

# Civil Service LEADER

Vol. 2. No. 8

New York, November 5, 1940

Price Five Cents

ANSWERS  
to recent  
CITY TESTS

—See Page 3

**Complete Details**

# NEW CITY-- TESTS NEW FEDERAL TESTS

**Printers — Dentists — Dietitians — Many Others**

—See Page 12

**EXCLUSIVE**

**So You'd Like to Be a G-Man!**

—See Page 18

**General Investigator Lists—Latest News**

—See Page 4

**11 Squad Chart Gives Cops Full Day Off**

—See Page 3

**FAKE CHARITY RACKETS EXPOSED**

—See Page 16

**Trouble in the Sanitation Department**

**What's Behind It? —See Page 2**

**CIVIL SERVICE UNDER THE DRAFT**

—See Page 3

# What's Behind the Uniform Trouble in Sanitation Dept.?

By MAXWELL LEHMAN

Who controls the purchase of uniforms by men in the Sanitation Department?  
Who tells the men, in effect, "You must buy where we say, at a price that we set?"  
Why is the sale of uniforms to members of the Sanitation Department a monopoly?

Your correspondent communicated with officials of the Department last week. This was part of the conversation:

**Leader:** "Who decides what the uniform shall look like?"

**Officials:** "The men themselves."

**Leader:** "You mean the sweepers, the drivers, and others get together and say: 'We need such and such a coat, or a blouse of such and such a color?'"

**Officials:** "There's a Committee on Uniforms, selected by the men." It was learned that the committee which selects the uniforms consists of these four individuals:

Abe Kasoff Elias Shapiro  
Anthony Greco Michael Morro

These four individuals decide what the uniform shall be. They report their choice to the Commissioner. There is no record of the choice of uniforms having been over-ruled by the Department.

### Who They Are

Now, the interesting thing is that Kasoff, Shapiro, Greco, and Morro head the four big organizations which have departmental recognition. (You can't organize or deal with the Sanitation Department as a group unless you are granted "recognition.") Kasoff, Shapiro, Greco, and Morro were subject, not so long ago, to official scrutiny. At one point Commissioner of Investigation William Herlands was asked to look into their affairs. Several Councilmen heard testimony of the manner in which their respective organizations were built and operate. But of this, more later.

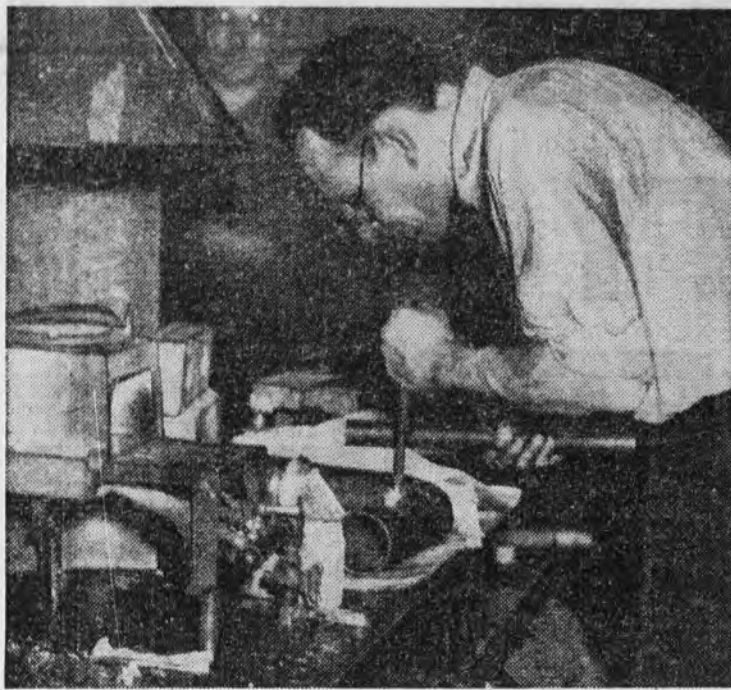
These four gentlemen, united into the Joint Council, then, decide what a Sanitation man's uniform shall be. After they make the decision, they—*not the Department of Sanitation*—draw up a contract covering all the men in the department.

This means, if a man doesn't belong to one of the organizations headed by the Big 4, he nevertheless must purchase from the distributor and under the conditions which the Big 4 lay down. If he doesn't like it, that's just too bad. Because the Department stands behind the Kasoff-Shapiro-Greco-Morro contract.

Some years ago, there was a choice of six firms. Now there's only one.

### Contract

In October, 1938, the Big 4 sent a letter to Sweet, Orr & Co., showing that they had decided to give William Isaac a monopoly of the



**PRACTICAL TEST FOR PLUMBER**

Latest examination technique says: to test a plumber, have him do some plumbing. The same idea holds for other manual jobs. City, state and federal commissions are all agreed on the good sense behind the practical test.

Sanitation business. The letter read as follows:

Sweet, Orr and Company, Inc.  
15 Union Square.  
New York City  
Gentlemen:

We take pleasure in informing you that at a special meeting held October 18, 1938, at the office of the Department of Sanitation, 125 Worth Street, New York City, for the purpose of deciding upon the below specifications, design and purchase of uniforms for the unformed force, the following gentlemen were present:

Abe Kasoff  
Elias Shapiro  
Anthony Greco  
Michael Morro.

Upon motion made by Mr. Kasoff and seconded by Mr. Shapiro, it was unanimously resolved:

That William Isaac and Son be authorized as the official distributor of all the uniforms for the drivers and sweepers of the Department of Sanitation from April 1, 1939, to April 1, 1941.

That the trade name of the uniforms must be "Sweet-Orr and Company" and union-made according to specifications and the approved samples submitted, and that at any time that the committee finds that the uniforms supplied by William Isaac

and Son are not according to specifications, the contract is void.

We trust that you will arrange the details of service, deliveries, measurements, etc., with William Isaac and Son and see to it that activity in this connection is begun with as little delay as possible.

It is further agreed that two complete outfits, that is, two sweeper blouses, two pairs of pants, two white shirts, two green shirts, will be delivered to us at once as preference samples.

We understand, furthermore, that you have arranged with William Isaac and Son to perform office service and deliver the garments to the individuals at the following prices:

Drivers and sweepers pants.....	\$2.40
Drivers green blouse.....	2.80
Drivers green shirt.....	1.35
Sweepers white blouse.....	2.35
Sweepers white shirt.....	1.10

(Signed) Abe Kasoff  
Elias Shapiro  
Anthony Greco  
Michael Morro.

Officials of the Department last week told The LEADER that they would have no objection to the men's buying their uniforms elsewhere than at Isaac's, provided the garments met all the specifications. Nonetheless, The LEADER knows of an inter-departmental order, issued soon after the Big 4 letter to Sweet, Orr and Company, which contradicts the statement that the men have a choice. The order, issued by City Superintendent Edward C. Nugent to Borough Superintendent Cunningham, directs the men to go to Isaac for uniforms. It reads as follows:

Beginning Monday, November 14, 1938, and ending Sunday, November 20, 1938, the sweepers and drivers assigned to Districts 31 and 35 inclusive will report to William Isaac and Son, 88 Bowers, New York City, to be measured for their uniforms. Store hours week days, 9:00 a.m. to 8:00 p.m.; Sundays, 9:00 a.m. to 12:00 noon.

The men will be instructed to return the yellow (triplicate) receipt to their foreman who will place it on file. They will also be instructed that a deposit of \$2.00 must be made when they are measured.

So, from the fall of 1938 to the present, William Isaac & Son has remained sole distributor of uniforms to men in the Sanitation Department.

(Continued on Page 14)

# 52 Exams Ordered By N.Y.C. Civil Service

A series of 52 exams, including 35 competitive, 15 promotion and two labor class tests, have been ordered by the Municipal Civil Service Commission. The filing period for these exams will be announced later by the Commission and full requirements, salary ranges and other information about them will appear in future issues of The LEADER.

The following is a complete list of tests ordered:

- Competitive**
- Alienist (Psychiatrist), Grade 4.
  - Asphalt Steam Roller Engineer.
  - Assistant Bacteriologist.
  - Assistant Director of Public Assistance (Care of Homeless and Transients).
  - Assistant Librarian (Music).
  - Assistant Train Dispatcher (I. C. O. S.).
  - Blueprinter.
  - Bridge Painter.
  - Cancer Research Assistant.
  - Civil Service Examiner (Civil Engineering).
  - Conductor (I. C. O. S.).
  - Director of Cancer.
  - Director of Medical Social Work, Grade 6.
  - Electrician.
  - Foreman of Pavers.
  - Gasoline Roller Engineer.
  - General Mechanic (Various Specialties).
  - Hospital Helper (Orange County and New York City).
  - Inspector of Blasting, Grade 2.
  - Inspector of Equipment (Electrical R. R. Car Equipment), Grade 3.
  - Inspector of Equipment (R. R. Cars and Trucks), Grade 3.
  - Junior Administrative Assistant (Office Planner).
  - Junior Administrative Assistant (Real Estate Research).
  - Junior Civil Service Examiner (Civil Engineering).
  - Junior Epidemiologist.

- Matron.
- Principal Pediatrician.
- Prison Locking Device Maintainer.
- Radium Technician.
- Resident Buildings Superintendent.
- Resident Physician.
- Senior Maintainer (Office Appearance Typewriters).
- Superintendent of Camp La Guardia.
- Superintendent of Plant Operation and Maintenance.
- Telephone Operator, Grade 1 (Female).

- Promotion**
- Actuary.
  - Assistant Bacteriologist.
  - Bookkeeper, Grade 1 (City-wide).
  - Chief (F. D.).
  - Chief Medical Officer (Deputy Chief), F. D.
  - Chief Towerman (I. C. O. S.).
  - Electrician (City-Wide).
  - Foreman, Grade 2 (City-Wide).
  - Gardener (Department of Parks).
  - Inspector of Fuel, Grade 3 (City-Wide).
  - Inspector of Pipe Laying, Grade 1 (W.S., G. & E.).
  - Program Director (Public Works).
  - Railroad Clerk.
  - Senior Investigator (Investigation).
  - Senior Supervisor, Grade 4 (Social Service), City-Wide.

- Labor Class**
- Change of Title to Plumber's Helper (Park Department).
  - Electrician's Helper.

# 5,000 Attend Union Rally

With public officials and leading trade unionists among the scheduled speakers, the second biennial convention of the New York District of the State, County and Municipal Workers of America jammed 5,000 Civil Service trade unionists into Manhattan Center over the week-end.

## Civil Service Group Forms to Re-elect FDR and Mead

Formation of a Civil Service Non-Partisan Committee for the Re-election of Roosevelt and Mead was announced last week by a group of Civil Service employees working in the State and city governments.

In a statement issued from headquarters, Room 404, Hotel Biltmore, the committee said:

"We have banded together to bring to the attention of the public, and particularly of our fellow government employees, exactly what the New Deal has done for Civil Service. There is no need to go beyond the record itself. Here is what President Roosevelt has done for Civil Service:

1. He increased and maintained Civil Service salaries during the years of the depression.
2. His 1938 executive orders transferred more than 50,000 jobs to the classified service.
3. He placed thousands of Postmasters under Civil Service.
4. He is protecting Civil Service in the national defense program.
5. He sponsored and is supporting the Ramspeck bill, which will extend the merit system to the entire federal Civil Service.

"On Election Day, we in New York State also have an opportunity to return to office the Senator who has come to be known as 'the Civil Service worker's friend.' For 22 years, Jim Mead has been the Civil Service employee's champion in Congress, as representative and Senator.

"Senator Mead fought for the 40-

Mary Luciel McGorkey, president of the District, was chairman of the opening rally Friday night. On the program were Paul J. Kern, president of the Municipal Civil Service Commission; Solicitor General Henry Epstein, Borough President Stanley M. Isaacs, City Council President Newbold Morris, and Welfare Commissioner William Hodson.

Allan Haywood, national director of organization for the CIO, led the trade-union leaders on the platform. Others were Abram Flaxer, national president of the SCMWA; Joseph Curran, president of the Greater New York Industrial Union Council; Michael J. Quill, international president of the Transport Workers Union, and Daniel Allen, secretary-treasurer of the New York District of the SCMWA.

### Allen Sets Pace

Allen set the grave tenor of the meeting in a preliminary statement: "The problems which will face the union and the government employee within the next two years are going to make last year's problems and the year before's look relatively unimportant."

Panel discussions on Civil Service problems took up Saturday afternoon's session, while Local 1, from the Welfare Department, was host at a convention dance that night.

hour week, the Ramspeck bill, for postmasters under Civil Service, and for special delivery messengers under Civil Service. At the same time he has been battling against discrimination against middle-aged workers, and against an age limit on applicants for Civil Service tests.

Among the members of the Civil Service Non-Partisan Committee for the Re-election of Roosevelt and Mead are: Henry Baker, Jr., H. Bass, Herb. S. Bauch, James A. Beakey, Bertram Bendit, Frank Brennan, Michael Calagao, John A. Cavanaugh, Frank P. Clements, Edward F. Coleman, Eugene Comfort, Alexander E. Crowley, John J. De Lury, Jr., Vito Digiglio, Albert Dick, Samuel Einstein, John A. Essex, Arthur C. Faulhaber, Henry Feinstein, Loretta P. Fowley, Estelle Friedman, Thomas Giannettino, Abe Goldsmith, John J. Griffin, James Guardino, Richard Haggerty, William E. Kirkland, Jesse Krauss, Charles A. Labdon.

Also Patzy Lembo, Samuel Levine, Angelo Liberi, Harry Loonam, James McAuliffe, Edward J. McCullen, William McEnerney, Joseph McGarry, John F. McGrath, Joseph Morris, Henry Muller, George Nelson, Rose Nussbaum, Elizabeth O'Donnell, Samuel Prinnan, John A. Roth, Henry M. Schiffer, J. Walter Sherman, Al Silverman, Harry F. Standish, Lloyd A. Sutton, Arthur L. Terrian, John L. Vesce, Frank Viola, Jr., Martin Werdet, Alexander J. West and William R. Wiener.

CLOSED ALL DAY, TUES., NOV. 5 (ELECTION DAY)

**CIVIL SERVICE PREPARATION**

**FIREMAN—PATROLMAN**

Classes are now meeting for FIREMAN-PATROLMAN. The examination for Fireman should be held in the spring of 1941, as the list expires December 15 of that year. The test for Patrolman should be held late in 1941, as the present list should be exhausted by that time.

Because of keen competition and the type of examination, prospective candidates should begin preparation NOW! PHYSICAL AND MENTAL CLASSES meet daily at hours to suit the convenience of the student. Enrollment is preceded by a FREE MEDICAL EXAMINATION.

**AUTO ENGINEMAN PHYSICAL:** Classes Day and Evening

**UNEMP. INS. REFEREE:** Monday at 8 P. M. and Wednesday, 6:15 and 8:30 P. M.

**CARD-PUNCH OPERATORS:** Preparation for Next Exams and Openings in Commercial Field.

**MOTOR VEHICLE LICENSE EXAMINER:** Class now forming.

**ASSISTANT MOTOR VEHICLE INSPECTOR:** Class now forming.

**STATIONARY ENGINEER'S LICENSE:** Tues. & Thurs., 8 p.m.

**MASTER PLUMBER'S LICENSE:** Tues. & Thurs., at 8:30 p.m.

---

City Electrician, State Court Attendant, Senior License Investigator, Post Office Clerk-Carrier, Railway Postal Clerk

---

Office Hours: Daily, 9 A.M. to 10 P.M.—Saturday, 9 A.M. to 5 P.M.  
Attend the School With a Background of Over 350,000 Satisfied Students Over a Period of 25 Years.

**The DELEHANTY INSTITUTE**

115 East 15th Street STUYVESANT 9-6900

**MONDELL'S BRILLIANT 1940 CIVIL SERVICE RECORD**

Our Students passed 1st, 2nd and 3rd on many lists and attained positions with the Federal, State and Municipal Governments at salaries \$1440-\$3120 Yearly.

JR. ENGR., MECH., GR. 3	CARD PUNCH OPERATING
JR. ENGR., CIVIL, GR. 3	UNEMP. INS. REFEREE
JR. ENGR., FEDERAL	ELECTRICIAN'S LICENSE
ASST. ENGR. DESIGNER, B.W.S.	INSP. HULLS, BOILERS
BUILDING'S MANAGER	INSP. CLOS., HATS, TEXTILES
CITY ELECTRICIAN	STATISTICAL DRAFTSMAN
PROF. ENGRS. & ARCH. LICENSES	ASPHALT WORKER
STATIONARY ENGR.'S LICENSE	POSTAL CLERK-CARRIER
MASTER PLUMBER'S LICENSE	SUBWAY EXAMS.
MARINE ENGINEER	PATROLMAN-FIREMAN

Private tutoring in C. S. Arith., Algebra, Geometry, Trigonometry, Calculus, Physics, Hydraulics, Drafting—Blue Print Reading; Arch., Structural, Ship, Piping, Aero., Topo., Mech., Electrical, Surveying, Preparation Colleges, Flying Cadet, Army and Navy Exams, English, Mental Alertness, Letter-Writing.

**MONDELL INSTITUTE**

230 W. 41st St., N.Y.C. Tel. WISconsin 7-2086. Call Daily 9-9, Sat. 9-4



# ON THE U.S. CIVIL SERVICE FRONT

By CHARLES SULLIVAN

## Uniform Standards On Draft to Be Set Up for U. S. Workers

WASHINGTON.—A federal employee who believes he is entitled to draft deferment because of the work he performs should take the matter up with his personnel director.

Meantime, a board has been created in Washington which will set up uniform draft standards for federal employees.

The board was established on recommendation of William H. McReynolds, the President's administrative assistant on personnel problems. Such a board, Mr. McReynolds wrote department heads, "will bring about reasonable uniformity in the policies and practices of the departments and agencies."

The President's administrative assistant suggested that personnel directors be appointed to the board. The appointee, he said, would be "responsible for considering all requests for deferments from training and related problems."

### How Deferment Comes

An employee may be deferred by one of two methods. First, by requesting it from the department, and second, by the department requesting the local draft board to defer the employee.

Of course, the local board has the

final say over who'll be deferred and who won't, but the policy of the boards will be influenced by suggestions from Washington.

The fact is that the entire question of public employees and the draft is being studied by Maj. Guition Morgan, who was city manager of Dallas, Tex., until two weeks ago, when he was ordered to active duty here. Maj. Morgan has discussed the effects of the draft on Federal employees several times with personnel officers. By Federal law he can't dictate to the states, counties or municipalities how they should treat their employees affected by the draft. He can only "advise."

A number of departments, such as Interior, Agriculture, Commerce, Navy and War, already have issued memos to employees on the draft question. The memos vary. It is this which inspired the board idea to promote uniform regulations.

Temporary employees at the Commerce Department who are ordered to military service, for example, will have their jobs saved for them as long as the jobs last. At other departments, such as Interior, temporary employees lose all claims to their jobs when they enter training. One of the first problems to be discussed by the board is that of temporary employees. Also, the status of Navy Yard employees.

### Maritime Memo

The memo given to employees at the Maritime Commission has been

used as a model in other Government agencies. It was drawn up by Personnel Director J. W. Chambers.

### It Reads:

"The Maritime Commission will do everything practicable to protect the security of the employee's position during his absence on active military duty. The employee will be granted any leave benefits to which he is legally entitled and will thereafter be carried on leave without pay status during the period of time he serves with the armed forces. Any appointment made to fill his position will be of an indefinite nature and the employee so appointed will be informed that he is occupying the position of an employee who is temporarily on active military duty. In the event the position is abolished during his absence due to organizational changes, every effort will be made to place him in a position of equal status and pay upon his return.

"In certain lines of work where the individual is directly engaged on matters involving national defense phases of the commission's activities, such as the construction program, and cannot be replaced within a reasonable length of time by another employee, the commission may request that he be deferred from active duty. These cases will be judged individually. In all cases the commission's decision will be made in Washington.

"Any employee who feels he should be deferred because of the work he performs should upon receipt of questionnaire for classification purposes request an immediate decision as to whether or not the Maritime Commission will concur in his request to a Local Board for deferment. Such requests shall be addressed, through proper supervisory channels, to the Director of Personnel, who will secure the recommendation for the proper division for a decision from the commission, and will promptly notify the employee of the action taken. In the field service, the request for decision may be made by wire or telephone through proper supervision channels."

## Postal Clerks Won't Let Draft Buffalo Them

Postal workers aren't taking chances: they want to be sure that their Civil Service rights won't be diminished by conscription. Last week, the New York Federation of Post Office Clerks, Local 10, passed a resolution on the subject. Drawn up by Secretary Charles E. McLaughlin, the resolution pointed out that:

"Conscription will involve postal employees; and that Civil Service should not be damaged by conscription."

The postal men ask that each vacancy in the regular staff of the Post Office caused by the draft be filled for the duration of military service by moving the next man on the substitute roster up to the regular position at the same salary to which that sub would be entitled if he were appointed as a regular.

When the original employee returns from his military service, the man who took his place, says the resolution, should go back on the substitute roster in the order of seniority.

What about subs who should be called by the draft?

The Post Office Clerks have a plan for this problem, too. Each vacancy on the substitute staff would be filled by moving up the senior man on the eligible roster to the substitute position, and when the subs return, the eligibles would then go back on the list in order of seniority.

Among other requests made by

the Clerks are that the present eligible roster be maintained until a new one is set up; and that all vacancies due to undermanning and other normal conditions be filled in the usual manner.

## War Department To Enlarge Publicity

WASHINGTON.—The War Department, fastest-growing federal agency, will greatly expand its press relations staff in an effort to keep John Q. Public informed on the progress of our national defense preparations.

Col. Wade H. Maris is to remain in charge of War's public relations office, but Chief of Staff Gen. George C. Marshall has called in a civilian expert for advice on the expansion program. The civilian is Harold Jacobs, Wage and Hour's information chief, who has been lent to the department.

The War Department hopes to recruit information experts from either the regular Army or the reserves. Few if any civilians will be hired. Separate divisions for press, movies, radio and magazines probably will be established. Lieut. Col. Frank A. Allen now handles both radio and newsreels.

War Department officials were understood to be considering Karl Bickle, former United Press chief, for one of the jobs, but Bickle, it is reported, will go with Nelson Rockefeller at the Defense Commission.

## General Investigator Registers Set Up

The first General Investigator Test registers finally have been established by the Federal Civil Service Commission. The registers and the number of eligibles on each are:

Assistant Pharmacy Investigator, 169; Assistant General Investigator, 462; Associate Accounting Investigator, 348; Assistant Accounting Investigator, 585; Associate Law Investigator, 250; and Assistant Law Investigator, 367. The registers were set up for the Customs Bureau. Other registers established: Assistant Curator, 22; Senior Museum Aide, 129; Principal Metallurgical Engineer, 13; Senior Metallurgical Engineer, 12; Metallurgical Engineer, 21; Principal Metallurgist, 23; Senior Metallurgist, 61, and Metallurgist, 113.

## Requirements for Printer Tests

The Federal Civil Service Commission has just announced tests for the following printing jobs:

Linotype operator at a rate of \$1.26 an hour; monotype operator, \$1.26 an hour, and hand compositor, \$1.20 an hour.

The jobs are open at the Government Printing Office in Washington, D. C. The work-week is 40 hours and time and a half is paid for overtime. The five-day week is worked, but under the present emergency operations the two off days may not necessarily be together.

The jobs are competitive, but no competitive tests will be held. Candidates will be rated on education and experience. Requirements:

1. American citizenship.
2. At least eight years of schooling; a printer's apprenticeship of at least five years, or practical experience in the trade. Apprenticeship or experience must have started at 16 years or more. A broad knowledge of the printing trade is required.
3. At least one year of journeyman printer experience within the past 10 for persons desiring to substitute experience for apprentice training.
4. Fifty is the age limit except for applicants claiming military preference.
5. Linotype applicants must be able to set 4,999 ems an hour. The same speed applies to monotype operators.
6. Must be in sound physical condition. Good eyesight is demanded.

## Retires After 46 Years of Service

Maurice R. Murphy, an employee of the District Engineers Office of the U. S. Customs office, retired last week after 46 years of service in the same department. Murphy started his federal service as a mechanic in 1894 and retired last week as an Assistant Maintenance Engineer.

Murphy was honored Thursday night by a dinner at the Village Barn which was tendered to him by his associates and friends.

Requirements appear in the section.

It is believed that the Commission will have to announce tests, bookbinders and proofreaders. Government Printing Office has hired nearly 500 additional printers recently in order to expand operations from five to six days a week.

## Davidson Fostered Anti-Loan Shark Bill

Civil Service groups support the reelection of Assemblyman Irvin D. Davidson, Democrat, in the A. D., Manhattan, particularly to call his introduction of the law permitting employees who are members of the New York City Employees Retirement System to borrow up to 40 percent of their pension contributions from the system. This measure has helped to emancipate the Civil Service worker from the loan shark.

Civil Service • Secretarial Journalism • Drafting

## DRAKE'S

154 NASSAU ST. (Opposite City Hall)  
Tel. BEekman 3-4840  
There is a Drake School in Each Borough


## Telephone Operating

CIVIL SERVICE TEST PREPARATION \$5 Complete Speed  
CENTRAL training methods on all line PBX boards. 15 calls a minute. Intensive courses on all other Business Machines given.  
CENTRAL SCHOOL  
100 W. 42 St. BR. 9-7928

## Special Training for Civil Service

NEW YORK BUSINESS SCHOOL  
Spanish Taught—New Classes Starting  
Free Tuition If With the Regular Secretarial Course

NEW YORK BUSINESS SCHOOL



Secretarial School

**SECRETARIAL ACCOUNTING**

**ALL OFFICE MACHINES**

FRENCH and SPANISH • STENOGRAPHY

**"WE HAVE PLACED EVERY GRADUATE"**

Intensive 3-MONTH Shorthand Course

Call, Write or Phone for Catalogue

11 West 42nd St.,  
Corner 5th Ave.,  
New York City

Wisconsin 7-9757

OPEN ALL YEAR • DAY AND EVENING

ENGINEERING & TECHNICAL CIVIL SERVICE PREP

Jr. Eng'r Civil

Grade 3

Marine Eng'r

Technical and Prof. Licenses  
MANHATTAN TECH. INST.  
1823 Broadway (59th) Circle 5-7857

Register NOW

SCHOOL FOR

CARD PUNCH OPERATORS

Specialized training. MODERN INTERNATIONAL BUSINESS MACHINES EQUIPMENT. Alphabetic and Numeric Key-Punch. ALSO preparation for written examination. Low tuition. Call or write for full particulars.  
Complete Stenographic Course starting Typewriter, featuring the Electromatic Typewriter.

250 W. 57th St. Suite 425-428  
Circle 5-6425

BE PREPARED!

For the Many Positions Opening in Finger Printing

N. Y. SCHOOL OF FINGER PRINTS

LICENSED BY THE STATE  
M. E. HAMILTON, DIR.  
22-26 E. 8th St., N. Y. C.  
Day & Evg. Classes Now Forming  
Phone, GRamercy 7-1268

EMPLOYMENT MEANS SECURITY

Secure yourself against unemployment by enrolling with MARY A. MOONEY, Catholic Registrar and Placement Director of BROWN'S BUSINESS COLLEGE.  
7 Lafayette Ave., Brooklyn

CIVIL SERVICE AND COMMERCIAL PREPARATION

IN Stenography-Typing-Business-Machines and KEY PUNCH MACHINES  
ASK FOR MARY A. MOONEY  
NEvins 8-2941

# Civil Service Employees

## ROOSEVELT'S RECORD

- ★ He Increased and Maintained Civil Service Salaries.
- ★ He Transferred More Than 50,000 Jobs to the Classified Service.
- ★ He Placed Thousands of Postmasters Under Civil Service.
- ★ He Is Protecting Civil Service in the National Defense Program.
- ★ He Sponsored and Is Supporting the Ramspeck Bill, Which Will Extend the Merit System to the Entire Federal Civil Service.
- ★ He Appointed the Reed Commission, to Study and Improve Civil Service.

"The new Executive Orders, issued by President Roosevelt . . . will prove to be one of the greatest advances in the extension and improvement of the Federal Civil Service."

—Annual Report, National Civil Service Reform League, 1938

## MEAD'S RECORD

For 22 years, James M. Mead has been the Civil Service worker's champion in Congress, as Representative and Senator.

### HE HAS FOUGHT FOR:

- ★ The 40-Hour Week.
- ★ The Ramspeck Bill.
- ★ Postmasters Under Civil Service.
- ★ Special Delivery Messengers Under Civil Service.

### HE HAS FOUGHT AGAINST:

- ★ Discrimination Against Middle-Aged Federal Workers.
- ★ An Age Limit for Persons Applying for Civil Service Tests.

"Labor never had a more devoted champion or sincere friend than Jim Mead."

—United States Senator Robert F. Wagner.

## CIVIL SERVICE NON-PARTISAN COMMITTEE FOR THE RE-ELECTION OF ROOSEVELT AND MEAD

ROOM 404, HOTEL BILTMORE, NEW YORK CITY, MURRAY HILL 3-6800

HENRY BAKER, JR.  
HERBERT S. BAUCH  
JAMES A. BEAKEY  
BERTRAM BENDIT  
FRANK BRENNAN  
MICHAEL CALAGAO  
JOHN A. CAVANAUGH  
FRANK P. CLEMENTS  
EDWARD F. COLEMAN  
EUGENE COMFORT

ALEXANDER E. CROWLEY  
JOHN J. DE LURY, JR.  
VITO DIGIGLIO  
ALBERT DICK  
SAMUEL EINSTEIN  
JOHN A. ESSEX  
ARTHUR C. FAULHABER  
HENRY FEINSTEIN  
LORETTA P. FOWLEY

ESTELLE FRIEDMAN  
THOMAS GIANNETTINO  
ABE GOLDFISHER  
JOHN J. GRIFFIN  
JAMES GUARDINO  
RICHARD HAGGERTY  
WILLIAM E. KIRKLAND  
JESSE KRAUSS  
CHARLES A. LABDON

PATZY LEMBO  
SAMUEL LEVINE  
ANGELO LIBERI  
HARRY LOONAN  
JAMES McAULIFFE  
EDWARD J. McCULLEN  
WILLIAM McENERNEY  
JOSEPH McGARRY  
JOHN F. McGRATH

JOSEPH MORRIS  
HENNY MULLER  
GEORGE NELSON  
ROSE NUSSBAUM  
ELIZABETH O'DONNELL  
SAMUEL PRINMAN  
JOHN A. ROTH  
HENRY M. SCHIFFER  
J. WALTER SHERMAN

AL SILVERMAN  
HARRY F. STANDISH  
LLOYD A. SUTTON  
ARTHUR L. TERRIAN  
DAVID THOMPSON  
JOHN L. VESCE  
FRANK VIOLA, JR.  
MARTIN WERDEN  
ALEXANDER J. WEST  
WILLIAM R. WIENER

COMMITTEE IN PROCESS OF FORMATION



CIVIL in NEW YORK STATE

By MORTON YARMON

Temporary Appointments For 6 Months in State Jobs

Regulations on future temporary appointments in the State service were forwarded this week to heads of all State Departments.

- 1. A temporary appointment may be made for a period under six months where the Civil Service Commission is satisfied that the position will not continue beyond that time.

Up to Six Months

3. When a temporary appointment of less than six months is found to be inadequate, it may be extended, provided that the temporary periods do not exceed six months.

These temporary appointments must be made from an appropriate eligible list, and must be made in accordance with the usual certification and appointment procedure.

The memorandum was sent out by Frank H. Densler, executive officer

of the State Civil Service Commission.

No Test Yet For Patrolmen

Although the present Nassau County Patrolman list expires March 11, 1941, no plans have yet been made for a new test, reports the Nassau County Civil Service Commission.

The list for the Clerk exam which was held in June will be promulgated early in December. Delay in investigating the applicants has been holding things up.

Buy The LEADER every Tuesday

How You Get Salary Increases in N. Y. State

To the economy-minded legislator ready to lash out at the State employee every time some budget cutting has to be done, the phrase "Feld-Hamilton" is anathema.

They point to the annual price of \$1,000,000 for these regular increases. But to point at that figure is to indulge in a vicious half-truth.

Two weeks ago The Leader pointed out that the draft program threatens salary increments at the 1941 Legislature.

I. Custodian and Domestic Service

(Includes Cleaners, Charwomen, Janitors, Elevator Operators, Window Washers, Caretakers, Custodians, Watchmen, and other similar positions.)

Table with 7 columns: Grade, annual salary, maximum annual salary, annual increment, and four rates of compensation.

II. Sub-Professional Service

(Includes Laboratory Helpers, Laboratory Workers, Laboratory Technicians, X-ray Assistants, Engineering Helpers, Engineering Aides, Assistant Forest Surveyors, Draftsmen, Surveyors, Library Assistants, Home Teachers, and other similar positions.)

Table with 7 columns: Grade, annual salary, maximum annual salary, annual increment, and five rates of compensation.

III. Clerical, Stenographic, and Office Administrative Service

(Includes Typists, Stenographers, Transcribers, Clerks, File Clerks, Messengers, Telephone Operators, Office Appliance Operators, Blue-prints Photostat Operators, and other similar positions.)

Table with 7 columns: Grade, annual salary, maximum annual salary, annual increment, and five rates of compensation.

IV. Agriculture and Conservation Service

(Includes Farmers, Market Reporters, Agricultural Inspectors, Agricultural Supervisors, and other similar positions.)

Table with 7 columns: Grade, annual salary, maximum annual salary, annual increment, and five rates of compensation.

(To be continued)

USED CARS BARGAINS

A SPECIAL OFFER! TO CIVIL SERVICE EMPLOYEES! NO CASH NECESSARY!

1940 CHEVROLET-BUICK-FORD-PLYMOUTH AS MUCH AS 50% OFF LIST PRICE 1941 MODELS AS MUCH AS 25% OFF FACTORY PRICE

YOU MUST BRING THIS AD WITH YOU TO AVAIL YOURSELF OF ANY OF THESE OUTSTANDING BARGAINS!

Table listing car models and prices, such as '34 REO SEDAN \$25.25, '36 PLYMOUTH SEDAN \$136.35, '37 BUICK SEDAN \$297.95.

TRADES ACCEPTED! TWO YEARS TO PAY! NEW JERSEY TITLES GUARANTEED MIDTOWN MOTOR MART, Inc. 2040 BROADWAY, Cor. 70th ST. Near 72d St. Subway OPEN EVENINGS AND SUNDAY

Kingston to Get Merit System

Only four groups of Kingston city employees—policemen, firemen, welfare workers, education employees other than teachers—are under Civil Service.

ABC Eligibles Have Ideas for Getting Jobs

Eligibles on the 1,888-name list for Investigator, Alcoholic Beverage Control Board, have two ideas on how they can get more jobs: 1) by having the list declared appropriate for other Civil Service positions.

Mayor C. J. Heiselman, in making the announcement, admitted that the survey is the preliminary step to placing all city jobs under the merit system.

"There are a number of city employees in positions that would appear to be definitely competitive that have not come through Civil Service examinations. It is essential that this situation be corrected."

The procedure, Heiselman explained, will be: survey, drawing up new regulations by the Municipal Civil Service Commission, approval by the Mayor, approval by the State Commission.

These were most prominent points on the agenda last week when 200 eligibles formed the ABC Investigator Eligibles Association, and picked David A. Steinbock as their president.

In a hopeful note, the eligibles issued a statement saying: "Excellent probability of success is evidenced by the high regard in which this list is held by executives

in various State departments, and the policy of the Civil Service Commission in marking such a list appropriate for similar position, lists for which have expired or are about to expire."

Appointments to the county boards in Monroe and Dutchess Counties have already been made, with certifications in Westchester and Nassau. But no appointments have yet been made for State-wide jobs.

Buy The LEADER every Tuesday

# State Workers' Rights in Military Service

A detailed explanation of exactly how the rights of State employees who are in military service because of membership in the National Guard, Naval Militia, or Reserve Corps to be protected, was given last week by W. N. Sherritt, director of the Bureau of Office in the Department of Audit and Control.

The first is section 245 of Military Law, as outlined in opinion by Attorney General J. Bennett, Jr., on September 4. This section provides that members of these three bodies to receive from the State full pay during the first 30 days of service, and after that difference between their military and civil pay. This applies to State employees regardless of funds from which they receive their salary.

The memo is particularly significant because it may apply eventually to State employees who go into the draft and volunteers included. It is expected that one of the first proposals before the State legislature in January will be a provision to grant these same privileges.

### Points

Points covered in the memo are: Payment will be made to provide for temporary employees only during the period as they would have

been paid had they remained in the State service.

2. Payment to military employees will be made from the fund from which they were being paid at the time they were inducted into service; e.g., general fund, social security fund, state insurance fund.

3. Payment from the State will include the value of maintenance, whether paid in cash or received in the form of lodging. Such value is to be governed by the law that authorized the maintenance.

4. Military compensation will exclude the value of maintenance received from the federal government. The amount to be considered will be the "compensation paid to him for the performance of such duty."

5. Summer training will be considered in figuring the 30 days' full pay. In determining this period, the number of days absent during 1940 on military duty for regular summer training, special duty, etc., prior to induction, will be considered. Whenever possible, payment for this 30-

day period will be made on the regular payroll from the line item or allocation. Payments covering the difference between military and civil pay will be made on military payrolls.

### Certificate of Entrance

6. A certificate of entrance into military service (Form M.S. 1) is to be filled out and mailed to the department or institution in which the soldier was employed, before it is filed with the Comptroller's Office. Attached to this form should appear a certificate from the agency listing the number of days during 1940 on military duty, prior to induction, for which full pay was received, and the number of days after induction that the name will appear on the regular payroll, that is, the balance of the 30-day period.

7. At the time military pay is received, the soldier and the commanding officer are to fill out a certificate of military pay (Form M.S. 2), and forward it to the department or institution where the soldier was employed. It will then be reforwarded to the Comptroller's Office.

8. Payrolls will be prepared in the Comptroller's Office and paid monthly upon receipt of Form M.S. 2.

### Pension Contributions

9. Pension contributions will be made from the amount paid by the State on the same basis as at the time of induction. Contributions will be required monthly from the individual where no amount is paid by the State, if credit for service is desired for retirement purposes. Similar arrangements will apply to payment of insurance premiums.

10. State agencies are required to notify the Comptroller's Office of the severance of their employees from military duty.

11. Garnishee executions will be honored only to the extent of the amount paid by the State.

12. The original copy of a power-of-attorney certificate is to be filed with the Comptroller's Office.

13. A supply of Forms M.S. 1 and M.S. 2 is available at the Comptroller's Office. State agencies with employees in military service entitled to these benefits should apply for them.

# 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.

## Fall Dance Of State Employees

With heads of State government expected, the fall dance of the New York City Chapter of the Association of State Civil Service Employees is scheduled for the roof ballroom of the Hotel Astor Saturday night.

Invitations have gone out to Governor Lehman, Lieutenant-Governor Poletti, President Grace A. Reavy, of the State Department of Civil Service; Attorney-General John J. Bennett, Jr., Secretary of State Michael F. Walsh, Mark Graves, President of the Tax Commission; Industrial Commissioner Frieda S. Miller, and a host of other members of the Lehman cabinet and heads of the State departments.

Officials of the Association, including president Charles A. Brind and executive secretary Joseph D. Lochner, are expected to make a special trip from Albany to join in the festivities.

J. Earl Kelly, president of the New York City chapter, and Theodore D. Gold are in charge of the arrangements. Assisting are Ruth Hawe and Lawrence Epstein, while representatives in all the departments are cooperating within their own offices.

## Climbers and Pruners Meeting

A meeting of the Climbers and Pruners Eligible Association will be held on Thursday, November 7, at Germania Hall, 16th St. and 3rd Ave., Manhattan, at 8:30 p. m.

## Ass't Gardeners

The Assistant Gardeners Eligible Association will hold its next general meeting Monday, November 18, at 8 p. m. in the auditorium of Washington Irving High School at East 16th St. and Irving Place, Manhattan.

Carl Schiff, arboriculturist, will address the group and the committee on Christmas employment will make a report. All eligibles have been asked to attend the session.

## DPUI Night of Fun

DPUI employees of the Association of State Civil Service Employees are running a "Cabaret Night" Thanksgiving Eve, November 20, at the Hotel Ten Eyck, Albany. Joseph J. Crowe, Jr., heads the committee, assisted by Christopher J. Fee, John T. Ellis, and the Misses Mae Kazmark, Alice DeBerri, Marjorie Maxwell and Elizabeth Curran.

## Park Foremen Meet

The Park Foreman's Eligibles Association will hold a special meeting on Thursday, November 7 at 8 p.m. in the Pulitzer Building, 63 Park Row.

## Less People Are Taking Exams

The havoc that national defense is playing with the number of applicants for Civil Service jobs came from a new source this week.

The Nassau County Civil Service Commission revealed figures of those who filed for the largest series of open competitive tests: only 584 applied for jobs that have hitherto been quite popular. The breakdown:

Stenographer, 133; license clerk, 221; auditor, 73; administration officer, 10; index clerk, 53; fireman, 36; analytical chemist, 6; accident and compensation claims investigator, 28; physician, 3.

**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-5<sup>TH</sup> AVE. at 43<sup>RD</sup> ST.**

## Telephone Operators To Plot Course

The next meeting of the Telephone Operator (Grade 1) Eligibles Association will be held on Wednesday, November 6 at the Central Commercial High School (P. S. 27) at 214 East 42nd St., Manhattan. The meeting, originally announced for Monday, November 4, will begin at 7:30 p.m.

Eligibles on the Telephone list are now battling for appointments in the Police Department, which are being held by provisionals from the Patrolman, P. D. list. They contend that the exam originally was announced for the jobs in the Police Department but that later Commissioner Valentine decided to use the Patrolman list instead.

## Gillan to Get Testimonial Dinner

Burns Gillan, an examiner for the Municipal Civil Service Commission, will be tendered a testimonial dinner on Thursday, November 7, at the Terminal Restaurant, 47 Vesey St. The dinner will mark the occasion of Gillan's retirement. Gillan was the first to introduce practical tests in Civil Service examinations for labor class jobs.

## Sabbath Observers In Conference

There will be an important meeting of the Sabbath Observers of the Department of Welfare on Wednesday, November 6, at 6 p. m., at 3 Beekman St. The members will discuss the non-payment of increments.

## Memorial Mass

Friends of the late Mrs. Margaret Tynan, State Regent, will attend a Memorial Mass being held by the New York Assembly of the Catholic Daughters of America, 11 A.M., November 10th, at St. Gregory, the Great Church, 90th St., near Amsterdam Avenue. The State Chaplain, Rev. Patrick J. O'Donnell, Ph.D.D., will be the celebrant. The Day of Recollection at St. Regis Cenacle, 140th St., Riverside Drive, follows immediately. Dinner will be served at 1 P.M. The day will be spent in spiritual exercises ending with a Conference and Benediction at 7:30 P.M. The Spiritual Director is Rev. James Kearns, C.S.S.R.

## Attendant Messengers

The Attendant Messengers Eligible Association will meet at 3 Beekman St. on Friday, November 27, at 8:30 p. m. The effect of the draft on eligibles will be discussed.

**GOV'T POSITIONS**

- Expert Instruction for
- City, State & Federal Exams
- Low Rates
- Excellent Results

Write, phone or call for information.

**RAND EDUCATIONAL INST.**  
7 E. 15 ST. AL. 4-3994

**FAMOUS for  
SUCCESSFUL  
AFFAIRS**

**16 GORGEOUS BANQUET ROOMS**

for every occasion, at reasonable rates. No affair too large or too small. We specialize in engagements and weddings.

Telephone MAin 4-5000

**HOTEL  
ST. GEORGE**

Alvan E. Kallman, Mgr.  
CLARK STREET, BROOKLYN  
Clark St. 7th Ave. I.R.T. Sta. in Hotel  
BING & BING INC. MANAGEMENT

**"MEET ME AT THE ASTOR"**  
HOTEL ASTOR ROOF BALLROOM  
Saturday Evening, November 9th, 1940  
Nine O'Clock

**FALL DANCE**

SPONSORED BY  
Association of State Civil Service Employees  
NEW YORK CITY CHAPTER

Music by HOWARD LANIN  
and his HOTEL ASTOR ORCH.

SUBSCRIPTION \$1.00      INFORMAL

Tickets available to all from Department Delegates or Credit Union Office, Room 900, 80 Centre Street, or Leader Office, 97 Duane St., N.Y.C., or Association Headquarters, Albany, N.Y.

**Special Notice to Candidates for  
Unemployment Insurance Referee**

To make available the maximum amount of study material, for Leader Readers, combination specials of study manuals are offered by

**THE LEADER BOOKSHOP**  
97 Duane Street

ARCO STUDY MANUAL      or      CORD STUDY MANUAL

Prepared by Donner & Henkin, directors, National Lawyers Guild course (regularly \$2)      With an introduction by Prof. H. Harold Axworthy of New York University (regularly \$2).

Plus

**UNEMPLOYMENT INSURANCE MANUAL      \$2.25**  
Prepared by the Leader (regularly \$1)

Cord Study Manual, plus Arco Study Manual..... \$3.50

Arco Manual, plus Cord, plus the Leader Manual..... \$4.25

You must present this coupon to get this combination privilege  
Individually these books can be bought only at regular prices

Name.....  
Address.....  
Books Wanted.....

# Civil Service LEADER

Published every Tuesday by Civil Service Publications, Inc. Office: 97 Duane St. (at Broadway), New York, N.Y. Phone: COrtlandt 7-5665

Copyright 1940 by Civil Service Publications, Inc.

Jerry Finkelstein, *Publisher*; Seward Brisbane, *Editor*; Maxwell Lehman, *Executive Editor*; Burnett Murphey, *Managing Editor*; H. Eliot Kaplan, *Contributing Editor*; David Robinson, *Art Director*.

## —Subscription Rates—

In New York State (by mail).....\$2 a Year  
Elsewhere in the United States.....\$2 a Year  
Canada and Foreign Countries.....\$3 a Year  
Individual Copies.....5 Cents

Advertising Rates on Application

MEMBER, AUDIT BUREAU OF CIRCULATIONS



Tuesday, November 5, 1940

## Political Pull?

LAST week THE LEADER published an article explaining how to obtain a temporary Christmas job in the Post Office.

The day that article was published we received information that an applicant for one of these jobs, in a Post Office in the vicinity of New York, was turned down when he applied—the Post Office personnel official told him he didn't know anything about the temporary jobs. Later, the young man returned with a letter from his district leader. That worked!

THE LEADER article was based upon a notice issued by the Fourth Assistant Postmaster, Washington, D. C. There was nothing in the original notice instructing local postmasters to deny jobs to those without political backing. The basis on which Christmas jobs are to be distributed was clearly stated in these words:

"Competent and deserving men and women on the civil-service register of eligibles, who are unemployed and have dependents, should be given first consideration in employing extra help for Christmas. Second choice goes to those applicants, in order of their necessitous circumstances, who have the required ability, are unemployed, and have dependents to support."

Nothing about district leaders in that statement, is there?

We think that persons looking for a few weeks temporary work have a right to resent deeply any favoritism shown those who are able to bring political influence to bear.

We think that any postmaster who tells a prospect that the job "isn't available," simply because that prospect comes unheralded, is performing an unjust act.

There's a moral to all this: namely, that the merit system is the fairest way of selecting employees for the government, giving equal opportunity to all.

## An 8-Hour Day, Please

THE 8-hour day and the 5½-day week are pretty well accepted by most Americans as a reasonable working principle.

You'd imagine that government would lead in establishing good working conditions for its employees. But take a look at some cases of working hours in New York City, selected at random:

Watchmen in the Board of Transportation work 12 hours a day.

Cops can't get a full day off each week, under the outdated "10-squad" set-up.

In the Department of Public Works, auto engineers work all kinds of hours.

Sanitation men put in an additional Sunday every now and then—no overtime, of course.

Custodial helpers in the schools are subject to any hours their superiors choose to impose upon them.

One official admitted to THE LEADER quite frankly that "wherever understaffing occurs, there is bound to be a long working day." Many of the city's departments are understaffed.

Why not establish the 8-hour-working-day principle for all New York City employees who don't now enjoy it? It will mean improved morale, better work done, more of it.

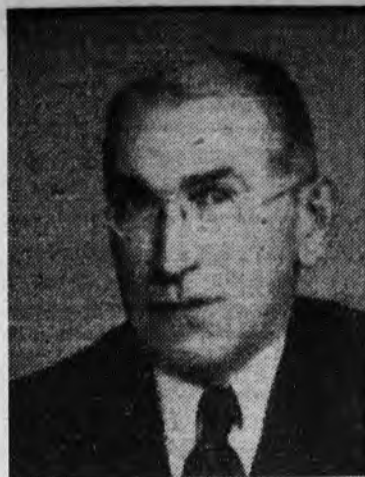
## We Suggest - - -

THAT ELECTRICIANS, BLUEPRINTERS, GENERAL MECHANICS AND WOMEN WHO QUALIFY AS MATRONS watch for new city exams for these positions which are due for announcement soon.

THAT EMPLOYEES OF THE BMT AND IRT subway lines who find that they have not gained citizenship, and are in danger of losing their jobs, organize now so that the Wicks law can be liberalized at the next session of the Legislature. Many employees were unable to complete the complicated steps leading up to filing first papers in the six months that was allowed for this after passage of the Wicks law.

## Merit Man

Joseph Francis O'Neill



"... I'm not at all cynical about human nature..."

THE spearhead of all investigations made of Civil Service applicants in New York City is a tall, intelligent Irishman named Joseph Francis O'Neill, who is in charge of the Municipal Civil Service Commission's Bureau of Investigation. O'Neill's staff of 50 investigators and clerical assistants investigate the records, citizenship, experience, fingerprints, etc., of some 17,000 people each year. To this total, another 27,000 will be added in the next twelve months, with the blanketing into Civil Service of all subway workers on the BMT and IRT lines.

### 26 Years in Service

O'Neill is a veteran of 26 years in Civil Service. He started as an investigator in 1914, was made a supervisor in 1927, and last April he was promoted to head of the Investigation Bureau. "I don't know of any work I like better. That's why I've never changed."

O'Neill's work brings him in intimate contact with all sorts of people. He has some interesting observations about them, drawn from long experience. "I'm not at all cynical about human nature," he says. "I think people are getting better. When you consider how decent the ordinary citizen of New York is, it's amazing."

"I like to associate with people to get their ideas on life. Human nature is my hobby. Unless you know the other man's problems you can't be fair. Unless you know the conditions under which people live you can't judge them."

"Take a boy whose parents are poor. There's certainly more temptation for him to snatch a ball or bat than one whose parents are rich. We have many cases of wild boys who grow up to be wonderful citizens."

### 40 a Day

This point of view is important in a man who must review each year thousands of records of people who are trying to get city jobs. O'Neill personally interviews at least 40 people a day,

checking statements in applicants, records of arrest, citizenship, etc. In serious cases he makes the recommendations on which the Commission finally acts.

Today one of O'Neill's biggest jobs is the direction of the investigations of 27,000 subway workers; and one of the knottiest parts of this job is that of citizenship. The jobs of several hundred subway workers are threatened because they are aliens. Many of them have always thought they were citizens. "It's tough for a person who has lived here 50 years and who thought he was a citizen to find out that his parents only took out first papers. We had a woman recently who was 21 and a half when her father became a citizen. She honestly thought she was one too."

### Voted, But Not Citizens

"In Western states in the 1870's and 1880's when an alien took out first papers, he was recognized as a citizen. He voted and was officially a citizen of the state. He never went any further. He thought he was a citizen of the United States as well. We have six cases of men who have been in this country from 60 to 70 years who always thought they were citizens. Now we have to tell them they're not. It's brutal. But we have to do it."

Only an act of Congress could alleviate this situation, O'Neill added.

Another citizenship problem is that of women who were married to aliens prior to the passage of the 1922 Cable Act. Many of our women Ticket Agents were married before 1922. We have to check the citizenship of their husbands before that date. We have cases of American women who lost citizenship by marrying aliens. Some women have been married three or four times and we have to check each husband."

### Fingerprint System

O'Neill's department has a rigid fingerprinting system that has greatly cut down on cases of impersonations in examinations, although at least 10 have turned

## letters

# The Derby's Over

Sirs: Now that the great fish-bowl derby is over, we can settle down to some serious business. We already have a pretty good idea which of us will be going, and when. But we Civil Service employees are still very much up in the air. There's been an awful lot of talk about how we are going to get this, that, and the other thing. But as far as I know, the only fellows who really have guarantees are those in the National Guard. We hear that our jobs will be waiting for us when we get back; that we won't lose any salary while we're away at camp; that we'll be kept informed on all the latest Civil Service dope. That's all very fine, and we appreciate it very much. But we won't really be satisfied until we actually see these guarantees put in the law.

Ever since the country first started to talk about the draft, THE LEADER has kept us posted on all the latest developments, par-

ticularly how the draft was to affect Civil Service workers. Won't you go just one step further and suggest to the appropriate legislative bodies just how to go about protecting Civil Service workers who are called?

W. CARTER.

THE LEADER has already suggested editorially a number of steps to do just this. In addition, we are now studying the various amendment possibilities by which the city, State, and federal laws can take care of these guarantees. See article on page 3.—THE EDITOR.

### Re Inviting Ellis

Sirs: I read in "Don't Repeat This" last week that "disgruntled" eligible groups in the city are planning to invite Emil K. Ellis to address their meetings. Without saying anything against Mr. Ellis, I would like to urge these groups not to indulge in this easy play for publicity. Right now, Mr. Ellis is busy investigating the Civil Serv-

Don't Repeat This



W EALTHIEST collection commissioners in New York: in the Sanitation Department... A splinter movement has developed in SCMWA. Not serious yet, but ready publishing its own paper. The War Department is so hampered for lack of space, it persuaded the National Arch Building to house valuable records... Sid Stern, City Commission's attorney, is taking on work. Ill health's the official reason... Walter Winchell: thanks.

### Preferred Lists

Just in case anyone tells you different: employees of the city State reinstated from preferred lists are entitled to the same salary they were receiving at the time of the lay-off... All corners of the State to be represented at the New York chapter (ASCSE) dance Saturday night, November 9... The quota system of making federal appointments is gumming up the works of the Commission in marking papers. Grace Reavy is the only woman member of the Lehman first cabinet... Clearest, most readable exam announcements come from Jersey.

### Coming Soon

Watch for an expose of conditions in the Hospital Department. Some of the stuff is sizzling, and you'll be surprised who's going to get burnt... The question of who was the father of American Civil Service is a toss-up among Daniel B. Eaton, Carl Schurz, and George William Curtis... Add the woes of the Wage and Hour Division: The United Federation of Workers (CIO) accuse headmaster Col. Philip Fleming of anti-labor tactics... Meritman Phil Kern, who lacks a middle name, has received mail with at least a dozen different initials.

up this year. Nowadays candidates are fingerprinted when the first part—usually the physical or medical—of the test is given. Then they are fingerprinted again on the written and oral parts; again at the time of investigation, and finally when they are appointed.

O'Neill's interest in his work is genuine. So much so, that many of his outside activities are taken up with reading that will help him in his work.

ice Commission. As such, he is concerned with finding irregularities in the Commission's working methods. Eligible groups are interested in getting jobs rightfully theirs, and getting them quick. To invite Mr. Ellis is to seek his cooperation. In doing that, though, these eligibles will be placing themselves right square in the middle of the bitter Kern-Ellis battle. I fear they will find their own cause forgotten in the rush.

SINCLAIR SMITH, Jr.

### Competition Keen Enough

Sirs: We are using the columns of the Civil Service Leader to request of the Civil Service Commission, that they reconsider and rescind their ruling permitting temporary employees to compete in the Gardner Promotion examination. There are enough permanent employees to make the competition keen for this job.

Permanent Employees Assn., ROBERT KING, Sec'y.



# POLICE CALLS

By BURNETT MURPHEY

## Why Not Now?

Last January Police Commissioner Lewis J. Valentine appeared before Budget Director Kenneth Dayton. He asked for funds to appoint 600 more Patrolmen, to bring the Department up to its authorized strength. In the 10 months that have followed this reasonable request, only 300 men have been appointed, and resignations, retirements, and deaths have created more and more vacancies. Yet the Commissioner recently issued a statement which seemed to imply that it would be a long time before any more cops are to be made.

Why? What is the justification for this policy? Certainly, if the Department needed 600 more cops last January, the need is even more acute today.

The nation is building its vital defenses at top speed. There is no plausible reason why New York should delay police appointments any longer.

## Pension Bill

City Councilman Schick has introduced a bill in the Council known as Local Law 425, which provides for pensions for Firemen killed while they are off duty, but who are killed in the actual performance of a service to the city. A similar bill is now being prepared to cover cops killed under similar circumstances.

## Burkard On Security Bill

A bill introduced in the Senate by Senator Wagner to extend the Social Security Act to government employees has been under fire by various Civil Service groups. PBA president Joe Burkard has asked for an amendment that would specifically

exclude Police who have established pension systems. Other groups have asked for similar exclusion from the bill's provisions. It is expected that amendments to exclude New York City's cops from the bill will be adopted.

Senator Wagner agreed last week to amend the bill to protect established pension systems. See page 11).

## Same Pay For Same Work

A resolution soundly denouncing the plan of Mayor LaGuardia to add veterans to the Police Department in case of war or other national emergencies was adopted last week by the New York County American Legion. The Mayor's plan was scored on the grounds that the \$25 the Mayor said would be paid to the veterans would have a tendency "to reduce the American type of wages and reduce the standard of living." The Veterans declared that any jobs they filled in the Police Department should be at the same pay regular cops receive.

The resolution to condemn the Mayor's plan was submitted to the New York County American Legion by the Electrical Local Union No. 3. The resolutions committee of the Legion recommended disapproval, but a minority report urging adoption of the resolution was submitted.

When the Legion membership cast its vote it left no doubt that it disapproved of the plan.

Five hundred delegates, representing 18,000 men, attended last week's meeting.

## 63-Year Plan Still Knocking Around

The bill to provide for mandatory 63-year retirements in the Police Department is still knocking around in a city council committee, and the chances are that it will stay there. Opposition to the bill's passage so far has been effective. It comes from older men in the Department as well as the city's fiscal authorities.

Unless something unforeseen, such as direct support from the Mayor, happens, the chances are that the bill will die.

## PBA Working On 11-Squad Chart

Officials of the Patrolmen's Benevolent Association are now working on a final draft of a bill to provide for the adoption of the 11-squad chart. The bill will be submitted in the city council within a few weeks. The bill will face a fight and the combined support of all members of the Police Department is needed to help its passage.

Adoption of the 11-squad chart would provide cops, for the first time, with a full 48-hour swing, or in other words, a day off each week.

The great increase in the overtime the men have been putting in during the last two years completely justifies the adoption of the 11-squad chart.

## St. George Ass'n

The St. George Association of the Police Department will hold its annual affair at Manhattan Center on November 16.

## Big Day

The Committee on Election Day Orders, of which Trustee George Feaster is chairman, has started the

# Mental Hygiene Notes

By JOHN F. MONTGOMERY

## The Man With the Billy Rose Complex

This is the story of Andru Horton, a man with a Billy Rose complex. It involves the employees and patients of Rochester State Hospital.

A few years back, new buildings were to be added to the hospital group. Among the recommendations was an amusement hall, for recreational activities of patients and employees, such as dances, picture shows, card parties. Included would be a stage with frames for backdrops, scenery, etc.

Andru Horton was particularly interested in this building. The theatre had early caught his fancy, and he himself was quite accomplished as musician and dancer. Vacations and extra time he spent in New York City, walking along Broadway and theatrical side-streets, developing ideas, casting some aside, getting new ones.

He thought, wrote to friends, discussed the matter, then decided it was time to spring his project on Dr. John L. Van de Mark, superintendent. Dr. Van de Mark was immediately enthusiastic. The first result was the amateur minstrel and follies of 1939, hailed by the home folks as the best show they'd ever seen.

Today Horton is ready to direct and produce the 1940 version, on November 12-13; matinees are for the patients, while the public is invited to the evening performances.

ball rolling in the right direction to arrange things so that men will not lose as much time as they have in the past during the big day.

Proceeds go to the patients and to the Employees' Association.

## Rockland Elects

Officers of the Rockland State Hospital chapter of the Association, picked at the recent annual meeting, are Frank Cadigan, president; Ann Gottlieb, vice-president; Margaret Merritt, recording secretary; Edward Robarge, financial secretary; Oswald Graff, treasurer; Robert Ortlieb and Miss Merritt, delegates; Arthur Gifford and Edmund T. Logue, alternate delegates.

## Bowling Tourney

Poughkeepsie wants to house the 1942 women's State bowling tourney. With that in mind, the local gals are concentrating on the 1941 event, scheduled for Buffalo beginning February 27. A dinner-dance is set for November 26 at the Dells. Co-chairman of the arrangements committee is Mary Gillespie, of Hudson River State. Among those assisting are Ruth Bickel, Harlem Valley, and Frieda Kiene, Wassaic.

## Graduate Nurses

Graduate nurses of Harlem Valley listened to Miss Elizabeth Hall, assistant secretary of the New York Nurses' Association, at the administration building last Monday night. She discussed the American Nurses' Association... Officers of the men's bowling league: Dr. Arthur M. Sullivan, president; Louis Illig, vice-president; Harry Bickel, secretary-treasurer. The eight-team league started its season last week.

## Overtime Bill Tied Up

The bill to provide hour-for-hour compensation for overtime put in by members of the Police Department, which was recently introduced in the City Council, is still tied up in committee. Early action, however, is expected.

# FIRE BELLS

By JAMES DENNIS



## Answers To Captain Exam

Tentative key answers for the recent promotion exam for Fire Captain were announced this week by the Municipal Civil Service Commission. The answers listed below are for Part I of the test. Candidates for Fire Captain have until November 20th to file objections to any of these answers.

- (1) C, (2) C, (3) B, (4) B, (5) A, (6) D, (7) D, (8) A, (9) C, (10) D, (11) A, (12) C, (13) C, (14) B, (15) B, (16) A, (17) C, (18) B, (19) B, (20) B, (21) C, (22) B, (23) C, (24) C, (25) A, (26) C, (27) B, (28) C, (29) A, (30) D, (31) C, (32) A, (33) A, (34) B, (35) B, (36) C, (37) C, (38) C, (39) D, (40) B, (41) A, (42) A, (43) C, (44) A, (45) A, (46) B, (47) B, (48) C, (49) A, (50) D, (51) A, (52) A, (53) C, (54) C, (55) D, (56) A, (57) B, (58) B, (59) B, (60) D, (61) D, (62) C, (63) B, (64) B, (65) D, (66) C, (67) D, (68) D, (69) C, (70) B, (71) B, (72) A, (73) B, (74) D, (75) C, (76) A, (77) C, (78) C, (79) A, (80) A.

## "A Bunch of Real Firemen"

"A bunch of real firemen" was the tribute paid to the members of the London Fire Brigade by three New York City Firemen sent to the British capital to study the effects of war on a large city. Battalion Chiefs Daniel Deasy, of the Bronx, and Frederic Wedemeyer, of the marine division, and Fireman George Scott flew to London ten days ago to observe the work of the English Firemen in dealing with conflagrations caused by bombs. They will make a report on their return, probably in six months, and on the basis of this plans for dealing with fires in

wartime will be worked out for all American cities.

In commenting on the work of the London Firemen, Chief Deasy declared: "I do not know of any words to express our gratification at a job so well done. Everything has been foreseen in such detail that there seems to be no excitement. We might have more excitement in New York at a little fire than they have here at what they call a 200 pumper."

## Fireman's Textbook

The Fireman's Textbook of Entrance and Promotional Examination Questions has just been published by the College Book Company, Columbus, Ohio. The book has been compiled by Ed. P. Welch, chief of the Columbus Fire Department, who says in his introduction that "The Fireman's Textbook covers the entire field of fire-fighting engineering, and, used correctly, it will be the means for many young men to be of greater service to their communities and to themselves."

The book contains 5,000 questions and answers on all phases of fire-fighting. They are divided into three main subdivisions; general firefighting; first aid and hydraulics.

The book sells for \$3.50 and can be purchased at the Civil Service Leader's bookstore, 97 Duane St.

## Dorman Out for FDR

Popular Johnny Dorman, former New York City Fire Commissioner, has come out for Roosevelt in a great big way. He's issued a personal message to members of the Fire and Police Departments, urging them to reelect F.D.R. Most prominent among his arguments is that when Roosevelt was Governor, he signed the bill which finally gave a \$3,000 minimum wage to all first-grade Firemen and Policemen in New York City.

# Chock Full o' Nuts

REG US PAT OFF

### NOW IN THE HEART OF FOLEY SQUARE



SPECIALIZATION AND VOLUME  
ENABLE US TO OFFER AT  
NICKELS AND DIMES:

1. Quality Food which cannot be surpassed at any price
2. Food Prepared and served immaculately



# Question, Please?

by H. ELIOT KAPLAN

CONTRIBUTING EDITOR

## All About Grades

R. A. D.: The grade of a position is determined by the salary. If the grade range of the position held is \$1800 to \$2400, then all employees with salaries within that range are in that Grade. It makes no difference what grade position the examination was originally held for, it is the salary you actually are paid that fixes the Grade. Suppose Tom Jones was on a Grade 2 Clerk list. If he is appointed to a position within the salary range of a Clerk Grade 1, then he is a Clerk Grade 1. As long as the original eligible list for Grade 2 remains in existence he may be eligible for further appointment (when reached in regular order) for a Grade 2 position with the salary of the second Grade. After the original Grade 2 list terminates, however, he can get a Grade 2 salary only after a promotion test for Grade 2 and certification in regular order from the promotion test.

## Fixing Salaries

ENGINEERS: The Civil Service Commission does not have anything to do with the fixing of salaries of individual positions or particular employees. It can neither increase, nor decrease any employee's salary anywhere in the service (except its own staff employees). Salaries are fixed by the department head within the appropriations made in the budget for the particular positions. There is a common misapprehension that the Commission can determine the salary of each employee in the service of the city or State. That is erroneous. The Commission can only determine and fix the minimum and maximum salary for each Grade of position, for the purpose of controlling promotions and transfers. To illustrate: The Commission fixed the Grade for Assistant Engineer, let us say, for the first grade \$1,800

to \$2,400; and the second grade \$2,401 to \$3,000. Jones, who receives \$2,100, is in Grade 1. His salary can be fixed by his department head at any amount within that grade, at any time, and up to the maximum provided by the budget line for the position, but never in excess of \$2,400. Suppose the budget line for the particular position in question is increased the next year to \$2,580.

The department head cannot pay Jones more than \$2,400, the maximum of the grade. If the department head wishes to pay a salary of over \$2,400, even if it is only \$2,401, to any one holding a Grade 1 position, he can pay only to the employee who is on the promotion eligible list for Grade 2 and certified for promotion. He cannot single out Jones and give him more than \$2,400 unless Jones can be promoted from the list. Nor can the Civil Service Commission tell the department how much salary shall be paid to Jones or anyone else. This holds, too, when it comes to making decreases in salaries. The department can decrease an employee's salary at any time so long as the salary remains within the range of the grade. When, however, the decrease would carry the salary below the minimum of the grade fixed by the Commission's grading, then the seniority rule must apply as in the case of lay-offs, the reduction below the grade being in effect an abolition of the higher grade position and the creation of a new position in the lower grade. When, therefore, the Commission decides to change the range of a grade, that is, raise or lower the maximum or minimum salary, it cannot affect the existing salary of an employee. The only effect of the Commission's action then is to change the lines of promotion for future vacancies. Of course, where the Commission re-

duces the maximum of a grade from \$3,000 to \$2,700, those getting above \$2,700 continue to receive salaries above \$2,700; but those receiving less than \$2,700 cannot thereafter get more than the new maximum of \$2,700. To get more than the new maximum of \$2,700 they will have to take a promotion examination and get on the list for the higher grade. I hope I have made this perplexing problem a little clearer.

## Leaves of Absence

H. J.: Your desire to help the Federal Government in the emergency is most commendable. You cannot, however, take a leave of absence from your present position without approval of the Board of Transportation. Leaves for the purpose of engaging in industries concerned with national defense, like all other leaves of absence, are entirely in the discretion of the department. No leave of absence may be taken without express permission of the department in writing; otherwise you may unfortunately find that you have "resigned" or been dismissed.

## Subway Citizenship Facts

L. O. M.: Our understanding is that the Board of Transportation has adopted the policy of not dismissing any of the employees of the B.M.T. and I.R.T. whose citizenship claims are in question until after the court ruling in the test case now before the Supreme Court, provided it appears in each case that every reasonable effort had been made by the employees to comply with the citizenship requirement of the Wicks Law. The Board will give each employee a hearing and opportunity to show the Board that he has tried to comply with the Wicks Law within the period required under that Law. The court test case, known as the

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.

Mazarella case, has been sponsored by the B.M.T. Office and Supervisory Employees Association. The Association takes the position that the Wicks Law requires only substantial compliance within the time required, that is, prior to December 19, 1940, and that so long as an employee has filed his application before that date and has done everything that could reasonably be expected of him in diligently pursuing his application for citizenship the employee comes within the Wicks Law. The Municipal Commission has construed the Wicks Law to require actual possession of "first papers" before December 19, 1940. A court decision is expected soon.

## Don't Fall for It!

L. O. P.: Don't be a sucker. No one can help you get a higher rating in your examination than your paper will warrant. The persons who told you that getting the number of your examination paper or any other identification mark would help are downright dishonest. Somebody must be playing the old "confidence game." By all means report any one to the Commission who approaches you with any scheme to get you a "quick" appointment or promotion without examination.

## Probationary Period

C. A. J.: When you received your appointment in November, 1939, as "indefinite, probational appointment" your probationary period began then. Probationary period in May, 1940. Unreceived notice that your status was changed to "probational appointment" does not require you to start a new probationary period in May, 1940. Unless your appointment is made out of the regular order on the list for temporary appointment only, your probationary appointment begins from the date of your original ap-

pointment. Where you have been appointed in regular order for temporary appointment or for a definite period and the position becomes permanent, the time you have served as a temporary will be credited to your probationary term.

## Puerto Rico Civil Service

U. D.: Puerto Rico has a Civil Service law similar to most of our state laws, and appointments are made after competitive examinations. Transfers are permissible between the federal positions in Puerto Rico and the Puerto Rican service by reciprocal agreement between the U. S. Commission and the Puerto Rican Commission.

## Quota Rule

S. G. B.: The quota rule in the federal service that you hear so much about requires that appointments in the departmental service shall be made in such manner that the number of employees in the District of Columbia shall be in proportion to the population of each state, and where one state has not its full quota, eligibles from that state must be certified before states with their full quotas.

## Special P.D. List

G. B.: The determination as to the use of the patrolman, P. D. special list is entirely within the discretion of the Civil Service Commission. Our understanding is that the Commission is making every possible attempt to certify the list for appropriate positions. The Commission, however, is as much bound by their own rules as are all others effected by them, and the Commission probably finds it difficult to apply the use of the list as broadly as it might like to do.

## Reinstatement

W. G.: When you filed your papers for reinstatement with the federal commission, including the medical certificate, this was in effect an application for approval for reinstatement. The acceptance of the application or approval of reinstatement does not necessarily mean immediate appointment. All the Commission does is approve the reinstatement. It is up to the department to make the reappointment after the commission has approved the reinstatement application. The Commission does not take care of your reinstatement in the sense that the Commission will find you a vacancy or order your reemployment. It is up to you to find the vacancy and persuade the department to re-employ you.

## Subway Transfer

The Municipal Civil Service Commission is proceeding rapidly with the work of transferring subway workers from the non-competitive to the competitive Civil Service. So far, this has involved only B.M.T. workers, but with the next several weeks I.R.T. workers will begin to gain a competitive classification.

This week the Commission makes the sixth transfer of B.M.T. workers—involving railroad clerks, motormen and conductors. In each such transfer several hundred individuals are involved.

### Checks and Checks

Prior to transfer, the Commission's investigation bureau must check citizenship, character, work records and other factors. Once an employee is marked qualified and the technicalities concerning titles, salary ranges, promotion lines, etc., are worked out, he is ready to go into the competitive class, where he gains tenure, promotion rights, salary increments that he would ordinarily be entitled to, and other rights not accorded to non-competitive workers.

The Commission hopes to effect the transfer of the entire group of 27,000 workers to the competitive class by next July, thus bringing the number of Civil Service employees in New York City to an all-time high, and likewise setting a record for the number whose jobs are filled by competition.

## an IMMEDIATE SUCCESS! WITH CIVIL SERVICE PEOPLE SECURITY HOMES

OVERLOOKING PELHAM PARKWAY  
RHINELANDER and SEMINOLE AVENUES  
BRONX, N. Y.

35 Minutes to Grand Central  
Close to Split Rock Golf Club and  
Orchard Beach

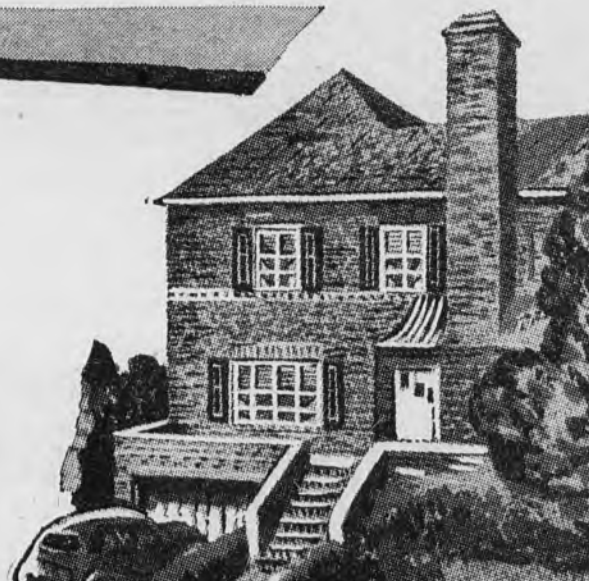
HARING & BLUMENTHAL

Builders of Over 1000 Homes

### MODEL HOME

Now open for inspection until 9 P.M.  
Completely furnished and decorated by  
Mallery of the Bronx

DIRECTIONS: Pelham Parkway to Williamsbridge  
Road. Turn right. Follow signs to property.



\$ 6990

### ONE FAMILY SOLID BRICK

3 Big Bedrooms, Spacious Living Room,  
Large Dining Room, Modern Kitchen, 2  
Complete Baths, 2 Showers, Garage, Game  
Room, Landscaped Plot.

\$53 MONTHLY  
pays taxes and interest and  
reduces mortgage an average  
of \$300 yearly.

# Teachers Newsweekly

THE CIVIL SERVICE LEADER'S MINIATURE NEWSPAPER FOR TEACHERS PAGE ELEVEN

## Background Of The Week's News

### Wagner Assures Civil Service Workers on Social Security

Civil Service employees now covered by sound pension systems will be excluded from Senator Robert F. Wagner's bill to extend the Social Security Act to several million public employees throughout the country. This was the assurance given last week by the author himself, in response to a communication from the Joint Committee of Teachers Organizations.

Affected along with the teachers are policemen, firemen, and other Civil Service groups.

Senator Wagner's remarks, called "satisfactory" by the Joint Committee in a bulletin distributed Friday throughout the public school system in New York City, climaxed several weeks of confusion which began with introduction of the bill. The bill, known as Senate No. 4269, would make public employees subject to the old-age provisions of the Social Security Act, and require the employees and their employers to pay taxes.

Teacher groups, coordinating in the New York State Teachers' Retirement Board, expressed concern on the grounds that the passage of the bill would tend to decrease their present benefits and would take away their survivorship insurance. The Joint Committee went ahead to draft an amendment to the bill excluding all public employees who are members of pension, relief, or retirement funds.

"I am in complete agreement with the principle expressed in the proposed amendment enclosed with your letter," answered Wagner. He also said:

"As I have repeatedly said, nothing in S. 4269 is calculated to repeal or interfere with the independent status of existing pension systems covering teachers, firemen, policemen, or other public employees, to reduce the benefits thereunder, or to turn over to the Federal Government the reserve funds of such system."

Senator Wagner also revealed that President Roosevelt has taken the identical stand. The Joint Committee also released a telegram from Senator James M. Mead which ended: "I pledge my cooperation in fully protecting existing system."

### Board Gets Tough

A clarification of its new rules covering eligibles who decline appointment was made this week by the Board of Education. Penalties of six months or one year's suspension from the list will be imposed hereafter. A teacher who turned down a job twice will be stricken from the list.

Adoption of this rigid policy was brought about by abuses which are said to have existed under the Board's former policy. In the past teachers were allowed to decline appointments if they did not like the location of their assignment. Many took advantage of this rule and the Board of Education had difficulties. In other cases, teachers who did not want a particular assignment, simply refused to appear in the 15-day period allotted to them.

This is all to be changed. A teacher who immediately notifies the Board that he will not take a job is penalized by not being offered another for six months. If he fails to notify the Board and the actual appointment is made, and afterwards he fails to report, he won't receive another appointment for a full year.

### Modern Children

A two-day session to discuss the topic: "Our Children—1940; Facing Demands of Today" will be held Friday and Saturday, November 15 and 16 by the Child Study Association. The sessions will be held at the Hotel Roosevelt. Among the problems to be discussed are sex education, progressive education, education for the future, and progressive education on trial.

### Protection For Teachers

Plans to protect drafted governmental employees are beginning to shape up, and last week the Teachers Union offered a program specifically aimed at giving teachers a break. The Union's program involved a plan to provide teachers with salary differentials, and to protect tenure, promotion rights and pensions. It also calls on school officials to fill temporary vacancies, caused by the draft, with substitute teachers to prevent consolidation of classes and an increase in working hours.

In presenting its plan, the Union pointed out that no existing legislation applies to ordinary teachers who are drafted, although laws are in effect to protect those who are members of the National Guard, Naval Militia and other reserve groups.

The Union's proposed plan follows:

#### Salaries

1. All employees of the Board of Education shall receive from the city the difference in salary between their pay in the armed forces and their regular schedule salary.
2. No employee of the Board of Education shall be deprived of his regular increment in salary by reason of service in the armed forces.
3. Substitutes and other per diem employees, who are on eligible lists and who are available for school service, shall receive the difference in salary between their pay in the armed forces and their expected annual salary based on 180 days to a year.
4. Substitutes and other per diem employees who are not on eligible lists and who are available for school service shall receive the difference in salary between their pay in armed forces and their highest annual earnings in any of the preceding five years of per diem school service.

#### Tenure and Promotion

1. All employees of the Board of Education conscripted into military service shall be assigned to their former positions in the school system in the same school, immediately upon completion of military service, without loss of seniority rights.
2. The time spent in military service shall be credited for purposes of promotion and probationary status.
3. Teachers-in-training shall be permitted, if they desire, to complete their year of school service when they return from military service.

#### Pensions

No members of the Teachers Retirement System shall suffer any loss of pension rights, service credit, city annuity payments or pension benefits by reason of military service. In all matters relating to pension and retirement, time spent in the armed services by teacher members of the Retirement System who have been selected for service, shall be considered time spent in the school system.

#### Substitutes

All temporary vacancies created by the drafting of men into the armed forces shall be filled by substitutes, so that there be no consolidations of classes and no increase in the length of the teaching day for remaining teachers. The intention is to keep the positions open for teachers selected for the armed service until they return.

### Open School Week

The annual Open School Week luncheon of the United Parents Associations will open on Saturday afternoon, November 9, with Mrs. Franklin D. Roosevelt and Mayor LaGuardia as the keynote speakers. The annual convention of the group will begin the night before.

It is expected that some 1,600 parents, educators and school administrators will attend the conference which will be devoted to discussions on the "Challenge to Education in These Critical Times: How Can Parents and Educators Help Assure the Continuance of the Democratic Way of Life."

Speakers at the opening session will include such notables as Dr.

James Angell, former president of Yale; Ordway Tead, chairman of the Board of Higher Education; Walter White, secretary of the National Association for the Advancement of Colored People; Magistrate Anna Kross, and Walter G. Preston, Jr.

Five panel discussions will be held Saturday morning. They will cover the following subjects: 1) How Does the Present Elementary School Curriculum Help Children Adjust to Social Change; 2) How Does the Present High School Curriculum Help Children Adjust to Social Change; 3) How Can Parents and Educators Help to Develop Spiritual and Moral Values; 4) How Do Press, Radio and Motion Pictures Help Children Meet the Challenge of These Critical Times; 5) What Is the Obligation of a Democracy Toward the Financing of Education?

### Training for Professionals

A nine-million dollar training program for professional men in New York City will get underway within the next few days, it was revealed this week. The program, which is financed by the Federal Government, is being headed by Dr. Thorn Dike Saville, Dean of the Engineering College of New York University. Assisting him are leading educators in almost all the local colleges.

The purpose of the program is to provide training to men who are graduates of Engineering school but who have been in other fields for some time. They will be given re-

fresh courses in a variety of subjects to prepare for jobs which are being opened by the national defense program.

The 2nd District Office of the U. S. Civil Service Commission is working in close cooperation with Dr. Saville on this program and is keeping him advised on the needs of the government for certain types of trained men.

Additional information on this program, including instructions on how to apply for these courses, will appear in future issues of The LEADER.

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.

## PARK TOPICS

B. R. MEEHAN

### What Do You Think?

The question chosen for today's discussion has long been argued pro and con among the dep't employees. Ginks are requested to send in their opinions concerning the topic of discussion so that in a subsequent column their views may be expressed.

Question: Should ginks be entitled to extra monetary remuneration for their services.

Place: Central Park.

Opinions: As follows:

**A. Trainer:** Yes. He should be the recipient of extra remuneration for his services rendered to command the respect of those under his supervision. I understand it was a custom in the dep't a number of years ago to give such remunerations.

**C. Schonheit:** It is my contention that "ginks" should receive a slightly higher remuneration particularly in large sections where it is required of them to perform a variety of tasks. In addition to the supervising of the working force the position entails a good deal of clerical work which is certainly an added responsibility.

**R. Clinkner:** No. Since the position is non-competitive the so-called "gink" frequently receives his appointment not because of any particular ability possessed by him; but

through favoritism. If this title were placed in the competitive field it would eliminate the "cut throating" method some individuals employ to attain such appointment. Apologies, however, to those "ginks" who received their "ginkship" through ability, not pull.

**L. Grasso:** Emphatically yes. He should be entitled to some extra monetary compensation for his services because of the responsibility he assumes on the foreman's absence. The supervising of a number of men is no picnic. Neither is the making up of payrolls, the working out of weekly assignments or the proper filling out of reports a push over. Let those who condemn the payment of this extra remuneration spend a day at ginking they'll soon assume a different attitude.

**A. Andrews:** No. Since his services are rendered within the 8-hour day no extra compensation should be necessary. In many instances numerous advantages are accorded him. Not being a titled foreman he cannot be held accountable for the misconduct of the men.

### Odds 'n' Ends

Next general meeting of Ass't Gardeners Eligible Association will

be held Monday evening, November 18, in the auditorium of Washington Irving High School, Manhattan. All eligibles are requested to attend this session. The possibility of having the dep't retain the indefinite group of temp employees through the winter will be discussed...When will the Park Special Patrolmen receive those new badges? Understand they certainly excel the old ones in appearance...Wm. Mickens, president of the Ass't Gardeners Eligible Association, is a student at Columbia these days. Is it the ensuing gardeners promotion exam that prompted his pursuing a general horticultural course at the school of landscape architecture?...Who's the Chamberlain at the Ball House Central Park?...Will the per-diem workers find themselves working less hours about the middle of November?...First parkman: The wife's calling the baby weather strip. Second parkman: Why weather strip? First parkman: It's keeping me out of the draft. (Whew). Thanks to Prospect Park.

### Transfer Dep't

No. 1 Ass't gardener, permanent status, working downtown Manhattan desires transfer to Staten Island. No. 2 Laborer requests transfer to Staten Island. At present working in District 3, Manhattan.



# RUPPERT "Old Knickerbocker"

Light! Mellow! Satisfying! Brewed according to the famous "Old Knickerbocker" formula. Have you tried it recently?

FOOTBALL SCORES by Ruppert Every Saturday Evening • WJZ 5:30 • WEAJ 5:55 • WEAJ 6:45 • WOR 7:00 • WJZ 8:00

Copyright 1940 by JACOB RUPPERT, BREWERY, New York City



# Defense Booms U. S. Jobs; More New Tests Open

## U. S. Tests

### 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.

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.

### 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).

### 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, assemblies, or completed units of signal corps equipment.

### Inspector, Powder and Explosives (\$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 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.

### 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, elec-

trical, 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.

### 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.

### 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.

### 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.

### 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 bombbodies, 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.

### 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' experi-

ence, 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 engineer 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.

### 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; (Continued on Page 14)

**ARCO** Price \$2  
Unemployment Insurance Referee  
By DONNER & HENKIN  
Directors, Nat'l Lawyers Guild Course  
**R. H. MACY & CO.**  
34th St. and 6th Ave., N. Y. C.

Division of Unemploy. Ins.  
**REFREE**  
ONLY CASE BOOK PUBLISHED  
200 actual cases with topical index and Off. Charts.....\$1.50  
STATUTE MANUAL (Complete) 60c  
COMBINED VOL. 203 pages.....\$2.00  
**MERIDIAN LAW PUBLISHING CO.**  
220 W. 42d St. Wis. 7-2929-30  
Also at Mun. Bldg., Bk. & Man., 16 Court St., Goldsmith, 77 Nassau St., or The Leader.

There's gold in them there books . . . .  
Higher grades mean better jobs for you!

## LEADER BOOK SHOP

97 Duane Street, New York

Border Patrolman.....	\$1.00
Unemployment Insurance Referee.....	1.00 & 2.00
Card Punch Operator—Preparation for the clerical part. Spelling, vocabulary, analogies, arithmetic, etc.....	50c & 75
Jr. & Sr. Typist and Stenographer—Prepared for Federal examinations.....	65c, 1.00 & 1.50
Clerk Typist-Stenographer—Prepared specially for City examinations.....	1.50
Postal Service.....	25c, 1.00 & 1.50
State Trooper.....	1.00
Housing.....	1.50

### TECHNICAL PREPARATION

Engineering Review.....	2.50
Diesel Monitor.....	5.00
Welder's Guide.....	1.00
New Auto Guide.....	4.00
Mathematics & Calculation.....	2.00
Diesel Engine Manual.....	2.00
New Radioman's Guide.....	4.00
Handy Book Practical Electricity.....	4.00

### FIREMAN PROMOTION PREPARATION

The Fireman Textbook of Entrance and Promotional Examination Questions.....	3.50
Fireman Study Book.....	25c & 1.50
How to Become a Fireman.....	.10
History of Fire Department.....	3.50
Fire Department Manual of Instruction—An officer's manual for professional fire-fighters by Lowell M. Limpus.....	1.85
Fire Prevention Code.....	1.50

### POLICE PREPARATION

Patrolman Study Text.....	1.50
Police Manual.....	1.00

### GENERAL PREPARATION

Everyday Law.....	.50
Everyday Mathematics.....	.50
General Federal Test Guide—Procedure, preparation, sample test, analogies, spelling, reasoning, vocabulary.....	1.50
Civil Service Handbook—1,000 Civil Service questions.....	.79
Guide to Municipal Government.....	1.25
Outline Chart of Municipal Government.....	.25
Your Federal Civil Service—A 500-page manual on procedure.....	2.50
Civil Service Handbook—Procedure, sample questions.....	1.50

### MISCELLANEOUS

Legal, Political and Business Guide—A practical handbook on politics, licenses, welfare agencies, taxes and labor laws....	1.70
Mental Multiplication—A pamphlet by Charles Lipkin that trains for rapid mental calculation.....	.25
Let's Play Vocabulary—A series of games that build vocabulary without too much strain on the gray matter.....	.25
Draft Facts.....	.10
Conscription.....	.25
Building Code.....	1.50
Sanitary Code.....	.50
Penal Code.....	2.50
C. S. Retirement Law.....	.20

POLITICAL ADVERTISEMENT

★ **RE-ELECT STATE SENATOR DANIEL GUTMAN** ★

Democrat—9th Senatorial District Kings County  
SPONSORED:

- BILL to allow representation by counsel at all hearings for civil service employees.
  - BILL to permit return to civil service posts of employees who have qualified for other positions and are rejected after probationary period.
  - BILL to provide free preparatory courses for civil service examinations.
  - DEBATED against Hatch Bill for civil service employees.
- A REAL FRIEND OF THE CIVIL SERVICE EMPLOYEE**









# ATTENTION! YOU WHO LOVE AMERICA

These 12 questions are your most important business between now and Nov. 5. They summarize all there is to this campaign. Here they are:

1. Will you ignore the example of Washington, Jefferson, Madison and Jackson in refusing a third term, and abandon the high principle they established that no man is indispensable, in order to continue in power a President who with political subterfuge eliminated other aspirants, and forced himself and his choice for Vice-President on a sullen Democratic Convention?
2. Will you continue in office an administration which sought to adjourn Congress at a time when the President had brought the nation to the brink of war without a program for its defense?
3. Will you continue in office an administration which makes deals with foreign nations without the advice and consent of the Senate as provided in the Constitution and which does not think it necessary to inform Congress of what it is doing in domestic and foreign affairs?
4. Will you reward with a third term an administration which tried to scuttle the United States Supreme Court so as to cripple another co-ordinate branch of the government; which has attempted to purge its critics and has driven from office decent men whom it could not bend to its will?
5. Will you vote a third term to an administration which has failed, in the face of the warning of its own agents, to prepare us for defense, and which has sought to delude the public by confusing airplanes, tanks and munitions on order with those actually on hand? Do not forget that France collapsed because of leaders who confused their people in just this way and that England has only narrowly escaped the same fate?
6. Will you plunge us into international war at the whim of an exceedingly whimsical executive, made arrogant and dictatorial by prolonged tenure of high public office? Will you leave it to Mr. Roosevelt, by himself and without congressional and public debate, to decide whether we shall send our Navy to battle with Japan over the Burma Road, Indo-China and the East Indies? Will you leave the issue of war and all its horrors in the hands of an administration which creates crises for partisan purposes and to further the restless ambition of a President who has sought in every possible way to concentrate power in his own hands?
7. Will you continue in office an administration which for eight years has bred class conflict and hatred, which has fomented sectional, industrial, racial and religious discord and division and which has thus created the very weaknesses from which Europe is suffering today?
8. Will you give a third term to New Dealers who have announced that we shall always have ten million unemployed and that relief on a bare subsistence dole is all that these millions can look forward to in place of honest work and wages in a revitalized industry? Do you believe that industry can be revitalized by its sworn enemies in the government itself who have sought by every means in their power to

*"That I should lay down my charge at a proper period is as much a duty as to have borne it faithfully. If some termination to the services of the Chief Magistrate be not fixed by the Constitution, or supplied by practice, his office, nominally four years, will in fact become for life, and history shows how easily that degenerates into an inheritance."*

THOMAS JEFFERSON, 1807.

cripple, hamstring and strangle it? Do you want every one to work for a government bureaucracy which will absorb all private industry and effort, or do you want your children to have a chance to exercise initiative and energy in a country which still has boundless opportunities and limitless horizons?

9. Do you want your savings, your insurance and all that you have laid aside for your family and for a rainy day reduced and jeopardized by a government committed to extravagance, inflation, unsound financial experiments and communistic theories of the redistribution of wealth?
10. Do you want the nation administered with the aid of radicals, amateur experimenters, bootlickers and partisans, or with the aid of responsible Cabinet officers and advisers?
11. Will you by your vote support the notorious alliance between the municipal machines of Chicago, Jersey City, Memphis, Kansas City and the Bronx and the Roosevelt Administration? Do you want our great cities sold down the river in a trade for votes between Boss Flynn, Boss Hague, Boss Nash and the other bosses? Do you want to give permanent immunity to municipal politicians of this type in order to elect a third term president?
12. Will you repudiate the New Deal and put in office a responsible executive trained in business, without illusions of grandeur, who will perform his duties faithfully with sole regard to your interest, who will appoint competent administrators and delegate authority to them, and will keep you and your elected representatives currently, frankly and honestly informed on the domestic and foreign affairs of your nation?

You have only a few days to think it over. For the good of the nation, for your own good, for the future of your sons and daughters, for the cause of freedom established by your fathers THINK IT OVER and DO YOUR OWN THINKING.

## CLEAN GOVERNMENT COMMITTEE FOR WILLKIE, 41 Park Row, New York, N.Y.

LEONARD M. WALLSTEIN  
*Chairman*  
CLENDENIN RYAN, JR.  
*Treasurer*

EDWARD CORSI  
WILLIAM FELLOWES MORGAN, JR.  
ROBERT MOSES

*Vice-Chairmen*

ALMERINDO PORTFOLIO  
VICTOR F. RIDDER

*Vice-Chairmen*

WM. J. SCHIEFFELIN  
PAUL WINDELS

The above statement was prepared and signed by the officers of the Clean Government Committee for Willkie. This committee was formed by veterans of the successful campaigns for clean government in New York City in 1933 and 1937. Among the veterans of those campaigns who have joined the Clean Government Committee are the following:

George W. Alger  
George H. Bell  
Mrs. Henry Breckinridge  
William Grant Brown  
Herbert L. Carpenter  
Eunice Carter  
William M. Chadbourne  
Harold Fowler

Mrs. Margaret E. Gifford  
Julius Holz  
Mrs. Raymond V. Ingersoll  
Oswald W. Knauth  
Walter C. Korn  
Jerome Lewine  
Grayson M. P. Murphy, Jr.  
Charles Newman

Henry Fairfield Osborn, Jr.  
Mrs. James Russell Parsons  
Mark Rafalsky  
Alfred Rheinstein  
Harriet Righter  
Francis Rivers  
Charles M. Rosenbluh  
Leon D. Sachter

Louis Steckler  
Thomas D. Thacher  
Phillip Thurston  
Henry C. Turner  
Charles H. Tuttle  
Oswald Garrison Villard  
Edmund Waterman  
Max Weil  
Walter N. Weis

# VOTE FOR WILLKIE and McNARY

# So You'd Like to Be a G-Man!



G-MEN AT WORK

Under the steps of the Federal Court House on Foley Square in New York, G-Men have their own practice range. It cost them about \$15,000 to build, is steel-walled, sound-proof and air-conditioned. Note the deadly accuracy of the two agents firing tracer bullets from Thompson submachine guns. Each agent must pass a shooting test once a month. If he falls below special FBI standards, he must practise until he catches up.

Every year thousands of letters are received by the Federal Bureau of Investigation from those desiring to apply for appointments as G-Men. It's a job that has glamor and prestige. But it isn't easy to be a Special Agent for the FBI.

All Special Agents at the time of their appointment, must be between the ages of 25 and 35. The minimum age requirement for the position of Special Agent is higher than that of any European national police organization and, higher than that of the majority of law enforcement agencies in the United States. The reason: it is obviously necessary that these investigators be sufficiently mature to recognize their own responsibilities and at the same time be able to impress others.

In order to qualify for the position of Special Agent, an applicant must be a graduate of a law school of recognized standing, an experienced accountant, or have had a constructive type of law enforcement experience. This last makes it possible for cops to compete. In addition to the educational requirements, the applicant is required to have had at least two years' practical experience in commercial, business or professional fields.

### Why Law

The need for those qualified in law and accountancy in a law enforcement agency such as the Federal Bureau of Investigation may be best explained by the following illustration:

An expert, well-trained geologist is accompanied by a tenderfoot. Both of them are desirous of finding gold. The trained geologist goes one way, while the tenderfoot takes another trail. Two months later the geologist returns with six bags of gold. He has been successful and has accomplished his purpose. Twelve months later the tenderfoot returns. He, too, has six bags, but there is very little gold in the collection which he has brought back after searching six times as long as the geologist. In collecting gold or

in collecting evidence, the trained man is more successful than the novice. He does the job more quickly. He gets the evidence that is material, doesn't bring back useless information, rumors and gossip which have no bearing on the investigation. He does the job economically. The well-trained Special Agent has studied evidence and is able to recognize it.

### Investigate Frauds

When it is understood that Special Agents investigate involved bankruptcy frauds and anti-trust violations, and make examinations of judicial and bank robberies, the necessity for insisting upon trained men will be readily understood. Then, too, there are but a few more than 600 Special Agents in the Federal Bureau of Investigation. When an Agent arrives in a town, he must be qualified to handle all the investigations pending in that city. Otherwise, if there were four types of investigations to be made and if each of the Bureau's Special Agents was qualified in only one field of service, four men would be required in that city. It would be impossible for the Bureau to perform its large volume of work unless every Spe-

cial Agent was trained to handle all types of investigations within the Bureau's jurisdiction.

### Why Accounting?

As for expert accountants, their services are necessary in investigating National Bank Act and Federal Reserve Act violations, as well as claims against the Government, and in coping with the accounting problems involved in mail fraud cases. After they have made their investigations, they must be able to qualify as experts on the witness stand, in order that their conclusions will be admitted as evidence before the Court.

With regard to the eligibility of the experienced law enforcement officer, it is understood that, as the result of years of experience, he has learned to conduct his investigations efficiently, thereby acquiring the knowledge and ability to qualify for the position of Special Agent of the Federal Bureau of Investigation.

### Medical Requirements

Before an applicant is appointed to the service, it is necessary that he have either a United States Public Health physician, or his family physician certify that, from a preliminary examination, he appears capable of performing the vigorous physical activities required of Special Agents, in addition, each of those appointed is required to undergo a more thorough and rigorous physical examination after he has reached Washington, where blood tests, X-ray photographs, and other examining methods are employed by government specialists.

Applicants must be citizens of the United States, and must be willing to serve in any part of the United States or its territorial possessions where their services may be required. It is frequently necessary, because of the large volume of work handled by the Bureau and the comparatively small number of Special Agents in the service, to transfer Agents from one part of the country to the other. For example, if the volume of work in one of the Bureau's eastern offices should decrease, and there is a corresponding increase in the amount of work pending in a midwestern office, it is obvious that the number of men assigned to the eastern office must be reduced and there must be an increase in the assignments to the midwestern office.

This feature will be continued.

(based on a department of Justice publication).



REV. CORNELIUS J. DREW

New pastor of St. Paul's R. C. Church on E. 117th St., who will be officially welcomed Friday evening, November 15, at a reunion and dance in Yorkville Casino

## Jersey Exams

(Continued from Page 16)

Marlboro, Boys Home at Jamesburg, Home for Feeble-Minded, Vineland, Reformatory at Rahway, Unemployment Compensation Commission and State House Commission.

FRIDAY, NOVEMBER 30, 1940

### Clinical Psychologist

Salary, \$2,400-\$3,000 per annum. Open to male citizens, resident in the United States. Vacancy, New Jersey Reformatory at Annandale.

### Calculating Machine Operator (Burroughs)

Salary: \$1,080-\$1,440 per annum. Open to male and female citizens, resident in the State for at least 12 months immediately preceding the announced date for this test. Vacancy, Unemployment Compensation Commission.

### Supervisor, Juvenile Delinquents

Salary: \$1,800-\$2,160 per annum. Open to male citizens, resident in the Town of Irvington for at least 12 months immediately preceding the announced date for this test. Vacancy, Police Department, Irvington.

### Graduate Nurse

Salary: \$840-\$1,440 per annum, plus maintenance. Open to female citizens, resident in Essex County for at least 12 months immediately preceding the announced date for this test. Vacancy, Irvington General Hospital.

### Pump Attendant

Salary, \$1,500-\$1,900 per annum. Open to male citizens, resident in Parsippany-Troy Hills for at least 12 months immediately preceding the announced date for this test. Vacancy, Department of Public Works, Parsippany-Troy Hills.

### Library Assistant

Salary: \$1,020 per annum. Open to female citizens, resident in the State for at least 12 months immediately preceding the announced date for this test. Vacancy, Free Public Library, Millburn.

### Librarian

Salary, \$1,800 per annum. Open to female citizens, resident in the State for at least 12 months immediately preceding the announced date for this test. Vacancy, Free Public Library, Millburn.

### Electrical Engineering Inspector

Salary, \$2,160-\$2,700 per annum. Open to male citizens, resident in the State for at least 12 months immediately preceding the announced date for this test. Vacancy, Labor Department.

THURSDAY, DECEMBER 5, 1940

### Educational Assistant to the Clinical Director

Salary, \$1,740-\$2,160 per annum. Open to male citizens, resident in the State for at least 12 months immediately preceding the announced date for this test. Vacancy, State Hospital at Greystone Park.

### Property Custodian (Police Division)

Salary, \$2,100 per annum. Open to male citizens, resident in Newark for at least 12 months immediately preceding the announced date for this test. Vacancy, Department of Public Safety, Newark.

### Supervisor of Maintenance

Salary, \$1,800-\$2,400 per annum. Open to male citizens, resident in Newark for at least 12 months immediately preceding the announced date for this test. Vacancy, Emergency Relief Division, Department of Public Works, Newark.

### Promotion Test: Supervisor, Surplus Commodities Project

Salary, \$2,400-\$3,000 per annum. Open to permanent male employees in the Department of Public Works, Newark, in the grade of \$1,501-\$2,500 per annum, who have served for a period of at least 12 months immediately preceding the announced date (Thursday, December 5, 1940) for this test. Vacancy, Emergency Relief Stamp Issuing Office, Department of Public Works, Newark.

### Promotion Test: Assistant Supervisor, Surplus Commodities Project

Salary, \$1,800-\$2,400 per annum. Open to permanent male employees in the Department of Public Works, Newark, in the grade

of \$1,001-\$2,000 per annum, who have served for a period of at least 12 months immediately preceding the announced date (Thursday, December 5, 1940) for this test. Vacancy, Emergency Relief Stamp Issuing Office, Department of Public Works, Newark.

### MONDAY, DECEMBER 9, 1940

### Moon Hopkins Machine Operator

Salary, \$1,400 per annum. Open to female citizens, resident in Newark for at least 12 months immediately preceding the announced date for this test. Vacancy, Department of Revenue and Finance, Newark.

### Assistant Cashier, Surplus Commodities Project

Salary, \$1,320-\$1,680 per annum. Open to male citizens, resident in Newark for at least 12 months immediately preceding the announced date for this test. Vacancy, Emergency Relief Stamp Issuing Office, Department of Public Works, Newark.

### Comptometer Operator

Salary, \$1,080 per annum. Open to female citizens, resident in Newark for at least 12 months immediately preceding the announced date for this test. Vacancy, Emergency Relief Division, Department of Public Works, Newark.

### Promotion Test: Assistant Chief Inspector, Communicable Disease Division

Salary, \$2,760 per annum. Open to Sanitary Inspectors in the Department of Public Works, Newark, in the grade of \$2,001-\$2,500, who have served as such in a permanent capacity for at least 12 months immediately preceding the announced date (Monday, December 9, 1940) for this test. Vacancy, Department of Public Works, Newark.

### Second Assistant Health Officer

Salary, \$3,001-\$3,500 per annum. Open to all employees who are receiving between \$2,001-\$3,000, who have served in a permanent capacity in the Department of Public Works, Newark, for at least 12 months immediately preceding the announced date (Monday, December 9, 1940) for this test, and who possess a Health Officer's License. Vacancy, Bureau of Health, Newark.

Note: Application blanks for this promotion test can be secured from the Civil Service Commission, City Hall, Newark, only.

### Promotion Test: Principal Clerk

Salary, \$2,001-\$2,500 per annum. Open to male Clerks, Clerks-Typists and Clerk-Stenographers, in the Department of Public Works, Newark, in the grade of \$2,001-\$2,500 who have served as such in a permanent capacity for at least 12 months immediately preceding the announced date (Monday, December 9, 1940) for this test. Vacancy, Bureau of Health, Newark.

Note: Application blanks for this promotion test can be secured from the Civil Service Commission, City Hall, Newark, only.

## BE READY!

FOR THE NEW DANCING SEASON

Learn the Waltz, Foxtrot, Peabody, Lindy, Tango, Rumba, Conga. Competent teachers. Pleasant surroundings. It's EASY. Anyone can learn by our method. Call for Guest Lesson at No Cost

## LOUISE JOYCE

FAMOUS DANCE STUDIOS  
140 East 59th St. PLaza 3-7919

## OFFICE JITTERS?

Relax by dancing smartly. Hostetler's method definitely improves your present style, and quickly teaches the newest conga, rumba and tango steps.

Organize a group in your own office. Special rates to Civil Service Employees.

Write or Phone for a FREE GUEST LESSON

### Lawrence Hostetler

(Instructor at Savage School for Physical Education)  
43 W. 52d St. PLaza 3-0590

## HIGH at Home

NO CLASSES. Study for REGENTS or COLLEGE

Prepare at home during spare time. Go as fast as your ability permits. Individual instruction.

MANY FINISH in 2 YEARS

Tuition Payments \$15 Monthly. All texts furnished.

AMERICAN SCHOOL  
130 West 42d St., N.Y.C. BRyant 9-2605

Please send me FREE Descriptive Booklet BK10

Name \_\_\_\_\_

Address \_\_\_\_\_

Founded 1902  
**Washington Business School**  
"A Great Name—A Great School"  
DAY — AFTER BUSINESS — EVENING  
COMPLETE SECRETARIAL  
BUSINESS COURSES - BANKING  
BOOKKEEPING - ACCOUNTING  
STENOGRAPHY - FILING - COMPTOMETRY  
We Guarantee to Place You!  
130 W. 42nd St. N. Y. C.  
Near B'way Wisconsin 7-8811

**MACHINE SHORTHAND**  
also  
PITMAN & GREGG STENOGRAPHY  
Prepare for  
**CIVIL SERVICE TESTS**  
Day-Evening Sessions  
**HUNTER**  
SECRETARIAL SCHOOL  
Fordham Rd. at Grand Concourse  
Phone: Fordham 7-2282-2283

Address \_\_\_\_\_

# Amusement Parade

By JAMES CLANCY MUNROE



ETHEL MERMAN

Popular songstress, appearing in Buddy De Sylva's third successive hit on Broadway, "Panama Hattie."

This film version of Ethel Vance's best-seller concerns the efforts of a young American to get his German-born mother, a famous actress, out of a Nazi concentration camp. Norma Shearer plays the Countess

Von Treck, who falls in love with Taylor; other supporting characters are Nazimova, Conrad Veidt. Director Mervyn LeRoy (*I Am a Fugitive from a Chain Gang*, *Anthony Adverse*) has done a beautiful job of creating the fear-ridden psychopathic Germany of today.

**Haunted Honeymoon** (MGM). This is a weak story of a gentleman detective, unworthy of the talents of Bob Montgomery and Constance Cummings.

**Maverling to Sarajevo** at the Little Carnegie. This film turns out, as you might expect, to be a rather pompous costume piece. John Lodge heads the adequate but unexciting cast.

**Mexican Spitfire Out West** and **Slightly Tempted** are a couple of wash-outs worth no one's time.

**Cabin in the Sky** is a new all-negro review with Ethel Waters heading the cast. It follows, not too closely, the story of "Little Joe" who, killed in a dice game, is allowed to return to earth for six months to prove that he is worthy of heaven. From then on it's a struggle between purity and the fleshpots. Everything from Miss Waters' singing to the staging is fine.

## Your Chances for Appointments

Eligible Lists Certified to City Agencies up to October 29, 1940:

Title	Last Number Cert.
Able Bodied Seaman	225
Accountant, Grade 2 (for permanent appointment)	45
Assistant Gardener	336*
Assistant Engineer (Designer) Grade 4-Board of Water Supply	46
Assistant Supervisor, Grade 2	617*
Attendant-Messenger, Grade 1 (for appointment as Porter, R.R.)	1,011
Attendant-Messenger, Grade 1 (for appointment at \$840)	775
Attendant-Messenger, Grade 1 (for appointment at \$1,200)	585
Automobile Engineman, City-wide (Promotion)	135
Auto Truck Driver (for appropriate appointment)	26,637
Carpenter	5
Chief Marine Engineer (Diesel)	12
Cement Mason	8*
Clerk, Grade 2 (for appointment of women at \$840)	2,900*
Clerk, Grade 2 (for appointment of men at \$840)	4,488
Climber and Pruner	253
Court Attendant	94*
Dental Hygienist (for temporary appointment)	64*
Driller	14
Elevator Operator (for appointment at \$1,200)	199*
Fireman, Fire Department	3,290*
Fire Telegraph Dispatcher and Radio Operator	18
Inspector of Masonry and Carpentry, Grade 3	31*
Inspector of Plumbing, Grade 3	14*
Janitor (Custodian) Grade 3	24*
Janitor Engineer (Custodian Engineer)	27
Junior Accountant, Department of Hospitals (Promotion)	4
Junior Bacteriologist, Department of Hospitals (Promotion)	2
Junior Engineer (Civil) Grade 3	161
Junior Engineer (Electrical) Grade 3	103
Laboratory Assistant (Bacteriology)	55
Laboratory Helper (Women)	73
Medical Inspector, Grade 1 (Pediatrics)	111
Medical Inspector, Grade 1 (Tuberculosis)	4
Medical Inspector, Grade 1 (Venereal Diseases)	28
Patrolman, Police Department (List No. 3)	50
Pharmacist (for temporary appointment)	48
Plumber (for appropriate appointment)	27
Policewoman	60*
Porter	790*
Probation Officer, Domestic Relations Court	60*
Public Health Nurse, Grade 1	177*
Resident Physician, Grade 3, Department of Correction (Promotion)	2
Road Car Inspector	39
Social Investigator	636
Station Agent	847*
Steamfitter (for appropriate appointment)	9
Stenographer and Typewriter, Grade 2	1,003
Counsel, Grade 4	15
Telephone Operator, Grade 1	11
Title Examiner, Grade 2 (Temporary Service)	73a*
Typewriting Copyist, Grade 2 (for appointment at \$960)	2,432
Watchman-Attendant, Grade 1 (for appointment at \$940)	937

\* Last eligible permanently appointed.

## 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 known.

### COMPETITIVE

**Accompanist:** The rating of the entire written test will be completed next week.

**Administrative Assistant (Welfare):** Part II was held October 30th and 31st.

**Automobile Engineman:** Rating of the written test is complete. Medical examinations have begun. Physical tests will probably begin on November 25.

**Assistant Engineer, Grade 4:** The oral interview has begun and will continue through November 22.

**Baker:** A report on the final key is being prepared for the approval of the Commission.

**Clerk, Grade 2 (Board of Higher Education):** The rating of the written test is in progress.

**Cook:** A report on the final key is being prepared.

**Court Stenographer:** The rating of the written test is in progress.

**Engineering Assistant (Electrical)**

**Grade 2:** The rating of the experience is in progress.

**Elevator Mechanic's Helper:** All parts of this examination have been completed. The list will probably appear soon.

**Jr. Administrative Assistant (Welfare):** Same as Administrative Assistant (Welfare).

**Jr. Engineer Sanitary, Grade 3:** Rating of Part I has been completed. Rating of Part II is now in progress.

**Jr. Engineer (Civil) (Housing Construction), Grade 3:** The list will probably be available this week.

**Management Assistant (Housing) Grade 3:** Rating of written test has been completed. The oral interview will be conducted as soon as practicable.

**Management Assistant (Housing) Grade 4:** Rating of Part 2 is in progress.

**Marine Stoker (Fire Dept.):** The list will be published soon.

**Office Appliance Operator:** The practical tests are continuing.

**Playground Director (Male):** Qualifying practical tests are being given as needs require.

**Playground Director (Female):** Rating of the written test has been completed. The oral practical test will be administered in a month.

**Research Assistant (City Planning):** The rating of the written test has been completed. Rating of experience has begun.

**Sanitation Man, Class A:** Coordination tests have been completed. Final computations are being prepared.

**Stenographer (Law) Grade 2:** Rating of the written test is now in progress.

**Structure Maintainer:** Rating of the written test has begun.

**Typewriting Copyist, Grade 1:** Rating of the written examination is still in progress.

**Maintainer's Helper, Group A:** The rating of the written test is in progress.

**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:** 50

percent of the written test has been rated.

### PROMOTION

**Assistant Engineer, Grade 4 (City Wide):** The oral interview has begun and will continue until November 22.

**Clerk, Grade 3:** 75 percent of the written test has been completed.

**Clerk, Grade 4:** 60 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 this month.

**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 TESTS

**Motion Picture Operator:** Rating of the written test has been completed. The oral-practical began on October 19th and will continue until December 28th.

**Oil Burner Installer:** The written test was conducted October 26th.

## U.S. Wants More Inspectors

More Procurement Inspectors are needed at the Air Corps, Wright Field, Dayton, Ohio, for the following branches of inspection: aircraft, engines, instruments, parachutes, aircraft propellers, and tools and gauges.

The U. S. Civil Service Commission has been seeking experienced men for these jobs but it announces that a new type of position has just been added to those already open, that of Junior Procurement Inspector, \$1,620. The upper grades pay from \$2,000 to \$2,600.

For the junior grade, college graduation in engineering may be substituted for experience as follows: graduates in aeronautical engineering will be eligible for aircraft, engines, instruments and propellers; graduates in mechanical engineering will be eligible for engines, instruments, and tool and gauges; graduates in electrical engineering will be eligible for instruments.

## Cohalan Has 36-Year Record

Thirty-six years of legal practice is behind the candidacy of Denis O'Leary Cohalan, Democrat, running for Justice of the Supreme Court, First and Second Judicial District (Manhattan and the Bronx).

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.

## Works Out Complex Home-Building Plan

Charles F. Haring, president of Haring and Blumenthal, who, during the past two decades, has erected and sold more than 1,000 private homes in the Bronx and Westchester, states that his organization has timed its present development project of 400 contemplated Security Homes according to definite cyclic eras related to present economic and locational trends.

The Security Homes development at Rhinelander and Seminole Avenues will comprise 400 units. They consist of six rooms, two baths, with attached garage and all modern features. They will be sold after a moderate down payment on a monthly basis of \$53, which covers taxes, insurance, interest and an annual pay-off on the mortgage of \$300.

## Teachers Support Assemblyman Crews

Members of the administrative and teaching staffs of the Board of Education are particularly active in supporting the candidacy of Assemblyman Robert J. Crews, Republican seeking reelection in the 6th A. D., Brooklyn.

### A CORDIAL WELCOME!

Cultured ladies and gentlemen who are in quest of new friends meet every Wednesday and Saturday at a pleasant get-together party sponsored by a young pianist composer in his village residence. Please write Carl Caro, 45 Grove St., WATKINS 9-7748.

STARTS TOMORROW  
GARY MADELEINE  
COOPER - CARROLL  
in Cecil B. DeMille's  
NORTHWEST  
MOUNTED POLICE  
in Technicolor  
IN PERSON  
GLEN GRAY and His  
Casa Loma Band  
Al Siegal - Connie Russell  
RED SKELTON

PARAMOUNT  
TIMES SQUARE

Tyrone Power  
"The MARK of  
ZORRO"  
Basil RATHBONE  
Linda DARNELL  
PLUS BIG STAGE SHOW  
ROXY Seventh Ave.  
& 50th Street

LAUGH STARTS ELECTION DAY AT 9:30 A. M.  
PRESTON ( "Great McGinty" ) STURGES'  
CHRISTMAS IN JULY  
"A HIT!"—WALTER WINCHELL  
UNITED ARTISTS RIVOLI B'WAY & 49th ST.  
MIDNITE SHOWS

CIVIL SERVICE Employees  
COMMUNITY Glasses are for... YOU  
7 STYLES  
TO HELP YOU GET YOUR JOB, keep your job, and for more happiness all around—get Community glasses. The happy experience of 250,000 Community patrons is your assurance of complete satisfaction. Visit Community today.  
PAY 50¢ WEEKLY  
COMMUNITY Opticians  
Home of Eye Glass Happiness  
MANHATTAN: 4th Ave. & 14th St. 34th St. & 7th Ave.  
BRONX: 148th St. & 3rd Ave.  
JAMAICA: 161-19 Jamaica Ave.  
FLUSHING: 36-51 Main St.  
PATERSON: Main & Ellison Sts.  
BROOKLYN: 446 Fulton St., at Hoyt  
NEWARK: Broad & Market Sts.  
ELIZABETH: 1140 E. Jersey St.  
ALL OFFICES ONE FLIGHT UP—OPEN TO 9 P.M.  
Dispensing Opticians Exclusively

*A personal message*  
*to my friends in the*  
**Police and Fire Departments**

Another important election—perhaps the most important in our lifetime—is almost upon us. From working side by side with you in past years, I know that the policemen and firemen of New York do not vote as a unit. Your individual opinions will prevail on Tuesday, just as they always have.

I would like to tell you about a mutual friend—Franklin D. Roosevelt, a friend of mine and a true friend of yours. Many of you men know what he did for the policemen and firemen of New York when he was Governor. Let's brush up our memories a bit!

Of the many laws he put into effect during 1929-32, one in particular has really allowed you to keep your chins up.

**ROOSEVELT SIGNED THE BILL WHICH FINALLY GAVE ALL FIRST-GRADE  
NEW YORK CITY POLICEMEN AND FIREMEN THE \$3,000 MINIMUM WAGE.**

I well remember that bill, for I recall with pardonable pride that I worked with the committee that steered it through to victory.

Since 1933, Franklin D. Roosevelt has brought this same personal concern for people such as yourselves to the entire nation. For eight years he has seen to it that all Americans enjoy a fuller life. Your wives, children, and you must be sure that the destiny of America remains in the hands of one whose experience, training, and sympathies are with the men who protect and defend America.

Let's reelect this friend of all America—Franklin D. Roosevelt.



FORMER NEW YORK CITY FIRE COMMISSIONER.

**CIVIL SERVICE NON-PARTISAN COMMITTEE FOR THE RE-ELECTION OF ROOSEVELT AND MEAD**

Room 404, Hotel Biltmore, New York City, MUrray Hill 3-6800