

# Civil Service LEADER

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MISS MARY R. CORREY  
STATE EDUC. DEPT.  
ALBANY, N. Y.

NYC Clerk 3, 4  
Promotion Lists  
see page 4

## ABUNDANT POST-WAR JOB OPPORTUNITIES FORESEEN

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**Now Open** POST OFFICE, TRAFFIC, PROFESSIONAL JOBS,  
ALSO HIGH-PAY STUDENT TRAINEE POSTS *pages 10, 12, 16*

### What Every NYC Eligible Should Know About His Privileges

Everything that a candidate for a permanent job with New York City should know is presented in a handy "Digest of Information" which has been prepared by the City Civil Service Commission for the guidance of persons who pass municipal civil service examinations.

Following are excerpts from the Digest which covers all aspects of the use of an eligible list, and what the candidate must know to protect his interests:

**1. YOUR NUMBER ON THE LIST.** Your original place on the list is your number on the list. All records of your standing for appointment, application, examination papers, etc. are made readily available by reference to

your list number. Use it always when writing to the Commission.

**2. INFORMATION.** The Commission does NOT answer inquiries by telephone. If the answers to any questions do not appear below, you may secure more information by writing to the Certification Bureau of this Commission stating your list and list number, and enclosing a stamped, self-addressed envelope, or by calling in

person at the Commission's offices with your Result Card.

**3. LIFE OF THE LIST.** The list will remain in existence for at least one year and not more than four years, the full term allowed by State Law. It would terminate within the four year period ordinarily only by the promulgation of a new list for positions with the same title and grade (if graded). No notice of the approaching termination of a list is sent to the eligibles.

**4. NUMBER OF APPOINTMENTS TO BE MADE.** The Commission cannot inform any eligible of the probabilities of his appointment or fix any date when he

may be reached on the list. Appointments are made as vacancies occur subject to departmental budgetary conditions. Eligibles will be given full consideration in their numerical order when reached.

**5. FAILURE TO REPORT TO A CALL LETTER.** The name of an

eligible who fails to respond within four days\* to an offer of appointment after certification will be stricken from the list from which certification was made and may be restored only upon written application of the eligible setting forth satisfactory reasons for failure to reply.

This Civil Service Rule applies with equal force to failure to respond to notices of investigation, medical or practical examinations, etc.

\*NOTE: A department may set a time for interview which would exceed four days. If you are willing to accept, comply with the instructions in the Call Letter.

**6. CHANGE OF ADDRESS.** Notify the Commission promptly of any change of address. Notifying the Post Office is not a sufficient

(Continued on Page Five)

### ACTION ON STATE SALARIES PROMISED FOR THIS MONTH

ALBANY—The whole salary allocation situation in the State's mental hygiene institutions will be settled in September under a new plan developed by Budget Director John E. Burton. This action follows the publication, last week, of a letter written by Clifford Shoro, President of the Association of State Civil Service Employees, forcefully condemning "bungling" of the Feld-Hamilton law in State institutions, and demanding that the State Salary Board and the Budget cease their "do-nothing" policy with regard to salaries.

Mr. Burton, it was learned, has decided that the three departments most vitally interested in solving the 18-month old conflict over salaries should get together and clean up the problem at once.

Whether the Association and the employees will find the solution satisfactory is another question.

Technicians representing the Civil Service, the Mental Hygiene, the Budget agencies are laying the groundwork for subsequent con-

ferences between heads of those three units.

The State Salary Standardization Board will get the recommendations of this group, pass on them, and then forward them to Budget Director Burton for final approval. It is denied that the Salary Board is being by-passed, the contention being that three of the members of the board are among the technicians who will make the recommendations. It is possibly significant that the two employee members of the Board

are not among the technicians.

Mr. Burton, under tremendous pressure from the Association of State Civil Service Employees, the employees involved, and their political representatives, is reported eager and determined to clear up the mental hygiene salary allocation situation. The final result, it is said, will show many allocations remaining where they are, possibly more than the hopeful employees expect; that some will be re-allocated into higher grades.

The long-drawn out row over salaries in the institutions has gotten to the point where the employees, through their Association, apparently are through "negotiating" and are strongly united for a show-down with Mr. Burton. His plan to end the conflict in September may be based upon political considerations, among others. Burton is represented as having had his proposed plan under way for months.

### Health Program on Way To Cover U. S. Workers

WASHINGTON—The Emergency Health Program for Federal employees is gradually shaping up. At recent hearings before the House Civil Service Committee, representatives of Government agencies agreed that there is a need for such a program, but differed on the method of its administration.

The original bill as drafted by the Civil Service Commission, placed control with the Commission, which would be assisted by the Public Health Service. Gen. Frank T. Hines, Veterans Administration head, proposed that the health services be controlled by the various agencies to avoid division of responsibility.

**Variety of Services**

Emergency health service was provided in the Commission proposal for treatment of sudden illness or injury, also treatment of minor ailments, pre-employment examination, referral to private physicians and a health-education plan.

The employee point of view was presented at the hearing by the

American Federation of Government Employees, who proposed:

1. That dental service be included.
2. Extension of full medical service to employees where private medical attention is unavailable.
3. Protection of individuals whose physical condition makes them specially susceptible to ill effects from long hours of work or excessive heat.

At present, Government agencies are unable to utilize Public Health resources which are taken advantage of by private industry. Legal barriers keep away the Government employees, but this proposed bill would put government and private industry on a par in that respect.

Figures show that among the 250,000 Federal employees in Washington, sick leave accounts for about two million days away from work each year. Among the arguments presented in favor of this legislation was the fact that it might cut the sick-roll by one-third, in effect adding 2,000-man years to the working force.

**NEW YORK STATE EMPLOYEE NEWS BEGINS ON PAGE 7**

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FOR FEDERAL EMPLOYEES

# All the Answers to Your Retirement Queries

This is the second on a series of articles explaining, in question and answer form, the workings of the Federal retirement system. Prepared by the U. S. Civil Service Commission, it is based on actual problems which have come up. Last week's installment dealt with Coverage, explaining who is covered under the Federal Retirement System and why. It is recommended that U. S. employees clip and retain this material for future reference.

## II. Employee Contributions

11. How much does each covered employee contribute to the retirement fund?  
Five percent of his basic salary.
12. Are deductions withheld on overtime pay?  
No. Bonuses, overtime pay, or other additional allowances are excluded from consideration.
13. Was this contribution rate always the same?  
The rate of deduction was 2½ percent from August 1, 1920, to June 30, 1926, 3½ percent during the period July 1, 1926, to June 30, 1942, and has been 5 percent from July 1, 1942.
14. What is the significance of the date August 1, 1920?  
This was the date on which the original Retirement Act of May 22, 1920, became effective for deduction purposes.
15. May an employee who secured a retirement status after August 1, 1920, receive credit for his prior service?  
Yes. Credit is allowable for all service rendered as an employee of the Federal Government or of the District of Columbia Government, as well as for honorable military or naval service not forming the basis for benefits under some other law.
16. What is the basis for crediting military or naval service where the individual is receiving another benefit?  
If he is in receipt of compensation under the Veterans Administration by reason of a service-connected disability, this benefit is based upon the disease or injury and not upon length of service and the total military or naval service may be credited for civil retirement purposes. In case a pension on account of service or by reason of non-service-connected disability has been awarded, he may receive retirement credit for all military or naval service except the minimum period (generally 90 days) required for title to the pension. Should the employee be receiving retired pay, none of his military or naval service is available for civil retirement credit.
17. Is military or naval service performed after final separation from civilian employment creditable?  
No.
18. Is deposit in the retirement fund required to obtain full credit for service during which the employee was not subject to the Retirement Act?  
The law allows service claimed from and after August 1, 1920, to be credited for computation purposes with or without deposit, but stipulates that if the deposit is not made the employee's annuity shall be reduced by the amount such deposit would purchase.
19. Must the service involved be consecutive or may broken periods be considered?  
All service for the United States or District of Columbia Government is subject to credit regardless of breaks in employment.
20. May deposit be made covering military or naval service?  
Yes, under the same conditions as for civilian service.
21. Of what does deposit to cover prior service consist?  
The regular sums (2½ percent from August 1, 1920, to June 30, 1926; 3½ percent from July 1, 1926, to June 30, 1942; and 5 percent from July 1, 1942) which would have been withheld had the employee occupied a retirement status at the time, plus interest at the rate of 4 percent compounded on June 30, of each year.
22. What advantage is gained by making the deposit?  
The making of deposit will in most instances increase the annuity proportionately upon retirement and, since the employee's account draws interest at the rate of 4 percent, compounded annually, it is generally to an employee's definite advantage to make the payment.
23. Can any estimate be made as to the probable loss in annuity if the deposit is not paid?  
Each \$100 due the fund by a male applicant for annuity at age 60 will reduce his annuity by approximately \$7.62 a year. This figure varies based on age at retirement and increases to \$9.75 at age 70. The corresponding amounts for a female employee are \$7.04 to \$8.76. On any deposit due and unpaid, interest is charged through all periods of employment to date of retirement, and the sum then due will be used to determine the reduction in annuity necessary.
24. How is deposit to cover past service made?  
Following receipt of properly executed Form 3012 which the employee submits through the employing department or agency, the Civil Service Commission issues definite instructions regarding the making of deposit. The payment may be made in a lump sum or, if the employee so desires, in reasonable installments to be determined by the Commission.

(To be Continued)

# GI's Seeking Old Jobs May Have to See Doctor

WASHINGTON—In case of doubt as to the physical condition of veterans seeking reemployment in the Federal service, an appointing officer may require that the veteran be examined by a doctor of medicine, but the expense of the examination should be borne by the Government and not by the veteran, says the U. S. Civil Service Commission.

When a veteran is not physically qualified to return to his former position, or to a position of like seniority, status and pay, the agency should make every effort to place him in some other position the Commission said. If the agency finds that the veteran is not qualified for, or cannot be placed in any position in the agency, all the information in the case will be transmitted to the Civil Service Commission. The Commission will then try to locate other positions in the Federal ser-

vice for which the veteran may be qualified.

Federal appointing officers have the responsibility of determining whether veterans who seek reemployment are physically qualified to perform the duties of their former positions, the Commission said.

Under the Selective Training and Service Act, returning Federal employees, in order to have the right of mandatory reemployment in their former positions, or in positions of like seniority, status and pay, must still be physically qualified to do the work.

The Commission stated that a veteran should not be denied reemployment on the basis of physical disability unless (1) his disability would make performance of duty impossible, or would reduce his job efficiency to a level below that normally expected of an acceptable employee, or (2) his presence on the job would jeopardize the safety or health of himself or others.

# Capsule Guide To Federal Retirement

WASHINGTON—Here's your retirement system in a nut-shell. It is explained in pamphlet just issued by the Civil Service Commission.

You are covered unless you are serving in an intermittent job, or were given temporary appointment for a period of one year or less.

Your retirement benefit is jointly paid by you and the Government. Each pay day you pay five percent of your basic salary—not including overtime. Government pays a dollar a month as its part. The money you have in the fund makes four percent interest.

When you retire, the Government contributes at least as much as you do toward your annuity, and in most cases, more. If you leave the Government after five years of service, money in your account plus contributions will earn three percent interest until you retire.

### Start by 55

You may start getting your retirement benefit as early as age 55. Between 55 and 70 you may choose to retire, as shown in the following table:

Age	Years of Service	Type Ret.
55 to 59	30	Optional—with annuity
60 to 69	30	Optional
62 to 69	15	Optional
70 to 75	15	Compulsory

If you reach the age of 70 without 15 years of government service, you may keep on with your job until you finish this period, as long as you are still able to do your work.

Any money left to your credit in the retirement fund when you die will be paid to your beneficiary, or to your estate.

After five years of service, no matter how old you are, you are eligible for disability retirement if you have an accident or illness which leaves you too disabled to do your work. This may happen either on or off the job.

**Retirement in Brief**

**how it all started.**

All of us want to be sure of a steady income when we can no longer work because of disability or old age. For that reason Congress in 1920 passed the Civil Service Retirement Act. This law with later changes assures almost all Government employees, including war-service indefinite appointees, an income when they retire.

Here's a little pamphlet every Federal employee should have. Prepared by the U. S. Civil Service Commission, it gives in simplest possible form the main outlines of the retirement system. You can get it by sending 5 cents to the Superintendent of Documents, Washington, D. C.

# Public Works Athlete Killed in Acton

A former employee of the NYC Department of Public Works, who was one of the country's leading handball players was reported killed in action recently over Europe.

Joseph Darber, a laborer in the department, was Metropolitan champion in 1939, won the State single and with Jack London, the one-wall doubles championship in 1940.

He was a lieutenant in the Army Air Forces at the time of his death.

# Status of Federal Employee Legislation

WASHINGTON—There's no chance for a general pay rise for Federal employees from this session of Congress any more.

The House Civil Service Committee met and voted to shelve all pay rise bills until the next session. This was the result of the feeling that Congress didn't want to make the "bureaucrat" the center of the presidential campaign any more that he already is.

Members of the committee felt that Congress was in no mood to pass any pay raise legislation.

The committee essentially killed the Senate-approved Langer bill to change the retirement system. It struck out the provision for raising the pension of all retired workers by 15 per cent and dropped the whole thing when Chairman Ramspeck suggested reducing annuities for higher-paid workers.

### Reported Favorably

The committee did report favorable on the Lane bill to pay a lump sum for accumulated annual leave to government workers who quit, or to their families on death.

Also favorably reported was the Randolph health bill authorizing Federal agencies to set up health programs to give emergency treatment and health education to its employees. An amendment to exclude TVA employees from provisions of the bill was added.

Chairman Ramspeck said he hoped to get these bills by the

# It Pays To Travel On Saturday

WASHINGTON—Federal employees paid on a per-hour basis, who are required to travel on official business on a Saturday, receive overtime pay for the eight hours work-time on Saturday.

But Saturday is the official overtime day, Sunday isn't. So if the same employee has to travel on Sunday, all he gets is the regular day's pay for Sunday.

Many U. S. truck drivers find themselves paid this way.

# NFFE Mulls Over Vast Array of Personnel Woes

DENVER, Colo.—A broad program for the improvement of personnel administration in the Federal Service, with special emphasis upon the highly important problems to be dealt with in the coming period of war-to-peace transition, was put forward by the National Federation of Federal Employees during its seventeenth national convention, which opened here on Monday, September 4.

The N.F.F.E. Convention will act upon such Federal personnel administration issues as extension of classification to the field service; length of work week; salary and overtime adjustment; improved retirement system; efficiency rating appeals procedure; leave. More than 300 resolutions on these and related problems will be acted upon by the Convention.

Delegates will be present representing every Federal department and agency. The National Federation of Federal Employees, oldest organization in its field, is independent, has more than 850 local unions.

Leaders of the National Federation of Federal Employees since its inception are Luther C. Steward, president, and Gertrude M. McNally, secretary-treasurer.

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**CIVIL SERVICE LEADER**

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## Clerk Eligibles Promoted In Two NYC Departments

The Clerk grade 4 eligible lists which were published last week saw their first action in two City departments, to which the top names were certified to replace provisionals now holding Grade 4 positions.

In Sanitation, Harry Bass, Number 1, who made the highest grades of any candidate in the City, Joseph A. Marcus, 2; and Morris Gray, 3 on the list were certified for promotion to \$3,000. In The Department of Marine and Aviation, The first three, Charles M. Schwabe, James A. Gribbin and James E. Cunningham, were certified for promotion to Grade 4, at \$2,740 a year "or less."

### Old Lists Used

In two other departments, old lists for promotion to Clerk Grade 3 were used. In Transportation, 27 names, down to number 629, were certified to make one promotion at \$1,801. The NYC Retirement System is also using the old list to make a promotion. Two names certified there reached number 569. These were from the City-wide list promulgated on January 3, 1941.

### Asst. Building Manager

The open-competitive list for Assistant Building Manager is being used to make an appointment as Assistant Housing Manager for the NYC Housing Authority at \$3,000 a year. Six names, reaching number 13, were certified.

### WNYC Gets Promotion

Station WNYC rarely sees promotions, but last week the promotion list to Clerk Grade 4 was used to make promotions to \$3,180. John De Prospo, number 1, and Celia Burk, number 2 were certified.

### Hospitals Boosts Stenos

The Hospitals Department is making temporary promotions to Stenographer, Grade 3, at \$1,801. Twenty-one names from the list which appeared on February 16, 1943 were certified, reaching number 33.

### Ass't. Vets List

Numbers 5, 6 and 7 on the Open-competitive list for Assistant Veterinarian in the Health Department were certified for appointment at \$2,101. This list dates back to November 1, 1941.

### Ass't. Pharmacist to Pharmacist

The Assistant Pharmacist list has been made appropriate for appointment as Pharmacist at \$1,740 in the Department of Purchase. Eleven names certified reached number 34.

## Fire Dept. Won't Give Facts About Dismissed Fireman

"Charge: Did engage in another business or employment."

That's the notation on the daily report of the NYC Fire Department which deals with the fact that First Class Fireman John J. Maloney, a member of the department since July 1, 1939 had been discharged for working on the outside.

The Secretary of the Fire Department, Richard F. Warner, says the department's policy is not to disclose any information about such cases. Maloney was tried before First Deputy Commissioner Hon. Ferdinand Butenshoen and ordered dismissed. That closes the matter so far as the Fire Department is concerned.

Two phone calls to the fireman's home by a LEADER reporter didn't add much light to the situation.

Ex-fireman Maloney was out hunting for a job at the time of the first call. Later, it seems, he had been "advised" not to discuss the case with anyone. The source of this advice wasn't forthcoming, but it was being followed.

## B'klyn Firemen Go Under 2-Platoon System

A lot of Brooklyn firemen said "Goodbye" to their families last week. The two-platoon system under, which a fireman gets to see his family on rare occasions, went into effect on September 1, for the 11th Division.

All uniformed men under the rank of battalion chief go on the extended-hours schedule. The new area includes Greenpoint, Williamsburgh, part of Long Island City, and the Navy Yard area.

# Abundant Post-War Job Opportunities Forseen in New York City Agencies

By FRANCIS KELLY

An abundant future is in store for the New York City civil service employees after the war. Both the veteran who comes back and goes to work for the City, and the old-time employee who has stayed at the job despite the lure of more highly paid war work will find new outlets and careers in municipal work.

Opportunities will become available to large numbers of new employees as the City's post-war program swings into high gear.

During the war, construction and road work has been held to a minimum because of priorities on materials and the labor shortage. But the engineering staffs of all City departments have prepared blueprints of post-war construction which will provide work for thousands immediately and require a constantly enlarged staff for the future.

That means that the increased post-war scope of the City will provide a larger horizon for advancement, will make the City a greater field for the career man.

### Additional Centers

Additional hospitals, health centers, sewage disposal plants, playgrounds and other facilities will all mean more City employees, and in turn more City employees in the higher paid supervisory brackets.

A total of \$1,270,000,000 has already been earmarked for post-war projects within the City, and every department is planned for expansion.

Following, by departments, are some of the new plans which are set to swing into action as soon as victory is reached.

The LEADER will keep you informed as these plans develop into specific jobs.

### Chief Medical Examiner

A half-million dollar institute to hold laboratories will be provided for the Office of the Chief Medical Examiner.

### Board of Education

Plans to allow for an increased youthful population mean more schools and playgrounds which will be staffed by the Board of Education. Fifty-one elementary schools; 27 high schools and vocational high schools; new athletic fields are on the future rolls of the Board.

This will mean jobs for teachers, playground directors, clerical workers.

### Fire and Police

Twenty new fire-houses throughout the City and an extension of the Fire Telegraph system will mean an addition of many uniformed men and officers to the department, and also more civilian employees.

Especially for veterans, there will be brilliant opportunities in the Fire and Police Departments. Entrance exams will be held on both departments as soon as the war permits.

### Health Department

Plans call for decentralized health stations to serve all sections of the City. Nineteen new health stations will call for many trained medical and health workers to assist in a program of health protection and education.

### Department of Hospitals

Almost \$100,000,000 will be used to add to the Hospitals Department. Many of the present obsolete buildings will be replaced. New wings will be added to most hospitals, some new hospitals will be erected, and all that means a

swimming pools will require additional personnel.

### Borough Presidents

Each of the five borough offices has prepared elaborate plans for the expansion of roads and sewers, but some projects like the proposed concrete mixing plant in Manhattan and a new testing laboratory in Brooklyn will mean more jobs.

### Sanitation

Six new disposal stations, 15 new garages will call for many more men in the Department of Sanitation and justify attempts of the department to build itself up



"Will scenes like this be repeated after the war? This is a pre-war crowd awaiting applications after the announcement of a test for New York City jobs. The positions offered by the City are on a 'probably permanent' basis, and that will be a strong lure to those who seek job-security after victory. Here's a tip: Follow The LEADER for information of permanent civil service jobs—they'll be coming up in greater number in the near future."

large increase in the number of hospital workers.

Much thought is being given to the development of attractive career service in the untrained hospital occupations.

### Department of Marine and Aviation

This small City department is slated for a big growth after the war. Expansion of LaGuardia Field, completion of Idlewild Airport, new piers to handle heavier river traffic will all mean jobs.

### Markets

A new fish market on Fulton Street; new retail markets in Manhattan and Brooklyn, a large wholesale produce center will require additional help for inspection and maintenance.

### Parks Department

The \$78,000,000 which will be spent by the Parks Department largely represents construction works on express Parkways and improvements to present facilities. However, new playgrounds and

as a career service.

A Sanitation Department career is something which men in the armed forces should think about seriously.

### Public Works

The Department of Public Works plans a program of modernization which will improve the appearance of many of the older City buildings, even including City Hall, which is due for new stone-work. The leading project is a new \$7,000,000 Supreme Court Building in Brooklyn.

### Welfare

The only new project planned for the Department of Welfare—which shouldn't have too much to do in prosperous periods—is a Harlem Welfare Center to replace present rented quarters against which the staff is constantly complaining.

The LEADER will in future issues take up specific jobs in the City's post-war service and tell you how to prepare for them.

## McDermott 4-F Statement Cited by Subway Man

### SELECTIVE SERVICE HEAD DEFENDS MEN REJECTED FOR 'PSYCHONEUROSIS'

Last week saw a new development in the case of Samuel March, the 4-F subway cop who was fired because he was rejected by the Army Induction Center as "psychoneurotic."

Last week, Arthur V. McDermott, NYC Director of Selective Service came out with a blast against employers who hesitate to take back men who have been rejected by armed forces for that reason. March's attorney, Sidney Fine, is using McDermott's statement to defend his client.

"Many of these employers," Colonel McDermott stated, "obviously labor under the misapprehension that a man who has been discharged because of psychoneurosis is either mentally defective or insane. Nothing could be further from the truth. Save in exceptional cases, a discharge from the Armed Forces upon a diagnosis of psychoneurosis merely means that the medical authorities of the Army or the Navy have determined that the individual concerned cannot stand up under the extreme emotional and physical stresses of combat training and service. Practically all of these men, however, when returned to their former civilian environ-

ment, are fully capable of rendering useful service to the community in their former peace time pursuits for the rest of their lives just as they did before they were inducted.

"I know of scores of cases which have come to my personal attention," the Colonel stated, "of men earning from \$5,000 to \$40,000 a year who were rejected at the Induction Station on a diagnosis of psychoneurosis. This did not mean that the psychiatrist who rejected them considered that they were suffering from any mental defect. He merely concluded that these men could not bear up under the strenuous emotional and mental stresses for active service. So far as we have been able to determine, the great majority of those men rejected because of a finding of psychoneurosis are still successfully carrying on their civilian activities and living in peace and



Colonel Arthur V. McDermott, NYC Director of Selective Service, has come to the aid of men rejected as psycho-neurotic by the armed forces. He says they're fully qualified to hold civilian jobs, even if they can't meet military standards.

## Recent Staff Changes in 7 NYC Agencies

Following are recent personnel changes in the various New York City Departments:

### Municipal Civil Service Commission

Salary Increased—Tamara Alper, Stenographer, from \$1,440 to \$1,560.

Retired—Estelle J. Elisson, Civil Service Examiner.

### Board of Estimate—Bureau of Real Estate

Appointed—Jesse M. Prussin, Property Manager, at \$2,400.

Services Ceased—John Murphy, Property Manager, at \$2,400.

### New York City Housing Authority

Promoted—To Junior Accountants, Sidney Schackman, Morton Cohen, Harry Goldstein, Dante Cacace, Jacob Ockner and Michael Arsenyevitch, at \$2,040; Diana Mandel, at \$2,208; Maurice Ruggerello, at \$2,400.

### Department of Markets

Appointed—Frank Alba and Joseph C. Schettino, Temporary Laborers at \$5.50 a day.

Services Ceased—Lawrence Gruft, Inspector of Markets, Weights and Measures, at \$2,250.

### Department of Sanitation

Services Ceased—Sanitation Men: Boleslaw Fijatkowski, at \$2,200; Louis Fierman, at \$2,040, and John P. Koster, at \$2,320.

### Department of Public Works

Appointed—Bridgeman and Riveters at \$16 a day; Rudolf Naesheim and George J. Bullinger, Francis J. Brantle, Cleaners at \$1,040; Annie L. Cain, Hannah Maguire, Renee Patowe, Chemical Laboratory Assistant at \$1,500; John T. McLaughlin, Bridge Tender at \$1,440, Senior Maintenance Men at \$2,500; Cornelius D. Curtin, Edward Myers, Cyrus Adler, Laborer at \$5.50 a day. Laborers at \$1,860; Frank La Furno and Martiles Moreno, Joseph F. Nuccio, Frank O. Dailey and Julius Martinez, John F. Feeney, Oiler at \$8.72 a day.

Salaries Fixed—Cleaners at \$1,140 per annum; Angela R. Lawlor, Erna Langer and Ella F. Sepp, Laborers at \$1,860 per annum; Ernest W. Halm, Richard Kinsella, Clement M. Logredo, Jacob K. Lorentzen and George Parkinson.

Title Changed—From Automobile Engineman to Attendant at \$2,640 (\$2,400); Frank G. Madden and William J. Kelly.

Reassigned—Maximilian Furchtgott, Assistant Electrical Engineer at \$3,480.

Services Ceased—Belle McCoy, Cleaner at \$1,440; Elaine M. Hannibal, Cleaner at \$1,040; Mary A. Gilmartin, Cleaner at \$1,140. Cleaners at \$1,320; Charles A. Butler, Luciano DiGiacomo, James E. Bond, Ralph Iovino, Cleaner at \$1,560. J. R. Flynn, Oiler at \$8.72 a day; Julius Martinez, Laborer at \$1,860; John La Caruba, Laborer.

### Department of Water Supply, Gas and Electricity

Appointed—Fred Schlagel, Vincenzo M. Pungello, Luca Bianco and Raymond M. Toumey, Temporary Laborers at \$1,800.

Died—Vincent Naro, Oiler.

Retired—William Stewart, Oiler.

Services Ceased—Vito Turco and Raymond Corde, Temporary Laborers at \$1,800; Patrick F. Duhig, Temporary Stationary Engineer at \$10 a day.

### President, Borough of Queens

Retired—Louis A. Zahn, Laborer, Bureau Highways.

Reassigned—Thomas Finnen, Laborer at \$1,740, Bureau Highways.

amity with their families, their neighbors, and their business associates."

Sidney Fine, attorney for Samuel March, made sure that this statement came to the attention of the Board of Transportation. He wrote letters to Commissioner Edward C. Maguire of the Board, on whose desk the case has been gathering dust since last May, and to the legal division of the Board.

He reminded the officials that he had written them on August 10, 1944, asking for a bit of speed, and that his letter hadn't even been answered; and suggested that Colonel McDermott's statement seemed to indicate that March was entitled to immediate and full reinstatement. March had had a hearing on May 3.

A point of interest to civil service workers is the fact that prior to the issuance of this statement by Colonel McDermott, his office had received complaints from other New York City employees who had run into the same situation.

# No Dual Job Purge In Hospitals Dept.

No dual job purge is in view for employees in the NYC Hospital Department. Despite rumors in other papers that the hospital workers are due for questionings and disciplinary action, officials say that isn't so.

Here's what happened, as explained by an official of the department.

When Commissioner of Investigation Edgar Bromberger investigated private transportation companies, he found that some hospital workers were employed there after hours. He reported that fact to Mayor LaGuardia, and the Mayor asked the department to check on these employees to see if their City work was unsatisfactory because of outside employment.

The check was made, and that closes the situation so far as the Hospitals are concerned.

### No One Fired

"No one has been fired for holding an outside position; no such action is contemplated", that's the word from the Hospital front office.

Many of the top men in the department are fully aware of the fact that the low salaries paid to hospital workers makes it necessary for them to add to their income by outside work.

# Subway Worker Gets Back Pay As of Jan. 1, 1944

Last week, another employee of the NYC Board of Transportation handed in a signed cost-of-living agreement and received the extra money. But the award was made "effective January 1, 1944."

This time, it was Norma Marmor, a junior chemist, whose salary was upped from \$1,500 to \$1,740 when she turned in the waiver required in order to get the bonus.

City firemen, who have been told by Mayor LaGuardia that their cost-of-living bonus can't be made retractive, are still wondering why the transit workers (and other City employees) get that break.

# U. S. Fire Fighters Protest Overtime Without Pay

The Federal Uniformed Firefighters Association of the Second Service Command at a recent meeting held at Pelham, New York, unanimously voted to sign their pay checks or payroll records "under protest." Such action was on the advice of their attorney for the preservation of their claims for overtime due for working more than 40 hours each week. Though originally hired on the bases of a 40 hour week they are now compelled to work 48 hours per week.

The vote was taken in contrast to a resolution to strike or terminate their employment. The members turned down drastic action on the grounds that it would be both unpatriotic, and interference with the war effort and a jeopardy to the flow of essential war material.

The members compared the established wage scales for their position with the salaries paid to persons employed in less hazardous positions and concluded that the salaries paid to the members were substandard.

Progressive fire prevention and fire losses sustained by the cussion. It was established that fire losses sustained by the Government prior to the establishment of the permanent stantially reduced.

### Kane to Speak

Vincent J. Kane, President of the Uniformed Firemen's Association of Greater New York, who was recently reelected for his twelfth term as Vice President of the New York State Federation of Labor, has been invited to address a forth coming meeting. Kane is also Vice President of the International Association of Fire Fighters and a member of the Executive Council of the Central Trades and Labor Council of Greater New York.

# Service Rating Study No Longer Has Bromberger

The group of City officials who have been selected by Mayor LaGuardia to see if they can figure out improvements on the present service ratings system will meet again during the second week in September.

William H. Latham, chief engineer of the Parks, is now chairman of the committee, after Commissioner of Investigation Edgar Bromberger stepped down from that role. Reports are that after the fuss created by the dual job investigation, conducted by Bromberger's office, he felt that too many employees would shy away from the study if the Investigations office were too closely connected with it.

# NYC WELFARE EMPLOYEE WINS NEW GUINEA PROMOTION

Thomas A. Boyle, formerly a social investigator with Welfare Center 60, in Brooklyn, has just received a promotion from the American Red Cross, where he is on leave from the NYC department of Welfare.

He has been appointed Assistant Field Director in New Guinea, where he now stationed.

# 7 More Agencies Get Clerical Promotion Lists

Here are promotion lists to clerk, grade 3 and 4 for seven NYC department which were released last week.

- Promotion to Clerk, Grade 4, Department of Purchase
- 1 C. M. Meyer 10 Joseph V. Gallo
  - 2 Samuel Adler 11 Isidore Siegel
  - 3 E. R. Jacobson 12 H. M. Schaefer
  - 4 F. L. Johnson 13 Maurice Abrams
  - 5 W. G. Zimmer 14 Solly Minsky
  - 6 Edna R. Brennan 15 Claire P. Shea
  - 7 Timothy Cronin 16 R. A. Giarrusso
  - 8 Anna R. Lewis 17 Benj. Rosner
  - 9 S. E. Blount

- Promotion to Clerk, Grade 4, Office of the Comptroller Bureau of Excise Taxes
- 1 S. H. Illson 3 Sol. Margulies
  - 2 Eleanor Weiss 4 Anna M. Whalen

- Bureau of Audit
- 1 Julius H. Greene 8 Wm. McKeough
  - 2 C. T. Armus 9 Daniel P. Cronin
  - 3 J. C. Brachfeld 10 D. J. Uhlfelder
  - 4 Marcus D. Verter 11 Rose A. O'Neill
  - 5 G. Blumanfeld 12 Leon Falcon
  - 6 M. J. Maloney 13 J. A. Califano
  - 7 George Shapiro

- Bureau of Administration
- 1 Mary C. Clapper 7 John G. Balich
  - 2 Bert. P. Drexler 8 Isidore Suchoff
  - 3 Geo. H. Hopping 9 Ray. W. Kearns
  - 4 Jean. Jacobson 10 Wm. L. Thoma
  - 5 Nellie Ginsburg 11 Herbert Siegel
  - 6 Harry W. Riegert 12 J. P. Slattery

- Promotion to Clerk, Grade 3, Domestic Relations Court
- 1 William Liss 9 Sylvia Faden
  - 2 Florence Colin 10 B. H. Minken
  - 3 Sylvia Beers 11 Rose F. Golden
  - 4 John J. Tracy 12 F. E. Springer
  - 5 B. Briskman 13 Jeannette Moritz
  - 6 Joseph J. Rock 14 Rowena D. Block
  - 7 Ella V. Small 15 Anne Stern
  - 8 Ruth Premitka 16 M. Grossberg

- Promotion to Clerk, Grade 3, Borough President of Brooklyn
- 1 Martha Malce 3 Paul P. Harlin
  - 2 C. L. Severance

- Promotion to Clerk, Grade 3, Court of Special Sessions
- 1 Wm. J. Schiele

- Promotion to Clerk, Grade 3, Board of Estimate
- 1 C. M. Cassidy 6 Mary A. Curtia
  - 2 Arthur Weissman 7 Harold Anker
  - 3 Norma Spero 8 John F. Bottone
  - 4 P. P. Harding 9 R. Schulmah
  - 5 Bertram R. Klein 10 Regina Fox

- Office of the Secretary
- 1 Harriet Stein 2 Philip G. Geary

- Promotion to Clerk, Grade 3, Board of Estimate, Real Estate Division
- 1 Janice Murphy

- Promotion to Clerk, Grade 3, Law Department
- 1 Morris B. Fried 16 Murray Kaplan
  - 2 H. E. Maloney 17 Bertha Roberts
  - 3 D. W. Kingston 18 Rose G. Sparer
  - 4 J. L. McLaughlin 19 John J. Simmons
  - 5 John J. Lyden 20 Freda Forman
  - 6 James J. Coyle 21 F. Schildkraut
  - 7 Meyer Brown 22 Ralph J. Pilla
  - 8 A. Marcus 23 Alice C. Kells
  - 9 E. Miller 24 E. C. Devlin
  - 10 M. Sherbowski 25 F. Steingart
  - 11 G. A. Felner 26 Anne Rothstein
  - 12 Julius Splayner 27 Jeannette Kaplan
  - 13 Esther Fried 28 Freda Solomon
  - 14 August Mann 29 James A. D'Kon
  - 15 Grace M. Libby 30 Helen J. O'Leary

# NYC Mechanics Find Out You Can't Fight City Hall

By JEROME YALE

"You can't fight City Hall", and a group of New York City employees are complaining that the old adage is only too true. Here's what happened to them.

As skilled craftsmen, they are entitled by law to receive the prevailing rate for their type of work. They believe that the City wasn't paying them enough and filed claims with the Comptroller's office. Some of these claims have been hanging around the Comptroller's office since 1939, others resulted in law suits to compel payment of the correct rate.

Auto machinists, mechanics, other skilled workers, recently won a victory and had their rates upped and won verdicts for back pay, which, in some cases, will amount to over \$1,000.

### Trick Up the Sleeve

But last week, the City showed that there are still some tricks up

the municipal sleeve. These men were previously working 250 days a year, and paid on a daily rate. Now their total working time has been cut to 214 days, so that they'll make more each day they work, but at the end of the year there won't be any more on their total income.

"This can't be helped," say City officials sadly. "The budget only allows so much money for each man."

But the mechanics think it's just an attempt on the part of the City to cut some fancy corners and take away the results of their fight for more dough.

# NYC Welfare Staff Sour On New Personnel Set-up

Until recently, employees of the NYC Department of Welfare had an outlet for their woes. Edith Alexander headed the Bureau of Staff relations which worked as a link between the employees and the administration.

Miss Alexander used to meet regularly with employees and then present their suggestions and complaints to Acting Commissioner Harry W. Marsh. But a few weeks ago, Miss Alexander was appointed to the Mayor's Committee on Racial Unity.

The duties which she formerly held were assigned to Deputy Commissioner Joseph P. Piccirillo.

The employees generally like Commissioner Piccirillo, but they feel that handling the many personnel problems which come up in a department as large as Welfare, calls for a full-time job. And the Commissioner seems to agree with them. He says there's no idea of abolishing the Staff Relations Bureau, and that he's just holding the assignment temporarily.

But the employees would like to see some action and they feel that their many problems are being pushed aside.

### Purpose Nullified

One employee organization has protested that having a deputy commissioner in charge of the staff bureau means that the one man

is "judge, jury and executioner" and that this nullifies the whole purpose of the staff relations set-up which has been part of the Welfare organization for over eight years.

### The Problems

Present employee problems include:

TRANSCRIBING TYPISTS: They'd like a boost to a \$1,200 — \$1,800 bracket. Now plans call for a "small" bonus and additional civil service credits to make up for the lack of cash. They'd rather have more cash.

THE BONUS: Appointments to Welfare are made at the base salary without the cost-of-living bonus. That makes it harder for the department to hire new employees from civil service lists, as they pick departments where they can start at \$120 a year more.

PROMOTIONS: Lack of promotions is a perennial cause of conflict in Welfare. Among the promotion lists which employees would like to see used, are: Stenographer, grade 2 and 3; and Accountant, grade 2.

# Hearings Concern Health Officer, Nurse

Public Hearings affecting Health Officers and Hospital Nurses will be held on Wednesday, September 6 at 2 p.m. at the offices of the NYC Civil Service Commission, 299 Broadway, New York City.

The Health proposal is to create two new titles of Health Officer in Training and Junior Health Officer, both at \$2,400 a year to allow for one-year internships in the Health Department.

In the hospitals, it is proposed to set up a classification of Pupil Practical Nurse, at \$120 a year with maintenance, or \$340 a year without maintenance for one-year training courses in the City hospitals.

# Transit Board Adds To Staff

Last week the NYC Board of Transportation added 7 people to its office staff. They are:

Bookkeeper: Alice Vemian, \$1,201.

Junior Chemist: Arthur Weiss, \$1,681.

Office Appliance Operator (Boroughs Accounting or Bookkeeping Machine No. 7800): Helen Love, \$1,560; Ruth Pearl, \$1,560; Shirley Romerfeld, \$1,560; Leah Schwartz, \$1,560.

Office Appliance Operator (National Cash Register Accounting Machine): Gloria Rosenthal, \$1,440.

# WSGE Employees Get Cash Help Without Red Tape

An employee of the NYC Department of Water Supply, Gas and Electricity who runs into a minor financial jam can get help right in the office.

The Welfare fund of the department make loans up to \$25 to workers who find themselves short, with a minimum of red-tape and no interest.

The only rules are that the employee must make the request for a loan through his immediate superior. \$25 is the maximum, and it must be paid back in installments of at least \$5 a month. Then there must be a 60-day wait after one loan is repaid before another may be taken out.

In emergencies these rules may be waived, and the loans are kept quiet between the employees and the officers of the Fund.

# Employees In Sales Tax Unit Win Pay Increases

Supervisors and bureau heads should get a little more money than the people who work under them, in the opinion of the NYC Comptroller's Office, which was able to arrange increases of \$120 to a group of employees who head units in the Sales Tax Division.

Following are the increases which went to the office staff, and 5 recent promotions approved by the Budget Bureau:

Promoted—Anna M. Casey and Dorothy Friedenreich, to Stenographer at \$1,801; Henrietta Volper, Frank Cucci and Elsie Levey, to Clerk at \$1,201.

Salaries Fixed—Accountants: Irving M. Haspel and Oscar Rubenstein at \$2,940; George Schoufield at \$2,880; Senior Accountants: William P. Baurle at \$3,480; Michael Sisti at \$3,600; John J. J. Tormey at \$3,730. Inspectors of Foods: Edward Borneman at \$2,880; Piladis J. Cellai, William J. Farrell, Carl O. Luchtenberg and Sidney Rosenwasser at \$2,760.

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# "Prevailing Wage" Is Source of Friction

One constant cause of friction between New York City and its employees is the business of "prevailing wage." Under State law, workers in skilled trades are entitled to earn the same salary as those doing similar work for private industry in the locality.

Recently, cases involving the auto-machinists, machinists helpers, sign painters, letterers, licensed firemen and cranesmen were settled. The daily rates for other craftsmen listed below are all under complaint by the workers. These rates include a \$1 a day cost-of-living bonus.

Electrician	\$12.20
Electrician's Helper	8.00
Wireman	10.00
Foreman Carpenter	13.20
Carpenter	12.20
Bridge Painter	15.00
Carriage Painter	10.50
House Painter	10.50
Varnisher	10.50
Plasterer	13.00
Foreman Machinist	11.00
Machinist	10.00
Machinist's Helper	8.00
Blacksmith	10.50
Blacksmith's Helper	8.00
Stationary Engineer	10.00
Senior Stationary Engineer, Electric	11.50
Stationary Engineer, Electric	11.00
Crane Engineer	11.40
Licensed Fireman	8.00
Oiler	8.72
Bridgemen and Riveter	17.00
Welder	12.20
Bricklayer	13.00
Stonecutter	13.00
Marble Setter	13.00

Steamfitter	12.20
Steamfitter's Helper	9.25
Plumber	13.00
Plumber's Helper	7.00
Sheet Metal Worker	12.20
Auto Machinist	10.00
Auto Mechanics	9.75
Auto Electrician	9.75
Battery Constructor	9.00
Mason's Helper	9.00
Ship Carpenter	9.00
Housesmith	12.20
Letterer	12.75
Wheelwright	10.00
Carriage Upholsterer	11.00
Harnessmaker	9.00
Rubber Tire Repairer	8.75
Tractor Operator	10.00
Boilermaker	11.00
Marine Stoker	8.00
Captain (Engineer)	14.20
X-Ray Electrician	12.00
Cable Splicer	12.00
Foreman Lineman	11.00
Lineman	10.00
Horseshoer	10.50
Job Composer	12.00
Composer	11.00
Pressman	Per week 50.50
Feeder	Per week 47.50
Nickel Plater	8.75
Pattern Maker	10.00
Foreman of Pavers	15.20
Paver	14.20
Rammer	12.00
Flagger	12.55

# State, U. S. Employees Get NYC Pension Credit

Former New York State and Federal employees who come into the NYC service can get credit for the time worked with the other agencies for time-service towards their retirement, but the process is a little involved, and in some cases not very practical.

U. S. workers can get the credit only for time worked before October 1, 1920. In order to obtain pension benefits for the time given to the Federal Government, the employee must pay into the City pension fund the amount he would have contributed if he had been working for the City at the time. This may either be paid in a lump sum, or in regular installments over two years. As the Pension Bureau explains the background; October 1, 1920 is the date on which the NYC Pension System was officially established. Then legislation passed in 1929 made it possible for ex-U.S. employees to gain the pension benefits.

State employees who take a City job may obtain full credit for time worked with the State. But what

they must do is to have their pension contributions transferred from the State Pension Fund to the City system. Then computations are made to correct the difference between the City and State salary deductions.

However, the fact that these pension credits are allowed does not give the new employee seniority with respect to promotions or against layoffs. His City seniority begins when he steps into the municipal job.

At present some veterans organizations are working for changes in the law which would allow pension payments and gain credit for the time spent in the armed forces before taking the City job.

# What NYC Eligibles Should Know

(Continued from Page 1)

guarantee that you will receive all mail sent to your old address. A delay in forwarding a Call Letter from an old address to a new one may cost you appointment.

**7. QUALIFYING EXAMINATION: MEDICAL, ETC.** Every eligible must pass a qualifying medical examination before appointment. If you have already taken a complete medical examination as part of the examinations you have just completed, you will not have to take another Commission medical examination unless your result Card is marked "Conditional Medical". However, most eligibles are not examined medically until after the list comes out. Moreover, eligibles on some lists are summoned for other qualifying examinations, practical, oral, etc. of which they will receive due notice.

As a matter of convenience to yourself, take these qualifying examinations when called even if you are not then in a position to accept appointment because your absence will disqualify you for appointment until at least the next qualifying examination. Further opportunities to qualify are discretionary with the Commission. These examinations are given at the Commission's convenience and are not to be taken as a certain indication that you will be appointed soon.

**8. CITIZENSHIP and RESIDENCE.** All appointees in municipal civil service must be citizens of the United States. They must also be bona fide residents of the City of New York for the three years immediately preceding appointment in all City agencies EXCEPT

Board of Education, Board of Water Supply, Board of Transportation, Board of Higher Education, Triborough Bridge Authority, New York City Tunnel Authority, New York City Housing Authority, Municipal Civil Service Commission AND:

Positions located outside New York City  
Positions paid from funds other than those of the City  
Positions exempt specifically from this requirement

**9. INVESTIGATION.** The Commission investigates all appointees to ascertain their general fitness to serve the people of the City of New York. This investigation will cover character, job record, arrest record (if any), experience, education, etc. THIS IS IMPORTANT: It will also check you compliance with the advertised requirements for the position for which you took the examination.

If the needs of the service require such action, the Commission may certify your name subject to future investigation. If you accept appointment, be mindful that failure to qualify in investigation will mean the immediate termination of your services.

**10. CERTIFICATION.** When a city agency is ready to fill vacant positions, it asks the Commission to supply it with a list of eligibles from which appointments may be made. The Commission prepares a list of available eligibles, that is, eligibles who are qualified and who have not declined previous offers of similar appointment. This list of names arranged in their numerical standing on the list with addresses is the Certification.

The city agency (and not the Commission, except for its own vacancies) then notifies the eligibles concerning appointment by sending them "Call Letters" setting a time and place for interview. Consideration and appointments are made from among those who appear and are willing to accept in their numerical order. Some agencies require a medical examination as a condition of appointment. The appointing officer may delay appointment at his discretion for a short time to suit the personal situation of the eligible. Eligibles not accepting must decline in writing.

After his appointments are made, the appointing officer reports to the Commission on the certification down to at least the last eligible appointed, listing the appointments, declinations, failures to respond, and Call Letters returned by the Post Office. After the time of interview is passed and the appointments have been made, any questions regarding the certification should be addressed to the Commission and not the City agency.

(To be Continued)

# Temp Cops Have Problem: Can't Afford Uniforms

The temporary war-duration New York City patrolmen have a real problem on their hands—clothing. They can't afford it.

The men had originally purchased summer uniforms, at a cost of \$105 to each of them. Now they're faced with the necessity of purchasing winter uniforms. Tailors of patrolmen's uniforms won't extend credit. They'll sell to the temps for cash only.

Officials of the Temporary Patrolmen's Association took a survey of the men on the job, and discovered that only five of the employees are able to make the necessary cash outlay.

So now the boys are fearful about what will happen to them as a result of their inability to afford the necessary uniforms.

How to solve the problem will constitute the main subject of discussion at a meeting of the Temporary Patrolmen's Association to be held on Tuesday, September 5, 6 p.m. at Goddard Neighborhood Center, East 34th Street and First Avenue.

All temporary cops not on duty are asked to come.

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# Heffley and Brown Secretarial School

On September 5 and 11, the Heffley and Browne Secretarial School will begin its fall session, it was announced by Dr. Robert Strobridge, Director.

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# Civil Service LEADER

MEMBER AUDIT BUREAU OF CIRCULATIONS  
97 DUANE STREET NEW YORK CITY COrtlandt 7-5665

## Federal Employees— Urgent!

**T**HE time is here for Federal employees to put up a quick, determined, concentrated battle. At stake, if they win: Security during that period of unemployment when, after the war, they are severed from their Government jobs.

At stake, if they lose: Insecurity during that period of transition.

As reported editorially in last week's LEADER, the Ways and Means Committee of the House of Representatives killed a proposal in the George Bill (S. 2051) which would have provided unemployment compensation for Government employees.

Last week, Senator Walter F. George wired The LEADER, explaining the proposal and its fate: "S 2051 INTRODUCED BY ME AND WHICH PASSED THE SENATE PROVIDES FOR UNEMPLOYMENT COMPENSATION FOR ALL CIVILIAN FEDERAL EMPLOYEES AT THE STATE LEVEL. THE EMPLOYEE MAY FILE CLAIM IN ANY STATE, REGARDLESS OF THE STATE OF HIS RESIDENCE, IN WHICH ANY PART OF HIS SERVICE FOR THE GOVERNMENT WAS PERFORMED. HOPE THIS PROVISION WILL BE RESTORED BY THE HOUSE OF REPRESENTATIVES TODAY BUT OUTCOME DOUBTFUL."

The House did not restore the provision. But the Senate voted in favor of the bill. The LEADER learns that when Senate and House conferees meet on this bill, the Senators will stand firm in favor of the provision. This means that Federal employees have powerful support. The House will fall into line—if U. S. employees get to work now—fast.

Here's the job to be done: First, make sure your Congressmen and Senators hear from you. Second, let your family and friends communicate with the gentlemen in Washington immediately.

Third, every employee organization should muster its strength and make that strength felt with the political leaders. This is an election year, you know.

Fourth, these organizations should not be too proud to solicit the aid of other groups. And, on the other hand, organizations of Government employees at local and State levels should consider it their job, too, to pitch in and help. Not only because the principle is good, but because a victory for unemployment compensation at the national level will help gain a victory for unemployment compensation at lower governmental levels.

Fifth, newspapers, newspaper columnists, radio commentators, should be reached and given the employee point of view, because they'll be treating this matter as news.

We suggest a perusal of last week's LEADER editorial as a basis for establishing your arguments.

There's no time to lose. If you don't act now, it'll be too late.

## Letters

### Extra Pay For Faithful Workers

Sirs: I know a Federal Civil Service employee who has served the Government faithfully, for 24 years without having taken any sick-leave.

I think that the morale of the service would be lifted if some extra compensation was granted to all employees who serve five years or more without taking sick leave.

D. A. WALKER

### Should Clerk Be Promoted After 10 Years?

Sirs: Your organization has an outstanding record as champion for the welfare of the city employee, therefore, we are appealing to you to use your good offices in sponsoring a bill in our behalf.

It is our opinion that any clerk in the city service in one grade for a period of ten years be automatically promoted on the basis

that he has the knowledge and experience required. The reason for a bill of this kind is to give an employee in this category some incentive in his position, rather than have him remain stagnant in his grade; thus, recognizing his length of service.

May we ask your kind indulgence in this matter and trust you can see your way clear to get

- S. FELDMAN,
- M. J. COSENTINO,
- VINCENT ALLORO,
- M. BURNS,
- M. G. LAFFAU,
- P. MILLER,
- CHARLES A. HULL,
- JOHN J. FOX,
- M. FRIEDMAN,
- H. KATZ,
- SAMUEL H. GLANTZ,
- S. ULMAN,
- H. G. SCHWARZE,
- ANNA L. DEEGAN.

What do other NYC clerical employees think of this proposal—Editor.

### How Public Works Handles Dual Jobs

Sirs: I am an employee of the NYC Department of Public Works and I feel that what has happened to some of my co-workers should be brought to public attention.

Several men in the Department were working after hours for the Railway Express Company. With a salary of \$1,440, they didn't have much choice. It was either work outside, or stand on corners with a tin cup.

Then they were called in to the Office and asked about their two jobs.

Next step was assignment, with

## Don't Repeat This!



### In the Service

Major Frank J. Lavery, former civil engineer with NYC Public Works, has graduated from the Charlottesville School of Military Government, and is awaiting his APO and overseas assignment. . . . Sergeant Jesse Tompkins, formerly a Public Works cleaner, has one of the longest World War II service records—40 months, of which 23 were spent in the Pacific. . . . Pfc. Sal D'Amico, formerly of Central Courts, Brooklyn, has bicycled over hundreds of miles of British country lanes, now knows them so well he could be a traffic cop there. . . . Lt. Bill Jorgensen, USCG, formerly NYC Custodian of Buildings, now at 42 Broadway with a new assignment. . . . Pvt. Bertram Gibbs, ex-Bureau of Bridges worker, has a commercial pilot license, an instrument rating, and 2 ground instructor ratings. He's in the glider service. . . . Pvt. Jack Braverman, who used to be a WNYC radio operator, makes his pals envious with stories of surf-gamboling in Waikiki and spend his evenings watching hula dancers. . . . Ray Flynn, who used to be a sewage construction expert for NYC, is now with the Army Air Forces in a civilian capacity. His job is to lay out air fields, and it takes him all over the world. . . . Arthur Foley, ex-NYC bridge worker, now Photographer's Mate 1/c, recently became a grandfather. . . . Anthony Muffetone writes to his friends in the NYC Street Lighting Bureau and tells about a shower which his group of engineers erected in France. "It consisted," he says, "of a large water tank with faucets, held about six feet off the ground by a barrage balloon, with a tarpaper fence around it to assure privacy. . . . Electrician's Mate William Layden jr., also from the street lighters, is complaining about the torrents of rain on Russell Island in the Solomons, where he is stationed. . . .

### Odds 'n' Ends

Marshall E. Dimock, Professor of Political Science, Northwestern University, wrote an article about bureaucracy which—he hoped—would make that phenomenon easier to understand. Here is the good Professor's own definition of bureaucracy: "The composite institutional manifestations which tend toward inflexibility and depersonalization." So there! Now you understand! . . . H. Eliot Kaplan, executive secretary of the Civil Service Reform Association, wrote the Court of Appeals brief in the Philip Hines case in 24 hours! Kaplan has a photographic memory, can quote legal citations and their page numbers. . . . But if his wife asks him to bring home lettuce for dinner, he forgets. . . . And Henri Schwob, secretary of the NYC Hospitals Department, has a profound knowledge of the Bible. . . . The Social Register doesn't admit Fiorello LaGuardia to its snooty pages. But Fiorello's secretary, Goodhue Livingston, is there. . . . Borough President John Cashmore of Brooklyn never doffs his jacket, no matter how high the temperature. . . . This didn't make the papers: A woman came into City Hall last week complaining that she had been beaten up by a cop. A medic from the Hospitals Dept. rushed over and examined her. The matter was hushed up. . . .

awkward hours of work to the most unpleasant spots the Department could find. So they had to either give up their outside jobs, or leave the Department. They figured that a permanent job is worth holding, so they gave up the outside jobs.

The employees think it's a shame the way these men were treated.

And another thing. We wonder why this Department should be just about the only one to put in an extra four hours a week, and have to work on Saturdays during the summer.

### FROM THE 18TH FLOOR NYC MUNICIPAL BLD'G

The LEADER checked with department officials on this business of the men who had outside jobs being transferred. "They were called in," admits the Department, "and they might have been transferred. But there is no connection between the two facts." That is their answer.—Editor.

## Merit Men



Major Denton H. Reed

THE PROMOTION of Major Denton H. Reed to the rank of Lieutenant Colonel was announced last week by Brig. Gen. H. N. Gilbert, Director of the Office of Dependency Benefits in Newark, New Jersey.

The ODB now administers nearly 7,000,000 monthly family allowance and Class E allotment-of-pay accounts on behalf of 20,000,000 soldiers and dependents.

Had Been in Civil Service  
Colonel Reed is Officer in Charge of the Personnel Branch of the ODB. Before entering the Army, he was placement officer at the Veteran's Administration, Washington, D. C. Prior to that, he was personnel director with the District of Columbia Board of Public Welfare and had been with the United States Employment Service.

On June 21, 1942, he was commissioned a captain and assigned to the Dependency Allotment Division of the Adjutant General's Office. He has been serving in

the ODB since that agency was organized by the merger of several war offices.

He's the descendent of an early American family. His great grandfather, David Reed, enlisted in a Pennsylvania artillery regiment of the Continental Army and was with Washington at the surrender of Cornwallis at Yorktown; his grandfather, Willis Boone Reed, pioneered in the development of Minnesota. The present Lieutenant Colonel Reed was born in Westport, Minnesota.

Colonel Reed attended high school in Sauk Center, Minnesota, the town made famous in Sinclair Lewis' Main Street. After attending Hamline University in St. Paul, Minnesota, he was principal of La Prairie Consolidated School, Grand Rapids, Minnesota.

Handles World-Wide Business  
Coming from the civil service into the Army handed Colonel Reed many problems. He was faced with the tough job of making civil service rules and Army regulations work together.

Then he was faced with the task of building up an organization of 10,000 employees. Later, he had to set up a process for reducing the force when Washington ordered a reduction throughout the War Department. A few months later, he had to go on a recruiting spree when an OK came through to expand the staff.

For a while there was tension at ODB between white and colored employees. Also the newcomers resented the old civil service workers who came from Washington and seemed to get the "breaks". His job was in many ways as tough as a field Army Command.

In its two years of operation, the ODB has disbursed more than five and a half billion dollars in monthly payments. More than 95,019,825 ODB checks have gone to homes all over the country and to many localities outside the continental United States. In addition to the checks, the ODB has handled a staggering volume of other mail, aggregating 73,174,130 pieces.

## POLICE CALLS

### The Status of a Patrolman Who Was Released As 4-F By The Army

New York City's policies regarding returning policemen who come back disabled as a result of their military service is the subject of considerable interest lately, and not only to members of the uniformed force, but also to Federal and Selective Service Officials.

Both the Federal Civil Service Commission, and New York City Selective Service headquarters have set up advisory organizations to help returning veterans and they both had their attention called towards the City Police Department last week.

The Civil Service organization was in a quandary over this situation: Some returning veterans had been on City eligible lists for the Police Department. When they came back, they had physical handicaps, which they didn't have when they originally took the Police examination. Now, they are getting a "So Sorry" from the Municipal Civil Service Commission, and the Federal Commission was trying figure some way to help them.

Selective Service came into the picture as a result of the case of Walter J. Carlson. He had been on the Patrolman list when he went into the Army. Then he received a discharge and when he came back was given medical examinations by the Civil Service Commission doctors. His Army discharge papers cited "asthma" as the cause of discharge, and the Commission doctors said that Carlson wasn't fit to resume his duties as a uniformed cop. According to Carlson, while he had been discharged for asthma in Louisiana, no trace of the condition could be found by physicians in New York City.

The Police Department was ordered to release him, effective June 30, 1944. Then the Commission relented and said he could remain on the force, but should apply to Veterans Administration for classification as a disabled veteran. Then the Commission would be able to find some other job in the City service for him—such as a bridge guard, subway policeman, special patrolman, etc.—all less desirable jobs than the one he has.

Carlson apparently didn't like this counter proposal, because he went to the Veterans Assistance Bureau of Selective Service. That agency is ready to give him their medical tests, by the highest-ranking specialists, and then

take the case to court, if it seems that his rights are being violated.

However, Carlson has asked Selective Service not to do anything right now. He's been called into the Civil Service Commission for another examination on September 8, and wants to see what happens then before doing anything.

Right now, the status of Carlson (and of Frank J. Murray), who is in an identical fix) sets a new problem for the City Civil Service Commission to untangle.

### Served Probation

Both of these men were appointed to the Police Department in February, their probationary periods expired in August, and according to the records of the Police Department they are now permanent members of the force.

But according to the Commission, they are still under investigation, and their status hasn't been determined. The question which faces the Commissioners is: What happens when a patrolman's probation ends, and he is still being investigated? Normally the six-month probationary period allows ample time to complete all check-ups, but with men returning from the armed forces, records have to come from the Adjutant General's Office in Washington. Other cases call for determinations by Veterans Administration, and all that consumes time.

A policy to be followed in future cases is expected from the Civil Service Commissioners shortly.

Carlson's medical examination is scheduled for September 8. The following Tuesday, his case will appear on the calendar of the Commission. It is expected that the Commission will ask for an opinion from the Corporation Counsel's Office on the legal aspects of the situation.

Meanwhile Carlson, and Murray, are both performing their duties on the police force. They both look as healthy as any other cops and don't show any signs of asthma, at least not to a layman.



# The State Employee

By CLIFFORD C. SHORO  
President, The Association of State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of the LEADER, Clifford C. Shoro discusses all and any matters of interest to employees of the State of New York. He is writing this column with complete leeway to express his own views.

## Albert H. Hall Joins Government Purchasing Institute

THE ANNOUCEMENT of the resignation of Albert H. Hall, Chief of the Bureau of Public Service Training in the State Department of Education, was received with much regret by every civil service employee interested in the betterment of State service. Mr. Hall resigned to accept the post of Executive Vice-President of the National Institute of Governmental Purchasing and will be located in Washington, D. C. In a special message to the Association, he stated: "I have had for many years the highest regard for the Association and its work. I am sure you know that I shall not lose my interest in the work and problems of my former colleagues."

Mr. Hall was one of the pioneers and most valiant of fighters for intelligent programs of in-service training for all workers. And the goal of Mr. Hall's efforts was not vacillating nor indefinite. Its purpose was to improve the worker so that he might improve the service.

### What the Bureau Accomplished

The last report of the Bureau of Public Service Training covered the year 1942-43 and shows that the State of New York leads the nation in the training of its public employees and civilian and war volunteers. State and local employees and volunteers engaged in public civilian war service totalled 107,502 enrolled during 1942-43 in training schools, classes of institutions and special lectures and demonstrations operated under Bureau direction or with Bureau cooperation. The Bureau issued Regents Public Service Training Certificates to 2,007 State and local employees. Financial aid for public employee and civilian war training by the State War Council. We agree thoroughly with the following statement in the report: "This training will have far-reaching and beneficial social effects on the Empire State. The influence of instruction given to 107,502 responsible public employees and leading citizens will radiate in countless directions."

"The Bureau of Public Service Training, the Office of War Training and cooperating agencies have demonstrated conclusively that centralized, professional direction of public training activity on a service basis is feasible and economical. The pioneer work has been done. The stage is set for the crystallization of these advances in the form of a great State institution devoted solely to this effort."

In-service training in public service has been a constant aim of the Association of State Civil Service Employees. This was attested by the programs which it initiated during past years in conjunction with Syracuse University, New York University and Siena College, as well as the courses sponsored directly by the Association.

It seems highly important that the various State departments and agencies should give active support, surpassing any previous efforts, to assure that the work of Mr. Hall and his bright vision for the future are sustained and enhanced.

Obviously, the Civil Service Commission should have a large part in promoting in-service training. The objective of helping the employee to improve his status while improving his service to the people of the State appeals to the worker. The Career Service Law calls for efficiency ratings. Efficiency ratings are not constructive unless they are utilized to discover and correct errors in departmental operation or raise the quality of service of employees. Stemming from Civil Service Commission action would be the sound correlation of all of the factors of personnel administration that help to increase human efficiency.

The classification of positions with definite salary grades and clear-cut lines of promotion take on new meaning when supplemented by such in-service training as interests itself with the employee from the day he begins service until he has attained to the goal of service and of reward for service indicative of maximum efficiency.

As I pointed out in a previous column, one of the greatest needs of effective civil service administration is the establishment in each department and institution of a personnel administrator appointed, or closely identified with the Civil Service Commission, and through whose activity and mediation, in-service training programs and other good personnel direction would flow freely to all branches of the service and to all employees.

## They Want to Pay More Than Retirement Asks

ALBANY—Can the State Retirement System be compelled to accept larger contributions than it is now receiving?

An interesting and unusual case is now before the Albany courts, whose actual effect will be—if it is won by the employees involved—to increase the eventual retirement allowance to which certain employees may be entitled. Reason for this: retirement allowance is based on the highest salary over any consecutive five-year period.

The petitioners in the case are Herbert E. Olson, now employed at the New York State Agricultural and Industrial School as a Senior Social Worker; and Clifford Scott, employed at the same institution as a House Father. Their court application reads that they're instituting the proceeding not only for themselves, but "on behalf of . . . others similarly situated." Attorneys in the case are DeGraff & Foy, of Albany.

Olson entered the State service in 1930. His salary range is \$2,400-\$3,000. Until April 1 of this year, Olson had received his pay in two items: a cash salary of \$2,296; and maintenance, which was valued at \$1,148. This made a total annual compensation of \$3,444.

Scott has been in the service the same number of years as Olson. His salary range is \$1,500-\$1,900. Until April, 1944, he had received cash compensation of \$1,496 a year and maintenance valued at \$748, making a total of

\$2,248.

Now, follow what happened: Prior to April 1, the sum of \$19.84 had been deducted from Olson's semi-monthly pay-check—based on a gross salary of \$3,444 per year. Clifford Scott had \$3.85 deducted from his semi-monthly check. These deductions represented contributions to the Retirement System.

Then, on April 22, the Comptroller discontinued the deduction of these amounts, and instead chopped off only \$16.60 from Olson's check, and \$3.26 from Scott's.

The change was made because the Budget Director had established new maintenance values under section 42 of the Civil Service Law. The value of maintenance received by Olson was established at \$585.12; and Scott's maintenance was set at \$404.

Yet, both men continued to receive, after April 1, exactly the

(Continued on Page 15)

## Pay Raise Legal For Temporary State Employees

ALBANY—In an opinion to the budget division this week, Attorney General Goldstein held that a special appropriation of \$1,000,000 made by the 1944 Legislature can be used to finance higher salaries of persons temporarily promoted.

"No limitation restricts salaries of temporary employees to less than those for permanent employees," he told Deputy Budget Director Craig.

"Where a policy is adopted to pay the same salary that would be required on permanent promotion the temporary employee is 'legally entitled' to the same consideration so as to make available the appropriation supplementing regular items where those items were insufficient.

"A permanent appointment to a higher grade from an open competitive list is a 'promotion' within the meaning of such appropriation."

## Committee Set Up To Study New Budget Proposals

ALBANY—The Executive Committee of the State Association last week expressed general dissatisfaction with the plan proposed by the Budget Director, John E. Burton, for a revision of the pay scales as now set up in the Feld-Hamilton Law.

A Committee was appointed by Mr. Shoro to make a detailed study of the plan and to present objections to the Budget Director. Members of the Special Committee:

Leo F. Gurry, Marcy; Milton Schwartz, New York City; John McDonald, Rochester; John F. Powers, New York City; Jesse B. McFarland, Albany; Wayne W. Soper, Albany.

## STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

### State Troopers Protected by the Civil Service Law

MEMBERS of the New York State Police are entitled to the same protection against arbitrary disciplinary action which is granted other State employees. They cannot be disciplined except in accordance with the provisions of the Civil Service Law. Thus ruled the Suffolk County Supreme Court in a recent case.

### Facts in the Case

The case involved a corporal who entered the service in 1932 by way of competitive examination. He was promoted to corporal in 1939 after examination. This May, a superior officer charged that he had disobeyed orders. The corporal was ordered to appear before the Superintendent of State Police in connection with the alleged dereliction of duty. He was given an opportunity to explain a written report previously submitted by him and after stating the report was true, was confronted by two witnesses who contradicted him. The Superintendent gave him a chance to explain the discrepancies, but the corporal was unable to do so. Thereupon, the Superintendent made a decision demoting the corporal and reducing his salary by \$250 per year.

### Decision of the Court

On these facts the Court ruled that the employee had not been given the written charges of incompetency or misconduct and the opportunity to answer the same in writing to which competitive class employees are entitled under the Civil Service Law. Although the Executive Law authorizes the Superintendent to make rules and regulations for the discipline and control of the State Police, subject to the approval of the Governor, no such rules had been promulgated at the time of the hearing. Inasmuch as Section 22 (2) of the Civil Service Law had not been complied with, the demotion was held improper by the Court and the employee was ordered reinstated. (*Gaughan v. Gaffney*)

### Grounds for Removing Policemen

In another recent case, decided

by the Appellate Division, a New York City policeman who was removed on charges was denied reinstatement.

This policeman had been removed after a hearing on charges. Said the Court:

"Quite apart from the charges of leaving his post and being found in a barroom on three different occasions within two months, petitioner's conceded and flagrant insubordination in refusing to return to his post when ordered to do so by two of his superiors not only justified but required his dismissal from the force." (*Krause v. Valentine*)

These removals would, of course, justify removal from a State position as well.

### Special Privileges Granted State and Local Police

Apart from veterans of prior wars and exempt volunteer firemen, civil service employees, including State employees, are not entitled to a hearing on charges of incompetency or misconduct before removal from service.

However, members of police forces, both State and local are granted this privilege even when they are neither veterans or exempt volunteer firemen.

Section 94 (2) of the Executive Law provides that "the members of the state police shall be appointed by the superintendent and may be removed by him, after a hearing."

Section 891 of the Unconsolidated Laws provides that "a policeman serving in the competitive class of civil service in any city, county, town or village of the state, any provision of law, rule or regulation to the contrary notwithstanding, shall not be removed from his position except for incompetency or misconduct shown after a hearing upon due notice upon stated charges, and with the right of such policeman to be represented by counsel at such hearing and to a judicial review."

Legislation introduced in recent years to give a similar protection to State and local competitive civil service employees generally has consistently failed of enactment.

## Merit System in New York State Only 50% Effective, Says Reform Association

The Civil Service Reform Association this week issued a report condemning the merit system in New York State, in strong language, as "only half as effective as it could be made." Without blaming any individuals for the condition, but placing responsibility upon tradition, methods, and the general inferior place of civil service commissions among government agencies, the Association made specific suggestions for improvement.

While the bulk of the report dealt with the State, New York City was included in the indictment.

Positive suggestions made by the Association included the use of screening tests to weed out unfit candidates; more flexible promotions; a better system of transfers; pooling of manpower resources; establishment of training and research units.

### The Report

The report, of high importance to all employees and officials, follows, in somewhat condensed version:

The merit system in New York is only half as effective as it could be made.

The problem confronting the State and New York City Civil Service Commissions after the war will not be solved without a general overhauling and a broadened concept of the Commissions' responsibilities. We must provide for a modern civil service system which will furnish trained, competent

employees, managed with the same scrupulous regard for economy and efficiency as is expected of private enterprise.

During his campaign for election and after his inauguration Governor Dewey many times expressed his keen interest in giving New York a constructive, forward-looking civil service program. A legislative committee had been given the task late in 1942 of studying the operations and organization of the civil service department. This study resulted in a partial reorganization of the Civil Service Department and in some minor changes in the law.

### More Important Commission

The real crux of the problem lies in our limited concept of the place of the Commission in the governmental structure. It is idle to expect effective merit system administration if the personnel agency is viewed primarily as the balance wheel of political administration of the civil service, or as an instrument to thwart cruder

phases of the spoils system, or even as a passive recruiting and examining agency.

The Civil Service Commission must be given authority over and responsibility for management of government personnel affairs from the initial phase of attracting talent, through the processes of selection, training and promotion, to separation from the service. It must be permitted to exercise leadership and to assume the initiative in lifting the civil service to a level high enough to offer a worthwhile career to the best talent.

Such a changed concept demands a strong, well equipped and adequately financed personnel agency, fortified by the backing and cooperation of other government departments, and particularly the Executive. We now have the framework, but not the real substance, of such an agency.

Our present structure of a bipartisan, politically selected civil service commission does not give us objective, nonpartisan application of the civil service law. Bipartisan organization of the commission has, unfortunately, made the commission more conscious of its political responsibilities than of its responsibility for nonpartisan service to the people.

(To be Continued)

## Public Works Dept. Has New Promotion System Affecting 2,500 Employees

ALBANY—With approval of the State Civil Service Commission the Department of Public Works is evolving a new system for promotions affecting about 2,500 employees, it was revealed this week in an inter-office memorandum to: Acting Chief Engineer Harvey O. Schermerhorn; V. L. Ostrander, superintendent of operation and maintenance and to all district engineers and all department units.

Here is the official bulletin which tells the whole story:

(1) For engineering and architectural positions and any positions other than clerical, stenographic and general office administrative nature:

(a) Main office to be one unit. This includes the offices of the Division of Operation and Maintenance in the State Office buildings in New York, Albany and Buffalo.

(b) Each district office to be a separate unit.

(c) Preference in appointment will first be given to the promotional unit, and thereafter the general list be used in regular order."

(2) For all positions of clerical,

Staff Changes In DPUI; Some Fired, Recalled

ALBANY—Nathan Morrison, for more than five years a statistician in the DUPI bureau of Research and Statistics, has been appointed as actuary for the Division, it was declared this week.

He succeeds the late Harry J. Winslow, who was a great aid not only to Commissioner Milton O. Loysen but also to the Legislature in its studies of merit rating, the proposed employers' plan of assessing the unemployment insurance tax based stability of employment.

Mr. Morrison, who was appointed by Commissioner Loysen has been acting executive secretary for the last two years of the Unemployment Insurance Advisory Council of DPUI. Morrison was one of two persons who took, passed and qualified in an examination for the job of actuary.

It was revealed also at DPUI offices this week that Howard Silberstein, deputy commissioner of labor, in charge of press and personnel relations for the DPUI, who left the department on Aug. 31, has already returned to his Catskill home to manage his father's newspaper "The Catskill Daily Mail."

Some Fired, Recalled

Nobody has been named to take Mr. Silberstein's job and there probably will be no appointment for a while. Commissioner Loysen has found it necessary to make many economies (more than \$800,000 worth) as a result of federal slashes in the appropriation for DPUI. While many persons were laid off, there are still additional savings to be made and one of the savings will be to leave Silberstein's job open. His duties, it was reported, have been split up between several other persons. This is what is happening also in other vacancies.

Nobody Named Yet

Incidentally some of the people laid off in the economy wave, as a result of the federal budget slash, have been recalled to help Mr. Morrison in his studies of merit rating. The Commissioner and Mr. Morrison are preparing to submit to the Legislature next year their conclusion as the result of the studies of merit rating now under way. This is a most important and significant study. How many employees will be required is not known but several who were laid off have been recalled to help.

State Assn. Urges Employees To Harvest Crops

ALBANY—The Association of State Civil Service Employees has issued a statement urging all State employees who can possibly do so to volunteer for crop harvesting for at least a part of their vacation time. Said Clifford Shoro, President of the Association:

"The Army needs full harvests. The progress of the war, now approaching climax, cannot be impeded by failure of civilian volunteers to insure the biggest possible crop. We've got a vast feeding job to do—there are millions of fighting Americans who are depending on us. Every employee who can put in any amount of time should make himself available for crop harvesting."

140,000 volunteers are needed between now and the middle of October.

Apply at the nearest United States Employment Office.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of discharge of SIDCO, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 22nd day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 228 WEST 47TH STREET PHARMACY INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 21st day of August, 1944.

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

State Budget Director Explains Plan For Changing Feld-Hamilton Law

ALBANY—John E. Burton, Director of the Budget, last week amplified his previous statement calling for important changes in the Feld-Hamilton career measure. This law, which set up a series of services and wage allocations for State employees, and provides for methods whereby these services and allocations could be democratically altered, has been variously known as the "magna charta" of civil employment and the "career service law." It is held in high regard by State employees.

Among employees, the reaction to Mr. Burton's original statement was generally negative.

The enlarged Burton statement, calling for a revised State salary plan, follows:

Burton Statement

"The rigidity of Section 40 of the Civil Service Law occasions difficult problems of employee relationship and administration. Responsible administration is made difficult by (a) mandatory allocation to 12 specific services, (b) the wide spreads between minimums within each of the 12 services, (c) the inflexible requirement of a fixed number of increments imposed upon any minimum. Desirable adjustments

This is John E. Burton, Director of the Budget.



of minimum salaries due to changing recruiting conditions, or to obtain a greater degree of "equal pay for equal work" are seriously handicapped by these inflexibilities.

"Attached is a proposed salary plan that overcomes all three of the above objections to the Feld-Hamilton schedules. All present allocations are included under codes "A" or "B" and transposition without change can be provided by statute. Thus, the salary allocation of any employee will not be adversely affected under this plan.

"Code 'B' and 'C' provide opportunity for higher minimums without change in maximums. By reallocation to one of these codes the entrance salary may be raised and the employee attain in four or three years the same maximum he now attains in five. Any such change in minimum salary would also apply to incumbents receiving less than the new minimum. Thus, the employee profits and the administration is able to meet fluctuating recruiting conditions. Conversely, if and when conditions warrant, minimums may be lowered without change in maximums, affecting only new employees and without affecting any one then in service.

"Eliminating the present 12 services and setting up one series of wages with smaller differences between salary ranges without necessarily pushing the range of all classes in a hierarchy to a higher level. Administratively, this is one of the serious difficulties of the Feld-Hamilton Law. Desirable adjustments of the lower grades are forestalled because they force the upper grades beyond reasonable limits. Under the proposed plan adjustments in the lower grades would be possible without necessarily affecting the higher grades.

Same Jobs Worth More

"Furthermore, it is recognized that in certain instances a position is worth more than the present salary allocation provides, but not the amount which would be mandatory if reallocated under its present service group. In these instances reallocation to the next higher grade within the present schedule cannot be approved conscientiously.

"It is maintained that the attached revision of the State's salary plan will materially benefit many employees and adversely effect no one, except that the present authority of the Temporary Salary Standardization Board to reallocate downward is necessarily continued. Except as the Temporary Salary Standardization Board may exercise that authority (with the approval of the Director of the Budget) the proposed plan retains for each employee his present salary range and provides a flexible system that makes administratively possible adjustments for many employees that are now impossible without serious consequences.

"The proposed plan provides annual increments for those posi-

tions which are now allocated a minimum salary without statutory increments.

"The proposed plan will also permit of salary allocation for all positions now "NS" as in the

labor class of civil service. This is a most desirable feature of the plan and one which is not obtainable under the present law.

"Judge Conway, President of the Civil Service Commission, Mr. Charles L. Campbell, Administrative Director of the Commission, and Dr. Newton, J. T. Bigelow, Chairman of the Salary Standardization Board, join me in proposing this improved approach to our salary problems."

Below is a comparison of the present salary structure and what Mr. Burton calls the "variable increment salary structure."

Comparison of Present Salary Structure with Variable Increment Salary Structure

Table comparing Present Salary Structure with Variable Increment Salary Structure. Columns include Present Salary Structure (Min, Max), Annual Increment, Variable Salary Structure (A, B, C) (Min, Max), and Increment. Rows list various service codes and grades.

(Continued on Page 10)

LEGAL NOTICE

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

SEND GREETING: UPON the petition of ELIZABETH SCHMALZ, residing at R.F.D. No. 3, Plainfield, New Jersey, and FRANK VOLK, residing at 38 Fifth Avenue Borough of Manhattan, City of New York.

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

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

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

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

4. Why the fees of James J. Crisona, an attorney and counselor at law, should not be fixed and determined pursuant to Sec. 231a of the Surrogate's Court Act in the sum of \$20,000 and why the trustees should not be directed to pay the same; and

5. Why the acts and conduct of the petitioners in connection with the action against Nicholas Volk and Helen Volk should not in all respects be approved and confirmed and why the petitioners should not be discharged of and concerning all of their acts and conduct as executors under and pursuant to the Last Will and Testament of William Volk, deceased; and

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

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

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

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

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

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

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Honorable JAMES A. FOLEY a Surrogate of our said County, at the County of New York, the 11th day of July, in the year of our Lord one thousand nine hundred and forty-four. (SEAL)

GEORGE LOESCH Clerk of the Surrogate's Court

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

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

Loans By MAIL advertisement with an arrow graphic pointing to the text.

BANK RATES advertisement for Bronx County Trust Company, listing various rates and services.



# NEWS ABOUT STATE EMPLOYEES

**Craig Colony**  
 "PAT" RICE, son of Mr. and Mrs. C. B. Rice, was recently inducted into the U. S. Army. . . . Congratulations to Mrs. Agnes Storey on her new appointment as Chief Supervising Nurse. . . . Sidney VanSkolik is convalescing nicely after having his appendix removed at the ripe young age of 66 years. . . . Thomas Hughes is resting at home in Mt. Morris following a major operation at the Strong Memorial Hospital. . . . "Buck" and Gladys Jones have left for California to visit relatives. . . . Mr. and Mrs. Laurence Andrews are reinstated as attendants. . . . Harold Lathrop of Groveland, N. Y., has been re-employed at the Colony. . . . Mr. & Mrs. William Storey and Mr. & Mrs. Charles Carney and family are vacationing at Conesus Lake. . . . Sgt. and Mrs. Paul Hally recently visited their parents, Mr. and Mrs. E. J. Hally, and also had a reunion with Sailor Bill Hally. Bill has been on sea duty

for 20 months and was engaged in five battles. He was promoted from fireman third class to water tender first class. Sailor Bill relates a new trick of Jap treachery—the Japs send a child to the American lines for the purpose of asking for food and while the American looks for a handout, the Jap child pulls a grenade. What next! . . . Ensign Barbara Trader, who is stationed at The Bethesda Naval Hospital, and Charles Trader, of the University of Virginia, are presently visiting their aunt, Mrs. Martha T. Dayton. . . . Mrs. Jacob Terpstra sustained an injury to her hip but is resting comfortably in the Peterson Hospital. . . . Fashion Notes: Mrs. Mary Inley returned to her duties at the switchboard immaculately dressed in red. . . . Steve Cooper, the big genial Chief of Police, is promoting with new red, yellow and black galluses. . . . Margaret Jones secretary of the local State Association chapter, is quite solid with the young set after purchasing a sporty blue Plymouth car.

## STATE EMPLOYEES

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

## Albany Shopping Guide

- Hotels**  
 HOTEL CAPITOL—Green St.—just off State St. Special weekly rates. Air-conditioned restaurant. ALBANY 4-6171.
- Hobbies**  
 AIRPLANES, Stamps, Boats, Railroads. Bought and sold. Idyde Wyde Hobby Shop, 448 Broadway, Albany.
- Schools**  
 COMPTOMETER—Burrongs or Monroe Machines. Combination typing and calculating. Brush-up courses. Day or evening classes. HURLBURT OFFICE SERVICE, 196 Lark St., Albany 4-5931. Mrs. Edward J. Hurlburt, Director.

**Florist**  
 ALBERT'S FLOWER SHOP—Wedding bouquets, funeral designs, beautiful corsages, hospital bouquets. Special prices to government employees. 58 Columbus St. (off N. Pearl). ALBANY 5-0936.

**Optician**  
 CHARLES LEVY, OPTICIAN—Modern eyeglasses. 67 State St. (cor. James). State Bank Building. Albany, N. Y. Dial 3-8127.

**For The Ladies**  
 TRIXY FOUNDATIONS and Health Supports. Free figure analysis at your convenience. CAROLYN H. VAN ALLEN, 45 Maiden Lane, Albany, N. Y. Albany 3-3929.

**HELEN'S BEAUTY SALON**, 123 North Pearl St. (1 flight up)—features permanent waving of the best at reasonable prices. Special courtesy to civil service personnel. Evenings. Dial 5-9433 for appointment.

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

**FRIGID FUR STORAGE**  
 • CLEANING  
 • REPAIRING  
 • REMODELING  
**H. Cliff S. Menchel**  
 25 STEUBEN ST., ALBANY, N. Y.  
 ALBANY 4-2333

**LUMINOUS**  
 Lowest Prices - Largest Assortment  
**LUMINOUS FLOWERS** . . .  
 . . . RELIGIOUS FIXTURES  
 Complete Stock of Religious Items  
**National System Studios**  
 54 CENTRAL AVE., ALBANY, N. Y.

**WANTED**  
**DIAMONDS AND ANTIQUE JEWELRY**  
 WE PAY YOUR PRICE.  
**UNCLE JACK'S LOAN OFFICE**  
 82 Green St. Albany 4-8023

**MORE MONEY**  
 Is What You'll Get  
 For Your Car  
 See Ray Howard  
**ALBANY GARAGE**  
 Used Car Lot  
 MENANDS 3-4233

# Progress Report On State Exams

## Open Competitive

**JUNIOR INSURANCE QUALIFICATIONS EXAMINER**, Insurance Department: 79 candidates, held January 22, 1943. The rating of the written examination is completed. Investigations of training and experience are completed. Rating of training and experience to be done. Interviews to be held in August.

**ASSOCIATE EDUCATION SUPERVISOR** (Business Education): 27 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held in August.

**BUSINESS CONSULTANT**, Div. of Commerce: 92 candidates, held May 6, 1944. Rating of the written examination is in progress.

**JUNIOR STATISTICIAN**: 64 candidates, held May 6, 1944. Rating of the written examination is completed. Clerical work is in progress. Rating of training and experience to be done.

**MOTION PICTURE INSPECTOR**, State Education Dept.: 16 candidates, held May 6, 1944. Rating of the written examination is completed. Investigations of training and experience are completed. Rating of training and experience to be done.

**SENIOR BUSINESS CONSULTANT**, Division of Commerce: 69 candidates, held May 6, 1944. Rating of the written examination is in progress.

**SENIOR CIVIL SERVICE INVESTIGATOR**, Dept. of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is in progress.

**SENIOR STATISTICS CLERK**: 220 can-

didates, held May 6, 1944. Rating of the written examination is in progress.

**JUNIOR STENOGRAPHER**, Albany Area: 455 candidates, held June 17 and 24, 1944. Rating of written examination is in progress.

**JUNIOR CLERK**, Albany Area: 1189 candidates, held June 17, 1944 and June 24, 1944. Rating of the written examination is in progress.

**STENOGRAPHER**, Albany Area: 380 candidates, held June 17 and 24, 1944. Rating of the written examination is in progress.

**JUNIOR CLERK**, Albany Area: 1189 candidates, held July 15, 1944. Rating of the written examination is in progress.

## Promotion

**HEAD CLERK** (Motor Vehicle), Department of Taxation and Finance: 12 candidates, held February 26, 1944. Rating of the written examination being checked.

**SENIOR PAROLE OFFICER**, Division of Parole, Executive Department, New York District, Buffalo Region: 45 candidates, held February 26, 1944. Rating of the written examination is completed. Rating of training and experience is completed. The examination for the New York District has been sent to the Administration Division for printing.

**SENIOR DAMAGES EVALUATOR**, Department of Taxation and Finance: 19 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held.

**STENOGRAPHER**, Department of Civil Service: 27 candidates, held May 27, 1944. Rating of the written examination is completed.

**ASSISTANT DEPUTY CLERK**, Appellate Division, Supreme Court, 2nd Judicial District: 13 candidates, held June 10,

1944. Rating of the written examination is completed. Interviews to be held.

**PRINCIPAL CLERK**, Dept. of Taxation and Finance: 9 candidates, held June 10, 1944. Rating of the written examination is in progress.

**RETAINER CLERK-TYPIST**, Appellate Division, Supreme Court, 2nd Judicial District: 10 candidates, held June 3, 1944. Rating of the written examination is completed. Interviews to be held.

**TAX ADMINISTRATIVE SUPERVISOR** (Corp.), Taxation and Finance: 10 candidates, held June 6, 1944. Rating of the written examination is in progress.

**ADMINISTRATIVE ASSISTANT-COMMISSIONER OF CORRECTION**, Dept. of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is in progress.

**CLERK**, Department of Health: 44 candidates, held June 24, 1944. This examination has been sent to the Administration Division for printing.

**CLERK**, Department of Taxation and Finance: 21 candidates, held June 24, 1944. This examination has been sent to the Administration Division for printing.

**FILE CLERK**, Health Department: 14 candidates, held June 24, 1944. This examination has been sent to the Administration Division for printing.

**TYPIST**, Department of Health: 20 candidates, held July 8, 1944. Rating of the written examination is completed. Clerical work in progress.

**ASSISTANT LIBRARIAN** (Traveling Libraries), Education Department: 7 candidates, held July 15, 1944. Rating of the written examination is in progress.

**STENOGRAPHER** (Law), Department of Taxation and Finance: 5 candidates, held July 15, 1944. Rating of the written examination is completed. Clerical work in progress.

# Civil Service Job Rights Of Returning War Vets

The last of three articles prepared for The LEADER by Joseph Schecter, counsel for State Department of Civil Service, deals with the rights of returning veterans who have service-incurred disabilities, and the preference granted to veterans by State law. The previous articles, in preceding issues of The LEADER, explained other aspects of the civil service rights of war veterans.

If you receive a war-incurred disability which is recognized by the United States Veterans' Administration, then you may be able to claim disabled veterans' preference on any eligible list upon which your name now appears or may appear in the future. If your claim for preference is allowed, then your name will be placed at the head of the eligible list and no eligible who is not a disabled war veteran can be appointed before you are appointed. If there are other disabled war veterans on the list, then you are ranked in accordance with your final average. Under the State's regulations, where three or more disabled veterans head a list, an appointing officer may select any one of the first three.

In order to qualify for disabled veterans' preference you must show that you were a citizen and resident of this State at the time you entered the armed forces of the United States and are a citizen and resident of the State at the time you make application for disabled veterans' preference. This preference is given on open-competitive lists and on promotion lists and does not apply to preferred eligible lists containing the names of persons who were laid off when their positions were abolished.

## No Special Credit to Veterans

Contrary to popular notion, war veterans (whether disabled or not) do not receive any special credit points on examinations. The preference rights granted to disabled war veterans are granted only to those who are successful in passing the examinations. In the Federal service, disabled veterans are given ten points and ordinary veterans are given five points, which points may be used to assist them in passing the examination.

It should be noted that at the last legislative session, a resolution known as the Hampton-Devaney resolution was adopted by the Legislature. This resolution called for a constitutional amendment which would grant all veterans, whether disabled or not, an absolute preference in appointment or promotion from eligible lists, with disabled veterans given priority over ordinary veterans. There is no time limit for disabled veterans' preference in the resolution, but the ordinary veterans' preference is not to continue beyond December 31, 1950, or for more than five years after honorable discharge, whichever period is the longer. In order for the Hampton-Devaney resolution to become effective, it will be necessary for the Legislature to approve it again either in 1945 or 1946. If so approved, it will be presented to the People at the following general election, and, if

adopted, will become part of the Constitution of the State.

Apart from the preference given to disabled war veterans, a veteran of the present war is not granted any privileges. I emphasize this because veterans of the last world war are given certain special privileges in connection with the termination of their services by dismissal or lay-off.

In the event of a lay-off, a veteran of World War I is entitled to be transferred to a vacancy in any other position in the service that is similar to the one from which he is laid off. This right is not given to ordinary civil service employees and is not given to veterans of the present war. In addition, veterans of World War I are entitled to a hearing on charges of incompetency and misconduct before they can be removed. This right again is not given to veterans of the present war. No doubt there will be legislation introduced in 1945 to give veterans of the present war the same rights and privileges which are granted to veterans of World War II.

# State Promotion Examinations

The following promotional examination have been announced by the State Department of Civil Service. For complete details and eligibility requirements write to State Department of Civil Service, State Office Building, Albany or New York City. Refer to the examination number listed below. Enclose a large, stamped, self-addressed envelope.

9150. Chief Law Clerk, Albany Office, Department of Law. Usual Salary, \$4,000 to \$5,000. One vacancy at present. Closes September 9, 1944.

9151. Typist (3-lb), Albany Office, Department of Law. Salary \$1,200 to \$1,700. Closes September 9, 1944.

9152. Stenographer (3-lb), Main Office, Department of Public Works. Salary \$1,200 to \$1,700. Several vacancies in Albany. Closes September 9, 1944.

9153. Photostat Operator, County Clerks Office Westchester County. Salary \$1,440 to \$1,800, plus War Bonus. At present, one vacancy. Closes September 9, 1944.

9154. Housing Management Supervisor, Division of Housing, Executive Department. Salary \$5,200 to \$6,450. Closes September 12, 1944.

9155. Clerk, Grade 3-lb, Albany and Rochester Offices, State Insurance Fund. Salary \$1,200 to \$1,700. Two vacancies in Albany. Closes September 11, 1944.

# Dannemora Likes Feld-Hamilton Law As It Stands

ALBANY—In a letter to William F. McDonough, Executive Representative of the Association of State Civil Service Employees, the Dannemora State Hospital Chapter offered the following appraisal of Director Burton's proposed "State Salary Plan Revision".

"We have made no demands for a revision of the Feld-Hamilton law. As it stands, we like it. It is the first piece of legislation in a long while that stands up on its hind legs and speaks. Properly implemented and applied, it is capable of demonstrating its inherent worth. Give it teeth—sharp teeth—and it will successfully attack and repel any invasion. Remove the muzzle—the Wicks Bill—and it will be effective.

## Pay Tailored to Job

"We stand against any Minimum Salary Level which can be raised or lowered by personal whim, fancy, caprice, or other manipulation. We cannot declare that too emphatically. With us, the Job is the thing. Let the minimum and the maximum salary levels be tailored to the job; then require the potential employee to measure up. The two will meet then on a common ground, the job will be properly filled, the employee satisfied. By the same token, the necessity for raising an otherwise standardized minimum of itself definitely marks that minimum as being in first place too low, while pointing out the solution: BETTER MINIMUM PAY, through a wider range.

"We disapprove of discarding present classes in order to replace them with flexible-minimum groups, whether under a Code, Number or other system. Our stand will not permit it. Grouped or Coded, our job changeth not; and the Feld-Hamilton law prohibits any variation in pay levels for a particular job. Much Administration soft soap has poured into our ears (the Wicks Bill, for instance); nevertheless, we readily appreciate that to create a minimum that is readily adjustable, i.e., varying levels for the same work, is NOT the same thing as to set up higher salary scales. The lower brackets initiated by the Wicks Bill for the Prison Safety Service have nothing in common with the Prison Guard Status, and, therefore, we feel they should be absolutely discontinued, those allocated therein being raised to a proper, higher salary group.

"Our appraisal sums up in disapproval of any change in the Feld-Hamilton law that permits of an adjustable minimum. We believe it unfair to the employee. One who moves up through the several increments, on a TEMPORARY APPOINTMENT, when changing over to a PERMANENT APPOINTMENT, is suddenly plummeted down to the permanent minimum level. Not, you will note, to the adjusted temporary minimum, but to the fixed PERMANENT MINIMUM. Thus a paradox is seen: An experienced institution worker reduced in salary for no reason other than a change of appointment."

# Government Openings

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

**Aircraft Communicator (Trainee)**  
\$2,190 A Year  
(Salary Includes the Amount Paid for Overtime as Shown Below)  
**CIVIL AERONAUTICS ADMINISTRATION**

**CLOSING DATE:** Applications will be received until the needs of the Service have been met.

**SALARY AND HOURS OF WORK:** The Standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of the basic salary.

Annual salary for this position is as follows: **Basic Salary, \$1,800; Overtime Pay, \$390; Total Salary, \$2,190.**

**PLACE OF EMPLOYMENT:** REGION I, CIVIL AERONAUTICS ADMINISTRATION, DEPARTMENT OF COMMERCE (Headquarters: New York, New York), comprising the States of Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, and the District of Columbia.

**DUTIES:** To receive training for Aircraft Communicator positions:

In all phases of operation of necessary equipment including radio-telegraph, radio telephone, teletype, long line telephone equipment and services, plus instructions in required supplementary maintenance.

In securing, abstracting and dissemination of information essential to the safe and expeditious flight of aircraft.

In the taking and reporting of weather observations and the use of meteorological and associated equipment.

In the preparation of station activity records and the maintenance of files.

In the performance of other duties as may be required. To perform designated duties in connection with airway communications activities.

### MINIMUM QUALIFICATIONS:

**Written Test:** Competitors will be rated on the basis of a written test designed to measure the applicant's aptitude for the position.

All competitors will be rated on the written test on a scale of 100. Non-reference competitors must attain a rating of at least 70; competitors granted 5-point preference, a rating of at least 65, excluding preference credit; and competitors granted 10-point preference, a rating of at least 60, excluding preference credit.

**Qualifying Experience:** Except as provided under "Substitution of Education for Experience", applicants must have had, as a minimum the experience specified in (1), (2), (3), or (4) immediately below:

(1) Twelve months of military or commercial aeronautical communications experience; or, eighteen months of radio communications experience

other than aeronautical.  
(2) Six months experience as commercial or military aeronautical dispatcher; or, twelve months experience as an air traffic controller.

(3) 150 hours of flying time as an aircraft radio operator; or 100 hours of flying time as a military or airline pilot, co-pilot, or navigator; or possession of a valid commercial (or higher) pilot's certificate.

(4) Completion of at least a six months course of study in aeronautical meteorology or navigation at a Civil Aeronautics Administration approved technical school or at a college or university of recognized standing; or successful completion of Elementary, Secondary, and Cross-country War Training Service Ground School Courses.

**NOTE:** Persons entitled to veterans preference should include in their experience statement the duties performed while serving in the armed forces.

Credit shall be given to all valuable experience, including experience gained in religious, civic, welfare, service, and organizational activities, regardless of whether any compensation was received therefor. Such experience, however, must be pertinent to the duties of the position. Actual time spent in such activities must be shown.

**Substitution of Education for Experience:** Successful completion of two years of study in the fields of Communications, Engineering, Physical Sciences, Auditing, Accounting or Business Administration in a college or university of recognized standing may be substituted in full for the experience required above.

### CONDITIONS OF EMPLOYMENT

**TRAINING:** Trainees will first enter on duty at the Aircraft Communicator Training Center, 385 Madison Avenue, New York, New York, and must report at personal expense. Normally, the intensive period of training will be approximately six months. Progress while in training will be measured at regular intervals to determine suitability for continued participation in training course and readiness for assignment to regular operation duties. Transportation from the training school to the first field assignment will be at Government expense. This will not include moving of household or other personal effects.

The first training class will start about October 2, 1944. For future training classes, appointees may first be assigned to one of the stations listed, nearest their homes, for on-the-job training until a sufficient number of persons have been appointed to form a training class at New York, N. Y.

**PROMOTION:** Upon completion of training, and subject to existing vacancies, trainees will be eligible for promotion to the position of Aircraft Communicator at \$2433 a year (including overtime). Positions and salaries in the Communication Branch progress upward to \$5000.

**Physical Requirements:** Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or would endanger their fellow employees or others. In addition to the general physical requirements stated above:

1. Speech—No accent or speech defect which would interfere with the intelligibility of voice transmission.
2. Vision—a visual acuity of at least 20/50 in each eye separately without correction; However, if vision in either or both eyes is not less than 20/100 and is corrected to 20/30 or better in each eye by glasses, the applicant may be qualified. Must also have normal color vision (color chart test).
3. Hearing—Must be able to hear and understand ordinary conversation with each ear at a distance of at least 15 feet.

### HOW TO APPLY:

1. Applicants must file the forms and materials listed below, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York:

**Traffic and Transportation Specialist Positions**  
\$3,163 to \$7,128 a Year

- SPECIALIZED BRANCHES:**
1. Railroad, including street railway;
  2. Highway, including local bus;
  3. Water (inland, coastal and ocean);
  4. Air.

(Salaries include the amount paid for overtime as shown below)

### I. Location of Positions.

Positions are located in Washington, D. C., and throughout the United States.

### II. Salaries.

The standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of the basic salary. Annual salaries for these positions are as follows:

Grade of Position	Basic Salary	Overtime Pay	Total Salary
CAF-14	\$6,500	\$628	\$7,128
CAF-13	5,800	628	6,228
CAF-12	4,600	628	5,228
CAF-11	3,800	628	4,428
CAF-9	3,200	628	3,828
CAF-7	2,600	568	3,168

All basic salaries are subject to a deduction of 5 percent for retirement purposes.

Most of the positions will pay \$3,163, \$3,828, and \$4,428 a year; only a few will be filled at \$5,228, \$6,228 and \$7,128 a year. **Caution:** Be sure to indicate the lowest salary you are willing to accept.

### III. Duties.

The duties of these positions are:  
A. To plan, direct, and supervise traffic and transportation programs designed for alleviating and preventing traffic congestions, for expediting and regulating the movement of local, intra- and interstate, and ocean freight and passenger traffic, for conserving existing transportation equipment and facilities, and for determining the necessity for additional equip-

ment and facilities, including terminals and ports.

B. To plan, direct, conduct, and report upon research, inspections, surveys, and studies leading to the establishment of such programs and to the revision thereof as necessary.

C. To perform related duties as required. The duties and responsibilities of appointees will vary with the nature of the assignments.

### EXPERIENCE REQUIREMENT TABLE

Grade of Position	Salary (including overtime)	Length of Experience Required
CAF-14	\$7,128	8 years
CAF-13	6,228	7 years
CAF-12	5,228	6 years
CAF-11	4,428	5 years
CAF-9	3,828	4 years
CAF-7	3,168	3 years

Persons with qualifying experience in the traffic and transportation field, or with qualifying experience in services accessory thereto, in such activities as the following, are invited to apply: traffic and operating management; rate construction or analysis; traffic or transportation cost studies; maintenance of equipment or maintenance of way, including construction; purchasing; appraisal or valuation; terminal or port management; inspectional and investigational work; warehousing; ship stowage; packaging and crating; management of stevedoring activities; freight forwarding; exporting and importing; executive or administrative work; or in such positions as analyst or statistician, superintendent, train master, yard master, dispatcher, or servicing agent. It is suggested that persons who are qualified as professional Construction, Valuation or Maintenance Engineers apply under examination Announcement No. 282 (Unassembled) dated January 4, 1943.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation. Such experience will be credited on the basis of time actually spent in appropriate activities.

**Nonqualifying Experience.**—Experience of a routine character or as a stevedore or other laborer requiring little judgment or initiative and involving only an elementary knowledge of traffic and transportation, or of services accessory thereto, will not be accepted as qualifying.

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their education and experience, and on corroborative evidence secured by the Commission. Applicants may be required to present to the Commission proof of qualifications claimed. Proof will be requested by the Commission if required. Exaggerations or misstatements will be cause for disqualification or later removal from office.

**Veterans Preference.**—Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. In rating the experience of a preference applicant, the time spent in military service will be regarded as an extension of time spent in the position the applicant held when he entered such service. The veteran on whose service a preference claim is based must have been honorably separated from the military service.

### HOW TO APPLY

1. Applicants must file the following forms and material with the United States Civil Service Commission at Washington 25, D. C.:

- a. Application Form 57.
- b. Form 14 with proof of honorable discharge, if applicants desire to claim preference because of military or naval service.

### SUBSTITUTE MAIL HANDLER POST OFFICE SERVICE NEW YORK

Brooklyn, Far Rockaway, Flushing, Jamaica, Long Island City, New York, Staten Island  
**CLOSING DATE:** Applications will be received until the needs of the Service have been met; but if an excessive number is received, only a number sufficient to meet the needs of the Service will be examined in the order of receipt thereof.

**NATURE OF APPOINTMENTS:** Appointments will be War Service appointments. Such appointments generally will be for the duration of the war and in no case will extend more than six months beyond the end of the war.

### SALARIES

**Salary and Promotion.** Substitute are paid at the rate of 55 cents an hour. The entrance salary for regular Mail Handler in the Post Office Service is \$1500 a year. After one year of satisfactory service, automatic promotion is made to \$1,600 a year, the maximum salary for this position.

The salary named in each case subject to a retirement deduction of 5 per cent.

**Night Work.** Mail Handlers in first and second post offices who are required to perform night work are paid extra for such work at the rate of 10 per cent of their hourly pay. Provided, night work is defined as any work done between the hours of 6 o'clock P.M. and 6 o'clock A.M.

**Additional Compensation.** The present per annum compensation is increased \$300 except that an employee paid on an hourly, fee, part-time, or per diem basis, shall receive an increase of 15 per cent of their earned basic compensation, but such increase shall not exceed an average of \$25 per month for the fiscal year or fractional part thereof.

### EMPLOYMENT OPPORTUNITIES

From the eligibles resulting from this examination it is expected to make certification to fill existing and future vacancies in the position of Substitute Mail Handler, and occasionally in the position of regular Mail Handler, unless it is found in the

(Continued on Page Twelve)

### Help Wanted Agencies

A BACKGROUND OF SATISFACTION in Personnel service since 1910. Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator, BRODY AGENCY (Henriette Roden Licensee), 240 Broadway, BArcley 7-8133 or 8137

### CIVIL SERVICE COACHING

Apprentice mechanical trades, technical adviser, Electric Insp., Jr. Gas Engr., P.O. Clerk-Carrier ALL city, state, federal, prom. exams DRAFTING, DESIGN, BLUEPRINT READING, MATHEMATICS LICENSES—Prof. Engr., Architect, Surveyor, Stat'y, Electrician, Plumber  
**MONDELL INSTITUTE**  
230 W. 41st St. State Lic. WI 7-3086

### STENOGRAPHY

TYPEWRITING • BOOKKEEPING Special 4 Months Course • Day or Evn. CALCULATING OR COMPTONOMETRY Intensive 2 Months Course  
**BORO HALL ACADEMY**  
427 FLATBUSH AVENUE EXT. Cor. Fulton St. MAIn 2-2447

### Help Wanted—Male & Female

**MEN**  
Over 18 Yrs. of Age  
To take care of stock in large retail apparel store.  
**PART TIME**  
Daily from 5 P.M. or 6 P.M. to 10 P.M.  
**S. KLEIN**  
6 UNION SQUARE  
NEW YORK CITY

**MEN**  
Light Stock Work  
40 HOUR—5 DAY WEEK  
Also Part Time  
Evenings 6 to 10 P.M.  
**GIRLS-WOMEN**  
Stock Work  
In Women's Fashion Department  
**\$24.15 Plus Bonus**  
FOR 42 HOURS  
Also Part Time  
Evenings 6 to 10 P.M.  
**TYPISTS**  
Full or Part Time  
Evenings 6 to 10 P.M.

**Sears Roebuck Co.**  
360 W. 31 ST., 5TH FLOOR  
Interviews to 6:30 P. M. daily

**MEN & WOMEN**  
for  
**TRAIN SERVICE and STATION DEPT.**  
No experience necessary.  
Apply by letter only  
**HUDSON & MANHATTAN R.R. CO.**  
Room 113-E, 30 Church St. New York 7, N. Y.  
Essential workers need release statement.

**GIRLS - WOMEN**  
16 or Over  
NO EXPERIENCE REQUIRED  
**\$22.44 to Start**  
5 DAYS — VACATION  
Good Working Conditions  
Other Employee Benefits  
**NEW YORK LINEN SUPPLY & LAUNDRY**  
352 EAST 82ND ST.  
Corner First Ave.

**STOCK MEN**  
Permanent Position for Men Over 45  
40 Hours—5 Day Week  
**NIGHT PORTERS**  
Hours 6 P.M. to 3 A.M.  
Except Thursday  
9 P.M. to 6 A.M.  
40 Hours 5 Day Week  
Apply Employment Office  
**BLOOMINGDALE'S**  
59th ST and LEXINGTON AVE.  
New York City

**MECHANICS**  
Second Class Machinists  
**INSPECTORS**  
Machine Operators  
**HELPERS and LEARNERS**  
High Hourly Rate  
Plus Overtime  
**REPUBLIC STEEL CORPORATION**  
STEEL & TUBE DIVISION  
72 SCOTT AVE., BKLYN, N. Y.  
Near Flushing and Metropolitan Trolley Lines also Jefferson St. Station 14th St. Subway.

**MEN 18-50**  
ANY DRAFT STATUS  
ESSENTIAL FOOD INDUSTRY  
GOOD WAGES WITH OVERTIME  
THE  
**National Sugar Refining Co.**  
(QUEENS PLANT)  
For interview with Company representative Apply daily 8:30 a.m. to 5:30 p.m.

**U.S.E.S. - W.M.C.**  
SIXTH FLOOR  
BANK OF MANHATTAN BLDG. QUEENS PLAZA L. I. CITY

**PORTERS**  
NIGHTS  
Vending Machine Attendants  
Maintenance Handymen  
Messengers  
Modern offices; engineering firm, Steady employment, overtime.  
**GIBBS & COX**  
21 WEST ST., N. Y. C. Rm. 1806

**SCHOOL DIRECTORY**  
LISTING OF CAREER TRAINING SCHOOL  
*Academic and Commercial—College Preparatory*  
**BORO HALL ACADEMY**—Flatbush Ext. Cor. Fulton St., Brooklyn. Regents Accredited. MA. 2-2447.  
*Auto Driving*  
**A. L. E. DRIVING SCHOOL**—Expert instructors, 620 Lenox Ave., New York City. AUdubon 3-1433.  
*Business Schools*  
**COMBINATION BUSINESS SCHOOL**, 139 W. 125th St.—Filing, bookkeeping, shorthand, secretarial training, fingerprinting and all office machines. UNIVERSITY 4-3170.  
*Business and Foreign Service*  
**Latin American Institute**, 11 W. 42nd St.—All secretarial and business subjects in English, Spanish, Portuguese. Special courses in international administration and foreign service. LA. 4-2836.  
*High School*  
**DELEHANTY INSTITUTE**—90-14 Sutphin Blvd., Jamaica, L. I. —Jamaica 6-8200. Evening Classes.  
**BEDFORD ACADEMY**—296 New York Ave., Brooklyn, N. Y., Tel. BR. 4-3494—High School and College Preparatory.  
*Languages and Business*  
**POZA INSTITUTE**—33 W. 42d. (LO 5-4666). English, Spanish, Portuguese, Commercial Courses.  
*Music*  
**NEW YORK COLLEGE OF MUSIC** (Chartered 1875). All branches. Day and evening instruction. 114 East 85th St., N. Y. C. BUTlerfield 8-9877.  
*Radio Television*  
**RADIO TELEVISION INSTITUTE**—480 Lexington Ave.—Laboratory Training—Day and Evening Classes. PLaza 3-4585—Dept. L.  
*Secretarial*  
**BRAITHWAITE BUSINESS SCHOOL**—2376 Seventh Ave. (139th). AUdubon 3-3500. Courses for Civil Service Jobs.  
**HEFFLEY & BROWNE SECRETARIAL SCHOOL**—Day & Eve.—7 Lafayette Ave., Cor. Flatbush, Brooklyn 17. NEVins 8-9411.  
**MANHATTAN BUSINESS INSTITUTE**—147 West 42nd St. Summer Courses, Typing, Comptometer Oper., Shorthand, Stenotype. BR 9-4181. Open evenings.

**Accredited Courses**  
For Men and Women  
Acct'g, Auditing, Cost, Bus. Math., Bus. English, Personnel Mgt., Real Estate, Purchasing, Public Speaking, Frgt. Traf. Mgt., Insurance, Bus. Law, Freight Traf. Mgt., Insur., Bus. Law  
**Term Begins Oct. 2**  
Includes gym and swimming  
**N. Y. BUSINESS INSTITUTE**  
58 West 63d St. SU 7-4400

**BECOME A PROFESSIONAL HYPNOTIST**  
Increase your earnings—Help others "ENTERTAIN AT CLUBS AND PARTIES" OR "PRACTICE HEALING BY SUGGESTION"  
We teach you to become expert Low rates. Guaranteed Results.  
**Institute of Applied Hypnology**  
1674 BROADWAY, Cor. 52nd St. CIRCLE 7-3450

**MECHANICAL DENTISTRY**  
**MILITARY - CIVILIAN**  
Opportunities are best in 25 years. DENTAL TECHNICIANS are needed by 3,000 laboratories. You can start NOW. Call daily 10-9, phone or write Dept. C  
**NEW YORK SCHOOL OF MECHANICAL DENTISTRY**  
125 W. 31 St., N.Y. Phone: BR. 4-3994  
"Ex-servicemen—prepare for post-war"

**EXPERT PREPARATION**  
FOR REGENTS AND ADMISSION TO COLLEGE OR PROFESSIONAL SCHOOL  
Thorough and Time-Saving Day and Evening—20-24  
Regents Exams in Our Building in June, August and January. Our Diploma Admits to College Also Secretarial and Business-Machine Courses. Unsurpassable!  
**BORO HALL ACADEMY**  
Fully Accredited—Leading Private High School and Result-Getting Prep School  
427 FLATBUSH AVE. EXT., Cor. FULTON ST. Brooklyn 1, N. Y. Tel. MAIn 2-2447

Help Wanted—Male

**MACHINE OPERATORS  
TOOLMAKERS**

DRILL PRESS  
HAND SCREW  
ENGINE LATHE  
MACHINIST  
GRINDERS

Attractive  
Starting Rates

JOBS IN BELLEVILLE, N. J.  
Interviews 8-5; Sats. 8-12:30  
APPLY EMPLOYMENT OFFICE  
**WALTER KIDDE  
& COMPANY, INC.**  
60 WEST ST., BLOOMFIELD, N. J.

USES Referral Necessary

**MEN**

21 AND OVER

PART TIME EVENINGS  
LIGHT PACKING WORK  
GOOD PAY  
No experience needed  
Clean, Modern, Daylight Plant  
Apply in Person Monday thru  
Friday, 9-6 P.M.  
**REVLON PRODUCTS CORP.**  
619 W. 54th St. N. Y. City

Part Time — Full Time

**SALESMEN  
WITH CARS**

To sell low-priced, near-  
by Long Island acreage  
for Victory Gardens. No  
previous real estate or  
selling experience neces-  
sary. You simply make  
appointments, EVE-  
NINGS, with families in  
the Metropolitan area  
WHO HAVE ANSWERED  
OUR ADS, to visit  
our property, where  
closers will consummate  
the sale. Tremendous ad-  
vertising campaign un-  
der way—hundreds of  
leads on hand. Generous  
commission basis PLUS  
a \$10 CASH BONUS  
for each trip you make  
with your car to the  
property.

Apply

Daily 9 A.M. to 9 P.M.  
Rm. 806, 500 5th Ave. N.Y.C.

**MEN**

No Experience Required

PACKERS  
COUNTERS  
WASHROOM

5 DAYS — GOOD PAY  
OVERTIME — VACATIONS  
Other Employee Benefits

NEW YORK LINEN  
SUPPLY & LAUNDRY  
352 EAST 62nd ST.  
Corner First Ave.

**MEN**

SHIPPING DEPT.  
40-Hour Week  
Plus Overtime

**AHREND COMPANY**  
52 Duane St., New York

**MEN—MEN**

GENERAL FACTORY WORK  
EXPERIENCE NOT NECESSARY  
Opportunity For Advancement  
OVERTIME and BONUS  
Good Work Conditions  
Luncheon Facilities

**HENRY HEIDE, Inc.**  
Employment Dept., 84 Vandam (7th  
Ave. Sub. to Houston or 8th Ave.  
Sub. to Spring). Essential workers  
need release statement.

**MESSANGER**

RETIRED MAN  
for airline terminal. Must be steady.  
Any age. Start \$22.50 per week.  
Permanent job.

**AMERICAN EXPORT AIRLINES**  
Marine Base LaGuardia Field  
(All WMC Rules Observed)

Help Wanted—Male

AERO

**OPERATION  
SHEET WRITERS  
TOOL DESIGNERS  
METHODS ENGR'S  
TOOL GAUGE  
DRAFTSMEN  
INSTRUCTION  
SHEET WRITER  
PROJECT & TEST  
ENGINEERS**

Jobs in Belleville and Bloomfield  
Interviews 8-5; Sats. 8-12:30 P.M.

APPLY EMPLOYMENT OFFICE  
**WALTER KIDDE  
& COMPANY, INC.**  
60 WEST ST. BLOOMFIELD, N. J.  
USES REFERRAL NECESSARY

**WANTED!**

**TEST SET  
TECHNICIANS**

Radio or electrical back-  
ground desirable for build-  
ing and maintaining elec-  
tronic testing equipment

**INSTRUMENT  
MAKERS**

Machinists or men with in-  
strument making experience  
for building mechanical parts  
for electronic testing equipment.

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

**Western Electric Co.**  
ROOM 400, 4TH FLOOR  
403 HUDSON ST., N. Y. C.

**MEN**

NO EXPERIENCE

MEALS AND UNIFORMS  
FURNISHED

FULL OR PART TIME  
BAKERS

DISHWASHERS

POTWASHERS

PORTERS, Day or Night

SODA MEN,

GOOD APPEARANCE

SALESMEN

6 P.M. TO 1 A.M.

WAITERS

9 P.M. TO 1 A.M.

BONUSES—PAID VACATIONS  
PERMANENT POSITIONS

**SCHRAFFT'S**

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

**PORTERS**

**HORNI SIGNAL  
MFG. CORP.**

73 VARICK ST., N. Y.  
Canal St. Station—All Subways

Essential Workers Need Release

**MAN**

Wanted as  
Lacquer and Color Mixer  
TO \$35.75 PLUS BONUS  
5 day week 50 Hours

Call CH 4-5059  
Ask for Mr. Saunders

**BOYS WANTED**

Mechanically Inclined

MACHINE, GRINDERS, ETC.  
OPERATE LATHE, MILLING

No Experience Necessary

**Advance Tool &  
Machine Co.**

682 BWAY GR 3-2750  
(Near 3rd St.)

Help Wanted—Male

Help Wanted—Male

**KEEP 'EM ROLLING  
MEN URGENTLY NEEDED BY  
THE PULLMAN CO.**

LIMITED EXPERIENCE REQUIRED

Upholsters, Electricians, Mechanics

NO EXPERIENCE REQUIRED

Pullman Porters, Laundry Workers

Car Cleaners

Upholsterers, Electricians, Mechanics

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

APPLY

**THE PULLMAN CO.**

EMPLOYMENT OFFICE

Room 2612, Grand Central Terminal, New York City  
Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C.

**YOUNG MEN  
16-18**

**Of Course You're Going Back to School**

But you can sign up now in one of our  
ROLLER SKATING Squads, and skate  
INSIDE OUR OPERATING ROOMS from  
7 P.M. to midnight, 2 or 3 nights per  
week at 50c per hour.

SKATES FURNISHED

100 VACANCIES

WESTERN UNION

ROOM 400

New York City

60 HUDSON ST.

Interviews daily 9 A.M. to 5 P.M.

On Saturdays to 1 P.M.

P.S. THERE ARE SQUADS FOR GIRLS, TOO—  
3 P.M. TO 7 P.M. ON THE SAME BASIS.

P.P.S. MORNING SQUAD ASSIGNMENTS ARE  
ALSO OPEN TO THOSE WHO ATTEND  
SCHOOL IN THE AFTERNOONS.

**MEN**

Able Bodied For Factory Work  
ESSENTIAL FOOD INDUSTRY

Steady days, 81c per hour, minimum

Steady nights, 84c per hour

**The American Sugar Refining Co.**

South 4th St. and Kent Ave., Brooklyn

Essential workers need release statement

**STOCK CLERKS**

Young Man 21 to 30

No experience necessary  
Permanent position with  
large corporation. Downtown  
Manhattan. In mail and  
stock room. Stock consists of  
stationery and office sup-  
plies. Clean and interesting  
work. \$25 per week—40  
hours.

Post War Opportunity  
Give age, education, etc.

BOX 262

CIVIL SERVICE LEADER

97 Duane Street

**MEN**

Day and Night Porters

Full Time

**STOCK MEN**

Full time or 10 A.M. - 2 P.M.

And 2 P.M. to Closing

**HEARN'S**

74 Fifth Ave., New York City

EXPERIENCED  
WOOD PATTERN  
MAKER

Ideal working conditions  
Excellent salary

Also

CORE MAKERS  
FOUNDRY &  
MAINTENANCE  
LABORERS

Good Postwar Future for All

**COLUMBIA MACHINE  
WORKS**

255 Chestnut St., Brooklyn, N. Y.  
B.M.T. Jamaica Line to  
Crescent St. Sta.

**MEN**

Shipping Room Helpers  
GOOD PAY—PERMANENT  
Full or Part Time

Apply

**U.S. Packing & Shipping Co.**  
417 WEST 28th ST., N.Y.C.

Help Wanted—Male

Help Wanted—Female

**WANTED—MEN AND WOMEN**

We need salespeople and stockpeople, re-  
ceiving clerks, elevator operators, matrons,  
and day and night porters—full-time and  
part-time.  
We offer a 40-hour week, pleasant working  
conditions, and congenial and happy sur-  
roundings.

Apply all week at the Personnel Office of

**OHRBACH'S, INC.**

841 Broadway, New York, N. Y.

Radio Technicians

for International Point-to-Point  
RADIO communication stations.

Must possess at least 2nd class  
radiotelegraphers license.  
Code speed 20 words per minute.  
Assignment outside N. Y. C.

**Radio Telegraphers**

**JR. CLERKS**

We will employ you if you possess  
a knowledge of typing and pro-  
vide you meanwhile with an op-  
portunity to learn radiotelegraph  
operating.

Apply weekdays except Satur-  
day between 10 a.m. and 4 p.m.  
Essential workers need release.

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

Help Wanted—Female

**GIRLS &  
WOMEN**

16 YEARS AND OVER

For Stock Work  
and Receiving Dept.

DAILY FROM  
5 or 6 P.M. to 10 P.M.

Attractive Pay

**S. KLEIN**

ON THE SQUARE, INC.

6 UNION SQUARE  
NEW YORK CITY

**GIRLS—WOMEN,  
WAR WORK**

EXPERIENCE NOT NECESSARY  
General Factory Work. Opportu-  
nity for Advancement and Bonus.  
Overtime. Good work conditions.  
Luncheon facilities.

HENRY HEIDE, INC.

Employment Dept., 84 Vandam (7th  
Ave. Sub. to Houston or 8th Ave.  
Sub. to Spring). Essential workers  
need release statement.

AERO

**STENOGRAPHERS  
TYPISTS  
CLERKS**

Jobs in Belleville and Bloomfield

APPLY EMPLOYMENT OFFICE

**WALTER KIDDE  
& COMPANY, INC.**

60 WEST ST. BLOOMFIELD, N. J.  
USES Referral Necessary

**GIRLS - WOMEN**

21 to 45

PART TIME EVENINGS  
LIGHT PACKING WORK

GOOD PAY

No experience needed  
Clean, Modern, Daylight Plant  
Apply in Person Monday thru  
Friday, 9-6 P.M.

**REVLON PRODUCTS CORP.**  
619 W. 54th St. N. Y. City

**CLERKS - TYPISTS  
FILE CLERKS**

GOOD OPPORTUNITY  
ADVANCEMENT  
PLEASANT SURROUNDINGS

**W.L. MAXSON Corp.**  
400 WEST 34th ST. (11th Floor)  
NEW YORK CITY

**TYPISTS**

Part time: evenings 6 to 10 P.M.  
GOOD SALARY

**Sears, Roebuck & Co.**

300 W. 31st ST., N. Y. C. 5th Fl.  
Interviews 10-6:30

**GIRLS & WOMEN  
NO EXPERIENCE**

FULL OR PART TIME

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

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

**SCHRAFFT'S**

APPLY ALL DAY  
56 W. 23rd St., N. Y.

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

**JR. CLERKS GIRLS  
WOMEN**

(at least 18 years of age)

No experience necessary.

Knowledge of typing preferred.

We will employ you in interesting

work, handling

International RADIOGRAMS.

Opportunity meanwhile to learn

Teletype or Radiotelegraph

Operating in our free school.

Apply weekdays except Satur-  
day between 10 a.m. and 4 p.m.

Essential workers need release.

**R.C.A. Communications, Inc.**

66 BROAD STREET, NEW YORK

**WOMEN & GIRLS**

PART OR FULL TIME

LAUNDRY WORK

or

CANDY PACKING

**SCHRAFFT'S**

56 West 23d St., N. Y.

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 149 EAST 73RD STREET, INCORPORATED, has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GRAYBAR SILVER SPINNING CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 15th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of IBLA PANTS CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 29th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HARLEM-IBLA CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 29th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of G & G FOODS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 26th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HOE APARTMENTS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

Frank S. Sharp, Deputy Secretary of State. Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MID YONKERS PARKING, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

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

LEGAL NOTICE

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LIN TRADING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 24th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALBERT CORRUGATED CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CAPSUTO AMUSEMENT CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 21st day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CAROLYNE MINK RANCH, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 25th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of G & G FOODS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 26th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HOE APARTMENTS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

Frank S. Sharp, Deputy Secretary of State. Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MID YONKERS PARKING, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 23rd day of August, 1944.

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

LEGAL NOTICE

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

The name of the partnership is CORPORAL COMPANY. The character of the business is that of theatrical producers. The location of the principal place of business is 1564 Broadway, Borough of Manhattan, City of New York.

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

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

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

No right is given a limited partner to substitute an assignee as contributor in his place, nor may the partners admit additional limited partners. No right to priority is given any limited partner over the others as to contribution or as to compensation by way of income or otherwise. In case of the death or insanity of the general partner, the partnership shall be terminated unless the remaining partners elect otherwise.

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

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

The name of the partnership is Crown Leather Products; its business is manufacture, purchase and sale of leather articles. For Kind, Sympathetic and Efficient Service CONSULT CHARLES W. BRYANT, Director COMMUNITY FUNERAL HOME 1899A FULTON ST., BROOKLYN Bus., GL 2-5622 Res., GL 5-7537 (Colored Clientele)

JACOB FASS & SON Inc. ESTABLISHED 1905 Harry Weinstein, Lic. Manager FUNERAL DIRECTOR DIGNIFIED SERVICE, REASONABLE RATES, CHAPEL, FACILITIES, IN ALL BOROUGHS 24 AVENUE C, N. Y. C. Day and Night Phone GR amercy 7-5922

LEGAL NOTICE

articles or any other products akin thereto. Its principal place of business is 137 East 25th Street, in the City of New York. The name and addresses of the general partners are Isidore Cohen, 1049 Montgomery Street, Brooklyn, New York, and Elias Avram, 752 East 51st Street, Brooklyn, New York. The name and address of the limited partner is Philip D. Firman, 310 West 72d Street, New York City.

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

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

That the limited partner shall have no right to receive other than cash in return for his contribution. Said certificate was duly signed and acknowledged by all of the general and limited partners.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALTO MACHINE & TOOL WORKS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 24th day of August, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JOHN RAATZ, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 24th day of August, 1944.

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

LEGAL NOTICE of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 24th day of August, 1944. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

We Refused To Sell Glasses To Mr. B—! He was one of the thousands who come to us for an eye examination—he had frequent headaches—thought it might be his eyes. We refused to sell glasses to Mr. B— because our expert examination showed he didn't need them—BUT—if your vision is faulty... if you're bothered by eyestrain, blurry vision or exceptional eye fatigue, you may need glasses. Our examination will tell you the truth about your eyes. Our staff of expert optometrists will prescribe the proper glasses for you—if you need them! Our own highly skilled technicians will make them up accurately, to fit your needs—at a moderate, honest price! Don't let faulty vision handicap you in your work! Come in today. Special consideration to Leader readers. Rudolph Katz OPTOMETRIST 3819 THIRD AVE., BRONX 51 Jerome 7-5101

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Chronic and Neglected Ailments SKIN AND NERVES KIDNEY — BLADDER RECTAL DISEASES SWOLLEN GLANDS Men and Women Treated Dr. DERUHA 128 EAST 86th STREET Above Lexington Ave. Subway Station Centrally located, easily reached from everywhere Separate waiting rooms for women Daily 10-2, 4-9. Sundays 10-2 THOROUGH EXAMINATION INCLUDING BLOOD TEST — \$3.00

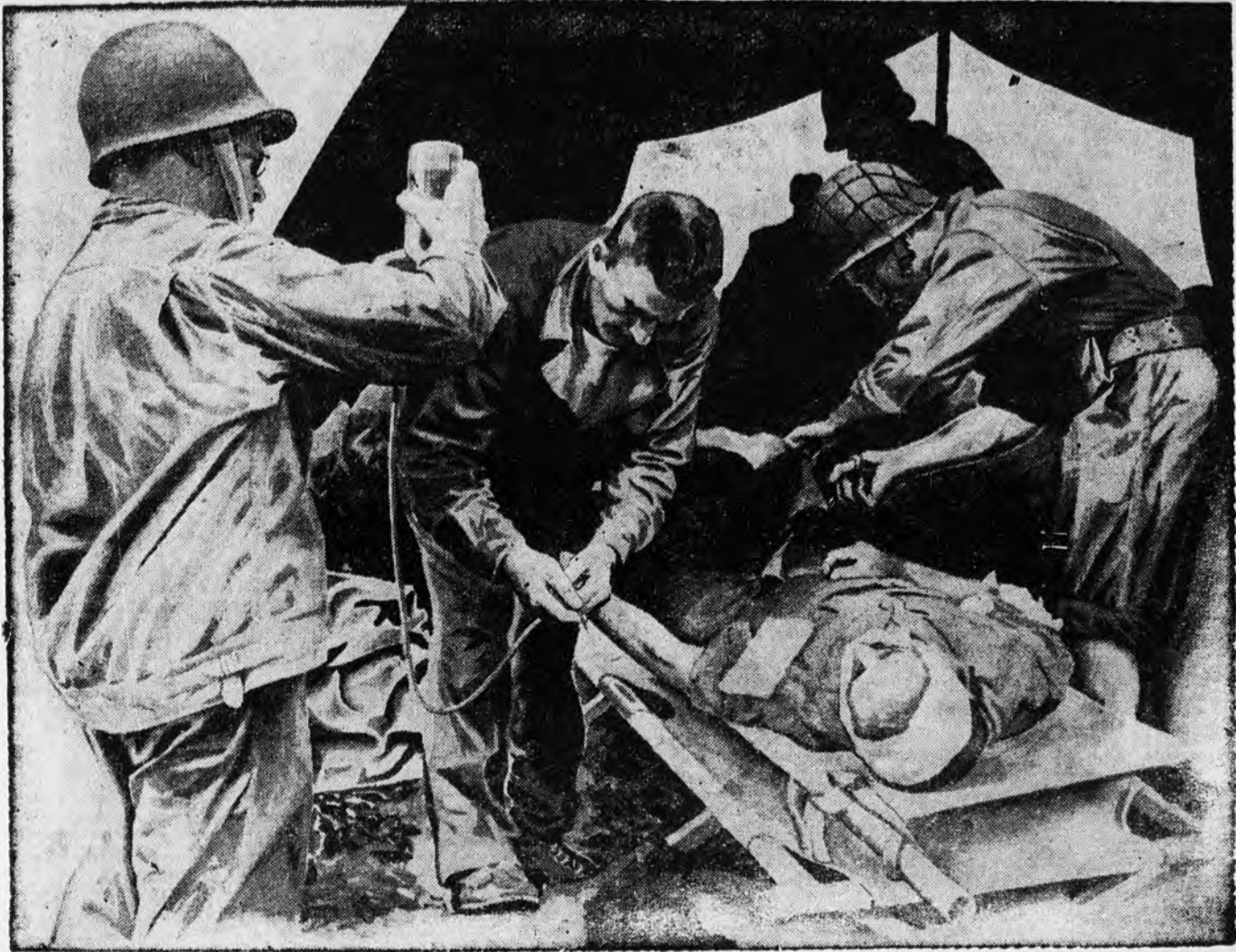
MR. FIXIT Clockwork KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City. Telephone WO 2-3271. Patent Attorney GEORGE C. HEINICKE—Registered in all States. Have you an idea or invention that should be patented? Come in and talk it over at no cost to you. Open 10 A.M. to 4 P.M., 147 Fourth Ave., Room 329, N. Y. C. Tel.: ALgonquin 4-0686. Piano Tuning EXCELLENT, RELIABLE tuning —\$3. Repairing, reconditioning, reasonable. Go any distance. References: Hunter College, Bd. of Educ. JOSEPH ALFREDGE, 220 72nd St., Brooklyn. SH. 5-4723. Typewriters TYPEWRITERS, adding, calculating machines Addressographs, mimeographs Rented, Bought, Repaired, Sold, Serviced. Wormser Typewriter and Adding Machine Corp., 863 Broadway at 23 St. AL 4-1772. Carpets USED CARPETS, BROADLOOMS, Rugs, Stairs Linoleum, Rubber Tile, Carpet Cleaning. Bought and Sold. 147 West 23rd—CHelsea 2-8707 — 8768. Auto Service A. L. EASTMOND, formerly of 37 W. 144th St., is now located at 306-8 W. 143rd St., nr. 8th Ave., and offers his old customers and friends the same reliable collision and towing service. ED. 4-3220. Radio Repairs FOR GUARANTEED RADIO REPAIR Service, Call GRam. 3-3092. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 Second Ave. (Nr. 3rd St.). Scientific Rug Cleaning ORIENTAL AND DOMESTIC RUGS CLEANED and Shampooed. If it's your rugs or carpets, call MO 2-6561. Carvell, 80 St. Nicholas Ave., NYC, at 114th St. Free Storage until Sept. 1st. Furniture MR. FIXIT—Furniture bought, sold; bric-a-brac, china works of art. Lamps mounted. Kerosene lamps converted. Furniture repaired. 57 Greenwich Ave. CH 3-9763.

MISS & MRS. Wedding Gowns Mme. Baldwin will complete your wedding gown and outfit your entire wedding party within 24 hours. Mme. Baldwin, 301 and 387 E. Fordham Rd. SEdwick 3-4769. Beauty Culture THE BEAUTY BAR, Specializing in all Branches of Beauty Culture Expert Operators. M. Smith, Prop. 203 West 145th St., Aud. 3-8085. JOLA WHITE, Proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 165th St., Bronx. Opportunity for two operators. DAYTON 3-8308. HAITH'S BEAUTY SALON, located at 2434 Eighth Ave. (bet. 130th & 131st Sts.), offers the finest in Beauty Culture. All systems. Closed Tuesdays. Tel. AU 3-9245 for appointment. Lena Haith, Prop. WHERE TO DINE EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere." Good Food—"The Way You Like It." Sorry—Closed Saturday & Sunday. FREE TEA CUP READING. Hedy's Tea Garden, Tea and Cookies 35c. Weekdays 11:30 A.M. to 9 P.M., Sat. & 11:30 to 9 P.M. 461 East Tremont Ave. Near Crotona Thea. 1 flight up. VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.), serves delicious dinners. UN. 4-8860. Mary Abernathy, Prop. MRS. BROWN'S, YOUR FAVORITE eating place, is now located in its own spacious establishment—opposite the Old Stand, 2415 Seventh Avenue, N. W. corner 141 St. Specializing in southern home cooking. Bar-B-Q BARONS BAR-B-Q ROTISSERIE. Famous for tastily cooked foods. Breakfast, luncheon and dinner. Serving a la carte. 2499 7th Ave. (Next to Roosevelt Theater).

READER'S SERVICE GUIDE EVERYBODY'S BUY AFTER HOURS MARRIAGES ARE NOT MADE IN HEAVEN! Introductions arranged CAREFULLY. Call Mr. Chancia, LO. 5-0044. SOCIAL INTRODUCTION SERVICE opens new avenues to pleasant associations for men and women. Responsible, dignified clientele. Non-sectarian. Personal introductions. Confidential. MAY RICHARDSON, 36 W. 59th (Central Park Sq.), Plaza 8-2345, 10 a.m. to 8 p.m. daily and Sunday. ARE YOU FRIENDSHIP OR MARRIAGE MINDED? Investigate my Method of Personal Introduction. Finest references and recommendations. CONFIDENTIAL Service. Helen Brooks, 100 W. 42d St., WI 7-2430. A PUBLIC SERVICE—Meet new friends; men-women, all ages, non-sectarian; thousands new members; oldest internationally known organization; offices in Hotel Wentworth; Daily-Sunday, 12-8. Clara Lane, Contact Center, 56 W. 47th. BR 9-8043 or send stamped envelope for particulars. Numerology IT PAYS TO KNOW YOUR LUCKY days. Wear lucky colors, become attractive, popular and captivating. Let numbers tell you about yourself, friends, your husband, wife, children; how to manage influence people. Educational, progressive. Mail birth date and 25 cents for each person... today. to DVINER Pub., Dept. 4, 505 W. 134th St., New York 31, N. Y. Household Necessities SUBSTANTIAL SAVINGS, GIFTS—all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops. Unique personalized plan. Small lots wholesale. Municipal Employees Service, 41 Park Row.

Beauty School ALMANELLO (Alma Grant Founder) Terms very reasonable. Call, phone or write for particulars, 2157 Seventh Ave. (nr. 128th St.) UN. 4-9366. Tires TIRES-TIRES-TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave., Longacre 5-8304. Photos ANGELA AND HER CAMERA—Make natural—hard to get—pictures of your babies and pets at your home or her studio. By appointment ANGELA 9 1/2 Jane St. CH 3-1735. Specialty Shop NOW OPEN—TITO'S Specialty Shop, 2752 Eighth Ave. (near 146th St.), ED 4-6981. Full line of Ladies' Hosiery, Lingerie, Dresses, etc. Dry Cleaning EIGHT-HOUR DRY CLEANING SERVICE—NEW ENGLAND CLEANERS. Also pressing, repairing. Furs cleaned, glazed, stored. Israel Lane, Prop., 106 Northern Blvd., Corona, L. I. HA 9-9804. Dogs for Adoption RED SETTER, English Setters, Collie Pups, Toy Spitz, Fox Terriers, Poodle, Spaniel, Pomeranian, Hounds, Spitz, Police Dog and Police Puppies. Chow and Collie. Little Home for Friendless Animals, Inc., East Islip, N. Y. Phone Islip 1259. Live Chickens For Good Health, buy live chickens and fresh eggs at Rifkin Live Poultry Markets Inc. Broilers, fryers, 40c lb. Cleaned and dressed. Special prices to churches. Social functions. 154 West 145th St. ED 4-0725 new branch 2142 Madison Ave. AU 3-4864 Secretarial Services Typing, mimeographing, multigraphing, mailing, printing and advertising. Full and part time typists and stenographers available. University 4-3170. Household Appliances REFRIGERATORS, PIANOS, RADIOS, WASHING MACHINES—Highest prices paid. Boro Trading Co. Dickens 2-9385. Business Machines FOR SALE: Stenotype Model A including study manuals. Perfect condition. \$40. Grammercy 3-2568. Mrs. Antman, c/o Zuckerma, 711 Ocean Ave., Bklyn.

Mexican Arts MEXICAN ARTS-CRAFTS, Lás Navedades 87 Christopher St. (Village), 11-00 A. M. to 11:00 P. M. HEALTH SERVICES Dentists DR. S. GLOBERMAN, 1565 Townsend Ave., near Mt. Eden Ave., Bronx Tel. TREmont 8-9758. (Formerly at 22 East 170th St.) Optometrist EYEGLASSES—As low as \$7, which includes thorough examination and first quality lenses and frames. Dr. A. H. Hansen, Optometrist, 119 E. 39th St., New York City. LEXington 2-4996. Hours 10 A. M. to 8 P. M. Druggists SPECIALISTS IN VITAMINS AND Prescriptions, Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1943 refilled on our premises. Notary Public, 15c per signature, Jay Drug Co., 305 E. 74th. Masseur Louis Watten, Licensed Masseur, Lic. No. 370795. Residence Service. Medical massage. Dayton 2-6639. 1021 Trinity Ave., Bronx. Office Hours 4-9 P.M. Convalescent Homes CONVALESCENT & CHRONIC cases; Swedish massages and medicated baths; nurses; day-night; diets; spacious grounds; reasonable rates. PARKER SANATORIUM, 49 Waring Pl., Yonkers, N. Y. Yonkers 3-8887. Bald Heads CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair to bald heads; age or condition of baldness does not matter; Roots don't die. For particulars call, phone, Clarence Green, 64 Bradhurst Ave. (cor. 145th St.), N.Y.C. AU 3-8748. Scalp-Hair Treatments EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 20 years experience in New York, Paris. Free consultation. Call JA 9-0178. TOLCHIN, 48 E. 8th St. AL 4-0917. MERCHANDISE WANTED CASH PAID IMMEDIATELY for Pianos and Musical Instruments, SILVERWARE, FLAT AND HOLLOW. Urgently needed. High prices paid. J. Sloves—149—Canad—St. WA. 5-0686.



## **YOUR BLOOD CAN SAVE HIS LIFE**

**Blood plasma is ammunition.**

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

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

**Have you done your part?**

**Call your Red Cross blood donor service today for appointment.**

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

**In New York City**

**BLOOD DONOR SERVICE - 2 East 37th Street, N. Y. C.**

**MURRAY HILL 5-6400**



# Amusement

by J. RICHARD BURSTIN

By J. RICHARD BURSTIN

On Thursday, Sept. 7th, the M-G-M comedy film, "Meet The People" with Lucille Ball, Dick Powell, Virginia O'Brien, Bert Lahr, "Rags" Ragland and June Allyson and the bands of Vaughn Monroe and Spike Jones and his Slickers, will open at Loew's State. . . . At the Strand Theatre is the "homocidal" comedy, "Arsenic and Old Lace," which stars Cary Grant and Raymond Massey. . . . Charlie Barnet and his orchestra will head the in-person show. . . . Katherine Hepburn, Walter Huston and the supporting cast of "Dragon Seed" are still turning in magnificent performances at the Radio City Music Hall. . . . "Janie" in the person of Joyce Reynolds is still holding forth at the New York Strand. . . . The Abbott & Costello duo are tickling capacity crowds in their latest film, "In Society" which is showing at Loew's Criterion. . . . "Wing and A Prayer," and Gotham Theatres. . . . "The new 20th Century Fox film, is being screened at both the Globe Doughgirls," the Warner Bros. film version of the successful New York stage comedy, has found favor with the audiences at the Hollywood Theatre. . . .

Resort Note: . . . The directors of Klein's Hillside, announce the extension of their vacation entertainment, through the month of September. The Klein's Hillside "little theatre" which has added enormously to the guests entertainment, plans at least 2 major ventures in September, namely, "The Student Prince" and the ever-popular "Blossom Time." Among the bright stars contributing to the entertainment at Klein's Hillside are: Arline Wayne, Danny De Lane, Abby Lee, Barbara Hall, Lew Rose, Jesse Simms and Marion Noble.

## Case of Enlarged Pension Payments

(Continued from Page 7)

same maintenance to which they had previously been accustomed. No change in rooms, meals, or other services. No change in duties or responsibilities. The only change was that a lower value had been placed on their maintenance. So their contributions to the Retirement System were reduced.

If the view of the Budget Office is accepted, this lowering of the value of maintenance means a reduction of \$562.88 in Olson's gross annual compensation; and a reduction of \$344 in Scott's gross annual compensation.

The attorneys for the petitioners cite a bit of history. They point out that shortly after the establishment of the Retirement System, the Comptroller of the State established rules that the value of maintenance received by employees in State institutions was equal to one-half the cash salary. These rules have been in effect throughout the entire period of Olson's and Scott's employment. These rules were used in determining their gross taxable income.

It's a Contract  
And then it is pointed out that membership in the Retirement System, by virtue of the provisions of the Constitution of the State of New York, "constitutes a contractual relationship the benefits of which shall not be diminished or impaired." Olson and Scott wanted to continue paying at the old rate. They even sent a written request saying so. "No dice," answered the Comptroller.

The proceeding is grounded primarily in subdivision 13a of Section 50 of the civil Service Law, which provides, in substance, that a salary reduction shall not reduce the employees' salary for pension purposes so long as he continues to make contributions on the salary he received before the reduction took effect. If the proceeding is successful it will benefit several hundred employees in the Mental Hygiene and Social Welfare Departments. No accurate estimate of the number, effected is available.

The case is scheduled to be tried on September 22.



**CARY GRANT**  
At the New York Strand is the Warner Bros. film delight, "Arsenic and Old Lace" which stars Cary Grant.

## A Good Break for Hunters Among State Employees

ALBANY—New York's woodcock hunters got a real break when the change in zoning urged by Conservation Commissioner John A. White was approved today by the U.S. Fish & Wildlife Service, federal agency controlling the open seasons and bag limits of all migratory game species. The woodcock season will open October 1 in the north-eastern section of New York in an area bounded by the N. Y. Central tracks from Oswego south to Syracuse, thence east along the same railway to Albany and then to the Massachusetts State line along the Boston and Albany tracks. In that zone the season ends October 15. Elsewhere in the State, except Long Island, the season is October 16-30. On Long Island its November 1-15 as before.

Shooting hours are the same as for waterfowl—from a half hour before sunrise to sunset. Daily bag limit of woodcock is four and possession limit 8. A duck stamp is not required.

## Salary Increase Means Loss of Job

The Mead-Remspeck Act provides for automatic salary increases. Once the requirements of this act have been met, the increase must be granted even if the employee doesn't want it.

Under a strange quirk in U.S. law, receiving the in-grade increase may mean the loss of the job.

An Act of July 31, 1894, prohibits a Federal employee earning \$2,500 or more on one Federal job from receiving pay for holding another government office.

Under this act it was ruled that a retired Army officer holding a civilian position had to be discharged when the salary was increased to \$2,500 by an automatic raise.

## Ramapo Improvement

Morton Kline, developer of Ramapo Mountain Lakes, Oakland, N. J., announced the awarding this week of the largest single contract for physical improvement on any private real estate development since pre-depression days. This contract for improving all of Section 2 includes the grading and hard surfacing of eight miles of roads, the sanding of several acres of bathing beach, the building of tennis courts, handball courts baseball diamonds and a huge children's playground.

Six miles of roadwork was recently completed in Section 1 which was sold out to 200 purchasers in five weeks time for approximately \$300,000.

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

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

### Restaurants

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

### Restaurants

Nationally famous for its quality food. Dinner from \$1.25 served till closing. Excellent Floor Show. Gypsy and Dance Orchestra. No cover ever, no min., ex. Saturday, after 9 P. M. Toppis for parties. Air conditioned. Long. 3-0115.



## HARBOR REST

SEA FOOD HOUSE, Inc.

### NEW MANAGEMENT

Famous for  
SHORE DINNERS • LOBSTER  
STEAK • CHOPS • CHICKEN  
Wines and Liquors

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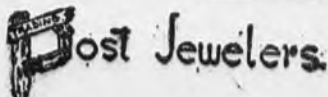
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WARNER HIT!  
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# Student Trainees Sought; Excellent Opportunity

Young men and women who wish to serve their country and at the same time acquire skill in an occupation which offers post-war possibilities in private industry, should be interested in the War Dept's Aircraft Mechanic Trainee program.

Every two weeks, 50 young men and women from the New York City area begin a month's training course during which they are paid \$125. Upon completion of the course, the students are assigned to duty at the Rome Army Air Field, Rome, New York, with transportation paid by the War Department. Their salary is also raised at this time to \$152 a month. While undergoing training in New York City the students receive instruction under the supervision of the Army Air Forces in the mechanical maintenance, overhaul and repair of aircraft and aircraft engines and their assemblies, sub-assemblies and accessories.

At Rome Army Air Field, their duties will involve the repair of battle-damaged planes and it is of interest to note that 80% of the work done at Rome is returned overseas.

### Housing Facilities.

While housing is available in the town of Rome itself, there are also dormitories at the Air Field

where a single room can be rented for \$3.50 a week. There is an excellent cafeteria at the field and it is estimated that total living expenses should not exceed \$10 per week. There is a U.S.O. and other recreational facilities at the field and all things considered, this opportunity to learn, earn and serve should be attractive to many young people.

The only requirements are that applicants be citizens at least 16 years of age and able to pass a simple mechanical aptitude test which is given daily at the Federal Building, Christopher Street, New York City. Those interested should inquire at any of the following places: Room 544, Federal Building, Christopher Street, N. Y. C.; U. S. E. S. Office, 87 Madison Avenue, New York City or U. S. E. S. Office, 205 Schermerhorn Street, Brooklyn, New York.

All appointments in the federal service are made in accordance with War Manpower Commission regulations.

# Seen and Heard In Vet Agency

RECENT promotions: Chief James Jones Caf 6 to Caf 8... Chief Assistant McKinnis Caf 5 to Caf 7... Chief Chester Healy to Caf 8... Chief Assistant Maddox to Caf 7... Chief Bernadine Harley, wife of Chief Joe Harley (Preliminary Operations) to Caf 8... and so forth throughout Premium Accounts... Assistants to the Chiefs, formerly Caf 4's were made Caf 5's...

SPEAKING of new events, well, that New Jersey car doesn't call for that highly placed gal any longer. It's someone new again. As she puts it: "I intend having what I want."... Did you know that quite a number of the bosses drop in for a cup of coffee and donuts at about ten a.m. at the corner lunch-room... Navy N1 has some purty lasses working there... Several of the newer employees are complaining that they have been placed at desks and had work heaped in front of them without proper explanation... Direct is expanding at 350 B'way... N 10, a new section, will be set up and generally there will be a change in the physical make-up of the newly set-up sections... A Vet Agency Efficiency Expert is in town...

SALLY KORAN, Addressograph, and that Searcher, Adjustment and Refund, are a duet... Chief H. Hazard, N Correspondence, 2 Lafayette, is interviewing again for Caf 4's to fill vacancies in her section... Chief Joseph Harley's position is agreeing with him—he's raised his own corporation on the matter... An Assistant-to the Chief on one of the lower floors doesn't mind socializing on the various floors but let her personnel dare to wander from their floor... wow! That W. W. II Veteran in Adjustment and Refund, who has been active in helping his fellow-veterans, is leaving the agency at a high grade... Local Vet makes good. Chief Tom Harvey, 350 Broadway, has written some good poetry... Chief Clarence Hoover, 350-B'way Level, has some very gorgiss gals working for him... have you noticed him sprucin' up lately?

# Tip to Vets: This Might Be Something You'll Like

ALBANY — The Veterans' Advisory Commission created by the 1944 Legislature, with an initial appropriation of \$100,000, probably will have scores of choice jobs as the organization goes along.

General Hugh A. Drum, head of the State Guard, is also chairman of the Veterans' Commission with offices at 80 Center Street, New York City. Under him are an executive assistant, a retired Army

Colonel, and a chief research man. It is obvious, however, that the agency will have many office field workers, and other help. Most of the personnel, it is assumed, will be drawn from the ranks of veterans of military service.

The whole show is just beginning, so there is still plenty of time for discharged veterans to make connections and seek place in the new set-up.

In Albany the office is being run by General Ames T. Brown who is the Adjutant General of the State, Col. C. O. Edward Thomas, who is State civil protection director, is in charge of the information office for the Veterans' Commission.

Veterans seeking information or looking for a job in a set-up that will last for years are advised to communicate with General Drum in New York City or General Brown in Albany.

# Bklyn Depot Staff Wants to Bargain; Govt. Says "No!"

Employees of the Naval Clothing Depot, represented by the United Federal Workers of America, want to set up a collective bargaining procedure at the depot.

Captain Charles D. Kirk, supply officer, has offered to meet with the employees, but turns thumbs down on collective bargaining. He says he hasn't the authority.

Here are examples of typical grievances which Depot workers hope to solve through collective bargaining:

The female operators, until recently had been receiving 76 cents per hour for work which in private industry is customarily paid \$1.18 per hour. After the union had submitted full evidence on the case to the Navy Department, raises of 18 cents per hour were announced. However, 12 cents of the 18 cents was made dependent on a speedup system virtually impossible to meet. Thus, the actual increase was 6 cents from 76 cents to 82 cents.

There is also the case of a Depot operator who has long experience and who teaches garment machine operation at an industrial trades school in the evenings. Recently she was assigned to fill a supervisory post which had been vacated. She performed the supervisory duties for four months but never received supervisor's pay. Another worker with less seniority and experience was then promoted to the supervisory job and the worker in question was reassigned as an examiner.

Another grievance of Depot workers is that people doing the same work often receive different rates of pay. The union asks that the principle of equal pay for equal work be adhered to.

## Comparison of Present Salary Structure with Variable Increment Salary Structure

(Continued from Page 8)

SERV. & GRADE	PRESENT SALARY STRUCTURE			ANNUAL INCREMENT	VARIABLE SALARY STRUCTURE					
	INCRE.	MIN.	MAX.		INCREMENT		STRUCTURE			
					A	B	C	D	E	F
7-5	250	5200	6450							
8a-7	250	5200	6450							
8b-6	250	5200	6450	56	250	5200	6450	5700	6450	
9a-5	250	5200	6450							
5-7		5250								
4-7	250	5400	6650	56	250	5400	6650	5900	6650	
8c-4		5500								
8d-6		5500		57	250	5500	6750	5750	6750	8000
9a-7		5500								
6-7	300	5500	7000	58	300	5500	7000	5800	7000	8100
10c-6	250	5750	7000	59	250	5750	7000	6000	7000	8250
12-7		6000								
10d-6	250	6000	7250	60	250	6000	7250	6250	7250	8500
10b-6	300	6250	7750							
10c-6	300	6250	7750	61	300	6250	7750	6550	7750	8850
8b-7		6700								
7-6	300	6700	8200							
8a-6	300	6700	8200	62	300	6700	8200	7300	8200	
11-6	300	6700	8200							
4-8		7000		63	300	7000	8500	7300	8500	7600
10d-6	400	7250	9000	64	400	7250	9000	7650	9000	8050
6-8		7300		65	300	7300	8800	7600	8800	7900
10e-7		7500		66	300	7500	9000	780	9000	8100
10b-7		8000								
10c-7		8000		67	400	8000	10000	8400	10000	8800
7-7	400	8500	10500							
8a-7	400	8500	10500	68	400	8500	10500	8900	10500	9300
11-7	400	8500	10500							
7-8		11000								
8a-8		11000		69	...	11000	+			
11-8		11000								

### Per Diem Salaries

SERV. & GRADE	PER DIEM SALARY	PER DIEM SALARY	PER DIEM SALARY	PER DIEM SALARY	PER DIEM SALARY
10a-1	.60	1.0	1.3	70	.60
10a-2	.70	1.4	1.75	71	.70
10a-3a	1.00	1.8	2.3	72	1.00
10a-3b	1.00	2.4	2.9	73	1.00
10a-4	...	3.0	...	74	...

- (1) For transition, 1-2a would be 9-b.
- (2) For transition, 1-2aa would be 10-b.
- (3) For transition, 1-2b would be 12-b.
- (4) For transition, 1-3a would be 14-b.
- (5) For transition, 1-3b would be 10-b.
- (6) For transition, 1-4 would be 19-b.
- (7) For transition, 1-5 would be 24-b.
- (8) For transition, 1-6 would be 29-b.
- (9) For transition, 1-7 would be 41-b.

# U. S. Employee Wins \$5 For Best Letter To Editor

The second winner in The LEADER's contest for the best letter of the month to the editor is Henry E. Thomson, who will receive \$5 in war stamps.

He's a property and supply officer with the War Department.

Among the suggestions in his letter, which appeared in The LEADER on July 23, 1944 was that the Government institute training courses to prepare employees within the Civil Service for higher administrative jobs instead of going outside and seeking new appointees with the desired background.

All persons who write letters to the editor of The LEADER are eligible to win the \$5 in war stamps. Details will be found in the Letter section, page 6.

# Personnel Courses Opened by NYU

Courses in Personnel Training which are of special interest to civil service employees aiming at administrative posts are offered by the Division of General Education of New York University, Washington Square, New York City.

September 18 is opening date of the 12-week session and the subjects include: Principles of personnel management; Interviewing, Job Analysis and Training Techniques.

# 30 DAYS SALE ON RECLAIMED FUR COATS



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

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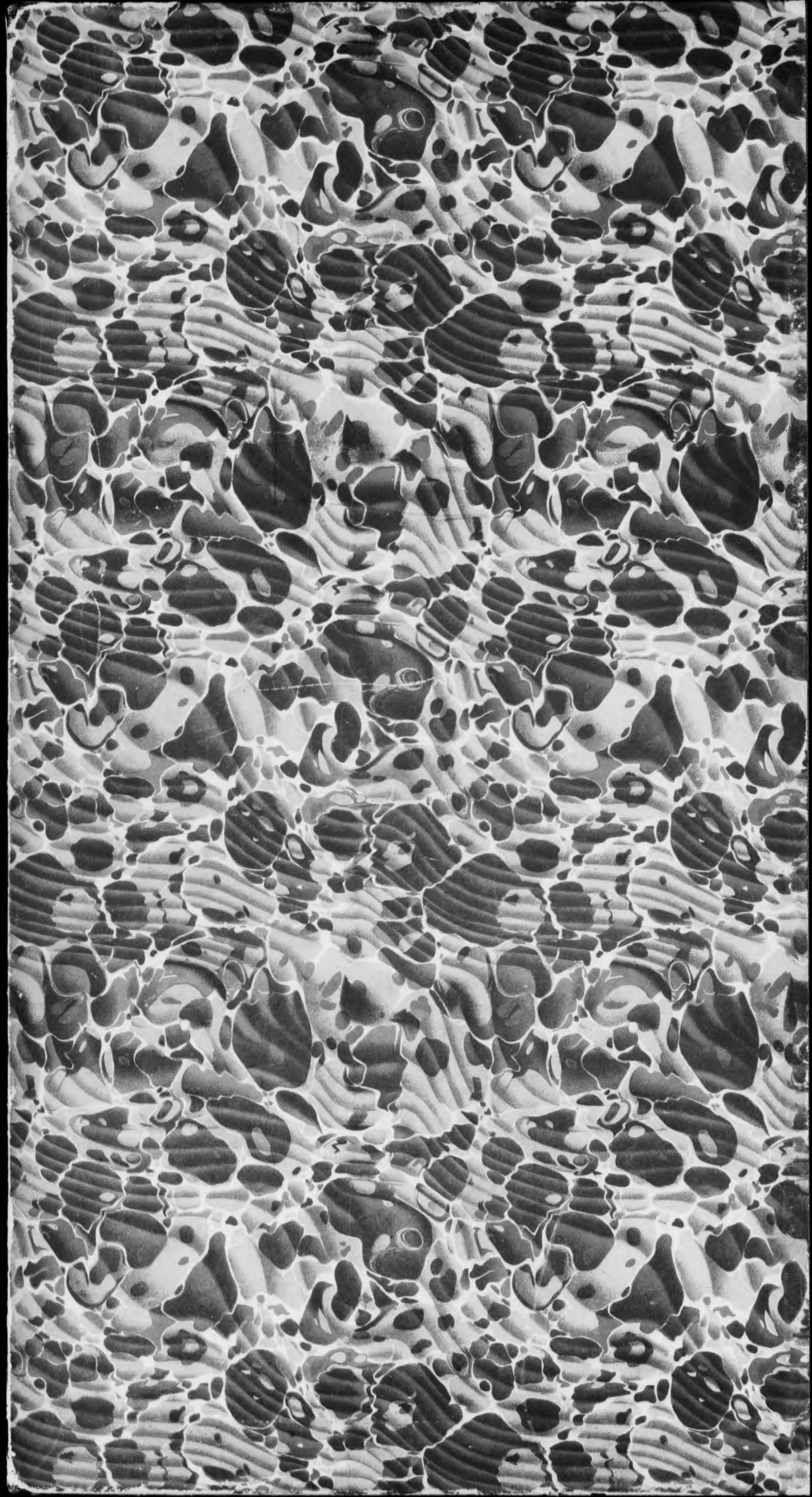
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**PRICE OF LOTS**  
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Single Graves for three interments in other sections without perpetual care but including the first opening, \$100

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