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How Kasoff and His Lads 'Helped' the Sanitation Men

AND A STORY ABOUT A WIDOW

By MAXWELL LEHMAN

So Kasoff, Greco, Shapiro and Morro of the Sanitation Department are enlightened labor leaders?

That's the way the Four Horsemen like to pose before the men. For years now they've been telling about the great things they've done, and more about the things they're "gonna do—but join up, boys, and pay your dues."

How much are the Four Horsemen really interested in the welfare of Sanitation men?

Not very much, we think. And here's why.

Perhaps the most important advance in the whole history of the Sanitation Department was the action taken by the Municipal and State Civil Service Commissions (September, 1939) in bringing sweepers and drivers into the competitive class. Formerly these workers had been in the labor category.

Men in the competitive class have greater rights all around, salary increments under the law, may rise in the sphere of Civil Service more speedily. And the competitive system assures the selection of superior men in the first place on a merit basis.

A labor leader interested in his men would naturally prefer—he would fight for—competitive status.

At a Hearing

But what happened when Abe Kasoff, Elias Shapiro and the boys had the opportunity to put up a fight for competitive status? At a hearing before the Commission, Abe Kasoff weasel-worded his way, and Elias Shapiro opposed the new classification outright. Here's what Abe mumbled:

"Perhaps while you gentlemen are here we might be protected but when you gentlemen leave the place here and the new Commission comes in they can misuse us because the resolution didn't provide it (promotion). You done a good job protecting us with the 313 days a year and sick pay, but did not do anything to protect us in our promotion examination."

The members of the Commission remained unimpressed by the soft soap, because behind it was opposition to the resolution. No, Abe Kasoff didn't care to have Sanitation men obtain competitive status.

Shapiro to the Point

Much more straightforward was Elias Shapiro, who tends on the whole to be a smoother character than his team mate. Elias, avoiding any two-faced bumbings, came directly to the point:

"We're here again today to oppose any changes in the reclassification for competitive. We have been for years in the labor class and I believe every one of your men in the Department, the 10,000 sweepers and drivers, are well satisfied to stay where they are. The President and the Commissioners didn't show us any good that would do to the sweepers and drivers becoming competitive and we are all right now and our men voted unanimously to oppose any changes and we are here to repeat the same as the last meeting that we had, the public hearing, again the same that we oppose for any changes. We want to stay as we are and we will thank you if you do that. Commissioner, that's all I have to say. There is no use repeating the same stuff that we spoke the last time."

Well, the boys of the Joint Council—the Four Horsemen—lost. Sanitation men entered the competitive class. And The LEADER is proud that it played a prominent part in obtaining for the men that classification.

Why did the Joint Council boys object to having the men obtain competitive status? Is it possible they feared they wouldn't be able to control the type of men who would be coming into the Department in the future? Is it possible they felt that men chosen on a competitive basis wouldn't fall for the line that Kasoff, etc., etc., etc., were handing out? That the new men would be uninfluenced by the "tradition" you had to join up with the Four Horsemen? That, with new blood backing them up, some of the older men might break away? Is it possible the Big

The Leader's pages are open to Messrs. Kasoff, Greco, Shapiro and Morro to explain any matter which appears in this series of articles. So far they have not availed themselves of the invitation. The offer still holds.

4 foresaw the crumbling of their organizations?

We think all these factors must have passed through the minds of the Big Boys. That's the only rational explanation for their opposition to the Commission's resolution. It seems to us, as objective observers, that the Big Mullahs were

looking out for their own interests, not those of the Sanitation men.

The calibre of the men selected from the Sanitation exam held this summer shows that the Four Horsemen were right if they thought the way we assume they did. They can't expect to do much organizing with men like Arthur McQueen and William McCabe. The new men—hundreds of them have spoken to The LEADER—will not tie in anywhere where the slightest breath of scandal exists.

The day the competitive resolution went into effect—that day began ticking off the end of the Joint Council boys.

Kasoff Gets Reinstated

While we're thinking about ends,

let's have a look at beginnings. An interesting story is the manner in which Abe Kasoff got back into the Department eight years after he had been kicked out. Would you like to hear about it? Our information is based on material collected by members of a Kings County Grand Jury which said, among other things: "Due to the Statute of Limitations, it is not within the power of this Grand Jury to take any action on this Abe Kasoff."

Well, it seems that way back in 1926, Abe Kasoff came upon trial before Commissioner Taylor. The charge was pretty gruesome—that Abe had withheld \$850 of \$1,000 insurance due a widow, Mrs. Roberta Johnson. Commissioner Taylor heard all the evidence, and found Abe Kasoff guilty. The penalty: Dismissal from the Department.

Kasoff stayed dismissed for some eight years, but apparently he always retained a hankering for the Sanitation Department. In 1934 he applied for re-instatement. And this, according to the Grand Jury, is what happened: "Upon the re-hearing, strange as it may seem, with the prior testimony and the original complainant testifying before Commissioner Allen, the blame was shifted to another member in the Department, and no action was taken against this man by the Trial Commissioner for almost a year; and this man, who the Commissioner believed was in league with those who attempted to steal \$850 from the widow, remained in the Department for the entire time and then retired

U.S. Thanks Kern For Eligible Lists

Harry B. Mitchell, president of the U. S. Civil Service Commission, last week thanked Paul J. Kern, head of the New York City Commission, for the latter's offer to cooperate in the national defense program by furnishing eligibles on city lists for vital defense jobs. He added that he had instructed James E. Rossell, manager of the New York District of the U. S. Commission, to confer with Kern in reference to using city lists,

honorably with no charge against him. Nevertheless, Commissioner Allen reinstated Abe Kasoff."

Grand Jury Wants to Know

Mrs. Roberta Johnson told the Grand Jury she had said nothing that would in any way exonerate Kasoff. He was the man who had filched her \$850, she insisted, and no one else. What's more, Kasoff had returned the money, according to the evidence which the jury chose to credit, but only when ordered to do so by Commissioner Taylor. The men representing Kings County justice put this statement in their presentment: "This Grand Jury cannot understand how under any circumstances he could have reinstated Abe Kasoff as a member of the Department of Sanitation."

"This being beyond the jurisdiction of this body, we recommend that the entire issue be taken up by the Mayor and for him to ascertain how a man doing such a deed to a widow could have been reinstated by the Department."

There is talk that Kasoff was given the go-sign by higher ups, and among the names mentioned is one very high up indeed. A completely open, unbiased analysis of the precise manner in which Abe Kasoff got his job back would do the city no harm.

What do you imagine occurred when Kasoff came back into the Department? That's a story in itself. We'll save it for another issue.

All Sanitation Eligibles May Get Jobs, Says Kern

There is an excellent chance that every man on the new 7,826-name Sanitation eligible list will be offered a job—either a permanent or temporary one—during the four-year life of the list, Paul J. Kern, president of the Municipal Civil Service Commission, told The LEADER this week. He gave a rough estimate that as many as 4,000 may receive permanent appointments—2,000 in the Sanitation Department, and the rest in other departments

in appropriate positions. President Kern qualified this estimate by saying that unpredictable emergencies arising from a possible war crisis might upset the picture drastically if it forced the city administration to curtail or stop appointments. But barring this factor, the appointment possibilities of successful Sanitation candidates seem exceedingly bright.

Kern mentioned two positions for which the Sanitation list certainly would be used—Subway Porter and Laborer—both of which annually call for hundreds of new appointees. There is also a possibility that the Sanitation list may be declared appropriate for jobs as Conductor in the subways, though this is by no means certain.

List Offered to U. S.

The Sanitation list will be offered to the United States Civil Service Commission for its use to fill positions for which the Commission does not have adequate registers. The federal Commission adopted a policy as recently as 10 days ago providing for the use of eligible lists of state and city Civil Service Commissions to fill jobs arising out of the national defense program as well as vacancies that occur in the regular manner.

As THE LEADER went to press it appeared certain that the Sanitation eligible list would be ready for publication in the next issue. The Commission officially approved 85 percent as the passing mark for the exam, and a list of 7,826 is now being prepared in the Commission's office.

Appointments Soon

President Kern indicated several weeks ago that 150 to 200 appointments to the Sanitation Department may be made before Christmas. The first appointments will come from the promotion list for Sanitation Man, which is expected to be small. It is probable that if appointments are made before Christmas at least 100 will come from the new competitive list for Sanitation Man, Class A. Follow THE LEADER for complete information about the Sanitation eligible list.

Sanitation candidates: Watch The Leader for complete list of Sanitation Eligibles ready for next Tuesday, according to the Civil Service Commission.

Sanitation Eligibles Elect McQueen

The first meeting of the Sanitation Man Class A eligibles was held on November 28, 1940, at 76 Court Street, Brooklyn. Three hundred men who had obtained 85% or better were present.

Arthur McQueen, only man to rate 100% in both physical and coordination examination, was unanimously elected president. Other officers:

First Vice President—Benjamin Becker.

Second Vice President—Fred Schauder.

Recording Secretary—Fred De O'Dene, Jr.

Corresponding Secretary—Harry Parchen.

Treasurer—William McCabe.

Financial Secretary—John Sulsona.

The office of Sergeant-at-Arms was held open for Joseph Mayhard, a professional wrestler, who wired that he regretted his inability to attend due to his having to fill a wrestling engagement in Boston.

These men will hold office until such time as the eligible list is promulgated, when permanent officers will be elected.

There are now two organizations of eligibles. The heads of both groups, in conference with THE LEADER late last week, indicated their desire to get together. Arrangements have been made for the leaders to meet this week and work out plans for amalgamation.

Meanwhile, a meeting of Sanitation eligibles—the group of which McQueen is not the head—is scheduled for this Friday evening, December 6 at 8 p.m. at the Public School on the corner of 42nd Street and Third Avenue. At this meeting, to which all eligibles are invited, the question of amalgamating both groups of eligibles will come up. THE LEADER learns that the name of Arthur McQueen will be placed in nomination for temporary presidency, in the hope that this will effect the desired unity of the two groups.

Will Abe Kasoff Rule Sanitation Eligibles?

Is Abe Kasoff trying to get control of the new Sanitation eligibles? Is he preparing now—far in advance—to perpetuate his reign in the Sanitation Department by "softening up" the young men who are soon to come into the department, by controlling their efforts to organize?

Let's look at the facts.

The men who did well on the Sanitation test have gravitated together, and organized the nucleus of what will become the Sanitation Eligibles Association. The LEADER helped by carrying notices about the formation of the new group, and encouraging honest, independent, militant organization. The group has among its aims not only obtaining jobs as Sanitation Man, Class A, but also in other city departments whenever possible.

The men who formed this group did so with the legitimate aim of furthering their interests.

Now here's the rub. Their first meetings have been held at 7 East Broadway. That's the address of Abe Kasoff's organization, the Chauffeurs and Drivers Protective Association. In fact, the eligibles met in one of Abe Kasoff's rooms, which he generously donated for the occasion. A constitution was presented to these boys ready-made, based on Kasoff's own. A slate of officers was all ready for them. President of the temporary executive board is Fred Kasoff, Abe Kasoff's son. In justice to Fred, THE LEADER reports that the boys call him a nice, pleasant fellow, and say he won't run for office again in the eligibles association.

Two Organizations

Now, the worst possible thing that can happen to eligibles is to form two organizations. They're bound to clash, snipe at each other, work at loggerheads. Yet that's exactly what's happening.

Last week a large number of men who had taken the Sanitation exam received letters from an organization entitled, "Council of Sanitation Man Class A, Department of Sanitation, Inc." On the letter was a long list of names—officers and trustees—not a single one of whom took the open-competitive exam for Sanitation Man. All of them are now employees of the Sanitation Department, with problems vastly different from those of the eligibles.

The men who received the letters

wondered where the Council has obtained their names. Some of them expressed resentment. Certainly, those names were not obtained from the Civil Service Commission, since the list has not yet been published. They couldn't have been obtained from the Department of Sanitation, because the Department has no names yet of eligibles.

300 Attend

In any case, about 300 men attended the meeting, held last Thursday evening at 76 Court Street, Brooklyn. They attended for the same reason that they, and others who had taken the exam, went to the Sanitation Eligibles Association. They want legitimate organization that will honestly defend their interest. They elected an excellent man, Arthur McQueen, as their temporary head at an enthusiastic meeting.

Now the Council of Sanitation Man Class A is an affiliate of the so-called Civil Service Forum. Abe Kasoff's organization is also an affiliate of the Civil Service Forum.

Mr. DeLury, president of the Council of Sanitation Man Class A maintains that his organization has nothing whatever to do with Abe Kasoff. DeLury expresses a sincere desire to see the Sanitation eligibles organized, and agrees that they need have no bonds at all with his organization.

Some of the men who attended Thursday's meeting say that antagonism was expressed toward Abe Kasoff. But they wonder if it is possible that two Forum affiliates are competitive one against the other? Or does this mean that Kasoff, through the Forum, may take over one of these days?

The general opinion of the eligibles who have conferred with the LEADER is that their organization shouldn't be tied up with anybody—that it should be completely independent.

Follow up this article by reading the editorial on page 6.

CIVIL SERVICE LEADER

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Subway Non-Citizens Get Break From Commission

Aliens on New York City's unified transit lines are being given a break by the Municipal Civil Service Commission. Originally, in accordance with the provisions of the Wicks law which provided for unification, aliens who had not applied for first citizenship papers were slated to be dropped unconditionally. This is still true, but State Senator Arthur H. Wicks has indicated that as soon as the State Legislature convenes in January he will seek to amend his original measure to protect aliens who attempted to obtain first citizenship papers but were unable to do so.

A variety of bills has been prepared to accomplish this purpose.

The Civil Service Commission is investigating each employee of the IRT and BMT lines and those who fail to qualify on character, citizenship, work record, etc., are eventual-

Transit Men Reclassified

The Municipal Civil Service Commission has reclassified nearly 10 percent of the entire group of 27,000 subway employees brought into Civil Service by transit unification from the non-competitive to the competitive class. These reclassifications are being done by formal resolutions adopted by the Commission and last week the 11th and 12th were approved. The first transfers 78 IRT platform-men into the competitive class with the same title; the second places the following number of employees in the following competitive titles:

- 20 motormen to the same title in the competitive class.
- 32 conductors to the same competitive title.
- 12 station agents to the title of railroad clerk.
- 23 trainmen to the same competitive title.
- 2 hand switchmen to competitive trainmen.
- 26 trackmen (surface track) to the competitive title of trackman.
- 85 trackmen to the same competitive title.

ly faced with dismissal. However, the Civil Service Commission will reserve decision on those workers who have not filed for their first papers until after the State Legislature has a chance to act, probably until January 15.

Those Already Dropped

A number of aliens have already been dismissed, but they were dropped before the statement from Wicks that the law would be amended. It is probable that some additional legislation will be enacted to provide for the reinstatement of these men and women already dismissed.

The Wicks bill provided that aliens on the IRT and BMT lines would have a six-months period, ending last December, in which to file for first citizenship papers. The legislators considered this ample time to take the first step towards becoming a citizen. However, many employees found that there were numerous other complicated and time-consuming procedures they had to go through before they arrived at the point where they could file for first papers. In some cases this initial step cannot be reached for months and even years, because of the congestion in the agencies responsible for handling citizenship applications. Thus, from 300 to 400 employees were caught by the stringent Wicks proviso concerning citizenship and have had the spectre of dismissal dangling over them for weeks.

The LEADER will keep transit workers fully informed of Civil Service matters pertaining to their interest.

Dec. 20 Last Day For Enginemen

The last day for candidates to compete in the physical examination for Automobile Engineman was set this week as December 20 by the Municipal Civil Service Commission.

Anything You Want to Know about Civil Service and Civil Service exams visit the LEADER BOOKSTORE

97 Duane Street, New York City

More Physical Tests For Maintainers' Helpers

By BURNETT MURPHEY

The number of different physical tests which will be given to several thousand applicants for the positions of Maintainer's Helper, Groups A, B, C and D, was increased last week from four to six by the Municipal Civil Service Commission. The increase was approved following recommendations by Paul M. Brennan, physical examiner for the Commission, who pointed out that if only the four tests originally scheduled were given, there would be a great many ties in the final lists.

The new events which will be part of the Maintainer's Helper physical exam are:

Test No. 5: Shoulder Pull. Conducted on a machine that records percentage in open view (two chances).

Test No. 6: Thigh Abductors. Con-

ducted on a machine that records percentage in open view (2 chances).

weight. His feet are held down by another candidate. 35 pounds for 100%; 25 pounds for 85%; 15 for 70%.

Test No. 4: Ladder Climb. Ladder about 15 feet. Slightly inclined. Candidate must climb by foot to top.



ducts on a machine that records percentage in open view (2 chances).

Counts 20%

The physical examination will count 20 percent in the final computations for the eligible list. A score of 70 is required on this part.

In addition to the next tests, the following events will be given all Maintainer's Helper candidates:

Test No. 1: Weight Lift. Two hands; full arm's length above head. 100 pounds for 100%; 87½ for 88%; 75 for 75%; and 60 for 60%.

Test No. 2: Pectoral Squeeze. Conducted on a machine that records percentage in open view.

Test No. 3: Abdominal Muscle Lift. From a recumbent position a candidate must assume a sitting position, carrying up behind his neck a

Excellence in the test consists in being able to drag or draw the body up to a point where the foot will touch the fifth rung first. The fifth rung is about four feet from the floor. That is 100%, assuming agile and free ascent and descent thereafter. Placing foot for the first time on the 4th rung—80%; on the 3rd, 60%; on the 2nd, 40%; and the 1st, 20%.

Begin This Month

It is expected that the actual physical tests will begin near the middle of this month. The rating on the written exam for Maintainer's Helper, Group B and Group D has now been completed. The rating on the other two groups is rapidly being finished.

The LEADER will keep candidates fully informed of progress in the Maintainers exams.

Increases To Employees Of Borough Pres.

Increases ranging up to \$720 a year were granted to six employees of the Borough President of Manhattan's office last week by the Municipal Civil Service Commission under authority of a 12-year-old resolution of the Board of Estimate.

The six men are now working in the title of Inspector of Public Works, Grade 3, and are thus entitled to a salary of \$3,120. They have all been in Civil Service since 1928 when they held the title of Junior Engineer, Grade 3, in the Board of Transportation. They have not, however, been continually employed, but when they were laid off they went on a number of preferred lists which were finally merged and from which the men received their last appointments.

With the authority of the 1928 Board of Estimate resolution, the Civil Service Commission has now brought the salaries of the six engineers in line with others in comparable jobs in the city.

The men affected by last week's action and their former salaries are: Cletus J. Brady (\$2,520), Michael Klein (\$2,460), Harry G. Grower (\$2,400), Armand Prati (\$2,520), Mathew A. Kelly (\$2,340), and Mathew J. Tracey (\$2,400).

Provisional Elevator Operators to Remain

A request by William Wilson, commissioner of the Department of Housing and Buildings, that nine provisional Inspectors of Elevators in his agency be allowed to continue in their jobs was granted by the Municipal Civil Service Commission this week. Commissioner Wilson pointed out that 26 Inspectors of Elevators are now under suspension pending hearing on charges that they have for years accepted small payments of money from owners of buildings they inspected. This is causing a serious problem for the Department.

Recently the Civil Service Commission declared the list for Elevator Mechanic appropriate for Inspector jobs, but Wilson asked that he be permitted to make provisional, instead of regular Civil Service, appointments from this list. He added that he will shortly request a competitive exam for Inspector of Elevators and that he hopes the test will produce a list of eligibles with a good technical background and practical experience in the work. The Civil Service Commission agreed also to allow the Elevator Mechanics' list to be used for provisional appointments.

Engineers To Be Replaced

Eight provisional Engineering Assistants in the City Welfare Department will soon be replaced by eligibles on the new list for Junior Engineer (Civil), Grade 3, which contains 270 names. Previous attempts to replace the provisionals from the appropriate list for the same position failed when the eligibles declined the jobs because of the comparative low salaries which range from \$1,740 to \$2,080. A suggestion that the salary of the positions be increased to that existing in other departments was turned down by the Civil Service Commission on the grounds that it has no power to fix salaries. However, it believes that there will be enough eligibles on the new list to fill the eight jobs.

It pays to follow THE LEADER.

New City Tests

A series of seven new competitive and three promotion examinations will soon be opened by the Municipal Civil Service Commission. It was announced this week. This is the last group of tests which will be open in 1940.

The competitive tests, open to any qualified applicant, in the new group are: Assistant Bacteriologist; Gasoline Roller Engineer and Asphalt Roller Engineer; Pathologist—Orange County; Resident Buildings Superintendent (Housing), Grade 3; Senior Administrative Assistant (Health

Education); Senior Maintainer (Office Appliances)—typewriter; and Superintendent of Camp LaGuardia (men).

Promotion exams will be opened for Assistant Bacteriologist; Chief Medical Officer (Deputy Chief), Fire Department; and Railroad Clerk.

Filing Extended for Machine Operators

A competitive examination for Supervising Tabulating Machine Operator, Grade 4, which was opened for filing last month will be reannounced this month for a limited period. The original announcement will be amended to provide for the following statement: "a qualifying practical oral test will be given." When filing for this post closed last week, only a small number of applications had been received.

No Change in Housing Exam

The State, County and Municipal Workers of America (CIO) were turned down last week by the Municipal Civil Service Commission in a request that the requirements for the recent Management Assistant, Grade 4 (Housing Authority) examination be changed. The SCMWA in its request pointed out that of the 27 Grade 3 candidates who took the competitive Grade 4 test, 13 passed; but of these only two were qualified on the basis of their experience.

The SCMWA asked that the requirement that a "minimum of two years' supervisory experience" was necessary be changed by amending it to include an equivalent clause concerning education and experience. The group also asked that those employees who had served six months in Grade 3 be considered as having the equivalent of two years supervisory experience. These requests, along with two others which were dependent upon their acceptance, were denied by the Commission.

No Action on Exempt Tunnel Jobs

No action was taken last week by the New York Civil Service Commission on a proposed resolution to switch more than a dozen high-ranking jobs in the New York City Tunnel Authority from the exempt to the competitive class. At a public hearing held two weeks ago, Commissioner William H. Friedman of the Tunnel Authority, opposed the reclassification on the grounds that the positions are of a confidential nature and thus should remain exempt, since "confidence is not a matter of examination."

The commission will probably take action soon on the resolution, which also must be approved by the Mayor and the State Civil Service Commission.



ONE STEP IN GRADING A TEST

Last week's appearance of Paul J. Kern before the Council Committee investigating Civil Service highlighted the various stages involved in grading a test. It's far from a simple matter. The photo above shows how written test papers are re-numbered before rating. The stubs, with the original number and the new key number, are torn off and locked in a safe until the rating is complete.

The Story Behind Navy Yard Wages

WASHINGTON—Last spring skilled mechanics in Uncle Sam's Navy Yards complained that their wage scales were far below prevailing rates paid by private industry. In May, an arbitrary wage board was set up to study wages paid for the same labor in areas adjacent to Navy Yards and to recommend increases to Navy Secretary Frank Knox for Navy Yard employees. Labor, both AFL and CIO, was represented on this board. A few months ago, new wage scales, based on the findings of this board, were established for Navy Yard employees.

The new rates of pay met immediate, almost violent, opposition. Representatives of Navy workers protested to Secretary Knox. They insisted that the increases were insufficient, that the wage scales were not brought up to prevailing private industry levels. They requested a reopening of wage studies. Secretary Knox listened to their stories and turned down their pleas. He announced that wage scales were a closed matter as far as he was concerned and that there would be no reopening.

Problem for FDR

Employee representatives are now placing their protests directly in President Roosevelt's lap. Reliable Washington sources, whose opinions are usually correct, state that FDR

will merely refer the protests back to Secretary Knox.

Most embarrassed in the situation are the AFL and CIO members of the wage board which recommended the small increases. The real joker, though, is the fact that the Navy workers started to squawk too soon. Because of the tremendous demand of private industry for skilled mechanics, wage rates are now much higher than they were last May when the board was established. If the Navy employees had waited a few months, the board might have been studying these wage-rates now and would, in all probability, complete its report around February. The one consolation for the Navy workers is the prospect that increased demands of private industry will create an acute shortage of skilled mechanics and, like it or not, the wage board will have to reopen its studies.

Retirement Plan For U.S. Employees

WASHINGTON.—Certain to be considered by Congress in January is a bill that would set up a retirement system for Federal employees not now guaranteed an old-age pension.

Fact is that Senator Robert F. Wagner, New York Democrat, and House Majority Leader John W. McCormack already have introduced a bill that would extend the Social Security Act to cover some 15,000,000 additional workers, including 1,500,000 public employees (discussed in previous issues). The bill is understood to have the backing of Presi-

dent Roosevelt and his New Deal administration.

However, it is likely that all reference to federal employees will be excluded from the bill, as federal employees generally don't want to come under the Social Security Act for fear all U. S. workers will be thrown into it. Social Security benefits are far less than annuities guaranteed by the Civil Service retirement systems, Army and Navy pension systems, and other federal retirement plans.

Wagner Assures Protection

Wagner already has assured federal employee groups that his bill "gives complete protection of the existing pension rights of public employees."

The Ramspeck Act clears the way for federal employee pensions on a large scale. Of the 1,050,000 federal employees, not more than 700,000 are protected by retirement rights. President Roosevelt took cognizance of this months ago when he appointed a committee headed by Chairman Harry B. Mitchell of the Civil Service Commission to map out a plan to bring all employees under a retirement law.

The committee had been awaiting disposition of the Ramspeck bill before reporting because the Ramspeck bill automatically brings all employees under retirement who are brought under merit. And that'll be in the neighborhood of 125,000.

State Lists To U. S.

The State Civil Service Commission will gladly allow the United States Civil Service Commission full use of its lists if national defense needs make the step necessary. So said Grace A. Reavy, president of the Commission, when told of the recent Executive Order granting permission to use city and State lists to the U. S. Commission.

"Our lists meet the highest standards," explained Miss Reavy.

The New York City Commission, through President Paul J. Kern, has already taken a similar position.

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By CHARLES SULLIVAN

Ramspeck Act: What Happens Now?

Now that the Ramspeck Bill is on the law books there's a decided difference of opinion in official Washington on just how it should be placed in effect.

National defense takes precedence over all things these days in Washington, and the Civil Service Commission is loaded down with the task of supplying competent personnel for defense agencies. Some people believe the bill should be sidetracked until after the Commission's defense recruiting job is completed.

There are high-placed reports that President Roosevelt holds to this view. Anyhow, following a conference with the President, Chairman Robert Ramspeck of the House Civil Service Committee expressed the opinion that his bill should not interfere with the Commission's defense job. Ramspeck added that it may take as long as four years to bring all employees under it.

Prospects Not Bright

On the other hand, Commission officials are confident they can bring all the estimated 125,000 jobs under Civil Service by July 1, 1941—if Congress supplies the needed money to do the job. And on Capitol Hill the prospects of getting that money aren't any too bright. Members of the House Appropriations Committee wouldn't be quoted until after they've heard the commission's case, but they are saying privately that the Commission should take it easy and not rush the job for fear of hampering its routine duties.

Then there's the all-important question of the kind of exams employees should be given. Commissioner Arthur S. Flemming told the Senate Civil Service Committee that 28 percent of all employees that had taken tests growing out of the June 24, 1938, executive orders had flunked out. He estimated a similar percentage would fail under the Ramspeck Bill. Commissioner Flemming,

the GOP member, made the statement in answer to charges by members of his party that non-competitive tests were about as difficult as a kindergarten quiz.

No sooner had the Ramspeck Bill passed Congress when employees—realizing the joker in the bill—began a belated move to save the jobs of the estimated 28 percent. Should 125,000 employees be affected by the bill, then 35,000, or 28 percent, are expected to flunk out. The bill permits only one examination to each employee and requires all employees to be fired within six months who fail the tests.

Who-Loses Out?

It isn't generally known, but the employees who stand to lose their jobs through the Ramspeck Bill are the physically handicapped, and old men and women who will be unable to pass physical exams.

The Commission has been pretty lenient in the past with its physical tests. The President, for example, issued a number of executive orders bringing under Civil Service particular employees who failed physical tests. In fact, the Commission some time ago adopted a new rule which has the effect of eliminating physical tests for persons who have served Uncle Sam 12 or more years and whose jobs are being brought under Civil Service.

The Commission also interpreted the rule to mean that should an employee—say after 10 years of service—flunk the physical, he could be given a Civil Service status in two years when he completed 12 years of continuous service.

Senator Ellender, Louisiana Democrat, got Congress to accept an amendment which says only one examination can be given to each employee. This amendment has Commission officials puzzled at the moment, and it is the horseback opinion of some that all persons failing physical tests must be dropped within six months. It's possible, however, that the President will issue orders waiving physical tests in a few instances.

It was revealed exclusively in The LEADER last week that the plan was

to bring first under Civil Service the liquidating agencies such as Public Works Administration and Home Owners Loan Corporation. Chairman Ramspeck several days ago confirmed The LEADER's story, but a hitch has developed—a precedent of long-standing.

Permanent or Not?

The Commission, in the past, has ruled that only permanent jobs can be brought under Civil Service on order from the President. Now the question arises whether HOLC and PWA jobs are "permanent," since the agencies soon will be passing out of existence. It's just among the many puzzlers that have come to light when the Commission gets down to actually carrying out Congress' orders.

The Reed Committee which has been studying improvements in Civil Service and what to do about it also leads to complications. Ramspeck, for example, feels that the Committee should report first to the President, and should F.D.R. desire to carry out Committee suggestions, all employees in a single agency should be covered under Civil Service at the same time.

Department officials, for the most part, disagree. They say that it'll take months to decide which professional employee should be brought under merit, especially at this time when there are so many new jobs under national defense.

The Committee, headed by Supreme Court Justice Stanley Reed, has been trying to decide for the past 22 months whether lawyers, G-Men, scientists, administrators and other professional employees should be brought under Civil Service. The Committee has delayed its report because of the Ramspeck Bill and now that the bill has been passed the Reed Committee remains silent.

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Machinists Needed

Applications for the position of Machinist at salaries ranging from \$6.72 to \$8.88 a day, are being received until further notice by the U. S. Civil Service Commission. Jobs for Machinists are at Picatinny Arsenal, Dover, N. J.; Raritan Arsenal, Metuchen, N. J.; the Brooklyn Navy Yard, and elsewhere.

Candidates can file at 641 Washington Street, New York City.

New U. S. Exams

A large batch of new U. S. exams were announced this week by the Federal Civil Service Commission. Applications for these positions will be received until December 31.

The exams are:

Transportation tariff examiner (freight or passenger), \$2,300 and \$2,000 a year, Interstate Commerce Commission.

Horizontal sorting machine operator, \$1,260 a year.

Senior bookkeeping machine operator, \$1,620 a year.

Multilith cameraman and platemaker, \$1,620 a year; multilith press operator, \$1,440 a year.

Senior and junior blueprint operator, \$1,440 and \$1,260 a year respectively; senior and junior photostat operator, \$1,440 and \$1,260 a year respectively.

Senior and assistant photographer, \$2,000 and \$1,620 a year respectively.

Full official requirements are published in this issue of The LEADER in the examination section.

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CIVIL SERVICE IN NEW YORK STATE

By MORTON YARMON

What Upstate New Yorkers Think About Civil Service

Upstaters soon to be brought under Civil Service rules as a result of the work of the Fite Commission overwhelmingly favor: (1) That present employees be covered in without examination; (2) that membership in a pension system be compulsory for all employees; (3) that if local Civil Service commissions are established, the State Civil Service Commission prepare and rate examination papers.

THE LEADER recently sent a questionnaire on these three problems to local officials in the 44 counties not yet under Civil Service. The results were:

- (1) Shall present employees be covered into Civil Service without examination? YES, 68; NO, 4.
- (2) Shall membership in a pension system be compulsory for all employees? YES, 57; NO, 16.
- (3) If local Civil Service commissions are established, shall the State Civil Service Commission prepare and rate examination papers? YES, 54; NO, 13.

Mandated by Legislature

The Fite Commission, of which Assemblyman Emerson D. Fite is chairman, was mandated by the Legislature in 1939 to recommend ways and means to extend Civil Service to those jurisdictions in the State where the merit system is unknown. This was in accordance with a ruling the year before by the Court of Appeals that the State Constitution demanded the merit system for all public employment.

The Commission, which recently held public hearings in eight representative cities throughout the State in an attempt to sound out public opinion, is now preparing its recommendations. It expects to report to the Legislature by February 1, 1941.

THE LEADER questionnaire also provided space for any further opinions on the extension of Civil Service. Among the answers to this were:

- "Should not be extended beyond cities."
- "Should have been started long ago."
- "Anyone who has served his village for three years should be given a Civil Service job."

Disabled Persons

"I have always maintained that disabled persons should be given preference the same as veterans."

"Present employees employed on the same job for 10 or more years should be covered in without exams. If they were not competent, they could not possibly have held their jobs during those years."

"I have been 17 years in my present position and give 24 hours' service even though I am the lowest-paid man with the most work."

fear that if Civil Service is extended to the villages, someone without the experience will be placed in the position with a larger salary if examinations are held.

"Personally, I shall retire soon; but I feel that the position which I hold and in which I was inducted partly through an examination should not require another examination after 30 years in the office."

"An excellent thing for employer and employee. It will mean greater efficiency on the part of the employee because there will be some security of position."

"It will greatly add to the service to the taxpayers."

(THE LEADER questionnaire brought some interesting opinions on the matter of extension of Civil Service to school employees. Several of these will be published in a future issue.)

ABC Appointments

Numbers one and three on the 1,888-name list for Investigator, Alcohol Beverage Control Board, have been appointed at \$2,400 in the New York office of the State-wide authority. Appointments had previously been made to the local boards in Nassau and Monroe counties.

Two new appointments have also been made from the Assistant Mechanical Stores Clerk list. Both of them—numbers 62 and 108—are in the Public Works Department in Syracuse.

When further action on these lists comes, THE LEADER will report it.

Top Three Certified On Interpreter List

The top three names on the Yiddish Interpreter, Kings County, County Court, list were certified last week by the State Civil Service Commission. The three eligibles were the disabled veterans on the list, and the only three to be given the qualifying oral exam.

According to law, an appointing officer has 30 days in which to dispose of the certification. The judges of the court plan to meet shortly on the matter. Only one job at present exists in this title, although the Budget Director may be asked to allow at least one more. The announced salary of the job is \$3,000.

The complete list, with 439 names, appears on page 14. 794 filed for the test, given last December. 8 were rejected, 74 were absent, and 273 failed.

Further progress on this list will appear regularly in THE LEADER.

Trooper Eligibles

Several eligibles near the end of the present State Trooper list have asked THE LEADER to contact all those who have not yet been appointed. For further information, send name and address to Box 15, CIVIL SERVICE LEADER, 97 Duane Street, New York City.

4 Out of 5 Finished Referee Questions

Only 22 per cent of the 2,715 candidates who took the Unemployment Insurance Referee test on November 16 failed to finish the 280 questions of Part I in the 240 minutes (four hours) allowed. More than one-third of the candidates left before the time was up, and only about 100 guessed on more than a few of the questions at the end of the test.

These are the results of a preliminary study by the State Civil Service Commission's examinations division of the test that has brought forth strong controversy on both sides. Practically all of the criticism has centered about part I, that the time allotted was too short, and that many of the questions were on subjects other than Unemployment Insurance. The Commission is now making more specific studies of the exam questions, using its usual reliability tests. In this way the Commission seeks to determine whether any of the questions appear by experts to be "bad questions."

3,039 filed for the test, which was open to all lawyers with five years' practice. 2,656 came from New York City. 10 per cent of these failed to appear at the test, which was actually taken by 2,715. There was still another defection in the ranks, when 72 of this number decided to withdraw after seeing the test questions. The 10 per cent figure is the largest absence noted in a State exam in many months.

Say Room Was Heated

Officials of the Commission denied assertions made in a letter to THE LEADER last week that the examination rooms in Seward Park High School were not adequately heated. Their denial was substantiated in another letter received this week by THE LEADER from one of the Sabbath observers who stayed at the school from 9 a.m. until after 11 p.m.

"The accommodations could not have been any better," this candidate stated.

On the matter of the small seats,

Nathaniel Schlamm, in charge of the State Commission's New York office, told THE LEADER that the physical construction of the schools is entirely up to the school authorities. All candidates are affected alike, he further explained.

The progress of this test will continue to be discussed in THE LEADER. Meanwhile, we refer you to the editorial "That Referee Exam," on page 6.

Claims Examiner Lists Expected

Lists for Claims Examiners in the Division of Placement and Unemployment Insurance are expected within a few weeks, according to DPUI and State Civil Service Commission officials. These will wash up all the tests taken last February 17.

Experience interviews have been finished for Senior and Associate grades, and the Senior list is expected within the next week. Successful candidates have already learned indirectly that they have passed since the Commission has told them of the court-ordered change in weights: from written—40, training and experience—60, to 50-50.

Experience on the Assistant list is still being rated. No oral interviews are being given.

Part I of the Junior Economist test, taken on March 30, has already been marked, but the Commission is yet to start on part II, which must be marked by hand. Close to 1,000 papers are still in the running.

Lists Expire

The following State lists expire this week:

Friday, December 6
Teacher of Commercial Subjects.
Teacher of Applied Arts and Crafts.

Sunday, December 8
Teacher of Social Science.
Teacher of Adult Education.
Teacher of Related Vocational Subjects.
Vocational Guidance Supervisor, Dept. of Correction.

Monday, December 9
Institutional Librarian and Assistant Instructor in Charge of Supervised Study.
Teacher of Vocational Agriculture.
Supervisor of Related Vocational Subjects, Dept. of Correction.

Interviews For Probation List

Interviews on the Queens Probation Officer list are now being held. The State Civil Service Commission estimates that the list will be out by the first of 1941.

Examiners are still working on part I of the Factory Inspector test, taken on July 27.

Clerk Promotion Exam Postponed

Since many employees in the Division of Placement and Unemployment Insurance missed eligibility by only a few days, the promotion test for Principal Clerk has been postponed from December 7 to January 18, 1941. Candidates are now eligible if they are serving and have served for one year before the exam date in service 3, grade 2. A fee of \$1 is being charged; applications must be in by December 10.

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CIVIL SERVICE PREPARATION

FIREMAN

The present Fireman eligible list expires on December 14, 1941. The next mental examination should be held not later than June, or seven months from now.

The number competing will be large, the competition keen and the examination difficult. Therefore, those who hope for success should begin preparation at once.

Our mental classes are meeting three days weekly—physical classes twice weekly at hours to suit the convenience of the student.

PATROLMAN

The present list for Patrolman should be exhausted by January 1, 1942. Therefore, the examination should be held early in the Fall of 1941. Since the Patrolman and Fireman examinations are somewhat similar, we suggest that you take advantage of the combination course and prepare for both tests (if you are at least 5 ft. 8 in. in height), at a reduced combination fee.

Draftees: According to the press a large number of men have enlisted, which will reduce the number to be conscripted for military training. Therefore, any person who is registered for military training may enroll with the understanding that if he has paid the full fee and is then drafted before the examination is held, half of the fee paid will be returned to him and he may continue the course through correspondence at the place of military training.

The purpose of this offer is to encourage men to begin preparation at once, even though they may be in doubt as to their conscription status.

Preparation for the Mental Tests To Be Held in Connection With the Federal Examinations for:

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Classes meet on MONDAY at 1:15, 6:15 and 8:30 P.M., and on TUESDAY at 10:30 A.M., 1:30, 3:30, 5:30, 7:30 and 9 P.M. Anyone who has the specified requirements and is interested in preparing for the mental phase is invited to attend a class session.

- STATE TROOPER: Mon., Wed., and Fri. at 8:30 p.m.
- JR. PHARMACIST: Wed. at 7 p.m., and Fri. at 7:30 p.m.
- AUTO ENGINEMAN PHYSICAL: Classes Day and Evening
- CARD-PUNCH OPERATORS: Prepare for Next Exams and Openings in Commercial Field.
- STATIONARY ENGINEER'S LICENSE: Tues. & Thurs., 8 p.m.
- MASTER PLUMBER'S LICENSE: Tues. & Thurs., at 8:30 p.m.

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MEMBER, AUDIT BUREAU OF CIRCULATIONS



Tuesday, December 3, 1940

To the Sanitation Eligibles

AN unfortunate situation has arisen for the candidates who took the Sanitation exam and passed: Two eligible groups have been formed. In the very nature of things, this situation is bound to be harmful to the men on the list. There is no need whatsoever for two groups. No problems have come up, nor are likely to come up, which can't be solved by a single group.

If two organizations are permitted to exist, there must inevitably be antagonism between the two. Real issues may be forgotten while energy is lost in phony fights.

The LEADER, as an independent newspaper, appeals to men who head the two groups: fine specimens of the kind of people New York needs in its service.

You should make it your business to get together, amalgamate your two organizations—and do so immediately—and that means *right now!*

The LEADER will be glad to help in every way possible.

Let's end this editorial with one warning: the greatest hindrance to any eligible association is to tie up with a group that has political or partisan purposes—whose motives are in any way diluted by considerations other than the welfare of the eligibles.

Maintain your complete independence of action!

You're new to Civil Service, boys—get started on the right foot!

That Referee Exam

MERRILY RAGES the battle over the Unemployment Insurance Referee exam. Was it too long?...too cold?...too tough?

While a battle is always interesting, this particular sort of controversy is regrettable. It breeds dissatisfaction, which might tend to undermine confidence in the merit system and in Civil Service.

There may or may not be merit to the complaints of the men who took the test. But the mere fact that there are so many complaints is proof that *unless something is done*, this lack of confidence is inevitable among a very vocal portion of our community.

THE LEADER has a suggestion which we feel should satisfy most of the malcontents. According to the test papers, unless a candidate passes part I, part II will not be marked. The complaints center about part I: 280 questions had to be answered in 240 minutes; knowledge of subjects other than the Unemployment Insurance Law was involved.

THE LEADER suggests to the State Civil Service Commission that both parts of the papers submitted by *all candidates*, whether they pass part I or not, be marked. This is a suggestion that will affect all, fairly and uniformly. We know that it will cost the Commission, already low financially, considerably more money, and that establishment of the list will be delayed. But that's a small price to pay if confidence in the merit system in the State is bolstered as a result.

We Suggest - - -

THAT MEN who have had experience of one year as soldier, sailor, marine, guard, or some similar position apply for the federal position of Departmental Guard. The exam for this job is open until December 6, with a number of appointments expected in Washington, D. C.

THAT PATROLMEN who expect to take the next exam for Sergeant in New York City begin their final study. The exam was ordered this week, and applications will be received in the Spring, probably by April.

THAT FEDERAL EMPLOYEES whose status may be affected by the Ramspeck bill begin boning up on the types of general tests given in U. S. exams. Those who will be covered in by the Ramspeck measure will have to take qualifying, non-competitive tests. Previous experience in this sort of examination has shown a high percentage of failures which result in eventual dismissals.

Merit Man

Carroll Edward Mealey



"Safe driving is a matter of courtesy."

NEXT TIME you pass a black Buick sedan, license No. 14, New York State, please show some sign of respect. For the man at the wheel has driven thousands upon thousands of miles since 1912, without once having been stopped by a cop, let alone given a ticket. His name is familiar to at least half the population of the State. For as Motor Vehicle Commissioner, Carroll Edward Mealey issues driving licenses each year to more than 4,000,000 New Yorkers, and registrations to nearly 2,800,000 car owners.

Carroll Mealey came over the hard road of Civil Service exams. He knows his job—"it's right up my alley"—and really loves it. During his long career in the State service he's been offered better-paying jobs elsewhere, but he's never been willing to leave the Motor Vehicle Bureau.

A native of Greenwich, N. Y. (that's pronounced Green-which, not Gren-itch), Carroll Mealey took his first Civil Service exam while practising law in Putnam County. A job as Investigator in the Tax Department's Tax Transfer Bureau resulted in October, 1922.

Entrance into the Motor Vehicle Bureau came in 1926, after he had ranked 17 on the Assistant Deputy Commissioner list (he scored 92.50 on the written, 76 on experience). In his job he did work now being done by Motor Vehicle Referees, conducting post-accident hearings throughout the State. His predecessor, Charles Harnett, recommended Mealey as Executive Assistant in 1927. He became Deputy Commissioner of Motor Vehicles in 1931, and succeeded Harnett as Commissioner on November 18, 1938.

Developed Safety Ideas

These passing years have developed a number of highway safety ideas in Carroll Mealey.

One, that of giving tests on the law to new drivers, went into effect November 1. Veteran drivers involved in accidents may also be tested.

Here are some others:

"Give applicants for driving licenses a longer test. Four an hour should be the maximum. Today, because of our lack of sufficient Inspectors, we frequently have to give as many as seven in an hour."

"We need stricter enforcement, and that means more State Troopers. It is not necessary for them to make arrests. Just the sight of white patrol cars on the roads has been found to have considerable moral effect."

"We need sidewalks along the highways. After all, 54 percent of all those hurt in accidents in this State are pedestrians."

And why do you have such a safe-driving record yourself, Mr. Mealey? "I think it's a matter of courtesy," he answers readily. "All drivers should keep in front of them the motto, 'Wait a minute!'" It's certainly worked with Driver Carroll Mealey.

All-American

Last year at this time, Commissioner Mealey selected his All-America Team of Death:

- L.E. Careless Driver.
- L.T. Icy Roads.
- L.G. Faulty Brakes.
- C. Jay Walker.
- R.G. Poor Tires.
- R.T. Glaring Headlights.
- R.E. Exhibitionists.
- Q.B. Speed (Captain).
- L.H. Hit-and-Run Driver.
- R.H. Drunken Driver.
- F.B. Reckless Driver.

They're taking quite a licking from Carroll E. Mealey.

Public Notice

Dear "Still Organizing Committee of Eligibles on Lists for the State Comptroller's Office in Albany, Buffalo, Rochester, and New York" Have many questions to ask. Please contact immediately. Everything confidential. Box 16, Civil Service Leader.

letters

Are Civil Service Gals Pretty?

Sirs: Goodbye Arthur S. Back to your Galveston girls. You must have been in too many sandstorms if you think our Civil Service girls are sallow-skinned.

I've been in Civil Service a good many years myself and I defy you to find a better-looking bunch than our probable permanents Grade I. If they're flat-chested so are the Alleghenies.

My guess is that some C. S. cutie took more interest in her typewriter than in Arthur S. So it's back to Texas for Arthur where men are men because the women are pushovers.

DISGRUNTLED.

Are The Gals Pretty—Or Not?

Sirs: May I take this opportunity to express violent opposition to Mr. Arthur S., who, in your issue of Nov. 26, stated that Civil Service girls are grim-faced, thin-lipped, flat-chested, sallow-skinned females. It has been my pleasure to observe that Civil Service girls, as a group, are the quintessence of feminine pulchritude and charm. They are sophisticated, witty, alluring, well dressed,

And as individuals—evidently Mr. Arthur S. doesn't know Civil Service girls. There are three in my department who surpass in beauty any of the overpublicized females currently displaying their charms on the nation's stage and screen. One, tall, blonde and streamlined, is a composite of Lombard and Harlow, with a dash of Ginger Rogers; another, about five-four, red-haired, vivacious, merry and spirited, has been known to make the Statue of Horace Greeley on the east side of City Court turn completely around to watch her buck the winds as she dashes, ten minutes late every morning, into the Municipal Building. And, least, but not last, there is Estelle, scarcely five feet high, with clear, blue eyes, tiny nose, small, evenly proportioned features, small evenly proportioned figure. . . . I could rave on indefinitely, but Mr. Arthur S., Texas-bound, is undoubtedly unappreciative of such beauty. The raw-boned, sun-parched, inane, vapid girls of Texas are all he deserves.

PAUL C.

Sirs: So Arthur S. doesn't like

Don't Repeat This!



MEN who've passed the Sanitation exam are asking where an organization purporting to organize them got their names. It wasn't from official sources... The Windels committee is keeping secret certain crack-pot testimony that would make front-page headlines in the "smear" press... Forest rangers are keeping an eye out for thieves who want to pick up Christmas trees... Experts estimate you can answer 100 true-and-false questions in one hour. Oh yeah!... Ex-Judge Goldstein, who was attorney for Brooklyn housewife Mrs. Kay in her suit against Bertrand Russell, is speaking all over the country on the Russell case—at \$250 a throw... That erroneous report of a time-bomb at the Boston Navy Yard came from a former bug-house inmate... Many State departments are asking that all their employees be fingerprinted...

Defense News

Governor Lehman's return from a vacation in the West will end the confusion resulting from Lieut. Governor Poletti's enrollment as a private in the Home Guard. As Acting Governor in Lehman's absence, Poletti is commander-in-chief of the Home Guard. When officers give orders to Poletti, they can't be sure now if they're ordering a private... or their commander-in-chief.

Entertainment Dept.

At a recent meeting of the Council committee investigating him, Paul Kern protested against a statement that one of his employees attended burlesque. Kern once insisted that he could devise an exam for striptease artist, grade 1... Watch for a flock of new federal jobs. Authorities are sure that at least 25 percent of those who take non-competitive qualifying tests under the Ramspeck Act will flunk... Fingerprint cards in the State Correction Dept. allow for 176,000,000,000,000 (that's trillions!) different combinations... The Court of Appeals decision in the Kern contempt matter will have an important effect on the power of governmental agencies to compel testimony... The U. S. Commission is easing the strictures of the Hatch Act by permitting employees in some cases to engage in local political activities. So far they're given permission in small towns only... Hospitals are on the hunt for nurses, yet continue to ask exorbitant entrance fees of trainees.

us. Fie on you, Arthur. Go have your eyes examined.

CLARA G.

Sirs: Bravo for Arthur S. I wish I'd had the courage to say it first.

WM. MCCARTHY.

Sirs: There's always a wise guy around trying to get into print by pulling a stunt. It looks to me as if Arthur S. is one of those babies. So he thinks Texas has prettier dames than New York's Civil Service. I don't know where he's been looking—certainly not in the Welfare Department. The trouble is—the girls run so purty you can't work. I should know—I fell for two of 'em at the same time. Woe is me.

B. B. V.

Arthur S., who said in last week's issue that Civil Service girls are "grim-faced, sallow-skinned, flat-chested," brought forth a storm on his head. Disagreement ran high. But we want more opinions. What's your opinion—you in and out of government service—are Civil Service gals pretty or not?—Editor

POLICE CALLS

By BURNETT MURPHEY

Promotion Exam for Sergeants

Biggest police news of the week was the action of the Municipal Civil Service Commission last Wednesday in officially ordering a promotion exam for Police Sergeant. An estimated 6,000 Patrolmen in the Department have been expecting this move for some time, and many of them have been preparing for months and even years for the test.

All patrolmen with five years' service will be eligible, although the official requirements won't be completed for another two months. It is expected that the official filing period will be opened in February and the first part of the test—the written exam—will be given soon afterwards, probably in April.

The last eligible list for Sergeant contained 1,345 names and 407 was the last number appointed. About 50 more Sergeants will be made before the present list ends on June 9, 1941.

After the next Sergeant's list is prepared, it is expected that from 350 to 400 men will be appointed from it.

In this column next week there will be important material for men who expect to take the test and helpful hints based on the last examination given three years ago.

Police Square Club

The Police Square Club will hold an Installation and Ladies' Night at the Riverside Plaza Hotel, 253 West 73rd St., on the night of January 11.

Shomrim Society

The Shomrim Society of the Police Department will hold an annual installation and dinner dance at the Riverside Plaza Hotel, 253 West 73rd St., Manhattan on January 20.

PBA Preparing Gala Ball

Officials of the Patrolmen's Benevolent Association are busy preparing for their gala annual ball which will be given on Saturday night, January 18, at Madison Square Garden, 8th Ave. and 50th St. This is the biggest police affair of the year.

FIRE BELLS

By JAMES DENNIS



No List Yet

Sadly we must report that at least two weeks and probably more will elapse before we can publish the

eligible list for promotion to Lieutenant in the Fire Department. The Civil Service Commission in the past few weeks has issued a number of formal statements that the list would be published in November. Now the Commission admits that it was a "little too optimistic," explaining that the computation of records and seniority has taken longer than expected. This part of the examination must be computed by an arduous and time-consuming process which is much more complicated than the mere rating of written examination papers.

Suit by Firemen

A suit brought by 377 Firemen to compel the City of New York to pay them about \$150,000 they claimed was due as the difference between their \$1,200 salary while on probation and the \$2,000 they feel entitled to was lost last week. The end of the litigation came when Supreme Court Justice Wasservogel granted a cross motion by the city to dismiss the case. The court ruled that inasmuch as the men had failed to sign their payrolls under protest they had lost their claims for additional compensation.

The firemen affected by last week's action began their probationary period in the summer of 1939. They were inducted into the service at salaries of \$1,200 to be paid at that rate for the six months probationary period. In previous years new appointees received the regular \$2,000

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Welfare Department News

By HENRY TRAVERS

Personal

When you enter the outer office of Director Phil Sokol, of the Resource Division, you may think you have before you one of the grand elusions of Rubens as the vision of Mary Moylan greets you. That other wholesome looking and exceedingly nice girl is Rosalind Clarke. It will be the musical voice of Rosalind that questions you. We credit Phil with a rare talent for arranging his outer office with due consideration for the blond or brunette preference of his male visitors.

Big, handsome, manly, Clarence Timony, of Resource, has been nominated for president of one of the staff organizations. He has a grave and earnest expression which conceals his good nature and joviality. A lot of the boys and girls feel Clarence is tops.

Gracie Allen, top medical worker, is the daughter of a General of the U. S. Army. If you want to know what "well-bred" means, Miss Allen is the explanatory example you're looking for.

And speaking of fine manners, there's Anthony Di Cillis, of Resource. Being courteous and helpful is ingrained in the Di Cillis family, and Anthony has his share.

Mrs. Manya Friedman, administrator of D.O. 48, got a big welcome from the whole staff when she returned from her assignment in D.O. 33.

Philip Skorneck, Assistant Case Supervisor of D.O. 48, was given a luncheon by his co-workers on the eve of his transfer to D.O. 43. Phil, who has been in need of a really good fountain pen, now has it. The staff gave him an elegant pen-and-pencil set for a going-away gift.

Crystal McCollister Potter

Crystal Potter's imposing professional record is studded with successful work and unique accomplishments, each task increasing in responsibility and achievement, building up the full portrait of the social welfare executive that she was to become. That progressive experience is indicated by the positions Mrs. Potter has held and the fields in which she has worked, such as: psychiatric worker, researcher, teacher, parole agent, public school executive, children's court executive, social service technique specialist, case work's supervisor, private and public welfare executive.

At present Director of the Division of Dependent Children of the Department of Welfare, Mrs. Potter has brought her unusually pertinent experience to bear upon the problems of caring for New York City's dependent children. Included in the progressive program she has planned to improve the Division's services, is the assignment of children's cases to investigators on a geographical basis, which means that an investigator will be continuously responsible for a case from the time of the initial study of the child and his needs until the child no longer requires the Division's aid. This program will improve the Division's services to the children, to their parents, and to the community as a whole. It is a long step in a progressive direction, one of many that she is seeing through to fruition and integrating into every-day practice.

From 1936 through 1938 Mrs. Potter held various posts in the old Emergency Relief Bureau—Director of Case Consultant Section, Director of Training, Case Supervisor, Director of Field Operations, Director of Social Services and Assistant Executive Director. All that, plus service as Supervisor of Public Assistance in the State Department of

Social Welfare, made her the expert she is on the public welfare side of children's work. The other side of her experience, in the private agency field, includes the post of Associate Secretary of the State Charities Aid Association's New York City Committee on Child Welfare, a post she left to accept the directorship of the Children's Division. Prior to S. C. A. A., she directed a project for the Community Service Society, interpreting social work in private schools—an ideal task for Crystal Potter, the teacher, the social worker and the children's specialist.

Behind all this successful experience lies substantial professional education. She has a life certificate to teach, from Fredonia State Normal School. Smith College School for Social Work gave her a certificate, too, and she obtained her B.S. from New York University.

The ease and serenity she shows in handling difficult assignments stem from such a substantial background. With a smile and a cigarette, Crystal is a familiar figure at important conferences in social welfare circles. She shows qualities of directness, keen judgment, boundless knowledge of her profession, and a sound understanding of human beings.

And all this she has acquired and developed in thirty-odd years. Aside to the boys: She's blond, tall, charming, always smiling.

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PARK TOPICS

By B. R. MEEHAN

Odds 'n' Ends

The next regular meeting of the Climber and Pruners Eligible Association will be held on Thursday, December 5, at 8 p.m., Germania Hall, 16th Street and 3rd Ave., Manhattan. . . John Geraghty of Manhattan Garage—Randall Island paid that election bet. Is his face red? . . . Carl Schiff, Park Arboculturist gave very helpful information on the preparation for future Civil Service exams at the recent meeting of the Ass't Gardeners Eligible Association at Washington Irving High School. . . Of 2,894 women who participated in the Playground Directors Exam, 600 candidates were recipients of passing grades, 1,862 failed while the remain-

ing failed to appear. . . The next regular meeting of the Ass't Gardeners Eligible Association will be held January 21, 1941, at Washington Irving High School, Manhattan, at 8 p.m. . . Assemblyman Robert Crews intends to introduce a bill at the first session of the Legislature permitting Military Trainees the difference between the regular and military pay. . . Gossips have it that Commissioner Bob Moses may be the GOP candidate for Mayor. . . The Herman Kissel's (Manhattan Parks Garage) are awaiting Sir Stork.

paid to the lowest grade firemen as well as to rookie patrolmen. However, the LaGuardia administration adopted the \$1,200 salary as an economy measure.

Nearly a year after they had completed their probationary period and had received permanent appointments the Firemen got together and through their attorneys, Schatz, Holober and Phillips, of 2 Lafayette St., brought action to receive approximately \$400 each, which they believed they were entitled to.

In tossing out the case, Justice Wasservogel said: "The petitioners having failed to indicate upon the payrolls of the Fire Department that the amounts paid to them as salaries were received under protest may not now complain." In supporting this decision he cited section 93 C-2.0 of the Administrative Code.

11 Promotions

Eleven men were promoted last week to high-ranking posts in the Fire Department. Battalion Chiefs raised to the rank of Deputy Chief were: Edward J. O'Connor, Henry J. Holzberger, Henry A. Wittekind and Thomas H. Maguire. Captains promoted to Battalion Chiefs were John F. H. Riedel, Michael Bennett, Thomas M. Briordy, Joseph M. Dunleavy and John F. Mullin. Deputy Chief Arthur B. Wright was promoted to Assistant Chief of Department and Deputy Chief Martin Kelly to Deputy Chief in Charge of Brooklyn and Queens.

Ass't Gardeners To Discuss Per-Annun

All permanent and temporary Ass't Gardeners have been requested to attend the meeting of the Five Boro Assistant Gardeners Association, December 3, at the City Court House, 52 Chambers Street, Manhattan, at 8 p.m. The Greater New York Park Employee's Association has been invited to send representatives to the meeting to discuss the forming of an inter-organization committee and to take up the per-annun problem collectively with the Park Dep't.

Frank Bongiorno, of the Five Boro Gardeners Association, informed your writer that the Park Officials have assured them of their cooperation in obtaining the per-annun status and will grant a hearing if the majority of Ass't Gardeners could get together and present a suitable bill.

It would be well at this time if both organizations settled their past differences and indifference, and united in their efforts for the attainment of their objective—per annun. Why not get together and present the bill before the New Year?

Future State Test

The State law says that titles of open competitive lists requested by departments and institutions must be publicly announced for 15 days before the State Commission takes action. The following list is now being advertised (the date denotes when the 15 days are up): December 12—Erie County Probation Department—Probation Officer, Adult Division.

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Question, Please?

by H. ELIOT KAPLAN

CONTRIBUTING EDITOR

This Department of Information is conducted as a free LEADER service for Civil Service employees, for eligibles, for all who desire to enter the Service. Address your questions to Question, Please?, The Civil Service Leader, 97 Duane Street, New York City. If space does not allow printing your answer, you will receive a reply by mail. Therefore, state your name and address. Questions for this column receive thorough analysis by a well-known Civil Service authority.

Why Paper Wasn't Rated

S. B.—Your failure to place your examination number on your test sheet may mean that your paper won't be rated. I do not see how you can rectify this after the papers have been completed. You may bring the matter to the attention of the office of the U. S. Commission on Washington Street, N. Y. C., in the hope that they may permit you to verify whether you had actually placed your number on the test sheet.

State Transfers

A. W.—I agree with you that transfers in the State service are not handled as intelligently or as fairly as they might be. Nevertheless the department is the one that must ultimately decide whether one of its employees may be transferred either to another division or to another department. When the transfer is made to another department it requires the approval of the Commission and of both departments involved. When the transfer is within the same department it is really only a change in assignment, and so does not need to have the formal approval of the Commission.

No Rights for Provisionals

A. W.—A provisional appointee is not entitled to any "preference" in

appointment. He has no more rights or privileges under the rules than any other eligible. The provisional you complain about must have been among the three available eligibles certified for appointment. The selection may be made of the first three on the list willing to accept the appointment, not merely the first three on the list in order of standing. Those on the list who decline appointment for one reason or another are not included among the "available eligibles" certified.

On Promotion

F. C. E. W.—Whether the promotion list for one department may be used for another department depends on (1) whether there is any promotion list available for the other department; (2) whether the Civil Service Commission deems the promotion list appropriate for the other department; (3) the willingness of the other department to fill the position. I feel sure it won't be done unless the commission of the other department can be persuaded and the Commission believes the two positions are sufficiently similar.

Transfer Of Pension Privileges

A. H.—I doubt whether your pension privileges as an employee in the Welfare Department can be transferred over to the Police Department when you become a patrolman. I would suggest that you bring the matter to the attention of the New York City Retirement System, Municipal Building, or to the P.B.A., which may take the matter up for you.

No Exams for Those Covered In

C. C.—Where a position in the non-competitive or labor class is reclassified into the competitive class, the incumbent may continue in the position in the competitive class without further examination. Where a number of persons are appointed from an eligible list on the same day, their seniority is in the order of their original standing on the list for purposes of suspensions or lay-offs.

Reinstatement In Postal Service

H. W.—Reinstatement in the postal service depends upon, first, the willingness of the P. O. Department to reinstate you; second, on your passing a qualifying test thereafter. Frankly, reinstatements of postal clerks in the New York offices are infrequently granted, particularly where persons have been out of the service

for a considerable period of time, and rarely so in the case of persons who have been dismissed from the service.

Reinstatement From Preferred List

M. J.—When one is reinstated from a preferred list after suspension he may receive the salary he was paid at the time of his suspension under the McCarthy and Cariello laws; but, stated the court recently, such salary need not be continued after the end of the fiscal year unless the budget for the following year after reinstatement continues the position at the same salary. In other words, though the employee reinstated may receive the salary for the balance of the year after his reinstatement, the budget authorities may thereafter change the salary the same as in the case of all other employees in the service. There is a misapprehension in the minds of the Civil Service employees that, once a salary has been fixed for an employee, the budgets for the following years must continue the salary on the same or a higher level. That is not true, except in the case of "mandatory" salaries provided by law.

Re-employment From Federal List

W. R.—Employees who were dropped from the federal service during the 1934 economy drive and whose work had been rated as satisfactory by their departments, were permitted to have their names placed on a re-employment list. When a department requests the certification of a name from the re-employment list the commission will certify it, regardless of the standing of the person on the re-employment list. The re-employment will result not from application by the employee to the Commission, but from a direct request by a department for such certification. Notwithstanding the re-employment list, any person who has been in the classified service for more than five years may be reinstated in the federal service at any time; but, as in the former case, reinstatement will result only where a department will request the reinstatement. The Civil Service Commission cannot compel the reinstatement of an employee where the department does not choose to make the reinstatement.

Temporary Positions

M. S.—When positions are filled for temporary service only the eligible lists must be used and they must be used in the same manner as in making an appointment to a

permanent position; that is, in regular order of standing on the list of those willing to accept temporary appointment. The names of the three highest on the list willing to serve are certified to the appointing officer, and he may select any one of the three. Thus, numbers 3, 46 and 118 may be the only ones available for temporary appointment, and the appointing officer may select 118. If no one on the list is willing to accept temporary appointment, the Commission may authorize the appointing officer to appoint someone provisionally for such temporary service. When the position becomes a permanent one, then the Commission is required to make a new certification from the original eligible list in regular order of original standing of those available and willing to accept permanent appointment. No matter how long the temporary appointee may have been retained, or the provisional appointed, he may not be continued as a permanent appointee unless he could have been reached for permanent appointment in regular order on the list. No. 1305 could have the right to temporary appointment over 1200 only if 1305 were among the three certified along with 1200.

Exceptions From Competition

O. G. H.—Exceptions from competition in the case of positions classified as competitive may be made only where the appointee possesses unusual or exceptional qualifications and is of such high recognized attainments that competition would be futile (as contemplated by Section 15 of the Civil Service Law). This privilege is rarely invoked except in the case of persons engaged in private professions and employed for exceptional work of a temporary and occasional nature, such as a consulting engineer, consulting surgeon, etc. It differs from the usual outright exemption in that the position is actually one normally in the competitive class but requiring some occasional or exceptional work for the particular position or assignment, while an exempt position is one that the Commission finds competitive or non-competitive examination impracticable.

Changing Title

M. K.—It is possible that some of the incumbents of non-competitive positions such as attendants in State institutions who have been performing duties of positions ordinarily in the competitive class, such as clerk or typist or junior bookkeeper, may be reclassified in

the competitive class with the proper titles based on the duties performed. Whether this will be done or not will be for the State Commission to determine. The chances are that in most instances, the position will be filled by promotion or by original appointment after examination. The incumbent in any event may be permitted to continue in the competitive position as a provisional until a list is established for the competitive place. It is also probable that incumbent attendants who are permitted to serve as provisionals in these other positions may be permitted to return to their attendant positions if they do not obtain appointment after examination for the other position they held provisionally. Something along these lines will undoubtedly be worked out by the Commission and the department heads.

Attendant to Guard

H. S.—It is doubtful whether the Commission will approve a transfer from attendant to guard even in the same institution (federal) unless the Commission determines that the examination requirements for the two positions are substantially similar and of the same grade of position.

Ramspeck Bill

J. H. M.—The Ramspeck Bill, which was recently enacted by the Congress, does not automatically transfer all the excepted positions to the competitive (classified) class. The bill merely authorizes the President at his discretion, and as he sees fit, to transfer any position or class of positions to the classified service. Incumbents of positions so classified will continue in their positions without classified status, unless they pass a qualifying test after which they will secure classified status.

Appeal From Exam Rating

F. C. D.—When you appeal from a rating in a federal examination the Commission refers the appeal to an appeals board made up of members of the staff of the Commission. This board determines the merits of the appeal and makes recommendation to the Commission as to any modification of the ratings that it believes is warranted by the facts disclosed. Unless there is clearly an error of more than minor importance which would not substantially affect the eligibility of the candidate, the appeal will generally be denied. My suggestion is that it is of little use to file an appeal unless there is clear indication of substantial error.

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How to Form an Eligibles Association

Once a group of men and women have successfully completed a Civil Service examination they become interested in the chances of actually getting a job during the life of the eligible list. In general, an eligible list will last for four years, and while the process of getting a Civil Service job frequently takes many months and even years, the permanency of it, the tenure, chances for promotion, and finally, the pension that comes after satisfactory service, will justify the wait that often must occur before appointment.

Most eligibles on Civil Service lists have found that, by grouping themselves into formal associations, they improve their chances for getting jobs and for protecting their own interests. For example, in the New York City Civil Service an eligible list is frequently used for jobs not included in the original announcement of the examination. The list for Fireman may be, and has been, declared appropriate for positions as Sanitation Man, various subway jobs, etc. Other lists are treated similarly.

In the U. S. Service

In the federal service the life of an eligible list is one year, unless it is extended by formal action of the Civil Service Commission. Thus, the efforts of an eligibles association are

often successful in getting the Commission to extend a list for another year after it would ordinarily have died. The Post Office Eligibles Association was successful last year, and probably will be again this year, in having its list extended, thereby giving more members jobs.

Many eligibles on new lists want to know how to form an association. From experience in the past The LEADER offers a few pointers.

When a new list is published, several of the eligibles should take the initiative and begin preliminary plans for forming an organization.

A notice placed in The LEADER that eligibles on a certain list are planning an organization will bring a response from others who are interested. City and State lists are published, so that it is possible to send

cards to eligibles on these registers. However, federal lists are not published, and the only way to contact other eligibles on U. S. registers is through notices in newspapers.

It is generally better in organizing an association to have a preliminary meeting of 8 or 10 eligibles to form a temporary executive committee. Once this has been accomplished and a general outline made of the plans for the association, a membership meeting can be called. The time and place depend on circumstances, such as the size of the list, and other factors. If the group is small, arrangements can usually be made to obtain a meeting place free of charge. If the group is large, a room in one of the public schools or one of the Civil Service schools can be obtained at a small cost. Payment might be made by "chipping in," or by a few of the members pending collection of initial dues.

When Things Are Set

When everything is set for the first meeting, postcards may be sent out to those who have written that they are interested in the group, or to the people on the published list—in the case of city and State lists.

At the first meeting, the main job

is to appoint temporary committees, arrange a date for the next meeting, at which permanent officers can be nominated and elected, and to decide such matters as the amount of dues.

Committees

Various committees should be set up in relationship to the problems facing those on a particular list. If it appears that some appointments may depend on legal suits, a legal committee must be created. Another committee should be appointed to make surveys of what appropriate jobs can be found for which the list can be used.

An eligible group which is formed in an honest and sincere way, and which stays strictly out of politics and avoids unnecessary pressure methods and unwarranted complaints, can accomplish a great deal. In every case the representatives and officials of the various Civil Service commissions give a sympathetic consideration to eligible organizations, and have cooperated with them on many occasions.

The staff of The LEADER is glad at all times to cooperate with eligibles in helping them form their organizations.

Teachers Newsweekly

THE CIVIL SERVICE LEADER'S MINIATURE NEWSPAPER FOR TEACHERS

PAGE NINE



You and I

by May Andres Healy

May Andres Healy is granted the widest latitude in expressing her views. Her opinions do not necessarily represent the views of The Leader.

IT IS unfortunate that so much unfavorable publicity has been given to the teacher incapacitated for duty.

In all large groups of employees one is bound to find some whose efficiency has been impaired, for one reason or another, and are unable to continue in their daily tasks; but seldom has any group been subjected to such ridicule as has the fine body of educators that make up our school system.

Rather than allow this to continue, the teachers themselves have decided to investigate the situation and perhaps arrive at a solution which can be acceptable to all.

The child is the first concern of the Board of Education, the parent, and the teacher. The teachers are fully conscious of this obligation, and none of them want a really unfit teacher to continue in the educational system. Illness of a temporary nature, however, should be recognized and treated as such.

Care for Disabled Teachers

In drafting the present pension law, provision was made to take care of disabled teachers. If the law is not working, it would be well to know what is wrong and proceed to remedy it. We do not wish to allow the unfair and unwarranted attacks to repeatedly appear in the press, frightening parents and undermining the morale of the teaching body.

It was difficult in the past to get a true picture, due to Dr. Emil Altman's vindictive attitude. Now that he is out of the picture, some of the tension is gone, and by degrees teachers will, I am sure, have more confidence in the Board of Education's medical staff.

In the future it might be well to require a stricter physical examination of applicants before actual appointment to the school system. Due to the fact that many of the eligibles have been on the list for many years, it would be wise to re-examine the eligible before initial appointment and acceptance into the pension system. This thought occurs to me, due to the fact that applicants for promotion, although at present teachers, must submit to a new physical examination before placement on another eligible list.

Changes Needn't Incapacitate

We must never lose sight of the fact that, as the human body grows older, certain physical changes take place. These do not necessarily incapacitate a teacher, but in some cases slow them up a little.

All phases of this situation will be studied by the committee just appointed by President James Marshall. We hope to be able to settle for all time this very controversial subject.

Pa Knick's Gifted Kids

Pa Knick's child prodigies will be thoroughly tested by experienced psychologists before they are placed in special "gifted children" classes, if Dr. Morris Krugman, chief psychologist of the Bureau of Child Guidance, has his way. According to Dr. Krugman only trained psychologists should be used to measure, analyze and probe the city's embryo Kierans. The practice of having untrained persons administer and interpret the Sanford-Binet tests is harmful to the children and should be abolished.

At a recent meeting of the Association of Psychologists of the New York City Public Schools, Dr. Krugman suggested that the city utilize the thirty-five psychologists assigned to three bureaus of the Board of Education for this purpose. The three bureaus to which these psychologists are now assigned: Reference; Research and Statistics; Child Guidance and C.R.M.D.

Culture Quiz

The twenty teachers who survived the recent "culture quiz" given by the Board of Examiners as part of the examination for high school principals are now eligible to substitute for John Kieran and F. P. A. on a certain very popular radio program. The quiz, a recent product of the examiners Macchiavelian ingenuity, lasted six hours and was held in two sessions.

The morning session consisted of a one-hour reading test designed to test the teacher's speed of comprehension and a two-hour vocabulary quiz. In the afternoon, the teachers were given a two hundred and eighty question, three and a half hour, short answer type information test. The questions were subdivided on the following subjects: English and American literature, 80 ques-

The Problem of Substitutes

Sirs: As one who has always been employed privately and never in the public service, may I take exception to Mrs. Healy's article in your Tuesday's issue. The position taken is manifestly unfair and decidedly contrary to public interest.

I know of numerous young women who have been employed as permanent substitutes from three to six years—and are today permanently employed—doing all the work, assuming all the responsibilities and getting one half or less of the remuneration of regular teachers. These people are constantly taking courses to increase their teaching knowledge at their own expense and sacrifice of time. Is the experience of these substitutes, their conscientiousness and their sacrifice to go for naught?

The Board of Education has placed these people on the eligible lists, extended these lists, given encouragement to substitutes to continue in the system and now your columnist says: "Eliminate these substitutes!" These are the same substitutes without whom the N.Y.C. Education system could not function effectively, for without them sabbatical, maternity, health and sick leave vacancies could not be filled and chaos would ensue. Is the policy advocated in the public interest? No, decidedly not! Private industry has always pursued a policy of aiding, assisting, and promoting apprentices and subordinate employees with a great deal of benefit. Can anyone honestly advocate a different policy in the public service? I cannot and will not. Nor can your publication if it has the genuine interest of civil service and good government as its aim.

ROBERT J. BROWN.

Sirs: In answer to Mrs. Healy's letter appearing in your column, Tuesday, Mrs. Healy seems to be under some misapprehension as to the status of License No. 1 Eligibles. I happen to be one of those on the July, 1930 list. I have been employed as a permanent substitute (doing the same work as the regular teacher) for the past 6½ years. Prior to that I did day substitute work, teaching about ¾ of the school term. I do not call this record inexperience! I have received a B.S. degree from Columbia University during this time and in February will receive an M.A. degree. Is this a state of being stale? My case is not very different from hundreds and hundreds of others.

Mrs. Healy mentioned the frequent promulgation of lists some

tions; science, 50 questions; social studies, 50 questions; contemporary affairs, 50 questions; fine arts and music, 50 questions.

Members of the local cognoscenti who would like to obtain a copy of the examination are doomed to disappointment. Dr. William A. Hanning, board member in charge of the examination, and Dr. Henry A. Levy, examining board chairman, stated that the questions will not be made public.

May Teach Other Subjects

The proposed plan permitting teachers of subjects with dwindling registers to teach subjects not covered by their licenses was approved by the Teachers Union in principle. The Union objects, however, to the tentative regulation that teachers meet the minimum State requirements of eighteen semester hours of professional courses for these auxiliary subjects. The Union objects also to the proposal that the teachers be limited to the amount of time they can spend in teaching auxiliary subjects.

Latin teachers and teachers of subjects about to be affected by curriculum changes would be unable to apply for the benefits of the proposed plan because of these regulations, the Union announced.

Coudert Hearings

The Coudert Committee, investigating subversive activity in the New York City school systems, this week scheduled its first public hearings. One of the principal witnesses will be Charles J. Hendley, president of the Teachers Union, who refused to turn over the membership rolls of his organization to the committee.

Committee hearings are to take place in the County Courthouse, Room 418.

9 or 10 years ago. Who was responsible for this short-sighted policy—certainly not the Eligibles. Because we happen to be sincerely interested in elementary education we are called stagnant! If we are good enough to be teaching as permanent substitutes—if we are entrusted with overcrowded classes at \$7 per day—why are we not good enough to be appointed teachers?

MURIEL BROWN.

Deferment For Teachers

Because of the already acute shortage of teachers in defense trades classes, the Board of Education is making plans to safeguard the number now in service by asking for their deferment from the draft. Superintendent of Schools Harold G. Campbell, in a circular to school principals, last week requested the name, address, order number, and other pertinent data of teachers eligible for the draft. These men were requested to notify their local selective service boards that the Board of Education wishes to be heard in respect to their possible deferment.

New \$7,500 Job

The Board of Superintendents is considering the creation of a new post: Director of Adult Education. The position is needed to coordinate and manage existing adult educational facilities, the evening schools, the WPA classes and the recently established defense training program classes. A special committee is drafting eligibility requirements. Tentative plans call for a salary of \$7,500.

School officials point out that creation of the new position will mean a substantial saving to the city as it will permit the abolition of two \$6,500 per year jobs, the director of day classes for adults in English and citizenship and the assistant director of evening schools.

Falling Off

For the past year, the Committee on Curriculum Revision and Teacher Training of the New York Teachers Guild has been studying the problems brought about by decreasing registration. The result of their efforts to date is the formulation of the following principles: 1. School curriculum is in need of revision if the school is to serve the individual and the community effectively; 2. Remedial work of all types is needed in elementary and secondary schools; 3. Teachers should be permitted to teach in fields other than those for which they are licensed.

The Committee will complete its report in the near future.

The 11-squad system will give cops a decent working week . . .

Mental Hygiene Notes

By JOHN F. MONTGOMERY

Tons of Food

Christmas is to be a happy occasion this year for the wards of the State—those in mental institutions and others. At 10:30 o'clock Wednesday morning, the Division of Standards and Purchase opens bids submitted on tons of good things to eat—65 tons of turkeys, chicken, and fowl to be exact. This figure is divided up as follows: Old tom turkeys, 47,812 pounds; young tom turkeys, 33,602 pounds; roasting chickens, 32,195 pounds; fowl, 19,475 pounds.

Home Guard

Last week we listed four possible ways in which employees could help out in the national defense program. One was to join the Home Guard, which takes the place of the National Guard now that the latter body has been called out for military service.

Among the employees at Creedmoor State Hospital, the following have joined the New York State Guard, Co. B, Fourth Regiment, stationed at the Jamaica Armory:

Dr. Leonard Bolton, Dr. David M. Tillim, Dr. Thomas Tolan, Alfred Graham, R. N., Alfred Haughn, R.N., Perley Griffith, Clinton Mitchell, George Zeledon, Joseph Leonard,

Steve Donahue, Theodore Pechie, William Lucia, Albert Nittl, Albert Brown, Pat Golden, James McKenna, John Joyce, Lockstep Humphries, Richard Delaney, Kyran McAvoy.

Voluntary Patients

We hear much about voluntary patients. Here's what Dr. Alta K. Brown, Senior Assistant Physician at St. Lawrence State Hospital, has to say about the matter:

"The truly voluntary patient is much desired for two main reasons. First, he comes to the hospital early in the course of his illness, at which time treatment is generally felt to be most effective. Added to that is the second fact that he appreciates his difficulty, realizes the need for treatment, and hence is much more inclined to cooperate than the individual who, not realizing he is mentally ill, is forced into the hospital against his wishes."

For the First News—Of all City, State and Federal examinations, read The Leader. Full official requirements, filing dates, and other important information appear first in The Leader.

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Sanitation Grade Gets Formal OK

The Municipal Civil Service Commission formally fixed the pass mark on the Sanitation physical examination at an even 85 percent. The Commission has established an eligible list at 7,826.

It pays to follow THE LEADER.

How to Apply for a Test

For City Jobs: Obtain applications at 96 Duane Street, New York City, (9 a.m. to 4 p.m.), or write to the Application Bureau of the Municipal Civil Service Commission at 96 Duane Street and enclose a self-addressed 9-inch stamped envelope (4 cents for Manhattan and Bronx, 6 cents elsewhere).

For State Jobs: Obtain applications at 80 Centre Street, New York City, (9 a.m. to 5 p.m.), or enclose six cents in a letter to the Examinations Division, State Civil Service Department, Albany.

For County Jobs: Obtain applications from Examinations Division, State Civil Service Department, Albany. Enclose 6 cents.

For Federal Jobs: Obtain applications from U. S. Civil Service Commission, 641 Washington Street, New York City, (9 a.m. to 4:30 p.m.), in person or by mail. Also available from first and second class post offices, Second District.

U. S. citizens only may file for exams and only during period when applications are being received.

Fees are charged for city and State exams, not for federal.

Applicants for most city jobs must have been residents of New York City for three years immediately preceding appointment. Applicants for State jobs must have been New York State residents for one year.

The "weights" listed for various titles on these pages refer to the relative value of each part of the exams. Therefore, if the weight of the written part of an exam is 30, this means that the written part counts for 30 per cent of the final mark.

Examination Requirements

U. S. Tests

Boilermaker

Salary: \$1,590, less \$330 for maintenance. File by December 6. Place of employment: Army Transport Service, War Department, Brooklyn.

Deck Engineer

Salary: \$1,590. File by December 31. Place of employment: Army Transport Service, War Dept., Brooklyn (home port). For duty on transports plying between Brooklyn, New York, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 50.

Storekeeper (Deck)

Salary \$1,132, less \$252 for maintenance. File by December 31. Place of employment: Army Transport Service, War Department, Brooklyn (home port). For duty on transports plying between Brooklyn, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 53.

Chief Laboratory Mechanic

Salary: \$2,600 (when actually employed). File by December 9. Cotton Hosiery Investigations Project, Bureau of Home Economics, Department of Agriculture. Age limit: 50.

Principal Translator

Optional subjects: 1) Portuguese; 2) Spanish. Salary: \$2,600. Department of State. File by December 9. Age limit: 53.

Inspector, Engineering Materials (Aeronautical)

Junior, \$1,800; Inspector, \$2,000; Senior, \$2,600. Navy Dept. for duty wherever assigned. File until further notice. Age limit: 53. Applicants must have had two to six years' experience in the inspection and testing of aeronautical engineering materials, or aircraft engines and their accessories. Certain substitutions are allowed.

Instructor, Air Corps Technical School

Junior, \$2,000; Assistant, \$2,600; Associate, \$3,200; and Instructor, \$3,800. Twelve optional branches. File until further notice. Age limits: 21-53. Army Air Corps, War Dept., Chanute Field, Rantoul, Ill.; Scott Field, Belleville, Ill.; and Lowry Field, Denver, Colo.

Applicants must have high school diploma or a certain substitution; four years' experience as instructor in shop subjects or shop supervisor, which included six months in the optional branch for which application is made.

ATTENTION: ALL WHO PLAN TO TAKE THE COMING FIREMAN EXAM!

The Leader has prepared a special pamphlet to help in preparing for the coming fireman exam. To obtain a copy of this excellent training material, enclose only 10c to cover cost of handling, and send to Box 100, Civil Service Leader, 97 Duane Street, New York City.

Certain college credits may be substituted for experience. There are additional requirements for grades above Junior Instructor.

Aeronautical Inspector (\$3,200-\$3,500)

Associate, \$3,500, and Assistant, \$3,200; Civil Aeronautics Authority, Dept. of Commerce. File until further notice. Age: 24-40 (Associate), 24-35 (Assistant). Applicants must have pilot's certificate, solo flying hours and instruction experience.

Aircraft Inspector (Factory) Associate (\$2,900)

Air Carrier Maintenance Inspector, Associate (\$2,900)

Civil Aeronautics Authority. File until further notice. Age limit: 24-53.

Applicants must have an aircraft mechanics' certificate of competency and (1) two-year supervisory experience in the mechanical field of modern civil aircraft manufacture or repair, or (2) three years' experience in the same field, which includes components, sub-assemblies, instruments, and accessories, or final assembly inspection.

Engineering Draftsman (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. File until further notice. These positions are for work on ships. Age limits: 45 (Assistant), 60 (other grades).

Engineering Draftsman (Ordnance) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600.

Navy and War Depts. File until June 30, 1941. Age limit: 53.

Applicants must be high school graduates and must have two to six years' drafting experience, according to the grade. One year must be in elementary drafting training or experience and the rest in ordnance drafting.

Engineering Draftsman (Aeronautical) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. File by June 30, 1941. Age limit: 53.

Applicants must have two to six years' drafting experience, according to the grade. One year must be elementary training or experience and the rest in aeronautical drafting. Certain substitutions for college education are allowed for part of experience.

Engineering Aid (Aeronautical) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Aid, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. Army Air Corps, War Dept. File until June 30, 1941. Age limit: 55.

Applicants must have had engineering experience in testing, research, design, construction, or other engineering activities, partly in the field of aeronautical engineering.

Inspector, Ship Construction (\$2,000-\$2,600)

Inspector, Engineering Materials (\$1,620-\$2,600)

Ship Construction: Inspector (optional branches—hulls, mechanical, electrical), \$2,000; Senior, \$2,600.

Engineering Materials: Junior, \$1,620; Inspector (optional branches—hulls, mechanical, electrical, radio), \$2,000; Senior, \$2,600.

Navy Dept., for duty in the field. File until further notice. Age limit: 55. Applicants must

have had inspectional experience, appropriate for the grade and optional branch.

Engineer (\$2,600-\$4,600)

Optional branches: electrical, heating and ventilating, materials, mechanical, mining, radio, structural, telegraph, telephone and welding. File by June 30, 1941. Age limit: 55.

Applicants must have a bachelor's degree in engineering, but certain substitutions for education are allowed. Two to four years' experience is required in the optional branch applied for. Graduate study in engineering may be substituted for part of experience.

Inspector, Signal Corps Equipment (\$2,000-\$3,200)

Junior, \$2,000; Inspector, \$2,600; Senior, \$3,000. Signal Corps, War Dept., for duty in the field. File until further notice. Age limit: 55.

Applicants must have had college study in electrical or radio engineering. In addition, except for the junior grade, they must have had experience in inspecting or testing of parts, assembling, or completed units of signal corps equipment.

Junior Engineer (\$2,000)

Optional Branches: (1) Aeronautical and (2) naval architecture and marine engineering. File until further notice. Age limit: 40.

Applicants must have a bachelor's degree in the optional branch for which application is made. Substitution of 10 specialized college credit hours or one year's experience in the optional branch is permitted.

Inspector, Powder and Explosives (\$1,620-\$2,600)

Junior, \$1,620; Assistant, \$1,800; Associate, \$2,000; Inspector, \$2,300;



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Shortage of Business Machine Operators

Senior, \$2,600. Ordnance Dept., War Dept. File until further notice. Age limit: 55.
 Applicants must have had at least 18 semester hours' study in organic chemistry. Additional experience may be substituted for part of this requirement. For all grades except Junior Inspector applicants must have had experience in analytical work in a chemical laboratory, or inspection of powder and explosives.

Aeronautical Engineer (\$2,600-\$3,800)
 Assistant, \$2,600; Associate, \$3,200; Aeronautical Engineer, \$3,800. Twelve optional branches. File until June 30, 1941. Age limit: 53.
 Applicants must have a commercial pilot's certificate for two aircraft weight and engine classifications; 1,000 to 2,000 hours of solo flying, which included 300 hours of instruction in two classes of aircraft.

Mechanical Engineer (Industrial Production) (\$2,600-\$3,800)
 Assistant, \$2,600; Associate, \$3,200; Mechanical Engineer, \$3,800. War and Navy Depts. File until June 30, 1941. Age limit: 60.
 Applicants must be graduates of an engineering school, and in addition, except for certain experience substitutions, have had professional engineering experience ranging from two to five years, according to the grade of the position.

Inspector, Ordnance Material (\$1,620-\$2,600)
 Junior, \$1,620; Assistant, \$1,800; Associate, \$2,000; Inspector, \$2,300; Senior, \$2,600. Ordnance Dept., War Dept. File until further notice. Age limit: 55.
 Applicants must be high school graduates or have 14 units of high school work; one to six years' experience inspecting and testing of ordnance materials as armament, armorplate, demolition bombodies, etc., or of raw materials, including metal shapes formed with dies, sheets, and bars and machined parts. Certain college courses may be substituted for part of experience in three highest grades.

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Civil Engineer (\$2,600-\$4,600)
 Assistant, \$2,600; Associate, \$3,200; Civil Engineer, \$3,800; Senior, \$4,600. Optional branches: Cadastral, construction, soil mechanics, safety, sanitary, general. War and Navy Depts. File by June 30, 1941. Age limit: 55.
 Applicants must have completed a four-year college engineering course and must have had professional civil engineering experience, partly in one of the optional branches.

Marine Engineer (\$4,600-\$5,600)
 Senior, \$4,600; Principal, \$5,600. Optional branches for Senior: power plant lay-out and piping, turbines, boilers, Diesel engines, deck machinery, and general. File by June 30, 1941. Age limit: 70.
 Applicants must have a college degree in engineering or naval architecture, or experience in the field to substitute year for year. Also six to seven years' experience in engineering, which includes four to five years' experience in marine engineering. Graduate study may be substituted for experience.

Marine Engineer (\$2,600-\$3,800)
 Assistant, \$2,600; Associate, \$3,200; Marine Engineer, \$3,800. Various optional branches. U. S. Maritime Commission. File until June 30, 1941. Age limits: Associate and Assistant, 60; Marine Engineer, 70.
 A bachelor's degree in engineering or naval architecture is required. Substitutions of experience for education is allowed in part. Two to five years' experience, which includes partial experience in marine engineering, is required according to the grade. Postgraduate study may be substituted for part of the experience requirement.

Naval Architect (\$2,600-\$5,600)
 Assistant, \$2,600; Associate, \$3,200; Naval Architect, \$3,800; Senior, \$4,600; Principal, \$5,600. Various optional branches. File by June 30, 1941. Age limits: for Senior and Principal, 70; for other grades, 60.
 Applicants must have experience as a Naval architect up to seven years, according to the grade. College and graduate study may be substituted for part of experience.

Engineering Aid (Topographic), Senior (\$2,000)
 U. S. Geological Survey, Dept. of Interior. Age limit: 53. File by December 31.
 Applicants must be high school graduates and have four years of civil engineering experience, which includes two years in topographic field surveys. Certain substitutions for these educational and experience requirements are allowed.

Marine Surveyor (\$3,200)
 U. S. Maritime Commission. File by June 30, 1941. Age limit: 60.
 Applicants must hold a U. S. license issued by the Dept. of Commerce, either as chief engi-

neer or as master, of ocean vessels of any gross tonnage, and must have had certain appropriate experience.

Junior Graduate Nurse (\$1,620)
 U. S. Public Health Service, Federal Security Agency and Veterans' Administration. File until further notice. Age limit: 35.
 High school study and completion of a specified training course in a nursing school are required. In some cases persons in their final year of training may file.

Senior Radiosonde Technician (\$2,000)
 File until further notice. Age limit: 55.
 Applicants must have four years' experience in the installation, maintenance and repair of radio equipment, which included six months with radiosonde (radiometerograph) ground receiving and recording equipment.

Radio Monitoring Officer (\$2,600-\$3,200)
 File until June 30, 1941. Age limits: 21-55.
 Applicants must have had technical experience in the installation, inspection, testing, or operation with maintenance responsibility, of radio transmitters.

Machinist (\$6.90-\$8.40 per day)
 Ordnance Service, War Dept., Watervliet Arsenal, Watervliet, N. Y. File until further notice. Age limits: 18-62. File with Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal.
Tool and Gauge Designer (\$1,300-\$2,600)
 Tool and Gauge Designer, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. Watervliet Arsenal, Watervliet, N. Y. Open to New York State residents. File until further notice. Age limits: 18-55.

Toolmaker (\$7.84-\$9.28 per day)
 Ordnance Service, War Dept., Watervliet Arsenal, Watervliet, N. Y. File until further notice with Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal. Age limits: 18-62.

Medical Officer (\$3,200-\$4,600)
 Associate, \$3,200; Medical Officer, \$3,800; Senior, \$4,600. Optional branches: aviation medicine; cardiology; dermatology; eye, ear, nose and throat (singly or combined); general practice; industrial medicine (a. gas analysis or toxic dust, b. general); internal medicine and diagnosis; medical pharmacology; neuropsychiatry; pathology, bacteriology and roentgenology (singly or combined); public health (a. general, b. venereal); surgery (a. general, b. orthopedic, c. chest); tuberculosis; urology.
 Public Health Service, Food and Drug Administration, Veterans' Administration, Civil Aeronautics Authority, Indian Service. File until further notice. Age limit: associate, 40; other grades, 53.
 Applicants must be medical school graduates. For the two higher grades three to five years' training is required in the option applied for. For the associate grade, one year internship, general rotating or in a special branch, is required. Certain substitutions for these experience requirements is allowed.

Shipwright (\$7.49-\$8.45 per day)
 Norfolk Navy Yard, Portsmouth, Virginia. File until further notice. Age limits: 20-55.

Precision Lens, Prism and Test Plate Maker (\$7.87-\$8.83 per day)
 U. S. Navy Yard, Washington, D. C. File until further notice. Age limits: 20-48.

Machinist (\$6.92-\$8.82)
 Dover and Metuchen, N. J., and Brooklyn. File until further notice. Age limits: 18-55.
 Applicants must have had a four-year apprenticeship or four years' practical experience in the trade.

Toolmaker
 Fort Monmouth, N. J., \$2,000-\$3,000; Picatinny Arsenal, Dover, N. J., \$7.20-\$9.28 per day; Raritan Arsenal, Metuchen, N. J., \$7.20-\$8.40 per day; Brooklyn Navy Yard, \$8.35-\$9.31. File until further notice. Age limits: 18-62.
 Applicants must have completed a four-year apprenticeship or have had four years of practical experience.

Navy Yard Jobs
 Many exams are open for filing at the Brooklyn Navy Yard. Applications may be secured from the Navy Yard, from the Federal Building, or from any first-class Post Office. No examinations will be given but experience is required. The jobs and salaries follow:
 Anglesmith, Heavy Fires, \$8.54 to \$9.50 per day; Anglesmith, Other Fires, \$7.50 to \$8.54; Blacksmith, Heavy Fires, \$8.54 to \$9.50; Blacksmith, Other Fires, \$7.58 to \$8.54; Boatbuilder, \$7.87 to \$8.83; Boilermaker, \$7.87 to \$8.83; Chipper and Caulker, Iron, \$7.58 to \$8.54; Coppersmith, \$8.45 to \$9.51; Die Sinker, \$8.83 to \$9.79; Driller, Pneumatic, \$6.37 to \$7.30; Flange Turner, \$8.06 to \$9.02; Forger, Light, \$9.50 to \$10.46; Frame Bender, \$8.06 to \$9.02; Gas Cutter or Burner, \$6.62 to \$7.58. Holder-On, \$5.38 to \$6.34. Loftsman, \$8.26 to \$9.22; Molder, \$8.99 to \$9.89; Pipecover and Insulator, \$7.78 to \$8.74; Puncher and Shearer, \$6.05 to \$7.01; Riveter, \$7.78 to \$8.74; Rigger, \$7.87 to \$8.83; Rivet Heater, \$4.80 to \$5.76; Sailmaker, \$7.68 to \$8.64; Saw Filer, \$9.02 to \$9.98; Sheet Metal Worker, \$8.45 to \$9.41; Shipfitter, \$7.78 to \$8.74; Shipwright, \$7.97 to \$8.93; Toolmaker, \$8.35 to \$9.31; Welder, Electric (Specially Skilled), \$7.78 to \$8.74; Welder, Gas, \$7.58 to \$8.54.

Attendant, Neuro-Psychiatric Hospital (\$1,020)
 Veterans' Administration Facilities, Canandaigua and Northport, N. Y. File until further notice. Age limits: 21-48.
 Applicants must have had six months' resident training in nursing, or six months' service in a U. S. hospital corps, or three months' experience as Attendant doing ward duty for treatment of mental or nervous diseases.

Civilian Medical Officer (Temporary & Part-Time)
 Full time duty, \$3,200 or higher; part-time duty, salary is commensurate with hours of duty. File until further notice. Appointment with U. S. Army hospitals, camps, etc.
 Applicants must have an M.D. with appropriate experience.

Inspector of Hats, \$2,000
Inspector of Miscellaneous Supplies (Hosiery and Knit Underwear), \$2,000
Inspector of Textiles, \$2,000
Junior Inspector of Textiles, \$1,620
Inspector of Clothing, \$2,000
Junior Inspector of Clothing, \$1,620
 Quartermaster Corps, War Department. File until further notice. Age limits: 25 to 55, except for Jr. Inspector of Textiles and Jr. Inspector of Clothing, which is 21 to 55.

Machinist
 Salary: \$1,590. File by December 4. Age limit: 50.
Requirements
 Four years of apprenticeship in the machinist trade or four years of practical experience in the trade. Applicants must have included in their experience not less than one year on marine machinery.
Basis of Ratings
 No written test will be given. Applicants will be rated on their experience and fitness on a scale of 100.

Assistant Fingerprint Classifier
 Salary: \$1,620. File by December 5. Appointments in the Bureau of Navigation, Navy Department. Age limits: 20 to 53.
Requirements
 Applicants must have received instruction in the Henry system of fingerprint classification and must show that they have had at least six months of paid experience in classifying, searching and filing fingerprints under the Henry system. Applicants who have completed courses but who have not had the required paid experience will not be admitted to the examination.

Senior Artistic Lithographer, \$2,000
Artistic Lithographer, \$1,800
Negative Cutter, \$1,800
Assistant Artistic Lithographer, \$1,620
Junior Copper Plate Map Engraver, \$1,440
Junior Artistic Lithographer, \$1,440
 Applications will be rated until further notice. Age limit: 20-53.

Inspector Engineering Materials (Optical Instruments)
 Salary: \$2,000. File by December 17. Place of employment: Navy Department, New York City. Age limits: 21 to 53.

Associate Physicist (Any Specialized Branch), \$3,200
Assistant Physicist (Any Specialized Branch), \$2,600
 File by December 12. Age limit: 53.
 Examinations for high grades of Physicist, Senior Physicist, and (Continued on Page 12)

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- State of Iowa Long Beach, Cal. Birmingham, Ala.
- State of Colo. St. Louis, Mo. Columbus, Ohio
- State of Utah Lansing, Mich. Galveston, Tex.
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I enclose \$.....

Good Opening for Photographers—U.S. Service

(Continued from Page 11)

Principal Physicist with salaries of \$3,800; \$4,600 and \$5,600 a year, respectively, are now open. Separate application forms should be filed for the higher grade positions.

Requirements

College graduation, including 24 hours of study in physics.

Experience: Associate Physicist, three years of progressive, professional, scientific experience in physics, including at least two years of research or investigation in some specialized branch of physics which has demonstrated the applicant's initiative and resourcefulness, and ability to perform difficult scientific work under only general supervision.

Assistant Physicist: Two years of professional experience in experimental research or investigative work in physics.

For the higher grades of Physicist, Senior Physicist, and Principal Physicist, additional experience of a responsible nature is required.

Senior Superintendent of Metal Furniture Factories, \$4,600

Superintendent of Metal Furniture Factories, \$3,800

Associate Superintendent of Metal Furniture Factories, \$3,500

Assistant Superintendent of Metal Furniture Factories, \$3,200

Senior Foreman of Metal Furniture Factories, \$2,600

Foreman of Metal Furniture Factories, \$2,300

Assistant Foreman of Metal Furniture Factories, \$2,000

File by December 13. Place of employment: Federal Penitentiary, Department of Justice, Lewisburg, Pa.; Federal Correctional Institution, Department of Justice, Milan, Michigan. Age limit: 55.

Tool Hardener

Salary: \$7.60, \$7.92, \$8.24. File by December 9. Age limits: 18 to 55. Place of employment: Ordnance Service, War Department, Watervliet (N. Y.) Arsenal.

Departmental Guard

Salary: \$1,200. File by December 6. Age limits: 21 to 53.

Duties

To patrol and guard buildings and grounds to prevent trespass, fire, theft, and damage or defacement of buildings and contents; to prevent unlawful removal of property, to protect the occupants of the buildings from outside annoyances and interference by solicitors, peddlers, and other unauthorized persons; to direct visitors and give information; to preserve peace and order; and to perform related duties as required.

Requirements

Experience: applicants must show that they have had at least one year of experience in such occupation as soldier, sailor, marine, policeman, guard, city fireman, sheriff, full-time deputy sheriff, full-time constable, or comparable occupation.

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This Week's Federal Exams

Senior Photographer, \$2,000

Optional branches: 1) dry-plate photography; 2) wet-plate photography.

Assistant Photographer, \$1,620

File by December 31. Age limit: 53.

Duties

To direct the developing of negatives and in photographic reproduction work; to instruct workers in the technique of field and laboratory photography. The degree of responsibility and the amount of supervision given will depend upon the grade and salary of the position.

Requirements

Experience: Senior Photographer—four years of responsible paid experience in high grade photographic work, one year of which must have been continuously and consistently in dry-plate photography for Option No. 1 and in wet-plate photography for option No. 2. Applicants who are qualified in both dry-plate and wet-plate photography may be examined in both options.

Assistant Photographer: Two years of paid experience in high grade photographic work.

Substitution: Applicants may substitute year for year, up to a maximum of one year, for the required experience in either grade, successfully completed full-time study in a resident school of photography.

Additional substitution for the assistant grade only: the following may be made for a total of not more than one year of the required experience: 1) paid experience in photostat work or multilith plate making, up to a maximum of six months; 2) paid experience in ordinary commercial photo finishing of amateur work up to a maximum of six months.

Basis of Ratings

Subjects	Assistant	Senior
1. General test.....	30	30
2. Questions in general photography.....	70	30
3. Questions in the optional subject.....		40

Horizontal Sorting Machine Operator

Salary: \$1,260. File by December 31. Age limits: 18 to 53.

Duties

To operate a horizontal sorting machine. This is a machine used to arrange punched cards according to numerical or alphabetical sequence or other predetermined groupings.

Requirements

At least three months of paid experience in the operation of horizontal sorting machines.

Basis of Ratings

1. Clerical tests.....	70
2. Arithmetic (20 practical problems involving the fundamental operations, common and decimal fractions, percentage, and their business application).....	30

Multilith Cameraman and Platemaker, \$1,620

Multilith Press Operator, \$1,440

File by December 31. Age limits: 18 to 53.

Duties

Multilith Cameraman and Platemaker: To operate a copying camera and other necessary equipment in the preparation of multilith plates; to assist in the operation of a multilith press if required.

Multilith Press Operator: To op-

erate a multilith press; to make adjustments and minor repairs; to assist in the preparation of multilith plates.

Requirements

Multilith Cameraman and Platemaker: Two years of paid experience in multilith work, at least one of which must have been in the photographic and platemaking phases of the process, including the operation of a copying camera, the development of negatives, the sensitizing of multilith plates, the transfer of prints from negatives to plates, and the preparation of plates for use in multilith machine.

Multilith Press Operator: Six months of paid experience in the operation of a multilith press.

Basis of Ratings

Subjects	Multilith Multi-Camera-lith man and Press Plate-Operamaker	for
1. General test.....	40	40
2. Practical questions on the operations of a multilith press.....		60
3. Practical questions on preparation of multilith plates, elementary photography, etc.....	60	

Transportation Tariff Examiner (Freight), \$2,300 and \$2,000

Transportation Tariff Examiner (Passenger), \$2,300 and \$2,000

File by December 31. Jobs in the Interstate Commerce Commission. Age limit: 53.

Duties

To examine tariffs (freight or passenger, as indicated by the title of the position) of carriers to determine whether their construction, including rates and charges, is in conformity with the law and the regulations of the Interstate Commerce Commission; to make written reports on violations of rules, regulations, and orders; to make written recommendations to superiors for the purpose of securing greater simplicity in publication of tariffs and schedules.

Requirements

Transportation Tariff Examiner (Freight): (a) At least four years of full-time paid experience in the compilation of railroad, motor-carrier, or water-carrier freight rate tariffs, or

(b) At least four years of full-time paid experience in the general traffic department or important local office of a railroad, motor-carrier, or water-carrier company engaged in interstate commerce, where the duties performed required a thorough familiarity with the intricacies of freight rate tariffs, or

(c) Any combination of (a) and (b) above aggregating at least four years.

Transportation Tariff Examiner (Passenger): (a) At least four years of full-time paid experience in the compilation of railroad, motor-carrier, or water-carrier passenger fare tariffs, or

(b) At least four years of full-time paid experience in the general traffic department or important local office of a railroad, motor-carrier, or water-carrier company engaged in interstate commerce, where the duties performed required a thorough familiarity with the intricacies of passenger fare tariffs, or

(c) Any combination of (a) and

(b) immediately above aggregating at least four years.

Basis of Ratings

Subjects	
1. General test.....	20
2. Letter writing relative to the duties of the position.....	20
3. Practical questions with reference to rates and tariffs, passenger or freight, at option of the applicant.....	80

Senior Blueprint Operator, \$1,440

Junior Blueprint Operator, \$1,260

Senior Photostat Operator, \$1,440

Junior Photostat Operator, \$1,260

File by December 31. Age limits: 53.

Duties

Senior Blueprint Operator: To act as assistant to a blueprint shop supervisor and to perform the duties described below under Junior Blueprint Operator.

Junior Blueprint Operator: To operate any of various types of blueprint machines making blue, brown, blue-line, or brown-line prints.

Senior Photostat Operator: To operate an electric or automatic

photostat machine and to perform miscellaneous work in a photostat shop such as preparing chemical solutions, developing, fixing, washing and drying negatives and prints, and caring for equipment used in a photostat shop. The duties may include the performance of work more than average difficulty such as producing exact scale enlargements or reductions, or photostating multi-colored objects requiring use of a color screen.

Junior Photostat Operator: Under immediate supervision to perform general duties in a photostat shop to operate a photostat machine work that does not necessarily require exact focusing, and under instruction to learn to do the work of a senior operator.

Requirements

Senior Blueprint Operator: One year of paid experience in general photographic blueprint or photostat work, including or supplemented by at least 6 months of experience in the operation of electric or automatic blueprint machines involving preparation of the necessary solution incident to the making of blue, brown, blue-line, and brown-line prints. The other 6 months may have been distributed between blueprinting, photostat operating, or general photographic or photostating work.

Junior Blueprint Operator: Must have had at least 3 months of paid experience in general blueprint work which must have included the operation of electric or automatic blueprint machines.

Senior Photostat Operator: To

(Continued on Page 13)

Begin your training early for the big battle! If you learn the answers now, you can knock any exam for a loop.



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STATE PROMOTION EXAMS

With announcement of new open competitive examinations still held up by financial considerations, the

State Civil Service Commission has scheduled another batch of promotion exams for Saturday, December 7:

- No. 1236—Administrative Assistant, Rensselaer County Board of Child Welfare.
 - No. 1246—Assistant Chief, Special Agent, Department of Mental Hygiene.
 - No. 1256—Assistant Clerk, Department of State.
 - No. 1257—Assistant Clerk, Executive Department, Division of Parole, Albany Office.
 - No. 1221—Assistant Deputy Chief Clerk, New York County Surrogate's Court.
 - No. 1245—Chief of Police, Town of Yorktown.
 - No. 1249—Index Clerk, Grade 7, Queens County Surrogate's Court.
 - No. 1243—Index Clerk, Grade 6, Queens County Surrogate's Court.
 - No. 1240—Senior Assistant Physician, Department of Mental Hygiene.
 - No. 1239—Senior Clerk, Erie County Auditor's Office.
 - No. 1218—Supervising District Forest Ranger, Conservation Department.
 - No. 1244—Supervisor of Welfare Institutions, Department of Social Welfare.
 - No. 1250—Senior Medical Stenographer, Department of Health.
 - No. 1265—Senior Civil Engineer (General), Division of Engineering, Department of Public Works.
- On the same program are the open competitive exam for Patrolman, Village of Great Neck Estates, and the non-competitive promotion test for Assistant Director of Purchase, Division of Standards and Purchase, Executive Department.

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Postal News

By DONALD MacDOUGAL

Joint Conference Elects Officers

The November Regular Meeting of the Joint Conference Postal Affiliates was held at the Hotel Capitol, Wednesday evening, November 1, 1940.

Following the report of activities, the Conference went into the nomination and election of officers for 1941. William McHale, President of the Letter Carriers, and Martin Shapiro, Pres. of Local 251, Brooklyn Federation of Post Office Clerks, were nominated for the office of President. Elections immediately followed. Brother McHale was re-elected to the presidency of the conference by a vote of 35 to 27.

Other officers re-nominated and elected unanimously were: First Vice-President, Martin Shapiro; 2nd Vice-President, Joseph M. Wink; Secretary, Albert and Railway Mail Laborers Association. Treasurer, Albert Winkler; Railway Mail Association; Secretary, David Popper, Local No. 1, New York Federation of Post Office Clerks.

Big Mass Meeting
The Conference will immediately start laying the ground work for a big mass meeting of all Civil Service Employees within the metropolitan area to acquaint them with the legislative objectives of the Postal Employees and to secure the active support of all organized labor to gain these objectives in the 77th Congress when it convenes in January of 1941.

The purpose of this gigantic mass

meeting is to acquaint the public as well as the Civil Service and labor organizations with the retrenchment threat now being held over the heads of Federal employees. Not merely must we fear for our future gains in the legislative field but to guard our present conditions.

Legislation now pending in Washington which has been shunted aside by the "must" legislation of National defense for the benefit of the Federal Employees includes:

LONGEVITY PAY BILLS, COURT OF APPEALS BILLS, RETIREMENT AND WIDOWS' ANNUITIES, SUBSTITUTES LEGISLATION.

Speakers Committee
A Speaker's Committee will be arranged by the Conference to canvass organized labor in the metropolitan area, to acquaint them with the legislation pending and solicit the active support of labor in gaining these objectives.

The Conference now has a representative membership of over 20,000 postal employees in the metropolitan area embracing the Post Office Clerks, Letter Carriers, Railway Mail Clerks, Post Office and Railway Mail Laborers, and the Motor Vehicle Service Organizations.

Support Postal Legislation

At a meeting of the National Board of the American Post Office Employees held at 116 Nassau Street, on Wednesday, November 21, great in-

terest was manifested in the legislative program of this organization.

Two pieces of legislation most desired by clerks, carriers, and other employees were the Thirty-Year Optional Retirement Bill, H.R. 5237, the Shafer Act, which would permit any postal employee to retire after thirty years or more of service, thus making room for postal eligibles; and the Pearson Board of Appeals Bills, H.R. 3113, by Congressman Herron Pearson, which would allow postal employees a review before an impartial board of any case of disciplinary action which might seem to them severe, unfair, too arbitrary.

George Nilsen, national president of the APOE, emphasized that his body would, as in the past, work to procure for custodial employees a post office status. The American Post Office Employees had in the past been instrumental in securing for them a salary increase, and it had vigorously supported legislation procuring for them automatic promotions.

It has been consistently believed by the American Post Office Employees, the former Postal Workers of America, that one organization in the post office, embracing all crafts, would cease confusing Congress with a multiplicity of bills. As matters now stand, as many different organizations are introducing and supporting as many different bills on similar issues. The impotence of so many organizations in the post office was seen in 1933 when postal employees were given both a furlough and a wage reduction, and substitutes were earning an average of \$6 per week. Postal workers in Eng-

land have one union to embrace all crafts.

Post Office Clerks Benefit Dance and Entertainment

The New York Federation of Post Office Clerks, Local No. 10, NFPOC, will hold their annual Benefit Dance and Entertainment on Saturday evening, December 7th, at the Manhattan Center, Promenade Ballroom at 8:30 p.m.

The proceeds of this affair will go to the Sick Aid Fund and the Special Charity Fund of the Local. A special attraction of a selected Broadway all-star show has been planned and music for the dancers

will be furnished by Dick Messner and His Radio Orchestra. Dancing until 3 a.m.

Many prominent guests of the Federal, Governmental, Civic and Labor Circles will be in attendance, among them Postmaster Albert Goldman; U. S. Senator James M. Mead; Congressman James M. Fitzpatrick; James C. Quinn, Central Trades and Labor Council; Charles E. Sinnigan, Central Union Label Council; Mr. John M. Torke, Secretary-Treasurer of the National Federation of Post Office Clerks; Mr. John H. Bantham, President of the State Federation (Continued on Page 14)

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- CHRYSLER Convertible Coupe
- BUICK "41" 4-Dr. Trunk Sedan
- FORD 4-Door Trunk Sedan
- BUICK "61" 4-Dr. Trunk Sedan

\$575 and up

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- LA SALLE Opera Coupe
- BUICK "48" 2-Dr. Trunk Sedan
- BUICK "51" Super Trunk Sedan
- PACARD Opera Coupe
- BUICK "81-C" Conv. Sedan
- OLDSMOBILE Business Coupe
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- MERCURY 5-Passenger Sedan

BROADWAY at 55th STREET
BROADWAY at 131st STREET
OPEN EVENINGS

Exams

(Continued from Page 12)

must have had at least 1 year of paid experience in general photographic blueprint or photostat work, including or supplemented by at least 6 months of experience as operator of electric or automatic photostat machines, performing such work as making photographic copies of drawings, tracings, and photographs; written, printed, or typewritten copy; or copies direct from any object; and preparing necessary solutions for developing and finishing prints, and the actual making of such prints. The other 6 months may have been distributed between blueprinting, photostat operating, and general photographic or photo laboratory work.

Junior Photostat Operator: Three months of paid experience in photostat work.

Subjects	Senior and Junior Operator		Senior and Junior Photostat Operator	
	Senior	Junior	Senior	Junior
1. General test.....	40	40		
2. Practical questions (Blueprint Operator)	60	..		
3. Practical questions (Photostat Operator)...			60	

Senior Bookkeeping Machine Operator

\$1,620

File by December 31. Age limits: 18 to 53.

Duties
To operate a typewriter general accounting machine, on ledger and statement work, involving the operation of a number of adding or subtracting registers; to enter old balances, debits, credits, and new balances; to crossfoot columns.

Requirements
Experience: Candidates must have had at least 1 year of paid experience in the operation of one style of typewriter-general accounting machine, such as the Burroughs bookkeeping-typewriting machine, the Elliott Fisher flat-bed bookkeeping machine, the National typewriting-bookkeeping machine, the Remington electrified bookkeeping machine, or the Underwood accounting machine.

Applicants must state in their applications the style of machine they have operated giving (1) the trade name of the machine, the manufacturer of the machine, and the model number; (2) the exact operations performed (describing in detail invoicing, billing, ledger posting, check writing, pay-roll work, stock records, or other work performed); (3) the names of the employer and the supervisor under whom the experience was gained; and (4) the dates of each employment.

Basis of Ratings

Subjects	
1. Clerical tests.....	60
2. Plain copy (typewriting)...	40

City of Niagara Falls Public Health Nurse

Bureau of Health. \$1,400-\$1,800. File by December 4. Fee, \$1.

Duties
Under supervision, do professional nursing work in the promotion and conduct of clinics, conferences, consultations, home visits, and demonstrations of approved methods of care in home, at clinics, and in other group conferences and courses; related work.

Requirements
Candidates must be residents of Niagara County for one year; preference in appointment will go to residents of one year's standing in Niagara Falls. Candidates must be graduates of nursing school, licensed to practice nursing in New York State or eligible for such license, and graduates of senior high school or have equivalent education. They must have either (a) three years public health nursing experience; or (b) one year public health nursing experience, and completion of a college four-month public health nursing course; or (c) completion of a post-graduate public health nursing course of at least one year's college residence; or (d) satisfactory equivalent.

Basis of Rating
Written, 4; training and experience, 6.

Lieutenant (Promotion)

Bureau of Police. \$2,300-\$2,700. File by December 4. Fee, \$2.

Requirements
Candidates must be Patrolmen for five years immediately preceding the exam date.

Basis of Rating
Written, 4; training, experience, length and character of service, 6.

Superintendent of Highways Clinton County

Appointment expected at \$2,400. Fee, \$2. File by December 14.

Duties
Act as supervising head of the county highway work; have general supervision of construction, improvement, and maintenance of town and county aid highways, county roads and bridges; consult with the supervisors on town highway matters; prepare estimates on maintenance and construction work; related work.

Requirements
Candidates must be residents for four months of Clinton County. Five years' practical construction experience in a supervisory capacity in building or maintenance of modern paved highways and bridges, the major part on highway work. Technical education will receive credit in place of experience, a civil engineering degree being credited as two years' experience.

Basis of Ratings
Written, 40; training and experience, 60.

Up-State Exams

Patrolman
Village of Scotia
Schenectady County
Usual salary range, \$1,600-\$2,080.

6 Outstanding Values!

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- PONTIAC 2-door sedan, radio, heater,..... \$695
- PONTIAC 4-door sedan, radio, heater, low mileage... \$495
- DODGE 4-door sedan, radio, heater,..... \$395
- PLYMOUTH 4-door sedan, radio, heater,..... \$365
- FORD 2-door trunk sedan, low mileage..... \$345
- CHEVROLET 2-door sedan, very clean... \$295

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Goodwin Pontiac
Established 1912
143 ATLANTIC AVE., BROOKLYN
Open Even. and Sun. STerling 3-5400

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Reconditioned Used Cars from \$75 up.

Buy with RADIOS and HEATERS low as \$10 down; 24 Mos. to pay. Trades Accepted as Down Payment

ALSO 1940 PONTIAC LEFT-OVER CARS AS LOW AS \$95 DOWN

TRIBORO PONTIAC CORP.
1407 SOUTHERN BLVD., BRONX
Open Evenings

New State Eligible Lists

BULLETIN BOARD

All Civil Service organizations are invited to forward notices of meetings and events for appearance in the Bulletin Board. Please have your notice in by Friday of the week preceding date of the event. There is no charge for this service.

INTERPRETER, YIDDISH, COUNTY COURT, KINGS COUNTY

- 1 Kimmel, S., 93.34.
- 2 Posner, A., 84.10.
- 3 Gordon, A., 78.52.
- 4 Grayer, A., 95.01.
- 5 Goller, A., 94.76.
- 6 Binder, W., 93.72.
- 7 Friedman, E., 93.02.
- 8 Greenberg, N., 92.78.
- 9 Zolkin, M., 90.94.
- 10 Golomb, M., 90.80.
- 11 Kaplan, M., 90.72.
- 12 Solomon, M. J., 90.58.
- 13 Schussheim, M., 90.22.
- 14 Gottesman, M., 89.98.
- 15 Posner, J. V., 89.92.
- 16 Carasso, A. H., 89.86.
- 17 Delsler, A., 89.52.
- 18 Friedman, A., 88.82.
- 19 Sussman, S. M., 88.70.
- 20 Chiron, S. J., 88.06.
- 21 Skolnick, S., 88.54.
- 22 Rabinowitz, S., 88.26.
- 23 Kivowitz, M., 88.14.
- 24 Tollin, J. P., 88.06.
- 25 Rosenblum, S. P., 87.98.
- 26 Diskind, M. H., 87.88.
- 27 Neches, H., 87.94.
- 28 Frank, H. M., 87.88.
- 29 Solomon, W. J., 87.88.
- 30 Berkowitz, S. J., 87.88.
- 31 Fleischer, A. H., 87.76.
- 32 Berg, J., 87.58.
- 33 Horvich, J., 87.57.
- 34 Magon, B., 87.54.
- 35 Zifferstein, I., 87.52.
- 36 Rashkowsky, E., 87.52.
- 37 Franke, H., 87.49.
- 38 Mosilensky, D., 87.48.
- 39 Schacter, H., 87.45.
- 40 Schwartzburg, L. A., 87.40.
- 41 Belertsky, M., 87.39.
- 42 Katz, W., 87.34.
- 43 Mann, H., 87.34.
- 44 Nash, S. S., 87.34.
- 45 Miller, M., 87.30.
- 46 Frank, J., 87.20.
- 47 Krendel, J., 87.16.
- 48 Mosenkis, M., 87.10.
- 49 Rockove, I., 87.10.
- 50 Tepper, H., 87.08.
- 51 Jacoby, A. I., 87.08.
- 52 Rubenstein, B., 87.06.
- 53 Michaelson, J., 87.00.
- 54 Rosenbaum, S., 86.96.
- 55 Pam, A., 86.95.
- 56 Lehman, H. K., 86.90.
- 57 Schoen, P., 86.88.
- 58 Duchan, J. J., 86.88.
- 59 Baron, E. H., 86.86.
- 60 Hoffman, N., 86.86.
- 61 Seeger, J., 86.85.
- 62 Geller, B., 86.84.
- 63 Schwartz, G., 86.82.
- 64 Tullman, S., 86.80.
- 65 Lehman, M. J., 86.72.
- 66 Schiff, H. M., 86.72.
- 67 Malenky, J., 86.68.
- 68 Lahn, J. W., 86.68.
- 69 Cavazzer, H., 86.68.
- 70 Kuselwitz, D., 86.62.
- 71 Losh, M., 86.52.
- 72 Lew, R., 86.48.
- 73 Zahl, S. H., 86.46.
- 74 Schneider, R., 86.44.
- 75 Walehuck, H. J., 86.42.
- 76 Kruman, D. E., 86.38.
- 77 Posenfeld, I., 86.34.
- 78 Trachtenberg, H., 86.32.
- 79 Wachs, M., 86.32.
- 80 Weinstein, H., 86.30.
- 81 Funk, J., 86.26.
- 82 Rosen, S., 86.26.
- 83 Welner, S., 86.24.
- 84 Turaf, S., 86.22.
- 85 Lifschitz, H., 86.22.
- 86 Chaseman, J., 86.20.
- 87 Danzke, M. E., 86.20.
- 88 Glenn, M. G., 86.20.
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- 90 Sinnerich, T. P., 86.18.
- 91 Shulman, H., 86.16.
- 92 Winkler, P. K., 86.14.
- 93 Perlmutter, F. S., 86.12.
- 94 Gottlieb, F., 86.04.
- 95 Stalick, J. T., 86.02.
- 96 Eisenbach, S., 85.98.
- 97 Srofen, M., 85.98.
- 98 Scharf, L. A., 85.90.
- 99 Eichenholz, G., 85.84.
- 100 Gannon, N., 85.80.
- 101 Naitin, H., 85.80.
- 102 Ruslanoff, C., 85.78.
- 103 Steinmetz, A., 85.78.
- 104 Goldman, S. H., 85.72.
- 105 Klein, E., 85.68.
- 106 Taitan, M. A., 85.68.
- 107 Lohman, H. I., 85.66.
- 108 Finkelman, H., 85.64.
- 109 Abramowitz, A., 85.64.
- 110 Kardos, A., 85.60.
- 111 Lavina, H., 85.58.
- 112 Bernstein, S. S., 85.52.
- 113 Weiserman, S. I., 85.52.
- 114 Gottlieb, E., 85.50.
- 115 Prustek, I. I., 85.50.
- 116 Shoval, T., 85.48.
- 117 Schwesiger, H. J., 85.44.
- 118 Anello, L., 85.41.
- 119 Gostel, T., 85.40.
- 120 Taitan, T., 85.40.

- 241 Gainsky, J., 83.64.
- 242 Matz, L. A., 83.64.
- 243 Silver, M. K., 83.64.
- 244 Levine, S., 83.64.
- 245 Rosetsky, R., 83.64.
- 246 Weiner, H. M., 83.64.
- 247 Klipper, D., 83.62.
- 248 Rosenfeld, S., 83.58.
- 249 Belikov, M. N., 83.58.
- 250 Kossel, E., 83.54.
- 251 Brickman, E., 83.54.
- 252 Graiser, I., 83.52.
- 253 Leitner, N., 83.52.
- 254 Fogel, J., 83.52.
- 255 Salzanik, M. J., 83.50.
- 256 Rosner, N. J., 83.48.
- 257 Bogen, I., 83.44.
- 258 Klebanow, B., 83.44.
- 259 Malcow, H., 83.40.
- 260 Sporn, R., 83.40.
- 261 Schechtman, I. L., 83.40.
- 262 Lang, M., 83.38.
- 263 Branover, E. P., 83.36.
- 264 Zaklikowsky, C. M., 83.34.
- 265 Kramer, J., 83.30.
- 266 Gordan, P., 83.30.
- 267 Flaum, F. J., 83.22.
- 268 Diamond, J. C., 83.22.
- 269 Feldberg, H. H., 83.20.
- 270 Lerner, J., 83.20.
- 271 Feintuch, N., 83.20.
- 272 Ginsberg, R., 83.18.
- 273 Felderman, A., 83.18.
- 274 Baumgarten, M., 83.16.
- 275 Teitelbaum, D., 83.14.
- 276 Noskowitz, J., 83.12.
- 277 Shuster, R., 83.12.
- 278 Mandel, P., 83.10.
- 279 Goldberg, Y., 83.10.
- 280 Gilck, M., 83.02.
- 281 Shapiro, A., 83.02.
- 282 Pollack, J. M., 83.02.
- 283 Kantrowitz, S., 83.02.
- 284 Mandel, N., 82.96.
- 285 Reiter, M., 82.90.
- 286 Neuschatz, J., 82.90.
- 287 Staden, L., 82.86.
- 288 Kleinberg, S., 82.84.
- 289 Warshaw, H., 82.84.
- 290 Marcus, J., 82.84.
- 291 Rosenblum, H. H., 82.82.
- 292 Cogan, B. J., 82.80.
- 293 Kramer, I., 82.80.
- 294 Alter, M., 82.78.
- 295 Lieberfarb, J., 82.78.
- 296 Leshelsky, J., 82.74.
- 297 Fein, Hyman, 82.74.
- 298 Perlman, S. K., 82.72.
- 299 Dworsetz, A., 82.72.
- 300 Gottlieb, A., 82.70.
- 301 Herzog, L., 82.70.
- 302 Friedman, G., 82.70.
- 303 Saks, J. H., 82.66.
- 304 Kaplan, H., 82.64.
- 305 Goldstein, H., 82.62.
- 306 Sidner, C., 82.60.
- 307 Korn, C., 82.58.
- 308 Solachick, S., 82.58.
- 309 Selig, M., 82.56.
- 310 Julius, J., 82.56.
- 311 Kamy, S. E., 82.56.
- 312 Shapiro, A. S., 82.50.
- 313 Pink, H., 82.48.
- 314 Tzudiker, M., 82.48.
- 315 Crell, J. P., 82.46.
- 316 Dobkin, D., 82.46.
- 317 Smolwitz, S., 82.46.
- 318 Kaskowitz, H., 82.36.
- 319 Zar, D., 82.34.
- 320 Perlow, D., 82.32.
- 321 Itzkan, S., 82.32.
- 322 Rhines, P., 82.26.
- 323 Solon, M., 82.18.
- 324 Cohen, M., 82.14.
- 325 Tulchinsky, M., 82.12.
- 326 Gross, S., 82.10.
- 327 Swirn, M., 82.06.
- 328 Kossoff, R., 82.06.
- 329 Blatstein, J., 82.04.
- 330 Silverman, I., 82.04.
- 331 Lutzker, S., 82.04.
- 332 Koron, H., 82.02.
- 333 Wisoky, E., 82.00.
- 334 Rabinowitz, R., 82.00.
- 335 Walsky, B., 82.00.
- 336 Goldberg, P., 81.98.
- 337 Spenciner, J., 81.96.
- 338 Elkin, N., 81.96.
- 339 Kaletsky, M., 81.94.
- 340 Bakshi, L., 81.86.

Sanitation Group Elects Officers

In an extremely close election marked by a tie vote for president on the first ballot, the Association of Competitive Employees of the Department of Sanitation elected George F. Torre president by a final majority of one vote at a meeting last week in the Hotel Piccadilly, 45th St. and Broadway. For the office of vice-president, Charles Reinhard defeated Fred Miller by one vote and for 2nd vice-president, Herbert S. Bauch was elected over Russell T. O'Brien by two votes.

Other officials elected at the meeting were: Clayton Bayles, 3rd vice-president; Marie McShane, treasurer; John O'Rourke, recording secretary; William Flaherty, sergeant-at-arms; and Frank Del Casino, financial secretary.

Dance for Rainbow Division

An entertainment and dance, under auspices of "C" Company, Father Duffy Chapter, Rainbow Division Veterans, will be held at the Cabin Grill at 35 West 33rd St., Manhattan on December 7 at 8:30 p.m. The proceeds will be used to purchase Christmas gifts for the men of "C" Company, 165th U. S. Infantry (old 69th N. Y. N. G.) now in training at Anniston, Ala. Relatives and friends of the boys now in camp have been urged to attend the affair.

Tickets may be obtained from W. W. Hatton, 37 Wall St., or Dr. A. Totten, 131 East 6th St., Manhattan.

Sanitation Men Meet Tuesday Night

The Council of Sanitation Men, Class A, are to meet at 76 Court Street, on Tuesday evening, December 3, at 8 p.m. Matters of importance will be under discussion. Presiding over this Sanitation group is President DeLury.

Machinists Meeting At Germania Hall

The next meeting of the Brotherhood of Certified Civil Service Machinists and Helpers of the City of New York will be held in Germania Hall, 160 Third Ave., on Friday, December 6 at 8 p.m.

Engineers, Firemen In Important Meeting

The Association of Engineers, Firemen and Oilers, Inc., will hold an important meeting on Wednesday, December 4 at Webster Hall, 119 East 11th St., Manhattan. The meeting is slated for 8 p.m. Reports on a hearing before the committee of the Board of Estimate, relative to the five-day-week will be made; and a plan of co-ordination with other groups for mutual protection will be discussed.

back of the local division schedule of mail routes, and only printed or legible ink-written labels used with contents clearly indicated. Special-delivery and special-handling mails should be given the same dispatch as first-class mail, and must not be included in sacks labeled to or due to be distributed in Terminal R. P. O.'s. If quantity is not sufficient to justify direct or separate sacks, these mails may be combined in one sack labeled to the R. P. O. train affording the most expedient dispatch. Appropriate tag Form 3952 (Special Delivery) or 5135 (Special Handling), or both if combined, should be attached to sacks in which these classes of mail are dispatched. Perishable parcel post when sacked will have tag, Form 5138, attached to each sack. Sack all parcels except such as are authorized to be handled outside. Paper and parcel-post mail must not be combined in the same "State sack," but must be combined in "direct" sacks. Labels covering parcel post should plainly indicate both the "State" and the fact that the sacks contain parcel post only. For example: KANSAS CITY TERMINAL R.P.O. KANSAS PARCEL POST.

Sholem Society Plans Card Party

The Sholem Society, composed of Jewish employees of the Independent, BMT, and IRT divisions of the New York City Transit System will hold a Dutch card and supper party at its new home in the Fraternity Club, 110 West 48th St., at 8:30 p.m. December 23. All employees of the unified lines have been invited to attend the affair by President Charles I. Green.

Psychology Lecture

Mr. Edelman, of the faculty of the City College School of Education, will address the Graduate Psychology Club of City College on Thursday evening, December 5, at 8:30 o'clock in room 708, 23rd St. Building. His topic will be "Job Analysis," and is preparation for the Jr. Personnel Technician exam.

Ass't Gardeners Meet on Jan. 20

The next general meeting of the Assistant Gardener Eligible Association will be held at Washington Irving High School on January 20. It was announced this week.

Send Wires on Draft

Wires urging the establishment of a policy in New York State and New York City, that all conscripted employees receive the difference between civil and military pay, were sent this week by the State, County and Municipal Workers of America to Governor Lehman, to majority and minority leaders in the State Legislature, and to Mayor LaGuardia.

Classified Advertisements

REAL ESTATE
SPEND CHRISTMAS in your own country home. Two hours fifty minutes Manhattan: Screened Porch, Living Room, Dinette, Kitchen, Two Bright Bedrooms, Electricity, Running Water, your own Pine Grove and Garden overlooking Ash-O-Kan scenic grandeur, all year round dry climate; bus ten minutes Kingston City, annual tax, \$148. Complete. Full price \$950. Cash, 14% balance like rent. A. F. Arthur, York Estate, 19 Foxhall, Kingston, New York.

CONVALESCENT HOMES
BRUNSWICK SANITARIUM, Amityville, Long Island, Convalescents, Invalids, Aged, Diabetics, Chronic Nervous, Operative, Special Diets, Resident Physicians, Booklet. N.Y. Office: 67 W. 44th St. MU. 2-2424.

SHOPPING SUGGESTIONS
BUTTONS, BUCKLES, MADE IN FIFTY MINUTES for just a few cents. Zippers, eyelets, nailheads; mail orders. Open Sats. Novelty Button Works, 300 8th Ave. (37th). ME. 3-2450.

PERSONALS
STIMULATE YOUR SOCIAL LIFE! Caro's Wednesday and Saturday evening parties feature exclusively the promotion of friendships between cultured ladies and gentlemen. For details write 45 Grove St., Watkins 9-7748.

ANY AFFAIR COMPLETELY STAGED
Directors of Amateur Entertainment, Alex Cohen & Co., 1451 Broadway, MU. 7-5540-5570.

"LIFTED" CHIN LINE TREATMENT
for drooping muscles; rich, nutritive cream pack for crepey throat muscles; your skin unbelievably firm, fresh and alive. Patricia Guest, 546 Fifth, MU. 6-2395.

INSTRUCTION
CULTURAL SPEECH AND VOICE STUDIO. Diction, Oral Preparation, Foreign Building, Poise. Foreign accents corrected. Professional business, screen, radio. Overcome self-consciousness, stammering; correct posture. 70th. BU. 8-2700.

MARGARET HENKE, teacher of the Bel-Canto Art of Singing; beginning advanced students, children. 619 Riverside. ED. 4-2388.

BANQUETS
WEDDINGS, PARTIES, Etc. FAULTLESSLY ARRANGED \$1.50 PER PERSON Including Music and Dancing Accommodations, 10 to 1,000 Dinner Dances from \$1.00 Cocktails from 25c
CAFE LOYALE 5th Ave. at 43rd

Postal News

(Continued from Page 13)

of Post Office Clerks and many others.

All members of the Postal Service as their friends are cordially invited to join with the Federation to make this evening a memorial one in the history of the Postal Social Season.

The night is yours, so come along and let's dance and make merry at the Post Office Clerk's Benefit Dance.

What a Bunch!

On Sunday, November 24, the members of Branch 39 of the National Association of Post Office and Railway Mail Service Laborers met at Hayes Brothers Hall, in Brooklyn, and held their annual election of officers.

Winners were: Good'old Pop Fegeler for President; Jesse King, the little boy from Port Washington, First Vice President; that Irish tenor Chris Fagan, 2nd Vice President (Chris promises to sing at the installation with Johnny Cosgrove at the piano); Joe Marafino, Financial Secretary; Dan Roach, Treasurer; Recording Secretary, Lloyd Williams; Sergeant-at-Arms, George Jean and Karl Stunkel. The three trustees are Frank Apple, Harry Butts, Edward Mayers. And what a

trio to watch the monies! We're told all three would squeeze the bull off a nickel before they would spend it.

Fighting Irish Pat Sheriss was drafted for the entertainment committee along with Jim Dula, Tony Feola, Edward Tonkies, and Bill German. That committee could entertain all by itself.

All the boys from Brooklyn extend their best wishes and good luck to the officers for the coming year.

Handling Holiday Mails

These were the instructions issued by Washington to first- and second-class Postmasters:

During the period beginning about December 10 and extending to December 24 of each year, the volume of mails to be handled is very materially increased by the heavy mailings of holiday greetings and parcel post, and it is essential that a proper distribution and preparation for dispatch be made in the post offices of origin to avoid congestion in R. P. O. trains and terminal R. P. O.'s. Improper distribution and handling results in failure to complete distribution and consequent delayed deliveries at destination. To assist in the efficient handling, the instructions outlined below should be carefully observed: The regular flow of mails will continue to be distributed and dis-

patched in accordance with the established practice.

Special-Delivery and Air-Mail Letters

Separate packages should be made when there are five or more letters for the same place, State, or route and when less than five, mass on top of the No. 1 working package for the first railway post office or post office connected.

Ordinary Letter Mail and Holiday Greeting Cards

A direct package should be made where there are 10 or more for one post office. State packages will be made of the residue. Tie packages firmly. Large packages of letters and cards of odd sizes require an extra wrap of twine to hold securely.

Military Mail

Particular attention is directed to instructions requiring that mail addressed to military camps be made up separately and as far as possible to individual companies or units.

Parcel Post

Distribute to general scheme for the first and second zones where the quantity justifies. A bulk or volume equivalent to one-third of a No. 1 sack justifies the use of the equipment for a direct or State sack.

Use No. 1 sacks equipped with locking cord fasteners and secured with LA locks so far as available except for such articles as are authorized to be handled outside.

State sacks will be labeled to the terminal R. P. O. designated to distribute such mails as shown in the

Amusement Parade

By JAMES CLANCY MUNROE

TOO LATE FOR REVIEW
 The best of this week's new crop of films should be **SECOND CHORUS** going to the Paramount this Wednesday — if **NORTH WEST MOUNTED POLICE** doesn't continue its record run. In it Fred Astaire and Paulette Goddard are in their first time. It isn't necessary but Artie Shaw is in it too. We can hardly wait... The **THEF OF BAGDAD** is scheduled Thursday at the Music Hall; it's Technicolor with Sabu, directed by the gent who gave us the beautiful photography in **FOUR FATHERS...** **THIRD FINGER, LEFT HAND** is coming to the Capitol Thursday with Melvyn Douglas. **"HIT PARADE OF MYRNA LOY"** follows "DULCY" at Loew's on Wednesday. The cast includes Hugh Herbert, Kenny Rogers, Ann Miller, Patsy Kelly, Frances Langford.



ARABIAN NIGHTS
 June Duprez and John Justin in Alexander Korda's technicolor version of 'The Thief of Bagdad.'

STUFF AND THINGS
BITTER SWEET is holding over the Radio City Music Hall. The explanation we can think of is a publicity statement that out-of-towners crowded the theatre over holiday week-end. We still like **Jeannette McEddy** for the role of the lame. "Twelfth Night" earned over twenty thousand dollars during its first seven nights. 209 people thought the show good enough to stand up throughout. **Musette Publishers' new quiz book**, supposed to be for seven-year-olds,

is cracking heads among their parents as well. Who ever knew, for example, that the Revolution was the first American War in which the submarine was used! Get a copy for the youngsters for Christmas—it's a great way to stay up nights.
NEW MOVIES
BLACKOUT at the Globe. This is a British contribution to the current

batch of spy films with World War II as the background. Conrad Veidt is a ship's Captain who gets tangled up in a nest of German spies. Black-outed London makes for eeriness of high calibre, but don't ask for much more.

THE APE (Monogram) at the Rialto. Boris Karloff is with us again. It doesn't look as though he took enough time off between films to be Boris Karloff. Maybe that's the trouble. Ennyhoo, this time—or do I mean every time?—he's a mad scientist collecting spinal fluid for his experiments on the reluctant spines of the citizenry. To do this as unscientifically as possible, he first dons the skin of an escaped anthropoid which he has recently given the business to and—sorry didn't mean to waste your time.

"DULCY" (MGM) at the Criterion. A revival of a Kaufman-Connally hit of the 1920's, it has been well carried out. Ann Sothern (who has been playing a "Maizie" series for sometime) is a perfect choice for the part.

The script of the best films of 1939-40 have just come out in book form; the publishers are Dodd, Mead & Co. The job is comparable to Burns Mantle's **BEST PLAYS**. The authors, Jerry Wald and Richard Macaulay, choose as their favorite films: Bachelor Mother, Goodbye, Mr. Chips, Ninotchka, Rebecca, Mr. Smith Goes to Washington, Dr. Ehrlich's Magic Bullet, Destry Rides Again.

Is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams which attracted 300 or more candidates. THE LEADER will publish changes as soon as they are made.

COMPETITIVE
 Accompanist: The practical test can Nov. 18. Part II of the practical test will be administered within two weeks.
 Administrative Assistant (Welfare): The rating of the written test is in progress.
 Automobile Engineer: Physical tests are now in progress.
 Assistant Engineer, Grade 4: The interview concluded Nov. 22.
 Baker: The rating of the written test is in progress.
 Clerk, Grade 2 (Board of Higher Education): The rating of the written test is in progress.
 Cook: The rating of the written test is in progress.
 Court Stenographer: The rating of the written test is in progress.
 Engineering Assistant (Electrical), Grade 2: The rating of the experience tests is in progress.
 Elevator Mechanics Helper: All of this examination have been completed. The list will probably appear soon.
 Administrative Assistant (Welfare): Same as Administrative Assistant (Welfare).
 Engineer Sanitary, Grade 3: Rating of Part I has been completed. Rating of Part II nearing completion.
 Management Assistant (Housing), Grade 3: Rating of written test has been completed. The oral interviews begin this month.
 Management Assistant (Housing), Grade 4: The oral interviews began Nov. 25.
 Marine Stoker (Fire Department): The list will be published soon.
 Electric Appliance Operator: The practical tests are continuing.
 Playground Director (Male): Rating of practical tests are being completed as needs require.
 Playground Director (Female): Rating of the written test has been completed. The oral practical tests will be administered within a month.
 Research Assistant (City Planning): The rating of the written test has been completed. Rating of the experience has begun. List is expected shortly.
 Sanitation Man, Class A: Coordination tests have been completed. Computations are being prepared. List is expected within a week.
 Stenographer (Law), Grade 2: Rating

of the written test is now in progress.
Structure Maintainer: Rating of the written test has begun. The practical tests for the various specialties are now in progress.
Typewriting Copyist, Grade 1: Rating of the written examination is still in progress.
Maintainer's Helper, Group A: The rating of the written test has been completed.
Maintainer's Helper, Group B: The rating of the written test is in progress.
Maintainer's Helper, Group C: The rating of the written test is in progress.
Maintainer's Helper, Group D: The rating of the written test has been completed.

PROMOTION
 Assistant Engineer, Grade 4 (City Wide): The oral interview was completed Nov. 22.
 Clerk, Grade 3: Ninety percent of the written test has been completed.
 Clerk, Grade 4: Seventy-five percent of the written test has been completed.
 Lieutenant (Fire Dept.): The rating of the written test has been completed. The list probably will be available within three weeks.
 Stenographer-Typewriter, Grade 2 (City Wide): Rating of the dictation test has been completed. The list is being compiled.
 Supervisor, Grade 3 (Social Service) (City Wide): This examination is being held in abeyance pending the outcome of litigation.

LICENSING
 Master-Plumber: Three hundred and fifty-six candidates filed for this test. The oral practical test has been administered to more than half the candidates.
 Oil Burner Installer: Appeals on tentative key being considered.

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Study Corner

Cord Publishers, who issue Civil Service books in all fields, have established a personal guidance service for those who want government jobs. This service picks out jobs for which an applicant is eligible and notifies him whenever such jobs open up, suggests methods of procedure, and in a personal interview, gives constructive suggestions and advice as to the course an applicant should pursue. The charge is \$1.00 a year.

"Bookkeeping for Personal and Business Use" by Raymond V. Cradit, is the latest home study text on the subject. Published by American Technical Society, the volume explains in ABC language the theory and practice of a double entry system. Every phase of the ordinary bookkeeping exam is covered from budgeting and cash book, through the use of the Work Sheet. An excellent appendix of 74 pages covers Commercial Arithmetic.

Promotion Exam For Medical Man

The State Civil Service Commission this week opened filing for the following promotion exam:
 Assistant Director of Syphilis Control, Division of Syphilis Control, Department of Health. (Usual salary range \$5,200-\$6,450; appointment expected at minimum but may be made at less). Fee, \$5. File by December 10.

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Your Chances for Appointment And Latest Certifications

Following is a tabulation of certifications made by the Municipal Civil Service Commission during the past week. All lists which were certified to city departments appear alphabetically.
 Readers should remember that certification does not necessarily mean appointment. Usually more names are certified than there are vacancies. Also, it is not necessary for the department making the appointment to notify all the persons certified to it by the Commission.
 Anyone who has a question concerning the certification of his list should call or write the Information Bureau, Municipal Civil Service Commission, 299 Broadway, New York City, COrtlandt 7-8880.

- Accountant, Dept. of Welfare — \$2,400, probably permanent. Last number certified, 82.
- Addressograph Operator. — Last number certified, 51.
- Assistant Chemist, (app. for Inspector of Fuel, Gr. 2) Office of the Comptroller, \$2,100, probably permanent. Last number certified, 24.
- Assistant Engineer, Gr. 4—B.P. Manhattan, \$3,120, probably permanent. Last number certified, 45.
- Assistant Gardener — Last number appointed, 336.
- Assistant Supervisor, Gr. 2—Last number appointed, 617.
- Attendant-Messenger, Gr. 1 (for appointment as Porter, R.R.).—Last number certified, 1,734.
- Auto Engineman (promotion) — B. P. Queens, \$1,500, probably permanent. Last number certified, 29.
- Auto Truck Driver, (app. for Laborer)—Board of Education, \$5.50 per day, probably permanent. Last number certified, 26,655.
- Butcher—Last number certified, 35,466.
- Carpenter—(1) app. for Instructor, Carpentry Dept. of Correction, \$1,200, probably permanent. Last number certified, 33. (2) Board of Education, \$5.50 per day, temporary. Last number certified, 24. (3) app. for Wheelwright) Dept. of Parks, \$11.20 per day, probably permanent. Last number certified, 24.
- Clerk, Gr. 2 (app. for Gr. 1)—(1) Dept. of Hospitals, \$840, probably permanent. Last number certified, 4,597. (2) Board of Water Supply, \$840, probably permanent. Last number certified, 4,503. (3) Board of Education, Brooklyn, \$855, probably permanent. Last number certified, 1,220. (4) Dept. of Hospitals, \$840, probably permanent. Last number certified, 4,570A. (5) Domestic Relations Court, \$810, temporary. Last number certified, 3,900. (6) Dept. of Welfare, (promotion), \$1,740, probably permanent. Last number certified, 303. (7) Dept. of Purchase, \$840, probably permanent. Last number certified, 3,244.
- Conductor — Board of Transportation, 65-75 cents per hour, probably permanent. Last number certified from competitive list, 282; from promotion list, 91.
- Court Attendant—Last number certified, 101.
- Diesel Tractor Operator—Dept. of Sanitation, \$7.50 per day, probably permanent. Last number certified, 3.
- Elevator Mechanic—Last number certified, 18.
- Elevator Operator—Hunter College, \$1,200, probably permanent. Last number certified, 225.
- Fan Maintainer—(1) app. for Ventilation and Drainage Maintainers) 80 cents an hour, probably permanent. Last number certified, 20. (2) app. for Pump Maintainer) NYC Tunnel Authority, \$2,000, probably permanent. Last number certified, 20.
- Fireman, F.D.—Last number appointed, 3,290.
- Foreman (Track) (promotion)—Board of Transportation, \$2,500, probably permanent. Last number certified, 6.
- House Painter—(1) NYC Housing Authority, \$50 and \$45.50 per week, probably permanent. Last number certified, 7. (2) Dept. of Docks, \$8 per day, probably permanent. Last number certified, 7. (3) Asst. to B.P. Manhattan, \$9.50 per day, probably permanent. Last number certified, 7. (4) Dept. of Public Works, \$9.50 per day, probably permanent. Last number certified, 7.
- (5) app. for Inspector of Painting) \$2,400, probably permanent. Last number certified, 3.
- Inspector of Light and Power, Gr. 3—Dept. of Water Supply, Gas and Electricity, \$1,800, probably permanent. Last number certified, 22.
- Inspector of Masonry and Carpentry—Dept. of Hospitals, \$2,400, probably permanent. Last number certified, 72.
- Inspector of Plumbing, Gr. 3—Dept. of Water Supply, \$1,800 (probably permanent. Last number certified, 66.
- Janitor Engineer, Gr. 3—(app. for Custodian)—Board of Education, Bronx, \$5,112, probably permanent. Last number certified, 22.
- Junior Accountant, Gr. 1, (promotion)—Dept. of Welfare, \$1,800, probably permanent. Last number certified, 10.
- Junior Architect, Gr. 3—NYC Housing Authority, \$2,160, probably permanent. Last number certified, 5.
- Junior Engineer, (Civil Gr. 3)—(1) \$2,160, probably permanent. Last number certified, 135. (2) NYC Tunnel Authority, \$2,160, probably permanent. Last number certified, 135.
- Junior Mechanical Engineer, Gr. 3—NYC Housing Authority, \$2,160, probably permanent. Last number certified, 58.
- Junior Statistician—Last number certified, 40.
- Laboratory Assistant, Dept. of Docks—\$4.50 per day, probably permanent.
- Laboratory Assistant (Bacteriology)—(1) Dept. of Health, \$960, temporary. Dept. of Hospitals, \$960, probably permanent. Last number certified, 130.
- Laboratory Helper—Last number certified, 81.
- Machinist, (for appropriate appointment). Last number certified, 83.
- Marine Stoker—(1) app. for Laborer) Board of Education, \$5.50, probably permanent. (2) app. for Licensed Fireman) Dept. of Public Works, \$7 per day, temporary.
- Fire Cooker (promotion) — Dept. of Water Supply, \$2,100, probably permanent. Last number certified, 25.
- Policewoman — Last number appointed, 60.
- Porter—(1) app. for Laborer) Dept. of Health, \$1,200, probably permanent. Last number certified, 442. (2) app. for Hospital Helper) Dept. of Hospitals, Last number certified, 1,545.
- Power Operator—Board of Transportation, \$2,400, probably permanent. Last number certified, 27.
- Public Health Nurse, Gr. 1—Board of Education, Brooklyn, \$1,500, temporary. Last number certified, 282.
- Social Investigator—Board of Child Welfare, \$1,560, temporary. Last number certified, 762.
- Special Patrolman—(1) Board of Water Supply, \$1,800, temporary. Last number certified, 301. (2) Board of Transportation, \$1,800, probably permanent. Last number certified, 229.
- Station Agent—Last number appointed, 847.
- Steamfitter—Last number certified, 9.
- Stenographer and Typewriter, Gr. 2—(1) Board of Education, Brooklyn, \$1,200, temporary. Last number certified, 1,325. (2) Board of Education, Brooklyn, \$1,200, probably permanent. Last number certified, 1,009. (3) Board of Child Welfare, \$1,200, temporary. Last number certified, 1,325.
- Stock Assistant, (promotion)—Last number certified, 20.
- Superintendent of Landfills — Dept. of Sanitation, \$3,500, probably permanent. Last number certified, 5.
- Telephone Operator, Gr. 1 — Dept. of Hospitals, \$1,200, probably permanent. Last number certified, 22.
- Trackman—Last number certified, 7.
- Typewriting Copyist, Gr. 2—Last number certified, 2,448.
- Watchman-Attendant — (1) Dept. of Hospitals, \$840, probably permanent. (night work). Last number certified, 954. (2) Dept. of Hospitals (app. for Mortuary Caretaker), \$1,200, temporary. Last number certified, 548.

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Unique Performance by Kern at Ellis Hearing

At last week's end the explosive proceedings which had gone on all week before the councilmanic committee investigating the Municipal Civil Service Commission and its president Paul J. Kern, finally quieted down long enough for Kern to make a thoroughgoing, lucid reply to charges leveled against him concerning two examinations held in 1938 to fill top jobs in the Housing Authority.

NALC Election

Two thousand one hundred and seventy-six votes were cast Sunday in the annual election of Branch 36, N. A. L. C., and 1,368 for officers of the New York Letter Carriers Association. When the smoke had cleared at Central Opera House, this was the story:

Branch 36—William F. McHale, Sta. K, president; Max S. Hauser, Sta. D, vice-president; Joseph Van Wess, Sta. O, recording secretary; George R. Hopwood, Jr., Blvd. Sta., financial secretary; Gustave J. Becker, Grand Central, treasurer; Dominick T. DeSimone, Williamsbridge, sergeant-at-arms; B. Robert Rothbeind, Sta. U, collector, M. B. A.; Morris Weitzner, West Farms, clerk, N. S. B. A.; Harry Salzmanowitz, Sta. U, trustee 3 years; John Frey, Church St. Annex, trustee 2 years; Albert F. Montgomery, Sta. C, trustee one year; James J. Conklin, Times Square, John J. Kaiser, Washington Bridge, and John L. Larson, Sta. T, auditors; Vincent O. Cochran, Sta. K, Walter Killian, Westchester, and Charles Silver, Wall St., delegates on C. T. and L. Council.

N. Y. Letter Carriers Association—Max S. Hauser, president; William F. McHale, vice-president; Michael Durrenberger, Grand Central Annex, recording-financial secretary; Nicholas J. Camera, Canal St., assistant financial secretary; Nathan Schoengood, Sta. F, treasurer; Isidore Lang, retired, Joseph C. Marraudino, Sta. D, and James P. Schiavone, Williamsbridge, board of management; Benjamin Kaufman, Trinity, Isidore Salzmanowitz, Sta. A, and Samuel Schermer, Sta. M, auditors.

Anything you want to know about Civil Service? Come in and inquire of the Civil Service Leader's FREE Information Bureau It's at 97 Duane Street, just off Broadway, New York City.

Kern had been clamoring for weeks for a chance to present his side, but the Council Committee had prevented him from appearing. Ellis had obtained a Supreme Court order holding Kern in contempt of the committee for adamantly refusing to testify privately before a one-man sub-committee several weeks ago. But he hoped to prevent, for the time being at least, the appearance of the sensitive, voluble, fiery Commission president in a public hearing.

Kern therefore took matters in his own hand and stormed the committee session on Monday, demanding an opportunity to "answer grave charges which have been made against me." The committee went into executive session and finally agreed to let him appear, but only after one of its members, Louis Cohen, stated flatly that he had no wish to hear Kern and didn't think the Commission President should be a witness at that time.

Activity Gets Under Way

As last week's activity got under way, it was characterized by violent verbal clashes among Ellis, Kern, committee members and miscellaneous witnesses. It was also marked by outbursts from spectators, including one who shouted to Ellis, "Go get a soapbox!" and another who applauded when Kern got across a telling point in his testimony. When the latter clapped his hands, glum, apathetic Alfred E. Smith, Jr., chairman of the committee, yelled: "Throw that communist out!"

President Kern repeatedly interrupted the proceedings when he felt that leading questions were being asked of witnesses by Ellis, and each time he was shouted down by Ellis and the committee members. Finally the committee voted him in contempt for a second time. This sort of thing kept the hearings in a state of uproar until finally, on Friday, Kern was permitted to testify calmly and factually for nearly an hour and to deny categorically, every charge Ellis had made.

Technical Testimony

The testimony itself was long and involved and dealt with highly technical phases of the examinations con-

ducted in 1938 for Borough Superintendent and Building Manager. Ellis had, at various times, and again last week, implied and charged that Kern "predicted" the outcome of these tests well in advance of the date when the scores were computed. He inferred that there must have been "manipulation" in the computations and rating for Kern to do this.

"There is no member of our examining staff who would take an order from me to pass or fail any candidate," Kern declared with evident feeling as he summed up his defense Friday. He also tried to emphasize that at no time had the integrity of the Board of Expert Examiners who conducted the Borough Superintendent test been questioned or had the honesty of the actual conduct of the examination been attacked.

These are, in summary form, the charges made by Ellis in regard to the Borough Superintendent's exam and the Commission's explanation by Kern.

The Charges

Ellis related how on or before July 25, 1938, Kern supplied a confidential list of about eight names of men who would pass among the top ten "for sure" to Alfred Rheinstein, at that time Chairman of the Housing Authority. This "prediction," said Ellis, could not have been made unless something was wrong, because the final computation of scores was

not made until August 3, 10 days later. Moreover, said Ellis, the sealed envelopes bearing the identity of the candidates on the technical-oral test were not broken until after the final computations on August 3. Also, he charged, the Board of Examiners did not agree on a final method of rating the oral test until July 28, after the confidential list had already been furnished. When the official list of 12 appeared on August 3, it bore the names of at least six candidates who appeared on Kern's earlier list.

Ellis implied flatly that Kern supplied a list in advance of the official computation of the grades, before a procedure had been established for rating part of the test, and prior to the identity of the candidates in the last two parts of the exam and since it contained the names of a majority of the successful candidates, Ellis said there must have been manipulation in scoring the grades of candidates.

The Answer

Kern pointed out that all parts of the examination—the written, technical-oral, and experience-oral had been completed by July 13. All parts of the test had been rated (but not computed) by that date—July 13, or 12 days before the list in question was given to Rheinstein. The final score of the written test had been computed and the 25 candidates who passed had been notified and Kern obviously knew their names and relative standing.

Even though the final official computation was not made until August 3, it was possible for Dr. John J. Furia, expert examiner in charge of the test, to know well in advance the names of those who had received a high score and who would probably pass among the top 10. This was possible, said Kern, because each individual examiner knew the men he passed on the test, even though he might not know their exact percentage until tabulation of the work sheets he used in scoring was made.

Knew the Candidates

While the identity of the candidates on one part of the test was not revealed until the official seals were broken on August 3, it was possible for the examiners in charge to know who the candidates were on the experience part from their

written records, because this was one for a high-paying professional position, in which only a handful of men were qualified to compete. Each of the examiners himself was expert in the housing field, and knew the names and backgrounds of most of the other prominent men in the field, of whom many were competing in the examination.

Thus, if Kern wanted the names of the men who would be among the top ten in the final official list he had the following information at his disposal: the final grades and relative standing of the 25 men who passed the written, the word of the examiners who knew whether or not certain candidates they had been able to identify during the course of the oral and experience tests had passed. The experience part had a weight of 6 and the written a weight of 2. Thus, on 80 percent of the test, there was an excellent chance of knowing almost exactly how the candidates had fared in the exam.

Motive

As for the motive of sending a confidential list to Rheinstein in advance of the final official list, Kern related how Rheinstein pestered him daily for names, "any names," from which he could make appointments as the work of his department was being held up.

Kern also said that it was a common practice of the Commission to send names to department heads in advance of the final completion of the eligible list, and cited eight such cases which had occurred in the last two months.

Building Manager

The second case under consideration last week was the exam for Building Manager, also given in 1938.

Earlier in the hearings Rheinstein testified that at a meeting in the Mayor's office, Kern proposed to "overcome a difficulty" so that three provisional building managers who had failed the test could be retained. According to Rheinstein, the proposal was to qualify only a short list and then have one of the three certified decline the post; appoint two, and then reject the remaining two on the grounds that the list contained less than three candidates.

On the witness stand, Kern denied indignantly that he had "proposed" a short list. He said that on that occasion as on many others he tried to clear up various Civil Service technicalities for Rheinstein and that he explained the rule by which a list may be rejected if it contains only two names.

He went on to say that on November 2, the day of the conference with the Mayor, the results of the written test for Building Manager were already completed, that he knew twelve candidates had passed and that the candidates had been notified. Thus, he said, at that time the list was already a short one. "With the oral test and experience ratings still to come, it was certain that fewer than twelve would finally qualify." In a statement after the hearing, Kern pointed out that the mortality on the test had been exceedingly high. About 350 originally applied, nearly half were disqualified for lack of experience, and only 12 finally passed the written test. Therefore, it was only fair to assume that of the 12, the number finally passing all parts would constitute a "short list."

The hearings were adjourned until Monday, December 9.

At the end of last week's hearing President Kern said that he was glad he had had an opportunity to appear before the committee but that he was not altogether satisfied he had had a fair opportunity to present the facts in the cases under discussion.

In answer to this, Councilman Louis Cohen, Bronx Democrat, said that he certainly felt Kern had been given an ample chance to answer charges. "Unless my ears receive me, Kern was given a completely fair opportunity to present his side."

Training Schools

Regional institutes for city and village officials and department heads will be held by the State Conference of Mayors in White Plains on Tuesday, and in Garden City on Thursday.

Training schools for dairy and milk inspectors are to be conducted at the State Office Building in Buffalo on Wednesday, Thursday, and Friday, and at the Albany State Office Building on the same days next week. Such inspectors appointed before October 1, 1937, did not have to meet the qualifications of the State Public Health Council. Future appointments, though, will be made only to those so qualified, and these training schools afford the proper instruction.

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