGRAPHER (LAW), Department of Taxation and Finance: 5 candidates, held July 15, 1944. Rating of the written examination is completed. Pending receipt of service record ratings.



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NEWS ABOUT STATE EMPLOYEES

Industry

FROM THE STATE AGRICULTURAL and Industrial School: The Rochester Hospital Service is now being sponsored by the Industry Chapter of the Association of State Civil Service Employees. William D. Stocum will serve as agent for our local group. . . . Lt. Theodore Johnson, Jr. and Lt. Sarah Harris of Pittsburgh, were married on their furlough. Lt. Johnson and his bride, made a brief visit to Industry on their way to Fort Huachuca where they are stationed. He is of the Tank Destroyer Corps; she of the Nurses Corp. . . . Mr. and Mrs. Odin Bullis were in Essex, N. Y. recently. . . . Mr. and Mrs. Harold Spink and friends called on Mr and Mrs. Howard Davison and also on Mr. Harold Van Volkenburgh and his family. . . . Mr. and Mrs. Harold Van Volkenburgh attended the Horse Show at Livonia on August 6th. . . . Mr. and Mrs. John Murphy visited their Nephew at Sampson, N. Y. . . . Mr. and Mrs. Robert Noble spent a few days at their cottage on Conesus Lake. Several friends were invited to picnic there.

New York City

MEMBERS of the New York City Chapter, ASCSE, are sharing anxiety and hoping for the best with Warren H. Gilman, head of the Real Property Bureau of the Law Department. He has been notified by the War Department that his son, Warren, Jr., has been seriously wounded in action with the infantry in the South Pacific and has been awarded the Purple Heart. Young Warren left Manhattan College to enter the service. Another son, Edmund, left his studies at Fordham to enter the Air Corps. . . . Killian McLaughlin, elevator pilot at 80 Centre Street. He says he needs a rest now, so he has just returned from a vacation. must have had a good time. . . . Dorothy Dowling is among the many members who are spending their vacations on the other side of the Williamsburg Bridge. . . . the place where the tree grows. . . .

Utica

WITH A SCORCHING midday sun blazing directly on the heads of the employees of the Bureau of Motor Vehicle and Department of Taxation and Finance of the

STATE EMPLOYEES

Borrow from
New York State Employees
Federal Credit Union
80 Center Street New York City

Albany Shopping Guide

Hobbies

AIRPLANES, Stamps, Boats, Railroads Bought and sold. Irvia Wydie Hobby Shop, 448 Broadway, Albany.

Schools

COMPTONER—Burroughs or Monroe Machines. Combination typing and calculating. Brush-up courses. Day or evening classes. HURLBURT OFFICE SERVICE, 196 Lark St., Albany 4-5931. Mrs. Edward J. Hurlburt, Director.

For The Ladies

TRIXY FOUNDATIONS and Health Supports. Free Ruze analysis at your convenience. CAROLYN H. VAN ALLEN, 45 Mulder Lane, Albany, N. Y. Albany 3-3999

New and Used Tires

FAT'S SERVICE STATION, 667 Central Ave., Albany, N. Y. Battery, Ignition and Complete Lubrication Service. Car washing and Accessories. Day and Night Towing Service. Call Albany 2-9796.

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DPUI's Silberstein Leaves Service To Become Editor

ALBANY—Howard E. Silberstein, Assistant Industrial Commissioner in the State Department of Labor since August, 1937, has submitted his resignation and will return to newspaper work on September 1, as editor and part-owner of the Catskill Daily Mail. In his new post he will be associated with his father, M. Edward Silberstein, who has been publisher of the Catskill Daily since 1906.

Popular Mr. Silberstein entered State service in 1933 as Director of Public Relations in the Department of Taxation and Finance, and in that capacity served as an assistant to the late Commissioner Mark Graves. In 1937 he was named Assistant Industrial Commissioner at New York City by Commissioner Elmer F. Andrews, and two years later Commissioner Frieda S. Miller sent him to Albany to aid in the reorganization of the Division of Placement and Unemployment Insurance. He has continued on assignment to that agency as assistant to Milton O. Loysen, Executive Director. In this position he was responsible for the Division's personnel policy, staff

training and public relations, and represented the agency in negotiations with employee organizations.

From 1933 through 1940 he was chairman of the Speakers Bureau of Democratic State Committee.

A graduate of the School of Journalism at Rutgers University in 1928, Mr. Silberstein was connected with the Daily Mail in Catskill until 1933. He is 38 years of age, married, and has one son.

State Milk Employees Are Promoted

ALBANY — Commissioner C. Chester Du Mond today announced the promotion of three employees, each of whom has served eleven years in the Division of Milk Control of the Department of Agriculture and Markets. The promotions become effective August 16.

Laurance L. Clough, 280 Kenwood Avenue, Elmsmere, is promoted to Assistant Director of the Division of Milk Control from Chief Milk Accounts Examiner. W. J. McKinney, 62 Sycamore Street, Albany, is promoted from Senior to Chief Milk Accounts Examiner, and R. H. MacKay, 81 Younglove Avenue, Cohoes, from Milk Control Investigator to Supervising Milk Control Investigator.

From July, 1932, to February, 1933, Mr. Clough served as auditor for the "Pitcher" legislative committee to investigate the milk industry, and joined the Division of Milk Control soon after it was created in 1933. He has served, in addition to his present work, as administrator of the Niagara Frontier Milk Marketing Order from October, 1938, to February, 1939, and as administrator of the Rochester Milk Marketing Order since December, 1939.

What's a picnic without

TREAT CRISPS

GOLDEN BROWN POTATO CHIPS

Always Fresh — — At your delicatessen



ONE OF THE BEST friends a man can have both these days and after the war, is a nice little piece of paper.

A crisp green-and-white paper that 10 years hence is going to bring in an extra dollar for every three you put in now.

A piece of paper that can help bring you comfort, peace of mind, security. A War Bond.

That's why, when times are good, and you're making a little extra money, you

should collect as many of those pieces of paper as you possibly can. Common sense will tell you that you can't collect too many.

So buy War Bonds. Keep on buying more and more War Bonds. Hang onto them—don't be tempted to cash them in. For after the war you'll have some mighty fine friends in your fistful of War Bonds!

WAR BONDS to Have and to Hold

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

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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...

Chief Deputy U. S. Marshal \$5,228 a year. (Salary includes the amount paid for overtime as shown below). Place of employment: Department of Justice, Southern Judicial District in the State of New York...

Closing Date: Applications will be received until the needs of the Service have been met. Salary and Hours of Work: The Standard Federal workweek of 48 hours includes 8 hours of required overtime...

Annual salary for this position is as follows: Basic Salary, \$4,000; Overtime Pay, \$628; Total Salary, \$5,228. All basic salaries are subject to a deduction of 3 percent for retirement purposes.

Duties: As assigned by the Marshal, supervises other deputies and bailiffs; acts as a Disbursing and Certifying Officer, and has general supervision of the preparation and payment of payrolls and vouchers of various employees...

Minimum qualifications: Applicants must have had six years of broad, successful, extensive and progressively important experience involving such administrative functions as the supervision of employees and the planning, organizing, direction and coordination of their work...

The applicant's entire experience must have been of such a nature and extent as amply to demonstrate ability to perform the duties of this position. Applicants must have demonstrated ability to meet and deal satisfactorily with the public.

Note: Persons entitled to veterans preference should include in their experience statement the duties performed while serving in the armed forces. Credit shall be given to all valuable experience, including experience gained in religious, civic, welfare, service and organizational activities...

Investigation of Fitness: Competitors who attain an eligible rating may be investigated with the object of securing additional evidence as to their qualifications and moral fitness for this position, also to secure evidence as to their honesty, integrity, habits, loyalty to the United States and general character...

DEPARTMENTAL GUARD, \$1,824 A YEAR, INCLUDING OVERTIME PAY FOR APPOINTMENT IN WASHINGTON, D. C., ONLY

Applications must be filed with the United States Civil Service Commission, Washington, D. C., and will be accepted until the needs of the Service have been met.

Eligibility: In accordance with the Veterans' Preference Act of 1944, competition in this examination is restricted to persons entitled to military preference as long as sufficient preference eligibles are available. At present there are not sufficient preference eligibles available...

Experience: Applicants must show that they have had at least 3 months of full time paid experience in such positions as soldier, sailor, marine, coast guard, salesman, policeman, deputy sheriff, foreman, messenger, bus driver, watchman, guards, chauffeur, farmer or comparable occupations.

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their experience and on corroborating evidence secured by the Commission.

Salary: By amendment dated August 10, 1942, the basic entrance salary for the position of Departmental Guard was increased from \$1,500 to \$1,800 a year. Physical Ability: Applicants must be capable of performing the duties of the position and be free from such defects or diseases as would constitute hazards to themselves or danger to their fellow employees as determined by the appointing officer.

STENOGRAPHERS TYPISTS MACHINE OPERATORS There is a need for approximately 470 Stenographers. The majority of these vacancies are at Grade 2; however, for persons with one year's stenographic experience, there are available vacancies at the CAF-3 Grade, \$1020 per annum plus overtime or about \$38 per week.

Approximately 548 Typists are needed, mostly at the Grade 2, \$1440 per annum plus overtime or about \$34 per week. In this category too, vacancies at Grade 3, or about \$38 per week, are available for persons with at least one year's typing experience.

There is also a need for Multilith Telephone, Key and Card Punch Operators at about \$34 per week. There are some Tabulating Machine Operator vacancies for persons who know wiring at about \$38 per week. Mimeograph, Graphotype, Addressograph and Teletype Operators at salaries ranging from \$34 to \$38 per week are needed. In most cases the Telephone and Teletype Operators are required to work on rotating shifts.

When you have spotted the job that suits you, do 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.

ATTENDANT \$1200-\$1400 p.a. \$4.54-\$7.77 p.h. \$23.00-\$26.00 per week.

CHAUFFEUR \$1320-\$1680 p.a. \$5.55-\$8.81 per hr.

CHECKER \$1620-\$2000 p.a.

COOK & BAKER \$1320 p.a. \$7.75-\$88 per hr. \$28.40-\$34.00 per week.

ELEVATOR OPERATOR \$1200-\$1320 p.a.

ELECTRICIAN \$2200 p.a. \$11.4-\$12.26 per hr. \$10.08 per diem.

FIREFIGHTER \$1680-\$2040 p.a.

STATIONARY BOILER FIREMAN \$1350-\$1500 p.a.

GUARD \$1500-\$1800 p.a.

HELPERS Auto Mechanic Helper, \$7.8-\$8.7 per hr. Electrician Helper, \$7.7-\$8.9 per hr. Stock Traces Helper, \$1500 p.a. Ordnance Helper, \$5.84 per hr. Blacksmith Helper, \$5.87 per hr. Machinist Helper, \$5.84 per hr. \$1620 p.a.

Plumber Helper, \$5.84 per hr. Painters Helper, \$7.76 per hr. Clerk-Laboratory Helper, \$1320 p.a. Janitor, \$1200-\$1500 per annum \$5.50-\$8.82 per hr.

Laborer, \$1200-\$1500 p.a. \$5.53-\$8.80 per hr. \$6.40 per diem. Laundry Operator, \$1200-\$1500 per annum \$27.20-\$29.00 per wk. \$5.7-\$8.2 per hr.

Marine Positions, \$1680-\$2800 p.a. Machinist, \$9.12-\$10.08 per diem, \$1.10 per hr. \$3200 p.a.

MECHANICS Auto Mechanic, \$7.8-\$12.36 per hr. Sub. Mechanic General, \$7.76 per hr. Mechanic, \$10.08 per diem \$1800 p.a. Rigger Mechanic, \$1800 p.a. Addressgraph Machine Mechanic, \$1800 p.a. Mechanic Learner, \$1200 p.a. Aircraft Mechanic, \$2200 p.a. Orthopedic Mechanic (Bracemaker) \$2000 p.a.

MISC. MECHANICAL TRADES R. E. Brakeman, \$4 per hr. Blacksmith (Marine), \$1.16 per hr. Aircraft Welder, \$1800 p.a. Apprentice Toolmaker, \$5.55 per hr. Toolmaker, \$11.31-\$13.8 per hr. Caulker, \$1.13 per hr.

MISCELLANEOUS Stenotypist, \$1.32 per hr. Pressman, \$10.56 per diem. Platoprinter, \$90.00 per week. Sorter, \$87 per hr. J. A. C. Woodworker, \$1800 p.a. Gardner, \$880 p.a. Sub-Pneumatic Tube Operator, \$60 per hr. Finisher, \$5.28 per diem. Jr. Power Machine Operator, \$87-\$73 per hr. Mailhandler, \$5.55 per hr. Operating Engineer (Sewage) \$1.04 per hr. Packer, \$7.7-\$9.99 per hr. Painter, \$10.20 per annum. Radio Positions, \$2800 p.a. \$9.81-\$13 per hr.

REPAIRMAN Office Appliance Repairman, \$1680-\$1800 per annum. Office Machine Repairman, \$1800 p.a. Typewriter Repairman, \$1800 p.a. Telephone Repairman (Teletype) \$1.09 per hr. Equipment Repairman, \$1.00 per hr. Shoot Metal Worker, \$1.04-\$1.13 per hr. Storekeeper, \$1400-\$1800 per annum.

OVERSEAS VACANCIES

Position Salary Ice Plant Operator, \$2000-\$2875 p.a. Evaporator Operator, \$2600-\$2875 p.a. Armature Winder, \$2600-\$2875 p.a. Diesel Oiler, \$2300-\$2500 p.a. Mechanic (Sheet Metal) \$2000 p.a. Tinsmith, \$3000 p.a. Firefighter, \$2400 p.a. Plumber, \$3000 p.a. Carpenter, \$2000 p.a. Switchboard Operator (Power Plant) \$3000-\$2875 p.a. Fire Truck Driver, \$2400 p.a. Boiler Operator, \$2000-\$2875 p.a. Cable Splicer, \$2000-\$2875 p.a. Electrician (Lineman) \$1.30 p. hr. Electrician, \$2000-\$2875 p.a. Electrician (Maintenance) \$1.30 p. hr. Diesel Engine Man, \$2000-\$2875 p.a.

ACCOUNTANTS—\$2000 to \$4500 Inclusive Commercial Cost, Fiscal, Head, Senior, Cost, Chief

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LEGAL NOTICE

The People of the State of New York, by the grace of God free and independent. To: MARGARETHA VOLK, WILLIAM VOLK, ELIZABETH VOLK, DONALD VOLK, formerly known as ELIZABETH MARIE VOLK, EDWARD WARREN VOLK, FRANK VOLK, KENNETH VOLK and ROLAND VOLK, WALTER DAVID VOLK, MARGRETA VOLK, all infants over the age of 14 years, being the persons interested as distributees, creditors or otherwise in the Estate of William Volk, Deceased.

SEND GREETING: UPON the petition of ELIZABETH SCHMALZ, residing at R.F.D. No. 3, Plainfield, New Jersey, and FRANK VOLK, residing at 39 Fifth Avenue, Borough of Manhattan, City of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County held at the Hall of Records in the County of New York, on the 19th day of September, 1944, at half-past ten o'clock in the forenoon of that day.

1. Why the second intermediate account of Elizabeth Schmalz and Frank Volk, as trustees under the Last Will and Testament of William Volk, deceased, for the period commencing September 1, 1941 and ending April 30, 1944 should not be judicially settled and approved; and

2. Why the schedule of accounts filed simultaneously with the aforementioned petition should not be deemed in compliance with the order of this court dated October 25, 1943; and

3. Why all of the persons aforementioned and all necessary and proper persons should not be cited to show cause why such settlement should not be had; and

4. Why the fees of James J. Cronan, an attorney and counselor at law, should not be fixed and determined pursuant to Sec. 281a of the Surrogate's Court Act in the sum of \$20,000 and why the trustees should not be directed to pay the same; and

5. Why the acts and conduct of the petitioners in connection with the action against Nicholas Volk and Helen Volk should not in all respects be approved and confirmed and why the petitioners should not be discharged of and concern-

ing all of their acts and conduct as executors under and pursuant to the Last Will and Testament of William Volk, deceased; and

6. Why Eberhardt Volk, Elizabeth Schmalz and Frank Volk, as trustees, should not be adjudged the owners of premises 51 Cortlandt Street in the Borough of Manhattan, City of New York; and

7. Why Eberhardt Volk, Elizabeth Schmalz and Frank Volk, as trustees, should not recover judgment awarding to said trustees possession of premises 51 Cortlandt Street, in the Borough of Manhattan, City of New York and why this court should not issue such mandate or order as may be necessary to evict the person or persons in possession of said premises; and

8. Why the court should not instruct the petitioners and Eberhardt Volk, as trustees, concerning the advisability, propriety, necessity and expediency of selling any and all of the real property constituting the corpus of the trust estate;

9. Why the court should not instruct the petitioners and Eberhardt Volk, as trustees, and construe the provisions of the will concerning the power of the trustees to invade the corpus of the trust in order to make the payments of \$2,000 per annum to Margaretha Volk, pursuant to Paragraph "SEVENTH" subdivision "A" of the Will; and

10. Why the court should not instruct the petitioners and Eberhardt Volk, as trustees, and construe the provisions of the Will concerning the manner in which income shall be payable to the income remaindermen; and

11. Why the petitioners should not have such other, further and different relief as to the court may appear just and proper in the premises.

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 a Surrogate of our said County, at the County of New York, the 11th day of July, in the year of our Lord one thousand nine hundred and forty-four.

(SEAL) GEORGE LOESCH Clerk of the Surrogate's Court

Advertisement

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U.S. Architect Rolls Close

The United States Civil Service Commission has announced that the closing date for acceptance of applications for Architect, \$2,433 to \$3,328 a year, will be August 28, 1944. Applications must be filed with the United States Civil Service Commission, Washington 25, D. C., not later than that date.

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USRS Referral Necessary

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Laborers at a shipyard at San Pedro, California. As apprentices to journeymen, they will be paid \$49.40 for the 48-hour week, with a 10 per cent bonus for the second shift, and 15 per cent for the third shift. Those under 26 must be draft-deferred. A training pro-

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Laborers—Male over 21; pass physical examination; weigh at least 140 lbs.; load and unload bags of sugar, stack, move and assist; to be broken in on centrifugal machinery; occasionally operate a Muk truck, no license; \$1 cents per hr.; overtime over 40 hrs.; earn \$42 per week; hours, 8 A.M.-4:30 P.M.; steady work; advancement.

LEGAL NOTICE
At a Special Term Part II of the City Court of New York, of the City of New York, held in and for the County of New York, at the Court House, 35 Chambers Street in the Borough of Manhattan, City and State of New York, on the 11 day of Aug. 1944. Present: Hon. EDWARD J. McMULLEN, Justice.

In the Matter of the Application of LEON SMUKLER. For leave to change his name to LEON S. CLAREMON. On reading and filing the annexed petition of Leon Smukler, duly verified the 6th day of February, 1944, praying for leave to assume the name of LEON S. CLAREMON in place and stead of LEON SMUKLER and there being no reasonable objection thereto and it appears that the said petitioner has submitted to registration pursuant to the provisions of the Selective Training and Service Act of 1940, as amended.

NOW on motion of JULIUS SPRING, attorney for the petitioner it is Ordered that LEON SMUKLER, be and he is hereby authorized to assume the name of LEON S. CLAREMON on and after September 20th 1944 upon compliance with the provisions of this order; and it is further

Ordered that this order and the aforementioned petition be entered and filed within ten (10) days from the date hereof in the Office of the Clerk of this court and that a copy of this order shall within ten (10) days from the entry thereof be published at least once in the Civil Service LEADER a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of publication thereof shall be entered and filed with the Clerk of the City Court of the City of New York, County of New York, and it is further

Ordered that a copy of this order and the papers upon which it is based shall be served upon the Chairman of the Local Draft Board of the United States Selective Service at which the petitioner submitted to registration as above set forth, within twenty (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 (10) days after such service, and it is further

Ordered that following the filing of the petition and order as directed; the publication of said order; the filing of proof of said papers as hereinbefore directed, that on and after the 20th day of Sept. 1944, the petitioner shall be known by the name of LEON S. CLAREMON and no other name and it is further

Ordered that a certified copy of this order shall not be issued until proof of compliance with the above provisions has been filed with the Clerk of this Court. Enter, E. J. McMULLEN, J. C. C.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EDISON ESTATES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of August, 1944.

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

KOSMINSKY, BERTHA—CITATION—The People of the State of New York, by the Grace of God Free and Independent. To Hilda Gottesman, Robert Gottesman,

How a Hospital Attendant Works; What He Must Put Up With

By M. J. Conley, Corresponding Secretary, Kings Park Chapter Association of State Civil Service Employees.

The Mental Hygiene Department is one of the most important branches of the state's public service. No other department renders a more value return for the taxpayer's dollar. Its efficiency in the care and cure of the physically, as well as the mentally ill, compares favorably with that of the City or private hospital, and its proud record of rehabilitation stands out in bold relief against the general impression that the unfortunate who is consigned to a mental institution is a lost soul. But never forget that there is no other branch of public service where life and limb is risked to any greater degree than in the State Hospitals.

The task of the State Hospital attendant is a nerve wrecking, difficult and highly dangerous assignment. It is a continuous struggle in the midst of every known type of insanity and every other human malady known to the medical profession, carried on under all kinds of circumstances and conditions. For 8 hours a day, 7 days a week, toll through the endless days and dreary nights in an atmosphere of fearful expectancy; anything is liable to happen at any time. He comes on the job always prepared for the worst, and leaves the assignment late in the evening or early in the morning, as the case may be, thankful that still another nervous work period has passed without serious trouble.

To you who have never been within the walls of a mental institution, a trip of inspection through those cities of the living dead would bring home to you the grim task—the monotonous daily

routine of the State Hospital worker.

Go through the infirmary wards with their unending rows of bedridden men and women and see the nurses and attendants tend to the ever increasing demands of the unfortunate thousands who have been struck down by the dual blight of humanity—physical and mental disability. See the ravages of disease on the human body at its highest, the great numbers of patients in mechanical restraint or seclusion, and those who refuse to eat being forcibly fed.

Danger of Contagion

From here you may visit the coughing dormitories where the employees are obliged to wear cumbersome gauze masks as a makeshift protection against the dread, consuming germs of T. B. and where a lone nurse may be seen tending to as many as 50

living skeletons laying on so many hospital beds. You may also visit the milling dayrooms and the parading verandas, where as few as two attendants may be seen wrestling with as many as 300 violent patients; where the roar of the manic and the ceaseless chatter of the paranoid is deafening, and where the nerves of men and women grow jittery in their never ending vigil over the eternal runaway and the brooding suicidal.

Go through the soiled wards where a patient's clothing may have to be changed as many as 20 times a day, and 300 bed sheets used in a single night; and from there to the dining room where you may duck flying dishes and where as many as a dozen fights may come during any meal hour.

The task of the State Hospital attendant is a nerve wracking, difficult and highly dangerous assignment. See the State's records of all the serious accidents, cases of total disability and violent deaths suffered by hundreds of employees at the hands of the mentally unbalanced. Or see some of the long line of men and women who have grown old and gray, bent and broken—long before their time—in this nerve wracking and highly dangerous public service for proof.

JOHN EMANUEL

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Fine Furs

205 W. 29th St. New York City

Furs Made to Order Remodeling and Repairing

10% Discount to All Civil Service Employees Upon Identification

LALOR SHOES

215 Broadway, New York City

Here's good news for you! At last—A shoe that really fits the most important part of the foot... the Bottom.

Thousands of men and women in every walk of life find that long hours "on their feet" seem shorter, much less tiring, thanks to the fatigue-free comfort of LALOR SHOES. Remember, the fit is the thing—it combines comfort and appearance.

D. J. LALOR

For the Record

ABBOTT APPLIANCE & MUSIC has a complete line of the newest records. Radio Dept. will service and repair your radio. Tubes available.

2101 Grand Concourse, Bronx PO 7-4108

INVISIBLE GLASSES

are marvelous for your sight and your appearance! Safe and unbreakable. You'll see better and look better. Have FREE trial fitting. Consultation welcomed 10-8 p.m. daily; 2-4 p.m. Sunday

J. H. WILDAY Times Bldg. (42d St.) BRyan 9-3288

MEN'S SUITS

SLIGHTLY USED BETTER THAN NEW \$7.50 and Up

We Also Buy Pawn tickets For Diamonds and All Kinds of Jewelry

Al's Clothing Exchange

138 Myrtle Ave., off Flatbush Ext. Brooklyn, N. Y. TRiangle 5-8196

WE BUY AT TOP PRICES

Complete Apartments, Pianos, Odd Pieces, Rugs, Refrigerators, Combs, Radios, Sewing Machines, etc.

FURNITURE

United Security At. 9-6486 2176 Third Ave.

LEGAL NOTICE

When Your Doctor Prescribes Call

MARTOCCI

All Prescriptions Filled by Registered Graduate Pharmacists

PRESCRIPTIONS — DRUGS

MARTOCCI PHARMACY

7991 13th Ave. Brooklyn, N. Y. Call BRonsonhurst 6-7933 Bay Ridge's Leading Prescription Pharmacy

House Has Bill to Give U. S. Employees a Break

"G. I. Joe" has been faring rather well under the so-called "Demobilization bills before Congress, but "Civil Service Jack" almost got a rooking. Now "C. S. Jack" at least has a chance of getting a fair break under the George-Kilgore-Murray proposal which passed the Senate last week, and is now before the House.

Here's the story: The original George Bill, which was scheduled to go through with the blessings of the administration leaders, carried a provision excepting all

employees of the Demobilization agency from the civil service act. It was urged by its sponsors that the agency would be an "emergency" organization created solely for the "transition from war to a peace economy." It was preferred, so they claimed, that the positions be exempted from the merit system rules so as not to encourage appointees to look upon the positions as "permanent" ones; that it would be easier under such an arrangement to revamp the agency later and reduce its staff gradually until its need no longer existed, without foisting the employees of the agency on the "permanent" civil service.

Advocates of the merit system, guided by long experience with the legislative habit of creating "temporary" agencies of government which usually go on and on, called the turn on the sweeping exemption provisions. The National Civil Service Reform League as soon as it spotted the danger in the George proposal, wrote to the Senate and House leaders urging them to eliminate the exemption clause from the bill.

Bill Modified

As it passed the Senate, the proposal was drastically modified in favor of giving "C. S. Jack" a better chance for consideration. All of the subordinate positions, except those in the higher scientific, professional and technical places are to be filled by appointments under the civil service law. The number of positions affected will run into the thousands.

In commenting on the elimination of the exemption clause from bill, H. Elliot Kaplan, Executive Secretary of the League stated

LEGAL NOTICE

Joseph Sonand, Helen Sonand, Carole Sonand, Max Sonand, Benjamin Kochman, Harry Kochman, Gusie Kochman, Abraham Kochman, Anna M. Turno, "Jane" Proch, the name "Jane" being fictitious and all other daughters of Esther Proch, parties intended being the daughters of Esther Proch; "Jane" Proch, the name "Jane" being fictitious and all other daughters of Pincus Proch, parties intended being the daughters of Pincus Proch; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of BERTHA KOSMINSKY, deceased, who at the time of her death was a resident of 197 West 96th St., New York City, Send

Gretings: Upon the petition of PEARL SAMUELS, residing at 920 48th St., Brooklyn, N. Y. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 15th day of September, 1944, at half-past ten o'clock in the forenoon of that day, why the account proceedings of PEARL SAMUELS as executrix and why legal fees of Nathan R. Shapiro of \$400.00 of which \$100.00 has been paid, should not be paid and for leave to sell property located at 475 West 130th St., N. Y. C., for the purpose of paying debts, administration expenses and for distribution, should not be judicially settled.

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, a Surrogate of our said county, at the County of New York, the 8th day of July in the year of our Lord one thousand nine hundred and forty-four. (L.S.) GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BENJ. HASKELL MONUMENTS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of August, 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 FOSHURG & LANG, 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 30th day of July, 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 GREENWIT REALTIES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of August, 1944.

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

CIVIL SERVICE WORKERS

Have you friends over 45?

DO THEM A GOOD TURN!

Advise them of these POST-WAR POSITIONS that offer genuine opportunities for advancement.

They will start in the shipping and stock departments of a prominent ladies apparel chain organization at salaries of \$24-\$36.

All are 5-day week.

Tell them to see MR. GOLDE 498 7th Ave. (37 St.), 6th floor

TO BE SURE YOU GET HIGHEST PRICE
For Your Car ANY YEAR OR MAKE SEE OR PHONE **DEXTA** AT. 9-2998 1st Ave.-97th St., N. Y.

Wendel-Hall Pontiac Co. PAYS HIGHER PRICES FOR USED CARS
1936 to 1943 models. We will give you a postwar new car priority. Will send buyer with CASH 1700 Jerome Ave. (Near 170th St.) TR. 8-3048

CARS WANTED
All Makes, 1932-1942 TOP PRICES PAID **PITKIN AUTO**
DeSoto - Plymouth Dealer 226 PENNSYLVANIA AVE., BKLYN. AP 7-0688

CARS WANTED
ALL MAKES 1936-1942 Top Prices Paid **FIELDSTONE MOTORS**
New York's Oldest DeSoto, Pfr. Dealers BROADWAY at 233rd STREET Marble 7-9100

Four-In One Exam for Health Promotion

The New York City Civil Service Commission recently had a problem on its hands.

An examination had been ordered for promotion to Health Inspector, grade 4. But various groups of employees were eligible to take the promotion examination and they asked that separate examinations be given in line with their duties.

After deliberation, the Commissioners decided that it wouldn't do it to hold separate tests, but that one examination would be given. However, the questions will be framed so that each candidate will be able to apply the questions to his own type of experience.

LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent.

To: WARREN TODD FURNISS, JAMES PINE FURNISS, HENRY DAWSON FURNISS, 3RD, Infant, PETER RANDALL FURNISS, Infant, PACIFIC MUTUAL LIFE INSURANCE COMPANY OF CALIFORNIA, TRAVELERS INSURANCE COMPANY and THE NORTHWESTERN MUTUAL LIFE INSURANCE COMPANY, being the persons interested as creditors, distributees, or otherwise, in the Estate of H. Dawson Furniss, deceased, who at the time of his death was a resident of No. 6 Henderson Place, New York, New York, SEND GREETING:

Upon the petition of Ruth Pine Furniss, residing at No. 5 Prospect Place, New York, New York, and Henry Dawson Furniss, Jr., residing at No. 10 Fern Street, Amherst, Massachusetts,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 15th day of September, 1944, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Ruth Pine Furniss and Henry Dawson Furniss, Jr., as Executors, and the account of Henry Dawson Furniss, Jr., as Trustee, should not be judicially settled, and why Henry Dawson Furniss, Jr., should not be granted permission to abandon certain worthless assets, should not be instructed as to whether the net proceeds of realty should be paid to Ruth Pine Furniss as legatee, and whether certain discretionary powers may be exercised by Henry Dawson Furniss, Jr., as Substitute Trustee.

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, a Surrogate of our said county, at the County of New York, the 15th day of July, in the year of our Lord one thousand nine hundred and forty-four.

GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of COZY ACRES, 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 17th day of Aug., 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 GROSS PLUMBING AND HEATING 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 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 COZY ACRES, 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 17th day of Aug., 1944.

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

LEGAL NOTICE

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 17th day of August, 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 GOLDTEX MANUFACTURING CO., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of August, 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 VALENSI REALTY CORPORATION.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of August, 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 SOUTH 9th STREET REALTY 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 25th day of July, 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 ROKAWAY CATERING 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 7th day of August, 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 FRANKLIN TYPOGRAPHERS, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of August, 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 FURTOY NOVELTY, 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 15th day of August, 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 TYROL MANUFACTURING CO., INC.

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

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

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

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

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

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

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

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BROKERAGE ASSOCIATES COMPANY.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of August, 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 PEACH DRESS CO., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of August, 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 MAY CAB CORPORATION.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of August, 1944.

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

CORPORAL COMPANY—Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the office of the Clerk of the County of New York, which is substantially as follows:

The name of the partnership is CORPORAL COMPANY.

The location of the principal place of business is 1564 Broadway, Borough of Manhattan, City of New York.

The name and place of residence of the members are: William B. Friedlander, 154 West 70th Street, New York City, who is the general partner, and E. Richard Bararox, 730 Riverside Drive, New York City, Harry Fromkes, 336 Central Park West, New York City, Otto Simetti, 213 East 58th Street New York City, who are limited partners.

The term for which the partnership is to exist is at the will of the partners. The amount of cash contributed by each limited partner is as follows: E. Richard Bararox, Eleven thousand (\$11,000.00) Dollars, Harry Fromkes, Seven thousand five hundred (\$7,500.00) Dollars, Otto Simetti, One thousand five hundred (\$1,500.00) Dollars. No other property is contributed and no additional contributions are agreed to be made by any limited partner.

The time when the contribution of each limited partner is to be returned is upon the dissolution of the partnership.

The compensation of all the limited partners is seventy (70%) per cent of the net profits of the partnership to be divided among them in the ratio of their respective contributions to the total capital contributed.

No right is given a limited partner to substitute an assignee as contributor in his place, nor may the partners admit additional limited partners. No right is

given any limited partner over the others as to contribution or as to compensation by way of income or otherwise. In case of the death or insanity of the general partner, the partnership shall be terminated unless the remaining partners elect otherwise.

The certificate referred to above has been signed and acknowledged by all the partners, general and limited. Dated, July 12th, 1944.

CROWN LEATHER PRODUCTS.—We, the undersigned do hereby give notice that we have signed the following in substance on a certificate of limited copartnership, subscribed and acknowledged by all the partners and filed in the New York County Clerk's office on the 24th day of July, 1944.

The name of the partnership is Crown Leather Products; its business is manufacture, purchase and sale of leather articles or any other products akin thereto. Its principal place of business is 137 East 25th Street, in the City of New York. The name and addresses of the general partners are Isidore Cohen, 1040 Montgomery Street, Brooklyn, New York, and Elias Avram, 753 East 51st Street, Brooklyn, New York. The name and address of the limited partner is Philip D. Firman, 310 West 73d Street, New York City.

The termination of the partnership is indefinite, commencing July 20th, 1944; the amount of cash contributed by the limited partner is four thousand (\$4,000) dollars and no other property is contributed and no additional contributions are agreed to be made by any of the limited partners; the contributions of the limited partners are to be returned upon dissolution of the partnership; the compensation of the limited partner is fifty (50%) per cent. of the net profits of the partnership after the payment of salaries and other expenses.

That the limited partner shall have no priorities over the general partners in the return of the contributions, but shall be returned to the general and limited partners on a pro rata basis. That the general and limited partners have the rights to continue in business upon the death, retirement or insanity of the general or limited partner, his estate shall be paid his interest according to the book value as to the net worth of the business, plus the good will.

That the limited partner shall have no right to receive other than cash in return for his contribution.

Said certificate was duly signed and acknowledged by all of the general and limited partners.

DR. H. SCHLISSEL

Dental Surgeon

STAPLETON, S. I.

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HENRY W. LLOYD, M.D.

Kingsbridge 9-8440

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JOHNETT REALTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of August, 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 ELLANBE DOLL 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 7th day of August, 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 JOHNETT REALTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of August, 1944.

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YOUR BLOOD CAN SAVE HIS LIFE

Blood plasma is ammunition.

Only you on the home front can provide that blood so necessary to carry on at the battlefield.

There are many others in your department who are helping to provide life blood for America's fighting men.

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Call your Red Cross blood donor service today for appointment.

The pint of blood you give, painlessly, may mean the difference between life and death for someone's brother or husband or father.

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A FRIEND OF THE RED CROSS
BLOOD BANK
MUSMAN & PINCUS

Amusement

by J. RICHARD BURSTIN



RONALD COLMAN

"Kismet" starring Ronald Colman and Marlene Dietrich is the new film opening at the Astor Theatre today.



ABBOTT & COSTELLO

Abbott and Costello, with Marion Hutton and Kirby Grant, as they appear in the new Universal film, "In Society," now showing at Loew's Criterion.

The New York screens are alive with mirth and laughter. . . . To combat the "warm spell" Abbott and Costello have returned to the screen after a year's absence in the Universal film, now showing at the Loew's Criterion, "In Society." . . . The Paramount is drawing those lines again with the inimitable Preston Sturges' newest comedy, "Hail The Conquering Hero," which stars Eddie Bracken and features Ella Raines, William Demarest and Raymond Walburn. . . . The in-person show at the Paramount is headed by Vaughn Monroe and his orchestra and features Bobby Rickett and Marilyn Duke, Gil Maison, Jane Slater, and Gene Sheldon, for an extra incentive. . . . "Janie," "the teen-age terror," as portrayed by Joyce Reynolds is now in its third week at the New York Strand. . . . The accompanying stage show features "Tommy Tucker Time," and presents Dick Buckley, novelty comic and Rochelle and Beebe, madcap satirists. . . . Fred Waring and His Pennsylvanians join the film "Wilson" at the Roxy Theatre. . . . "Dragon Seed," the M-G-M picture, based on Pearl Buck's heroic novel, has entered into its fifth week at the Radio City Music Hall. . . . Distinguished performances have been turned in by Katherine Hepburn, Walter Huston and Aline MacMahon. . . . "Mr. Skeffington," the Warner Bros. Bette Davis vehicle, is still being received enthusiastically by movie-goers at the Hollywood Theatre. . . . The latest hit film to reach New York screens is "Kismet," starring Ronald Colman and Marlene Dietrich which opened at the Astor Theatre today. . . . "Adventure in Bokhara," the newest film presentation of the Stanley Theatre is a screen version of one of the folk tales of Nasredin, the Robin Hood of the Orient. . . . Alexis Smith, Warner Bros. actress created her first starring role as Norah in "Of Human Bondage." . . . Included in the cast are Paul Henreid and Eleanor Parker, with Edmund Goulding directing. . . . Green Dolphin Street," by Elizabeth Goudge, has been chosen as the

winner of the first M-G-M Annual Novel Award. . . . This should provide a stimulus to young American novelists and a hint to other studios. . . . In the lighter vein, "Give It To Me Easy," by Broadway columnist Bill Treadwell, who's business is celebrities, is providing a fun-fest for New Yorkers. . . . Michael Todd is planning an even more spectacular production, if and when, Bob Hope accepts the starring role. . . . Woody Herman and his orchestra opened last night at the Cafe Rouge of the Hotel Pennsylvania, succeeding Les Brown and his orchestra, who are Hollywood-bound to complete another film.

U.S. Employees Forbidden Use of Govt. Envelopes

WASHINGTON — Federal employees can't use official envelopes for their own use anymore even if they put a stamp on it. And all typists have to keep track of envelopes that are ruined through typographical errors. Reason for this is a recent law which makes agencies pay for their own postage. The Post Office is charging agencies per envelope which is why the crack-down on use of envelopes for private use.

It is estimated that prior to the passage of the law millions of dollars worth of envelopes had been used for personnel use, and thousands spoiled thru careless typing. Most agencies are issuing orders with penalties on the use of such envelopes and setting up budgetary controls for keeping track of all mail sent out.

The P. O. has also issued an order to all field establishments forbidding the printing of the penalty indicia without special permission.

The new law also takes away the privilege that only the departmental offices in Washington had of getting free postage for printed and written matter in over four pound packages.

Advisory Service Set Up for U.S. Veterans

WASHINGTON — An advisory service for agencies to aid them in the adjustment of returning veterans and to see that they are placed in proper jobs has been set up by the Civil Service Commission.

The Commission's Medical Division will give assistance in informing appointing officers of the type of positions in which a veteran may be suitably employed, and in reassigning a veteran who has been placed in an unsuitable position.

The Commission is urging all departments to find out if someone else was promoted to a position the veteran would have received if he had not been in the armed forces and if so to correct the situation.

Other things urged on the departments include making sure a veteran's job offers him opportunity to advance and to furnish him vocational rehabilitation.

Also: "It should be understood that the term 'psychoneurosis,' which will often be used in connection with returning veterans, is not synonymous with the term 'psychosis.' 'Psychosis' refers to a mental disorder which renders an individual insane altho not necessarily committable. This term is applicable to only a very small per cent of the veterans who are returning. 'Psychoneurosis' refers to a condition which is characterized most commonly, by the individual's inability to control worry and nervous tension. One of the most frequently occurring manifestations of psychoneurosis observed in this war is that of anxiety. Persons who develop this condition are almost always highly intelligent, conscientious and industrious. With proper placement they make excellent employees." This is a statement of the Commission.

Salary Adjustment Delay Continues

Last week announcement was made of the reallocation, by the Salary Standardization Board, of the position of Blacksmith from 9b-2a, \$1500-\$2000, to 9b-2b, \$1800-\$2300, the change effective April 1, 1945.

Thus far the Salary Standardization Board, since October 1, 1943, has acted upon appeals of the occupational therapy, shoemaker and tailor positions, covering about 190 workers, and adjusting salaries upward effective April 1, 1944, and for positions in the laundry, physical therapy and blacksmith groups—affecting about 500 workers—with adjustments delayed until April 1, 1945. The salaries of thousands of attendants, nurses, farm and other workers remain unadjusted.

Assn. Wants Action
The Association of State Civil Service Employees points out that the reallocations thus far made recognize errors of the October 1, 1943 allocations, but fail to correct them as yet, although

strong appeals have been made to the Governor, the Budget Director and the Salary Standardization Board for the immediate effectiveness of the better scales.

The last appeals of the Association of State Civil Service Employees and the Association of Employees of the Department of Mental Hygiene have been in the hands of Governor Dewey, Director of the Budget John Burton, and the Salary Standardization Board only since August 3rd. These appeals were made by the Executive Committee of the Association of State Civil Service Employees and by a special meeting of delegates representing the Association of Employees of the Department of Mental Hygiene which met in Albany August 3rd.

SHE'S THE GLEAM IN THE EYE OF EVERY G.I.

"JANIE"

WARNER HIT • WITH JOYCE REYNOLDS, ROBT. HUTTON, EDW. ARNOLD, ANN HARDING, ROBT. BENCHLEY, ALAN HALE

in person

TOMMY TUCKER AND HIS ORCHESTRA

Air-Conditioned **Strand** B'way & 47th St.

BETTE DAVIS

In Warner Bros. HIT!

"MR. SKEFFINGTON"

with

Claude Rains

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

RADIO CITY MUSIC HALL

Showplace of the Nation ROCKEFELLER CENTER

Powerful picture of love and courage based on Pearl Buck's great novel . . .

M-G-M's Production

"DRAGON SEED"

KATHARINE HEPBURN

Walter Huston - Aline MacMahon

Akim Tamiroff - Turhan Bey

ON THE GREAT STAGE: "SEXY HIGH"—Tops in melody and glamour . . . featuring the Rockettes, Glee Club, Corp de Ballet, and Music Hall Symphony Orchestra.

First Mezzanine Seats Reserved.

PHONE CIRCLE 6-4000

PRESTON STURGES'

"HAIL THE CONQUERING HERO"

Starring **Eddie Bracken**

With **ELLA RAINES - WILLIAM DEMAREST**

In Person **VAUGHN MONROE**

AND HIS ORCHESTRA

Plus **GIL MAISON**

Extra **GENE SHELDON**

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

ON STAGE **FRED WARING** and HIS PENNSYLVANIANS

ROXY 7th Ave., 50th St.
Come Early! DOORS OPEN 9 A.M.
Feature starts 9:30 A.M., 12:35 P.M., 3:45 P.M., 6:55 P.M., 10:05 P.M.

DANGER and DELIGHT!
ROMANCE and INTRIGUE

M-G-M
GREAT SPECTACLE
in **TECHNICOLOR**

RONALD COLMAN
KISMET
MARLENE DIETRICH

Continuous popular prices at the cool **ASTOR** Broadway at 45th St. Doors Open 10 A.M.

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

Alma's TEA ROOM
773 Lexington Ave. N. Y. C.

"The New Eating Place"
PARK DELICATESSEN
77 CHAMBERS STREET, near Broadway AT LAST!

Delicious Hot Sandwiches . . . Hot Corned Beef. Hot Pastrami in the Heart of the Civil Service District. Try our Quick Lunch Delivery Service. Call WORTH 2-9630. Hot sandwiches delivered to your office.

Restaurants

Zimmerman's Hungaria
AMERICAN HUNGARIAN
163 West 46th St., East of Bway.

Nationally famous for its quality food. Dinner from \$1.25 served till closing. Excellent Floor Show. Gypsy and Dance Orchestra. No cover ever, no min. ex. Saturday, after 9 P. M. Tops for parties. Air conditioned. Long. 3-6115.

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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.

Bar and Grill . . . Serving the Finest in **THIRD AVENUE RENDEZVOUS** (Formerly B & K Bar & Grill)
Wines • Liquors • Beers
Your Genial Hosts — C. HOOPER and A. WEEKS
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EDWARD ALBANO, one of the world's greatest baritone, original prodigy of Roxy, is personally interested in rapidly developing a small number of vocalists for **BANDS, RADIO, STAGE, SCREEN.** Direct Management! IF talented, money no object.
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"The Biggest Small Program on the Air"
Listen This Sun. Nite to **TOM MURRAY**
Send **FREE SMOKES** to the **SERVICE**
SUNDAY NIGHTS: 11 to 12 M.
"VOICE OF THE SERVICE" HOUR
Station **WHOM — 1480** on Your Dial

SPONSORED BY **Post Jewelers.**

The Whole Story of Veterans' Right To a Civil Service Position

(Continued from page 1)

your military record and honorable discharge can be made on the records kept by your department and by the Department of Civil Service.

It should be noted that although your military leave of absence continues until you actually are reinstated and covers time in travelling back to your job, nevertheless, your application for reinstatement must be made within sixty days after you are honorably discharged.

If you left a position in the exempt class to engage in military duty, your military leave continues until your return, unless, in the meantime, a permanent successor has been appointed to take your place. The appointment of a permanent successor (other than a substitute appointee) terminates the military leave of an exempt employee and his rights to reinstatement.

Your Rights on Restoration

Upon your restoration, you are entitled to receive the salary you would have received had you remained in your position continu-

ously during the period of your military duty and for this period of time you are deemed to have rendered satisfactory and efficient service in your position. You cannot be deprived of any time service, increment or any other right or privilege or be prejudiced with reference to promotion, transfer, reinstatement, or continuance in office because of your military duty. While you were in military service, your service record rating was based on the average of the ratings received for the three rating periods immediately prior to your absence on military duty, and such rating could not be less than a passing grade for the period of your absence. In computing seniority and service requirements to determine your eligibility for promotion examinations held during your absence or upon your return, your military duty must be counted as satisfactory service in your position.

If you left your State job before the expiration of your probationary period, then the time you are absent on military duty must be credited as satisfactory service during such probationary period. Therefore, if your mili-

tary duty continues beyond the expiration date of your probationary period, you will be deemed to have satisfactorily completed your probationary service.

Rights to Promotion

A recent change in the Military Law clarified the promotion rights of returning veterans. Under this amendment, if a promotion examination was held in your department while you were away on military duty and you would have been eligible to take such examination if you had been on the job, then you are entitled, upon your return, to a comparable examination, provided you make request therefor within sixty days after restoration to your position. If you pass the examination, your name will be placed on the regular promotion list in the relative order of your rating and your name will remain on such list until it expires or is cancelled. If the list expires or is cancelled within two years after your name was placed thereon, and if you would have been reached for certification while you were in military duty, had your name been on

the original eligible list with the rating you ultimately received, then your name will be placed on a special eligible list for the remainder of such two-year period. Such special eligible list must be certified before certification can be made from a subsequent eligible list for the same position.

Pension and Retirement Rights

If you were a member of any pension or retirement system when you entered military service, you were given an option to contribute to such pension or retirement system the same amount you would have contributed had you remained on your job. This contribution could have been paid at any time or from time to time while you were in military duty or can be paid within five years after the date of restoration to your position.

What Happens If Your Position Was Abolished

There is nothing in the law which prevents an appointing officer from abolishing the position of an employee who is in military service, if the work is unnecessary or if funds for the position run out. If your position is in the competitive class and you had the least seniority among employees holding the same title, then your name was placed upon a preferred eligible list at the time your position was abolished. This list must

be used before any other eligible list may be certified for a vacancy in the same position.

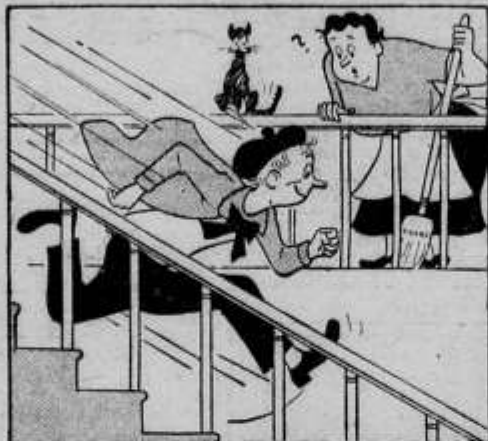
If your position is in the non-competitive class and has been abolished, then your name will be placed on a military reemployment list for the position last held by you or for any similar position, provided you file with the Civil Service Department a written request within sixty days after the termination of your military duty. After this military reemployment list is established, it must be made available to appointing officers and under the law no position may be filled until an appointing officer certifies to the Civil Service Commission that no person on such military reemployment list who formerly held the same or similar position is qualified to fill and willing to accept appointment to such vacancy. It should be noted, however, that appointments can be made from a military reemployment list without regard to the order of standing on such list. Appointments from preferred lists for competitive class positions must be made in one, two, three order.

If you held an exempt position and such position was abolished in your absence, then you are not entitled to military reemployment list status.

If you held a temporary or seasonal position, then you are also entitled to military reemployment list status and so far as practicable must be restored to a position similar to the one you held at the time you entered military duty.

(To Be Continued)

MAKES YOU GLAD YOU'RE THIRSTY...



IT'S S-L-O-W AGED

That's why Ruppert is such a fast-selling beer

• S-L-O-W AGED—two little words—but what a big difference they make in beer flavor. A difference you will enjoy every time you say, "Make Mine Ruppert."

You see, Ruppert has the largest ageing facilities in the entire East. With hundreds and hundreds of immense temperature-controlled tanks always on the job—every sin-

gle drop of this crystal-clear brew is carefully stored away, not to be disturbed until it has S-L-O-W AGED to the peak of its full-flavored, mellow goodness.

Once you've quenched your thirst with mellow light Ruppert you, too, will be a "Make Mine Ruppert" regular. You couldn't ask for better beer at any price.



HAM WITH A PEDIGREE

A genuine Smithfield Ham never reaches your table until it has been aged by a special curing process for at least a year.

Every drop of mellow light Ruppert is slow aged to the peak of its full-flavored goodness.

There's no substitute for TIME

RUPPERT MELLOW LIGHT BEER & ALE

JACOB RUPPERT, Brewery, N. Y. C.—1944



I'm walking on air!
FOOT-STICK. Cools and soothes tired, hot feet. Relieves itching, scaling and cracking of Athlete's Foot. Antiseptic. Deodorizing. Purchased separately 1.00

Results are quick!
SHAVE-STICK. Brushless. Works whether water is cold, hot, hard or soft. Contains Active Ozone. Purchased separately .50

You're breathless!
MOUTH MIST. Refreshing mouth wash. Marvelous dentifrice. Excellent for massaging gums, too. Purchased separately 1.00
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GLEMORE 5-5309-5301
The new Glibron Section completely landscaped and all with perpetual care, is now open for both single graves and plots.
PRICE OF LOTS
Depending upon Location
Persons desiring time for payment will be accommodated.
Single Graves for three interments in the New Park Section with perpetual care and including the first opening \$175
Single Graves for three interments in other sections without perpetual care but including the first opening. \$100

SUMMER HAIR CUTS

For a beautiful, easy-to-manage coiffure, it's the cutting that counts! Bring out your best features. Natural wave encouraged by celebrated personality molder. Consultation and styling (includes shampoo and set). \$3.50.
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