

Get Paid While Learning

GOV'T TO TRAIN MEN, WOMEN FOR WAR JOBS

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FEDERAL CIVIL SERVICE NEWS

By CHARLES SULLIVAN

Civil Service to Halt Test Announcements, Use Local Lists, Demand Higher Pay

WASHINGTON.—U. S. Civil Service Commission, The LEADER has learned, is planning revolutionary changes in the recruitment and placement of Federal workers. The proposed changes, now under consideration, will speed up the work of the Commission to the tempo of wartime demands. Under study are these changes:

1. Abolition of all announcements of Civil Service tests. A person who wants a job with the Government wouldn't be required to fill out an application blank to take a single exam, or a number of blanks to take a number of tests, as the system now operates. Instead, he'd go to the Civil Service office and fill out a single blank and from the information on that blank the applicant would be tested and rated.

The recent adoption of a universal application blank was the first step in that direction. All agencies are now compelled to use

that blank in the hope that it'll keep job applicants from filling out a score or more blanks while they're job-hunting.

The reason behind the move to abolish exam announcements is the manpower shortage. Frankly, Uncle Sam soon will have to use what people he can get. He won't be able to choose. The old exam processes, the Commissions feels, are becoming out of date.

Local Eligible Lists

2. The Commission soon will make another drive to use eligibles on acceptable State, county and municipal civil service registers. This process has been very slow for the simple reason that State, county and city commissions have been looking for the same people as the Federal government.

Nevertheless, more than 2,000 eligibles on State, county and city registers have been given Federal jobs recently. Several hundred were from New York registers.

Training

3. Training, and lots of it, is on the Commission's agenda.

The number of qualified people is getting tight in every line. They just can't be had at the prices the Government is willing to pay. Many people on its rolls who are unskilled, will be trained to do everything from taking stenography to forecasting weather. Competitive exams will be set up to control the number of persons selected for the training courses.

For example, the Commission now is up against it trying to hire stenographers and typists. It now has orders for more than 5,000 stenographers and typists that can't be filled. The girls and boys won't leave their homes to go to overcrowded Washington for the \$1,400 jobs.

The Commission believes it has the answer.

Girls by the thousands are now working in munitions and aircraft factories. These girls are untrained, but a survey shows they are paid an average of 60 cents an hour plus time-and-a-half during the training period. The girls make from \$125 to \$200 a month. After training they earned more

money, depending on overtime worked.

If a girl wants a job as a stenographer in Government she must go to school from 8 months to a year, and during that time she must spend her own money. On the other hand, she's trained free in the munitions factories and she's paid good money for doing it.

The city of Detroit now pays its typists \$125 a month. A Detroit girl, if she does go to Washington to accept a typist job, would get perhaps, \$110 a month, at most \$120 a month. You guessed it, not many stenographers and typists are going to Washington from Detroit.

4. Many persons with a knowledge of the problem feel that for years, the Civil Service Commission has shied away from all arguments and it hasn't assumed the leadership in constructive legislation in behalf of employees generally.

Recently, however, especially since Arthur S. Flemming joined the Commission, the Commission has been having its say in court, usually with Flem-

ming doing the talking. Now it's reported the Commission will take the lead in trying to get Congress to approve higher incomes for Federal workers. When Congress returns, you can expect to see the Commission urge immediate consideration of the President's plan to pay time-and-a-half after 40 hours to employees paid less than \$3,800, or some compromise plan acceptable to the administration.

5. The Commission is blamed for the red tape in Government that's connected with personnel practices. Now the Commission is moving to cut it out. It's setting up a new division to reduce the vast amount of paperwork connected with personnel procedures.

It now seems quite obvious that personnel practices of a few years ago and a few months hence will be as different as day and night.

In the future the great emphasis will be on the placement of people in the right jobs, jobs where they'll be of the greatest service to the Government.

Rating System Under Fire

WASHINGTON.—The efficiency rating system is under fire again. As the ratings trickle in a survey shows that they are considerably lower than they were a year ago. And that means many more appeals will be made to the boards of review.

In order to make the system more uniform, the Civil Service Commission ordered changes this year which made the system more rigid and complex.

Since automatic promotions are dependent upon efficiency ratings, the employees are steamed up about them. And if many appeals are made and much time is taken up with hearings it's a good bet that the system will again be overhauled.

Vet Agency Now Has 2,800 Workers

Though, for the present, no further recruiting is being done by the Federal Civil Service Commission for jobs in the Veterans' Administration at 346 Broadway, Manhattan, about 15 typists and detail clerks are still being hired daily from among those who have previously applied. These persons have been approved by the Commission for jobs.

There are 2,800 persons on the

New Training Opportunities Open to Men and Women

The United States Government last week opened a new opportunity for training to men and women, leading to the position of Under Inspector of Engineering Materials. Applications are being received only through Wednesday of this week—so if you're interested, and meet the requirements, you had better rush right over to the Federal Building at 461 Washington Street. If you're accepted for training, you'll get six to eight weeks of schooling in inspection methods on many types of engineering materials. When you've completed your schooling, you'll be sent to duty as a junior inspector at a contractor plant.

Here's the complete announce-

ment (it's number 2-180 assembled):

Under Inspector Engineering Materials (Trainee)

OPEN TO MEN AND WOMEN \$1,440 A Year

(Less deduction of 5% for Retirement Annuity)

Closing Date—Applications will be accepted until September 2, but if an excess number is received, only a number sufficient to meet the needs of the service who have

had two or more years of college will be examined in the order of receipt thereof.

Nature of Appointments—Appointments will be known as 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. Persons receiving war service appointments do not thereby acquire a classified (competitive) civil service status.

Place of Training—Navy Inspector School, New York, New York.

Note—Upon completion of training, appointees will be assigned to fill vacancies as Inspectors of Naval Materials, Ordnance, and Aircraft (Continued on Page Fifteen)

Local Rating Boards Will Examine Lawyers

WASHINGTON.—Nearly 40,000 lawyers already have applied for the Civil Service exam that closed Monday, August 31. It's estimated that more than 10,000 of the applicants were from New York State.

One or more rating committees will be set up in New York City and others throughout the State to give oral and written tests to the applicants. The committees will be composed of judges, prominent members of the bar and law professors from New York law institutions.

At least one member of the Board of Legal Examiners or a member of its staff will sit with the rating committees. Committee members won't be paid salaries but they'll receive their expenses.

Oral Tests Start October 1

Exams will get under way by October 1, it's hoped, and it's planned to have the register set up by January 1.

Meantime, the President has issued an executive order setting up the Board of Legal Examiners officially. Congress recently approved funds for the board after a long, hard fight.

In the order, the board was told to choose Federal lawyers on a State quota basis. That'll mean that New York State will get approximately 10 per cent of the

legal jobs, as it has about 10 per cent of the population.

The Civil Service Commission has tossed the State quota system out the window for the duration of the war for all other jobs. However, the supply of lawyers is such that the Board feels it can easily apply the quota system to the appointments.

The Board, however, has some leeway. The quota system is to be followed "so far as practicable and consistent with good administration."

Written Tests in September

Meantime, the Board will give approximately 600 young attorneys written exams in September. These attorneys were appointed temporarily subject to exams. The exams will be non-competitive. If an attorney fails the written exam, he'll be given an oral test, and if he flunks that one, too, he's out. If he passes, he'll get civil service status.

Present appointees in grades CAF-4 and from P-1 through 3 will take a written test, too. Lawyers who have been appointed to higher grades will be given only oral exams.

Meantime, the Commission has printed some new forms which will be used to bring lawyers under Civil Service through the Ramspeck Act. Not a move has been made to date to get status for the many lawyers in the service, and if you're one, see to it that you get one of the new forms very soon.

Who's Who in OPA's NYC Branch Office

OPA (Office of Price Administration) is one of those magic sounding titles created as part of the war network. Actually, it's simple enough when you get right down to its essentials.

Here's the way it operates and here are the men who operate it:

The regional office in the New York area (administering for New York, New Jersey, Pennsylvania, Maryland, Delaware and the District of Columbia), and which has offices in the Empire State Building in Manhattan, is one of eight such regional outfits in the country. A ninth covers American territories.

Over the whole thing is contemplative, somber, graying Sylvan L. Joseph, regional director. Then come the divisions.

Price Division

Take the price division, which administers price control. Dr. John F. Sly is regional price executive (he's the professor of political science at Princeton University and a leader in the field of political administration.) Then there are A. G. Antolini, associate regional price executive, a retail expert and former Macy department store executive, and Ralph Lazarus, regional price specialist, also a retail expert and son of Fred Lazarus, chairman of the Retail Advisory Committee now active in Washington as well as Ohio department store head.

This division has four major sections: apparel, household products, heavy industries and services, such as dry cleaning and shoe repairing. Each unit explains to the various trades how to price goods and how to regulate the handling of that particular line of material. The men who head these groups are drawn from the fields. They know best.

Rationing Division

Then there's the rationing division. This is headed by E. S. Ferguson, regional rationing executive, who has charge over four sections: food, fuels, automotive-tires, tubes, and miscellaneous (bicycles, etc.) To supplement the activities of Mr. Ferguson and his staff, directions are fed to local rationing boards by State offices.

Rent Division

Comes now the rent division, topped by A. E. Casgrain, reg-

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CIVIL SERVICE IN NEW YORK CITY

Council Acts on Increment Compromise In the Midst of Wide Employee Dissension

Mayor to Blame for Crisis, Says Councilman, Tells Why

Because we consider the statement of Stanley Isaacs a thoroughgoing analysis of the methods used by the Mayor in his relations with city employees, we print it in full. Because this statement cuts behind the big current controversy—the McCarthy Increments—we suggest that all civil employees read it thoroughly. Then turn to page 8 for The LEADER'S views.

The majority group in the Council have apparently reached an agreement with the Mayor as to proposed amendments to the McCarthy Increment Law. I have given considerable thought and study to the problem. It seems very important to clear the air of the confusion and misunderstanding that have thus far permeated the discussion—created in some measure, I must submit, by the Mayor himself in his address to the Council and by the Budget Director in his letter to the Council and in his letter to the Board of Estimate.

No Genuine Financial Crisis

In the first place, I believe that the present situation is not due in any measure to any genuine financial crisis that the City faces, except shortage in current appropriations due to an unsound budget and lack of foresight in its preparation. The City could have had ample funds available within the range of its taxing powers and within the 2 percent constitutional limit. The City might have collected from real estate taxes over twenty-five million dollars in excess of what it chose to levy. Many City departments under the budget were substantially under-financed—and I include education, health, parks and welfare, as well as the protective services. Further, the accruals which generally furnish an adequate margin of safety were heavily over-loaded. This was not, as the Budget Director claims, "forced upon the City to keep its financial house in order." It was due to the deliberate decision to follow a cheese paring budgetary policy.

The budget for the first time included both the provisions for relief and revenues applicable to those purposes. These are two highly variable factors—and as might have been expected had better judgment been used, the revenues will probably not produce all that was anticipated and the relief expenditures will probably rise beyond what was anticipated in view of increased unemployment in this area.

The Difficulties Which the Mayor Faces

All of these factors combined are responsible for the difficulties which the Mayor faces in meeting the recent decisions of the Court; in paying a living wage to patrolmen; and in carrying the additional load which the Court of Appeals' interpretation of the McCarthy Law has foisted upon the City.

There might well have been a remedy for this condition by an admission on the part of the Mayor and the Board of Estimate that their estimates were unsound and that the expense budget must be increased. Under some circumstances and for certain purposes, tax notes may be issued to provide emergency funds, and these provisions of the Charter might well have been invoked.

Mayor Has Right to Position

The Mayor desires, however, to nullify the decisions of the Court rather than meet their terms. He has a full right to take this position—the Court of Appeals has interpreted the law as it stands and it is entirely proper, if the City authorities believe that the Court of Appeals has misinterpreted their original intention, to amend the law so that it plainly sets forth what was originally intended. This evidently is what the Mayor desires of the Council. His method, however, of trying to force this upon the Council to me is shocking. It savors far more of the conduct of a totalitarian administration than of a democratic government properly run by elected officials.

In order to force the Council to pay patrolmen for the six months of the probationary period at the rate of only \$1,200 a year, he announced that if this were not done no patrolmen would be appointed despite the urgent public need, and, further, that the then existing list of qualified candidates would be allowed to lapse and not one of them would be appointed. I voted for this salary reduction against my better judgment and to save these innocent victims.

Many Are in No Way Affected

Now, in order to force the amendment to the McCarthy Act which he seeks, he threatens the discharge not only of those who have obtained the Court decision but a very substantial number of City employees in no way affected by such decision. This threat of discharge represents unfair tactics, to put it very mildly. It is not too far-fetched to say that the German threat to shoot several hundred hostages if those responsible for sabotage are not surrendered represents in more extreme form the tactics that the Mayor is using, and I, for one, resent them.

Sound on the Merits

However, on the merits, I believe the Mayor is in the main sound in his position and for that reason I intend to support him in spite of his threats and his method of forcing action. I believe that the McCarthy Act was intended to cover only the lower paid City employees and that the establishment of a maximum of \$2,400 beyond which increments will not be given is sound. Further, I believe that increments should be limited to a total of \$600, any further increases to come only as a result of promotion to a higher grade after properly qualifying therefor. The plight of the Park Department playground directors who find this limit unfair to them is due to the low salary at which they start in the City employ. The soundest remedy would lie in increasing the starting salary and not in increasing the number of increments under the McCarthy Law. However, I find that an agreement has been reached to give playground directors increments until their salary touches the maximum of \$2,100, and this seems a fair settlement.

Disagreements

I do not agree with the Mayor in one respect. I do not approve at all of the addition to the law which provides that for employees hereafter appointed in the graded service there shall be only four increments totalling \$480, instead of five increments totalling \$600, and limiting their maximum annual salary to \$2,280, as against \$2,400 for those now in service. I object to this for three reasons: because this is a novel proposal and not in any sense a restoration of what was originally intended; because I do not believe that City employees working side by side, doing exactly the same work and having reached the maximum of the same grade, should receive varying compensation; and because this provision, in my opinion, amounts to nothing more nor less than a salary cut for future City employees which is unnecessary and which should not be made at this time. STANLEY M. ISAACS.

Under the compromise arrangement reached last week by Mayor LaGuardia and Majority Leader Joseph T. Sharkey, acting for the majority of the City Council, and polished off Monday, August 31, at a specially called session of the Council in City Hall, sentiment has prevailed that increments should be given to the lowest paid graded and ungraded city employees now in the service until they reach \$2,400. Incoming employees, both in the graded and ungraded services, will have a ceiling of \$2,280.

Last week Councilman Sharkey told The LEADER he was holding out for the \$2,400 top all around. Apparently he failed.

The agreement, too, calls for reinstatement of the 67 Welfare Department social investigators slashed off city payrolls by the Mayor recently, and demolition of the Mayorality plan to dismiss 197 other city workers to effect allegedly needed economies.

Many groups and individuals tore into the agreement and the method by which it was reached.

Merit Group Sends Appeal

Thus, a newly-formed organization, the Committee for Preservation of the Merit System, wrote an "eleventh-hour appeal" to every member of the Council. The letter, signed by John Hughes, chairman, made the point that "you must sooner or later take a stand against ultimatums containing threats of suspension and salary cuts. Repeated attempts to appease or compromise these demands will surely lead to the destruction of the merit system. Considering that the Petrocelli decision was the excuse used to amend the law, and considering that the amendment works to the detriment of graded salary schedules in no way affected by the decision, we believe the proposed amendment is a subterfuge to effect a general wage cut." The committee spoke for some 30 independent civil employee organizations.

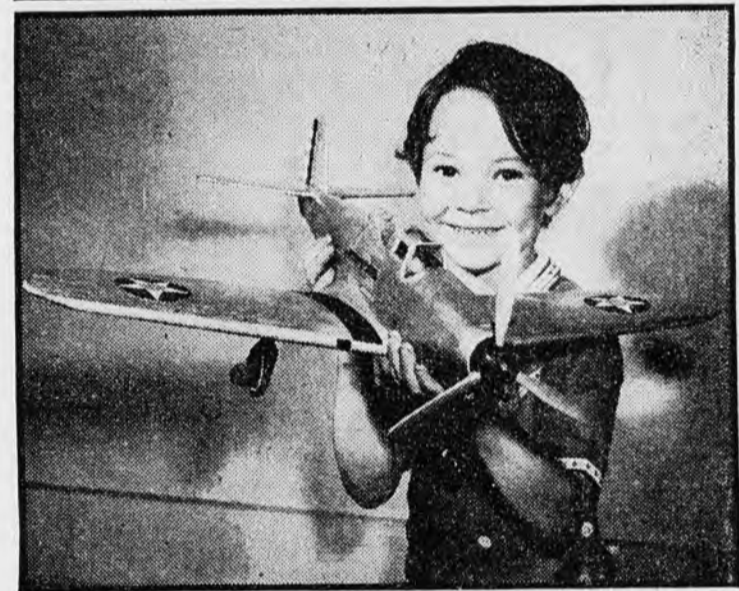
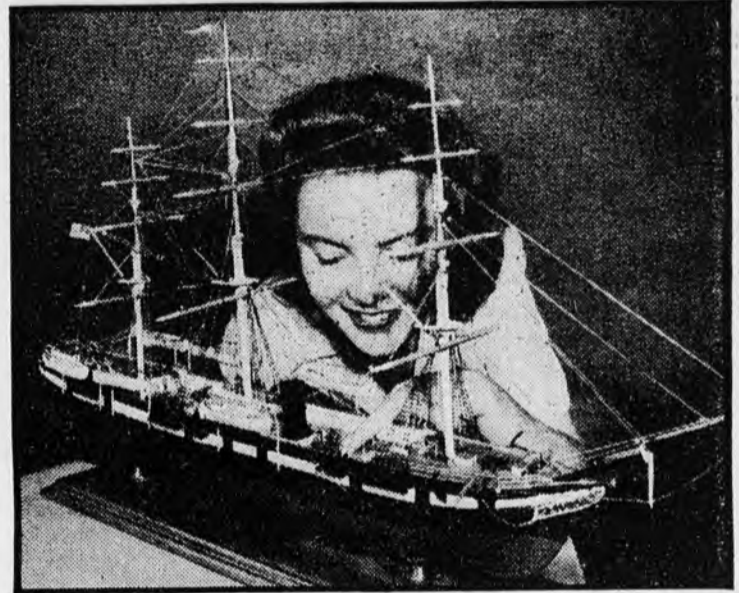
Others, too, looked upon the actions surrounding the debate on amending the law as ominous.

Municipal Employees Bitter

The Federation of Municipal Employees, many of whose members are in the ungraded category, commented bitterly upon the whole matter. Said its president, Harry Feinstein, after meeting with Budget Director Kenneth Dayton: "You can't get what's arithmetically impossible. Those in the ungraded service come into city employ at \$1,500 a year. Four annual \$120 increments, amounting to \$480, bring these workers to a peak of \$1,980. To reach the \$2,400 provided for in the new agreement, those in the ungraded class would have to come in at \$1,920—no less."

Even the \$2,280 figure originally proposed by the Mayor cannot be reached under "this amazing type of arithmetic," he insists.

"The new \$2,400 ceiling, more—
(Continued from Page Ten)



Winners in the Civil Service Hobby Fair sponsored by The LEADER and presented at the Sachs Quality Furniture Auditorium. First prize to C. H. Berg, of 573 East 22d Street, Brooklyn, who works in the Stores Department of the B.M.T., for his ship model. Another model, of an airplane, was good for a prize to Leo London, of 1480 Popham Avenue, Brooklyn. Nellie MacClarron, of the Welfare Department, won first prize in a pie-baking contest.

Excellent Job Prospects Await All Who Make Patrolman List

While the Civil Service Commission was busy computing the averages of the 3,475 candidates who passed the patrolman test, four things of importance became apparent this week. They were:

1. The eligible list for patrolman (Police Department) will contain 1,700 names. 2. Two separate lists will be established, as originally

planned. 3. Prospects for quick appointment for eligibles on both lists are excellent. 4. The two lists will be compiled by the Commission in two weeks.

The fact that only one-half of the comparatively small number of candidates who passed the exacting patrolman mental and physical tests will comprise the patrolman (Police Department) eli-

gible list was learned this week when a spokesman for the Civil Service Commission stated that the Commission has no intention of departing from its original plan to establish two separate eligible lists from among the names of successful candidates. According to Samuel H. Galston, assistant director of examinations, "The
(Continued on Page Sixteen)

One Change Made In Clerk Answers

A change in the tentative key answer to question 86 on the written promotion examination for clerk, grade 2, permitting candidates who had answered this question with either B or C to get full credit was approved by the Civil Service Commission at its meeting last week. Originally credit was given to those candidates who had given B as the right answer. Two thousand, four hundred thirty-nine candidates took this test on July 24. Objections to the tentative key answers were made by less than five per cent of the candidates, the Commission pointed out.

1-A Eligibles Are Passed Over

The City Sheriff has the right to pass over 1A eligibles in making appointments as correction officers in his department under section 246 of the State Military law, according to an opinion which Corporation Counsel William C. Chanler forwarded to the Civil Service Commission last week.

Paragraph 7-a of section 246 provides that "any appointing officer or body in his or its discretion, may determine to appoint as members of the uniformed force of a police department, fire department, or a department of correction from any appropriate eligible list only persons who have not been placed in classification 1-A under the Federal selective service act and who are not in any of the reserve military or naval forces of the United States."

The opinion was originally sought from the corporation counsel by Mayor LaGuardia after 14 1-A eligibles on the fireman list had been passed over for appointment to the office of the sheriff.

10 Subway Men Get New Titles

Changes of title for ten of 233 subway employees were recommended by the Transit Reclassification Technical Review Committee of the Civil Service Commission last week. The title changes for the ten successful appellants and the denial of changes for the remaining of the 233 were okayed by the Commission at its meeting on Wednesday, August 26.

Those whose appeals for a change to a higher title were approved are John C. Best, from clerk grade 4 to clerk 5; Richard A. Leary, Frank J. Ragusen, Jr., and Edward V. Summers, from claim examiner (torts), grade 1, to law assistant, grade 2; John Antonow and Edward Hagen from railroad caretaker to car maintainer, group A, and car maintainer, group B, respectively; Otto A. Viemeister from light maintainer to foreman of lighting; Arthur E. Blum, from clerk, grade 2, to light maintainer; Thomas J. Coffey, trainman to clerk, grade 2, and Joseph Rubano from clerk, grade 2, to claim examiner, grade 1.

Each employee was granted the right to a hearing on his request for a title change, in addition to filing his formal appeal. Milton Musicus, who has since left the Municipal Civil Service Commission to accept an appointment as a personnel technician with the New York State Civil Service Commission, was the chairman of the Technical Review Committee.

Personnel Changes

The following personnel changes were reported by city departments during the past week: President, Borough of Manhattan Died—William T. Leshin, clerk at \$1,950 per annum, Uriah Mitchell, watchman at \$1,799.99 per annum. Department of Markets Appointed—Gaetano Velella, laborer, at \$1,200 per annum. Services Ceased—Nicola Carbor, laborer, at \$5 a day. New York City Housing Authority Salary Fixed—Lillian Kramer, stenographer, at \$1,500 per annum.

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Civil Service Commission Abolishes Study Credits On All Promotion Tests

The granting of extra credits on promotion examinations to city employees who take the courses sponsored by the Bureau of Training of the Civil Service Commission or outside courses in colleges or universities was abolished by a decision of the Civil Service Commission, Wednesday, August 27.

Discontinuance of educational credit on service records for employees who participate in promotion tests comes after five years of much controversy over the wisdom of granting these credits. Originally instituted in 1936, proponents of the extra educational credit scheme contended that such credit would be an incentive to employees to study, that they would be more alert and ambitious, and that the City would benefit. Objections to the plan were raised by numerous department heads throughout the City service. They considered it unwise to grant special credits to newer, inexperienced employees who might still be attending school while no provisions were made to grant similar credit to older, more valuable employees for courses completed in the past.

Lots of Work

Opponents of the plan pointed out that the employee who takes special courses should be able to show his superior training and intelligence in actual performance on the promotion test. Department heads had also questioned the ability of the employee to perform the duties of his job and attend school at the same time. Perhaps the crowning blow to the plan was the inordinate amount of work involved in the various departments and in the service

rating bureau of the Civil Service Commission in making careful checks on the validity of employee's claims for extra educational credit. This work often delayed the promulgation of promotion lists unnecessarily.

In a letter informing Professor Paul A. McGhee of New York University, of the Civil Service Commission's action, President Harry W. Marsh of the Commission stated that the action was taken because the present method of assigning special credits in service ratings does more harm than good to the service as a whole.

In describing the history of the plan to Professor McGhee, President Marsh said:

Efforts Since 1936

"Various efforts have been made since 1936 to make this plan work smoothly. Slight changes in the method were made in 1937 and 1938 and again in 1939 in the hope that objections raised by departments and employees concerned could be met. The adjustments necessary to be made by the rating board entailed a tremendous amount of work, and from the very beginning there has been a tendency to decrease the amount of credit that might be earned by an employee through the completion of courses of study. There has never been agreement among the various departments and their employees as to the wisdom of giving these credits for completed courses of study. Many departments have stated very distinctly that they were out of sympathy with the practice. A great many employees likewise have felt that it was unfair to give additional service rating credits to newer and younger employees who had not yet completed their education,

whereas older employees received no credit for the courses they had completed in the past. The claim was made that it was unfair to reward an employee who undertook courses of study while employed in the City and not to reward the employee who already completed these courses before his entry into City service. Supervisory officials have made the criticism that an employee who took such courses was unable properly to perform the duties of the position he occupied at the same time. The criticism was also made that if the course of instruction was of any value to the employee in a promotion examination the advantage would be reflected in his score in the examination anyway because of his superior knowledge. Thus an added credit in his service rating was to give double or possibly triple the credit; (1) for the improved performance in his present job; (2) because of the greater proficiency in the promotion examinations, and (3) an arbitrary credit in his service rating.

May Still Take Course

Marsh added that if the courses of instruction "are worth taking the employee will be benefitted thereby, either by improving himself in his present job or by improving his ability to pass a well-devised promotion examination." He said that in taking this action the Commission does not wish to discourage employees from taking special courses which may tend to improve their ability to progress from one rank to another in civil service. The action was taken only because "the Commission believes that the present method of assigning special credits in service rating does more harm than good."

Practical Aids For Clerk Test

The purpose of the study material which follows is to aid persons who are filing for the Clerk Grade 1 examination. It will prove valuable, however, to those participating in clerical examinations of all kinds—including Federal. The material will cover problems of judgment; vocabulary; grammar; arithmetic; reading comprehension.

Start now! The answers to the practice questions below will appear in next week's issue, together with additional material.

Judgment in Dealing With People

Directions: Four possible answers are suggested to complete each sentence. On the line following each question write in the letter which you consider the best of those suggested.

1. Your superior, Mr. Hotchkiss, is in conference and has requested that he should not be disturbed. The condition under which you would most probably disturb the conference is (a) A Mr. Smith, whom you have not seen before, says he has important business with Mr. Hotchkiss. (b) Mrs. Hotchkiss telephones, saying there has been a serious accident at home. (c) You do not know how a certain letter should be filed and wish to ask the advice of Mr. Hotchkiss. (d) A fellow clerk wishes to ask Mr. Hotchkiss whether a particular city department handles certain matters.

2. Your superior directs you to find certain papers. You know the purpose for which the papers are to be used. In the course of your search for the papers, you come across material which would be very useful for the purpose to be served by the papers. You should (a) bring the papers to your superior and ask whether he wants the other materials, (b) go to your superior immediately and ask whether he wishes both the materials and the papers or only one of the two, (c) bring to your superior the other materials to-

gether with the papers you were directed to find, (d) bring only the other materials to your superior and point out the manner in which these materials are of greater value than the papers.

3. If a fellow employee asks you a question to which you do not know the answer, you should say (a) "I don't know. What's the difference?" (b) "The answer to that question forms no part of my duties here." (c) "My dear sir, the thing for you to do is to look the matter up yourself because it is your responsibility, not mine." (d) "I'm sorry, I don't know."

4. In general, it is probably true that most people are (a) so self-seeking that they pay no attention to the wants, needs, or behavior of others, (b) so changeable that no one never knows what his fellow employee is likely to do next, (c) not worth the trouble to bother about, (d) quite ready to help others.

5. Of the following, the one which is not a reason for avoiding clerical errors is that (a) time is lost, (b) money is wasted, (c) many clerks are very intelligent, (d) serious consequences may follow.

6. Of the following, the main reason for keeping a careful record of incoming mail is that (a) some people are less industrious than others, (b) this record helps to speed up outgoing mail, (c) this record is a kind of legal evidence, (d) this information may be useful in answering questions which may arise.

7. Of the following, the main reason for using a calculating machine is that (a) a lesser knowledge of arithmetic is needed, (b) a more attractive product is obtained, (c) greater speed and accuracy are obtained, (d) it is not difficult to learn how to operate a calculating machine.

8. Of the following, the main reason for being polite over the telephone is that (a) persons who are speaking over the telephone cannot see each other, (b) politeness makes for pleasant business relationships, (c) it is not at all difficult or costly to be courteous,

(d) one's voice is of great importance because voice reflects mood. Answers next week.

Don't waste anything, for that means wasted money. Wasted money is wasted lives in wartime. Every dollar you can save should go toward War Bonds to help your State meet its quota.

CLERK, Gr. 1

Class forms Tuesday, Sept. 1, at 1:15, 6:15 and 8:30 p.m. — Tuesday and Thursday thereafter at same hours. Full details will be found elsewhere in this issue of The LEADER.

FOREMAN (SANITATION)

Class forms Thursday, Sept. 3, at 1 p.m. and 8 p.m.

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CIVIL SERVICE IN NEW YORK STATE

What Salaries For Substitutes?

The State Civil Service Commission this week cleared up the problem of salaries and pay raises to substitutes serving in the place of those who have gone off to the wars. In a memorandum addressed to all appointing officers, Joseph Schechter, counsel to the State Civil Service Commission, made the following points:

1. Salary to be Paid to Substitute upon Appointment.

A. If the salary of the position left vacant by a military leave of absence is at or above the minimum and there are no other permanent employees in the same title and grade in the same salary adjustment unit receiving less than the minimum, the substitute shall receive the minimum salary of the grade, or as otherwise provided in Section 41 of the Civil Service Law.

B. If the salary of the position left vacant by a military leave of absence is at, above, or below the minimum of the grade and there are permanent employees in the same salary adjustment unit receiving salaries lower than the minimum, then the substitute appointee shall be paid a salary equal to that of the lowest paid permanent employee in the same title and grade. No salary adjust-

ments will be allowed as a result of the "military leave" vacancy.

These conclusions are based upon the fact that the Feld-Ostertag Law, authorizing salary adjustments, contemplates the existence of a permanent vacancy, and that it would be inequitable to appoint a substitute employee at a salary higher than that received by any permanent employee in the same title and grade.

2. Salary Adjustments.

Where a permanent vacancy occurs or a new position is created, permanent employees, including employees on military leave, who are receiving salaries below the minimum are entitled to receive regular Feld-Ostertag salary adjustments within available appropriations. In making such adjustments, the item of the employee on military leave must be considered as if such employee were still in his position. However, the substitute who is paid against the item of the employee on military leave can be paid out of such item only the amount received by the lowest paid permanent employee in the same title and grade and in the same salary adjustment unit.

3. Salary Increments.

Substitute employees who have served more than six months are entitled to receive the salary increments provided by the Feld-Hamilton Law.

No Clerk Ratings Till October

ALBANY — The administration division of State Civil Service Department is "working hard" to complete tabulation of ratings in the clerk tests involving six types of clerical jobs. It is hoped to finish by early in October. The division is now punching cards, but since more than 100,000 papers had to be worked over with an under-manned staff, the task of establishing the lists has gone slowly. Whether lists for each of the jobs will be printed separately or whether lists for all the positions will be printed at the same time has not been decided.

Civil Service Has To Answer Probe

ALBANY—Members of the research staff of the Hollowell legislative committee investigating civil service are engaged this week in analyzing answers submitted in response to the committee's initial questionnaire. The questions were sent to the State Civil Service Commission and every division and bureau was required to answer those that were pertinent. Employees on vacation were recalled to aid in completing the questionnaire. What the next move of the investigating committee will be had not been disclosed. It probably will be determined by the results of the analyses now being made.

Hospital Heads Deny Anti-Negro Bias

By ARTHUR RHODES

Eleventh of a series of stories on working conditions in New York State hospitals.

The question is: has Clarence Jones TB or hasn't he?

Clarence Jones, colored attendant, used to work in Pilgrim State Hospital. He worked there from April 8 to August 8. He thought conditions were atrocious, and still does. Finally, he claims, he became so unnerved he reached the resignation stage.

Jones promptly went to Central Islip State Hospital not far away; he applied for an attendant's job. He was rejected because, he was told, "you are a TB case." Well, Jones had had a severe cold. But he didn't suspect it was TB.

The following day—August 12—he entered Harlem Hospital and was under observation for nine days. If Central Islip could take one X-ray, he'd submit to three this time. He did. Result? He was informed he had no trace of TB.

Why the TB Tag?

Jones feels there is something wrong about Central Islip pinning a TB tag upon him.

But what bothers Jones just as much, he says, is the colored attendants' lot at Pilgrim State.

"Now there's a place for you,"

points out 39-year-old Jones, who resides at 213 West 135th Street, Manhattan. "They even insisted on taking it out of my pay envelope when I was sick and confined to the infirmary."

Jones also contends he never was assigned to the training school conducted by Pilgrim State inside the grounds for newly-hired attendants. "On top of that," he holds, "they expected me to know office routine. Naturally, when I made a slip, they charged I was irresponsible. I hadn't even been informed of the rules."

Claims He Was Hounded

Jones adds that "I was even hounded at Central Islip." He points, in this connection, to a letter from David Corcoran, superintendent of Central Islip, who writes Jones that the latter's draft board classification card was found on Central Islip grounds.

It says, in part: "I am naturally quite curious to know how this card should have come there as you had no business on the grounds after your rejection the 12th."

Says Jones: "What's curious about this? I dropped my card, sure. But I had to get off the grounds by walking after being rejected. They don't provide transportation. It just shows you how willing they are to make a case against a colored person even if they don't have one."

Dr. Corcoran told the LEADER that the card was found "near the doctors' cottages" and he felt this was a "strange place for it."

Denies Discrimination

He denied reports about segregation, discrimination and inferior food at his institution. As for the attendants' shortages, he held that "you know the military services are cutting into our personnel severely. That isn't our fault."

Dr. Corcoran refused to concede that conditions could be so improved at Central Islip to attract those attendants whom they might still be able to hire.

Dr. Harry J. Worthing, superintendent of Pilgrim State, was just as insistent that virtually everything was and is in good shape at the hospital over which he presides.

How About Food?

"If the food it bad, and I don't say it is," Dr. Worthing informed the LEADER, "it's because of the cooks available these days. The army is getting the best, you know." He, too, pointed out that the war is to blame for the attendants' shortage. He refused to agree that if there were more attendants the recent strangling of a colored attendant in Pilgrim State by a Japanese inmate would not have happened.

"I don't know exactly what the reason was," said Dr. Worthing.

He added that the practice of split shifts exists "only where absolutely necessary," ridiculed the charge that male colored attendants are compelled to have living quarters only on the top floor of Building 42, held it is no fault of his if townspeople in Brentwood discourage Negroes from the institution from patronizing their shops, and wound up declaring that, if an employees' committee cares to discuss any of these grievances with him, he will be happy to consult with it with a view toward adjusting any adjustable matters.

Dr. Worthing also admitted he would investigate just what percentage of female attendants, particularly colored, is being assigned to male wards — mostly alone — nightly. It seems the percentage of colored female attendants in these wards is rather high.

Flag Dedication To Employees In Armed Forces

ALBANY. — Governor Lehman and outstanding representatives of the judiciary, the Legislature, and State civil service will participate Friday, September 4, in ceremonies dedicating a service flag in honor of State employees in the armed forces.

Plans under direction of James J. Mahoney, secretary to the Governor, provide for an outdoor celebration on the east steps of the State Capitol. There will be a band, speeches and the unfurling of the service flag. More than 2,000 State employees are now in the armed forces. It is planned to keep the service flag flying in front of the Capitol day and night.

Officers of the Association of State Civil Service Employees are cooperating in the program of the flag dedication.

Dairy, Food List Is Published

The big State list for dairy and food inspector finally made its appearance this week. The list contains 600 names. The number who filed for the test came to 1,136. And when you consider that 270 were disapproved and 64 absent, the number of those passing is better than one out of three. The position of dairy and food inspector pays \$2,100 to \$2,600.

Top names on the list were two disabled veterans: John Macaulay and Charles W. Noxon. Highest non-veteran is Samuel Greene, of 1750 52nd Street, Brooklyn, with a grade of 94.634; followed by Herman Dube, of 285 Hawthorne Street, Brooklyn, who came through with a mark of 93.252.

The complete list is on page 11 of this issue.

Have You Taken One Of These State Tests?

OPEN-COMPETITIVE

Court Attendant, First and Second District: 3,279 candidates, held May 10, 1941. The rating of the written examination is completed. The rating of training and experience is in progress.

Photographer, Mental Hygiene: 313 candidates, held July 19, 1941. The rating of part two of the written test is in progress.

Bedding Inspector: 351 candidates, held July 19, 1941. The list is being printed.

Senior Social Worker: 256 candidates, held October 18, 1941. Written and training and experience ratings completed. Clerical work is in progress.

Junior Personnel Technician: 1,523 candidates, held December 20, 1941. The rating of part two of the written test is in progress.

Senior Hearing Stenographer: 231 candidates, held December 20, 1941. The rating of the qualifying test is in progress.

Motor Vehicle License Examiner: 8,260 candidates, held February 14, 1942. The rating scale is being prepared.

Assistant Actuarial Clerk, Insurance Department: 130 candidates, March 28, 1942. The rating of training and experience is in progress.

Assistant Institution Meat Grader, Division of Standards and Purchase: 175 candidates, held March 28, 1942. The rating of training and experience have been completed. The Examination Division is waiting for a decision on one disabled veteran.

Assistant Social Worker: 82 candidates, held March 28, 1942. The rating of the written examination is completed. The rating of training and experience is in progress.

Field Investigator of Narcotics Control: 80 candidates, held March 28, 1942. The rating of the written examination is in progress.

Park Patrolman: 335 candidates, held March 28, 1942. The rating of the written examination is completed. The rating of training and experience is completed. Physical examinations are to be held in September.

Steam Fitter: 146 candidates, held March 28, 1942. The rating of the written examination is completed. The rating of training and experience is in progress.

Supervisor, Vocational Rehabilitation, Education Department: 123 candidates, held March 28, 1942. The list has been sent to the Administration Division for printing.

Damages Evaluator: 398 candidates, held May 23, 1942. The rating of the written examination is in progress.

Senior Damages Evaluator: 326 candidates, held May 23, 1942. The rating of the written examination is in progress.

Tax Collector: 2326 candidates, held May 23, 1942. Tentative rating scale is prepared.

Telephone Operator, State Departments and Institutions: 936 candidates, held May 23, 1942 (includes Telephone Operator, Westchester County). Key answers sent to candidates. Appeals were considered. Final key answers established. Rating on written not yet started.

Telephone Operator, Westchester County: Held May 23, 1942. Key answers sent to candidates. Rating on written not yet started.

PROMOTION

Senior Case Worker, Erie County: 209 candidates, held March 1, 1941. The examinations division is waiting for reports on service record ratings.

Assistant Principal Keeper, Correction Department: 942 candidates, held October 25, 1941 (includes Assistant Keeper, Captain, Lieutenant, and Sergeant). The rating of the written examination is completed. Interviews are completed.

Principal Keeper, Correction Department: held October 25, 1941. The rating of the written examination is completed. Interviews are completed. Clerical work is in progress.

Assistant File Clerk, Taxation and Finance: 166 candidates, held March 28, 1942. The rating of the written examination is in progress.

Assistant Mail and Supply Clerk, Taxation and Finance: 166 candidates, held March 28, 1942. The rating of the written examination is in progress.

Junior Compensation Claims Investigator, State Insurance Fund: 67 candidates, held March 28, 1942. The rating of the written examination is in progress.

Senior Clerk, Underwriting (S. I. F. N. Y. O.): 95 candidates, held March 28, 1942. The rating of the written examination is completed. The rating of training and experience is in progress.

Voucher and Treas. Clerk, Mental Hygiene: 76 candidates, held March 28, 1942. The rating of the written examination is completed. The rating of training and experience is completed. The Examinations Division is waiting for reports on service record rating.

Assistant Comp. Claims Examiner, State Insurance Fund: 55 candidates, held May 23, 1942. The rating of the written examination is in progress.

The LEADER keeps you up on Federal, State, and City Civil Service News.

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WAR JOB NEWS

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER

New War Training Started by Government

Eleven new, tuition-free, college-grade, evening school Engineering, Science and Management War Training courses are being readied by the City College of New York under the program

administered by the United States Office of Education.

The courses are to begin about September 14 and are open to men and women. Requirements extend from high school graduation, only, to college graduation with major studies in engineering, or science or management. Special prerequisites apply to the various courses, however.

Apply in person September 1 (6:45 to 9 p. m.) for application and interview in the auditorium, Commerce Center, 23d Street and Lexington Avenue, Manhattan, for the following courses:

Use and Development of Industrial Standards (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation or equivalent and responsible production experience in manufacturing industry).

Preparation of Specifications (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation or equivalent and responsible production experience in manufacturing industry).

Production Control (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation or equivalent and responsible production experience in manufacturing industry).

Traffic and Shipping (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total).

Apply September 2 from 6:45 to 9 p. m. in the same place for the following:

Cost Procedures and Analysis for War Industries (10 weeks, 2 nights a week, 40 hours lecture

and recitation, 20 hours laboratory, 60 class hours total; high school graduation or equivalent and responsible accounting or business experience in a manufacturing business or government agency).

Foremanship Training (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation and production experience and evidence of ability to take supervisory positions. Trainees must be engaged in a war industry).

Inspection and Expediting (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation or equivalent and responsible production experience in manufacturing industry).

War Production - Government Contract Problems (15 weeks, 2 nights a week, 45 hours lecture and recitation, 15 hours laboratory, 60 class hours total; high school graduation and responsible experience in business or government service or present employment in the Chemical Warfare Division of the Army or Navy).

Apply September 3 from 6:45 to 9 p. m. at the same place for the following:

Graphics for Production Control (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation and executive experience in a manufacturing industry engaged in war work).

Materials Conservation and Inventory Control (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation and responsible production experience in manufacturing industry and present employment in a war industry).

Materials Handling (8 weeks, 2 nights a week, 32 hours lecture and recitation, 16 hours laboratory, 48 class hours total; high school graduation and responsible production experience in manufacturing industry and present employment in a defense industry).

NYA Sounds SOS for Women War Workers

The National Youth Administration this week sounded an S.O.S. for women.

Women workers in war industries are going to be so thoroughly in demand within the next six months, The LEADER was told by E. K. Delp, City Manager for the NYA, that "NYA wants to concentrate more on the female element than ever before." Said Mr. Delp: "We need women for training work-experience in machine tool operation, sheet metal work and gas welding (electric shipyard welding requires too much brawn)."

Of course, women are still being accepted for clerical and radio communication duties but the above three are the big war items at the moment.

The Requirements

High school education is preferred for machine tool operators, but NYA will settle for no high school. You don't need any high school at all for sheet metal work, but one year is preferred. "Some high school" is the way Mr. Delp put it when speaking of preferences insofar as gas welding is concerned. And applicants with the equivalent of the educational background required will be definitely acceptable.

As for age limits, here they are: 17 years and nine months to 24 and nine months.

How to Apply

To apply, go in person to the NYA building at 145 East 32nd Street, Manhattan, and obtain an application blank and an oral interview. "Not later than two days afterward, if you have the qualifications," explains Mr. Delp, "you'll be at work."

Being at work and obtaining experience at the same time at NYA means that you'll be earning \$25.60 a month, which is a boost of 40 cents over what it was until recently.

About 260 girls are currently working and learning at NYA in three shifts. Said Mr. Delp; "We hope to increase this number to 460 within the next few months, or possibly weeks."

It's an eight-hour day, five-day week and three months, no tuition course, in all. You can take it whether you're married or single. In fact, some married women are in NYA right now.

In September, 1940, there weren't any women in the NYA defense shops. A year later, to the day, there was just one percent of the total school enrollment. About three months ago there was about

19 percent. Today there is 24 percent of the complete enrollment.

These are the girls who produce articles for the war effort and get paid for it at the same time. And who learn a valuable trade, too.

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War Training Head Sets Up New Office

The regional advisor's office for engineering, science, and management war training for the New York area has been established at 342 Madison Avenue, Room 726. The regional advisor is in charge of war training for the United States Government. He is Dr. Albert B. Newman; his administrative assistant is Pauline M. Cronon. The telephone number is MURray Hill 2-2860.

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, September 1, 1942

The Chasm Widens

THE CITY COUNCIL'S action on the McCarthy Increment Law leaves only bitterness and dissension. It is certainly clear that the compromise wasn't arrived at by careful consideration of the merits; those in agreement and those in disagreement are together on a single fact: the compromise was reached because the administration held 250 employees in its hand as pawns. The situation is even more reprehensible if Councilman Stanley Isaacs is correct in holding that the employees were placed in this woeful plight because of budgetary errors by the administration.

"This threat of discharge represents unfair tactics, to put it mildly," says the Councilman. "It is not too far-fetched to say that the German threat to shoot several hundred hostages if those responsible for sabotage are not surrendered represents in more extreme form the tactics that the Mayor is using."

This is the view not only of a single Councilman who felt himself forced to vote the Mayor's way; it represents the view of large sectors of civil employees. If the Mayor doesn't know how the civil employees in this town feel, he should make it his business to find out. It's the job of this newspaper to ascertain just these facts. And we are grinding no axes when we forward this information to City Hall, to wit, that . . .

- . . . the city's employees are frightened;
- . . . the city's employees feel, for what reason they can't understand, that the Mayor, "has it in" for them;
- . . . the city's employees feel that they are being asked to carry a greater load of the war burden than other sectors of the populace;
- . . . the city's employees are working in an aura of low morale.

Mayor LaGuardia knows what it means to fight a war to win. We've got to say this, Mr. Mayor: you're not intelligently utilizing the forces of civil service by the methods you employed to put across the McCarthy amendments. Nor does it help when your budget director hints broadly that more "curtailments" may be in the wind if your budget winds up slightly in the doghouse. We have suggested before that you reconsider your policies with respect to civil service. We'll continue to suggest it. Because we see the chasm between you and the employees growing ever wider. That doesn't help the employees; it doesn't help you; it doesn't help the city.

In the War Effort

"McNUTT wants everybody in war effort," reads a newspaper headline. The story goes on to say that students, older persons, and even housewives should prepare themselves for a direct job in the war.

That's as it should be. But with the urgency of vast production, with the shortages of manpower developing everywhere . . . what, Mr. McNutt, are you doing about the unemployed in New York City, still approximately at the 400,000 figure?

The Governor of the State and the Mayor of the City have shown that ways can be found to provide employment for all these people. Isn't it about time that the Federal authorities who talk shortages begin tapping this vast reservoir of manpower?

Tell the 1-A Men

COMPLAINTS are coming in from men who have passed Federal exams and been certified to positions, that they're being rejected if they're 1-A in the draft. The complaints aren't about the rejections—most of the men can see the reasons—but because the original announcements didn't state the full conditions.

It's a simple matter for the Civil Service Commission to state, when the information is available, that a given agency won't take men who are close to the draft-deadline. It will save frustration and resentment later.

Don't
Repeat This!



Aftermath

WHAT'S this we hear about transfers of certain city employees who have opposed the Mayor on recent civil service matters? . . . Are City auto enginemen slated for the axe, despite rapprochement on McCarthy increment amendments? . . . Low remark by NYC bigwig when employee suggested compromise: "But the City doesn't gain anything out of this." As though the City should gain by depressing its employees. . . . Glad to learn that Sanitation's Assistant Commissioner Powell is investigating the business of how those baseball tickets were sold, which this column first revealed. Plenty there, Commissioner. . . . Wonder what happened to Kenneth Dayton's efficiency committee? . . . Wonder what happened to the Mayor's committee which was going to study the City's finances?

Draft Hits Home

Hint to deferred men: General Hershey, Selective Service chief, has told the draft boards that all deferments, of whatever nature, "are provisional, subject to withdrawal," and every man 20 to 45 years old is a potential soldier, subject to call if and when. . . . Talking about the draft: A clergyman, describing his work to the draft board, wrote, "Teach, preach, marry, and bury." . . . A driver, answering the same question, wrote "Load, drive to destination, unload." . . . Wonder what the Welfare Department is going to do to replace a number of its key men slated for the Army? . . . Purchase Commissioner Albert Pleydell is in for a fight from some of his employees. . . . Washington government gals are spending their vacations helping nearby farmers faced with labor shortage. . . .

letters

Civil Service Tests For Fighting Men

Sirs: My son is in the Armed Forces. While he was still in the States, he filed an application for the fireman test. He was suddenly sent overseas and could not, of course, take the exam. He had gone to school and studied very hard for P. D. and Fireman's Exam.

There are many men serving in the Armed Forces of our country, who like my son, are interested in civil service careers, but because of military service in various parts of our country, find it impossible to keep up with the Civil Service News; especially filing for different examinations.

May I respectfully suggest that these thousands of men, like my son, who have studied hard, and hoped to make this test, upon their honorable discharge from services, be given a special examination?

In this way many of the men interested in civil service careers, will be relieved knowing that because of their military service they haven't been forgotten by our city.

I'm sure that this is not asking too much from our city.
BEN HECKER.

Merit Men



GENTLE Frank Calderone, secretary of the Department of Health, who has been in that job only a few weeks now, could easily have become attached to the motion picture field—a much more glamorous occupation.

But Dr. Calderone doesn't regret the fact that he escaped the movie realm.

"I'm doing a much more important piece of work today synthesizing the business and scientific ends of this occupation," he tells you. "And I feel, in a way, I'm fulfilling my destiny."

Dr. Calderone never practiced medicine, though he is a bonafide physician. His dad was dying back in 1925 and, being the eldest of three brothers, he had to take over active management of his dad's string of seven Long Island movie and vaudeville houses. Did so enthusiastically, too, for he loved it. Who wouldn't? Despite the fact he had just been graduated from New York University Medical School and apparently was eager to try himself in that field.

Nickelodeon Tunes
The new Department of Health secretary, as a matter of fact, had even more interesting days; he was stage manager, electrician, movie operator, piano player providing nickelodeon tunes (he still plays the piano), and even orchestra conductor.

"It was the swellest fun I ever had," he assures you. Doubtless it was.

How He Became a Doctor
It was during his tinkering with movie machinery that the future Dr. Calderone, born March 10, 1901, on the lower East Side, was to become sufficiently absorbed in the technical side of things to want to become an electrical engineer. Indeed, it wasn't until his undergraduate course at Columbia University that he decided definitely to become a doctor. It was a biology course in connection with his engineering desires that led him to look upon medicine with a new and profound gaze in his twinkling eyes. A graduate of Stuyvesant High

School in Manhattan, Dr. Calderone moved away from his movie days in 1931. He had had six years of it.

He decided to swing back into the medical field but this time to concentrate upon research. He enrolled in New York University Medical School again to busy himself with various types of drugs and potions and he found himself, within six months, offered an opportunity to teach pharmacology and physiology. From there he bounded into Johns Hopkins Medical School in Baltimore, Md., for a year's training course in public health in 1937. He was consumed in the scientific end of it.

He was an epidemiologist in New York State, working out of Albany and doing a great deal of investigating work. Then he became a health officer on the lower East Side. That was in February, 1938. That lasted until his current appointment.

It was during his days as a health officer that two of the most important experiences of his life came to him: (1) he married Dr. Mary Steichen, concurrently working in the merit system for the American Public Health Association, and the mother of one daughter (they live in an apartment at 400 West 118th Street, Manhattan); (2) he and his wife, then working with him, organized the Mothers' Health Organization of the Lower East Side in his old neighborhood.

This organization, which attracted nationwide attention for its originality and effectiveness, and which only recently was permitted to peter out because of a lack of funds, was dedicated toward uplifting of community health by educating mothers in the art of preparing healthier foods. In all, 7,000 mothers, 700 clubs and 70 agencies formed the network of the organization known also as "Builders of Democracy." Mrs. Franklin D. Roosevelt addressed one of its rallies.

"I merely thought the health of the community was important enough to warrant a project of the kind," Dr. Calderone explains when you press him how he got the idea for the whole thing.

Simple Tastes
Friendly, smiling, Dr. Calderone is a man of simple tastes. He got most of his exercise and enjoyment out of piloting a large schooner on Long Island Sound "but now the Coast Guard has taken that for war patrol," he tells you a bit regretfully. He loves to eat, to listen to good music on the radio, stage and on records. Otherwise, he's "too busy to be thinking of entertainment these days."

Dr. Calderone thinks he really can do a swell job combining his business and scientific experience. After all, that's the sort of background his job calls for more than anything else.

QUESTION, PLEASE

How McCarthy Law Works

M. U.: Under the McCarthy Increment Law, as it stood before the amendments, a person appointed in 1938 to a position in the graded competitive class at \$1,200 a year is entitled to five increments which will bring his salary up to the limit of his grade, \$1,799.99 a year.

If a person is appointed to a position at a salary below the minimum of the grade, he is obviously not appointed to a position in that grade. He is appointed to a position in a grade lower and is entitled to increments which will bring him to the top of the lower grade. Thus, if a person who passes a clerk, grade 2 examination for positions at \$1,200 a year, accepts an appointment to a position in grade one at \$1,080, he is only entitled to increments which will bring his salary to the top of grade one, \$1,199.99 a year. He is not entitled to increments which will bring him to the top of grade two, \$1,799.99 a year.

Getting Your Grade On a Test

A. W.: The passing mark for the physical test on the patrol-

man examination was seventy per cent. You do not add the mark of 86 per cent which you received on the mental test, with your mark of 68 per cent which you received on the physical test and divide by two to obtain an average of 72 per cent. You are automatically eliminated because you failed to receive seventy per cent on the physical test.

May Take Test, Even If Once Arrested

A. L.: A past arrest will not prevent you from taking a civil service test. If you pass the examination, you will be investigated by the Civil Service Commission. It will be up to the discretion of the Commission to certify you for appointment. Usually, when the candidate has shown that he has been a good citizen for a period of time since his arrest, the Commission is inclined to be lenient.

No Guarantee

J. L.: Federal employees who receive war service appointments and are subsequently drafted will not be guaranteed the return of their jobs. The very nature of the "war-service appointment" indicates that the position will last for the duration of the war only.

Examination Requirements

UNITED STATES CIVIL SERVICE

EMPLOYMENT OPPORTUNITIES

CONSULT ANNOUNCEMENT FOR COMPLETE INFORMATION. For announcements and application forms, apply to the Board of U. S. Civil Service Examiners at first- or second-class post offices, to the United States Civil Service Commission, Washington, D. C., or at 641 Washington Street in New York City. SALARIES given below (annual unless otherwise specified) are subject to a retirement deduction of 5 percent. AGE requirements are given in the announcement. There is no maximum age limit unless given below. APPLICATIONS MAY BE FILED WITH THE CIVIL SERVICE COMMISSION, WASHINGTON, D. C., UNTIL FURTHER NOTICE UNLESS A SPECIFIC DATE IS MENTIONED BELOW. Qualified persons are urged to apply at once.

Hospital Attendant

\$1,200 a Year

Mess Attendant

\$1,200 a Year

(A deduction will also be made for quarters, subsistence and laundry when furnished)

Appointment to these positions in the Veterans' Administration will give the employee an opportunity for advancement through merit to hospital attendant, SP-2, salary range \$1,260 to \$1,620; to occupational therapy or physiotherapy attendant, SP-3, salary range \$1,440 to \$1,800, and to head attendant, SP-3, 4 or 5, salary range \$1,440 to \$1,800; \$1,620 to \$1,800, and \$1,800 to \$2,160, respectively. The appointee will also have opportunity for advancement to more responsible positions in other lines of work carried on by the Veterans' Administration in accordance with his demonstrated efficiency and qualifications.

Closing Date—Applications will be

received until the needs of the service have been met.

Nature of Appointments—Appointments will be known as 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. Persons receiving war service appointments do not thereby acquire a classified (competitive) civil service status.

Place of Employment—Veterans' Administration Facility, Bronx, N. Y. Vacancies in similar position in the same locality may also be filled from this examination.

Duties

Hospital Attendant—Under supervision, to perform varied and miscellaneous duties in connection with the care of patients in hospitals or sanatoria, and the maintenance of cleanliness and order. These duties may include assistance to professional staff in attending patients; in checking and care of linens, uniforms, etc.; removing trays from beds and wards, collecting and disposal of waste, waxing and polishing floors; disinfecting, and related duties. Assignments may be such as to include but a limited range of the duties as outlined above, or may include rotative assignment throughout the day, or week, on practically the entire scope.

Mess Attendant—Under supervision, to perform varied and miscellaneous duties in connection with the mess hall and kitchen in hospitals and veterans' homes, and the maintenance of cleanliness and order. These duties may include assisting cooks in preparing of meals, assisting in the mess halls as waiters or waitresses, mess attendants, serving as pantryman or kitchen helper in the kitchen, collecting and disposal of waste, busboy duties, care and maintenance of mess and kitchen equipment, dishwashing, etc. Assignments may be such as to include but a limited range of the duties as outlined above, or may include rotative assignment throughout the day or week, on practically the entire scope.

Qualifications Required

(a) **Experience**—Applicants are not required to possess any specific length of experience in the performance of work comparable to that outlined in the statement of duties above, but will be given credit for training and experience shown in their applications which tends to fit them for the performance of the duties of Attendant positions.

(b) **No Written Test**. Applicants' qualifications will be judged from a review of their experience.

(c) **Sex**—The department or office requesting list of eligibles has the legal right to specify the sex desired.

(d) **Age and Citizenship**—On the date of filing application, applicants:

1. Must have reached their 16th birthday. There is no maximum age limit for this examination. Note—Eligibles who have not reached their 30th birthday will not be considered for appointment to positions involving the care of tubercular patients.
2. Must be citizens of or owe allegiance to the United States.

(e) **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 danger to their fellow-employees.

Height—Applicants must measure at least 60 inches in height without shoes. This requirement will not be waived in any case.

How to Apply

(a) File the following forms with the Secretary, Board of U. S. Civil Service Examiners, U. S. Veterans' Administration, Bronx, N. Y.:

1. Application Form 6.
2. Form 4008-AB.
3. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

(b) Necessary forms may be secured:

1. From the Secretary, Board of U. S. Civil Service Examiners, U. S. Veterans' Administration Facility, Bronx, New York
2. From the Secretary, Board of U. S. Civil Service Examiners, at any first or second-class post office in which this notice is posted.
3. By mail, from the Manager, Second U. S. Civil Service District, Federal Building, Christopher Street, New York.

(c) Furnishing information on applications:

1. Applications must be fully and completely executed in accordance with instructions thereon. Failure to so execute ap-

plications may lead to their cancellation.

Radio Men and Women Six Months' Specialized Training With Pay Junior Repairman Trainee, (Radio)

\$1,440 a Year

Note—Persons who have eligibility on lists resulting from announcements No. 2-43, issued January 17, 1942, No. 2-54, issued February 5, 1942, or No. 2-124, issued June 11, 1942, and persons who have filed application under announcements No. 2-54 and No. 2-124, need not apply for this examination, as their eligibility will be continued during the life of the list established as a result of this announcement.

Places of Employment—Signal Corps, War Department, in the states of New Jersey and New York.

Duties

As employees of the Signal Corps, to receive advanced instruction 8 hours a day in the fundamentals of overhaul, maintenance, repair, and inspection of miscellaneous Signal Corps equipment including radio, telephone and telegraph, power and light equipment. This training will include disassembly, overhaul, re-assembly, and test of Signal Corps instruments, assemblies, and sub-assemblies, and related tasks as assigned. These classes may be held in the evening. Employees will not be permitted to hold any other position during this training period.

Promotion Possibilities

Upon successful completion of the training of approximately 6 months' duration, trainees will be eligible

for assignment to positions of Junior Repairman, Signal Corps Equipment at \$1,620 a year. Subsequent advancement to positions of higher grades will be based upon individual efficiency and ability, and the occurrence of vacancies in such positions.

Qualifications Required

A. Experience or Education—Applicants must show that within the 10 years immediately preceding the date of filing applications, they have had the education or experience specified in any one of the following:

- (a) The possession of a license to operate an amateur radio station (or any radio operator's license of higher grade) for at least two consecutive years provided the operator has built his own receiver and

transmitter, or has built such equipment for others;

(b) At least six months' of full-time, paid experience in some branch of technical radio work, or related electronic work, such as radio electrician, radio mechanic, radio engineer, etc.;

(c) The successful completion of at least two scholastic years of an electrical, telephone, or radio repairman course in a vocational or industrial senior high school (tentative grade and higher);

(d) The successful completion of a 6-months' technical radio course of resident study in a radio school, including maintenance and repair of radio or related electronic equipment;

(e) The successful completion of

(Continued on Page Ten)

STANDING BY FOR ORDERS?

Keep your present job while training for your FCC Radio Operator's License at Melville—Mornings, Afternoons or Evenings

NAVY SPECIALIST RATINGS

Radiotelephone — Radiotelegraph — Airline Teletype
OFFICIALLY APPROVED—THE ONLY SCHOOL OF ITS KIND

Associate of Major Airlines—Melville trained ground station and flight operators, engineers and technicians are working at good wages all over the world for American Airlines, American Export Airlines, Pan-American Airways, Pan-American-Africa Airways, Pennsylvania Central Airlines, Delta Airlines, Eastern Airlines, as well as in ARMY, NAVY, MERCHANT MARINE, COAST GUARD & other Airline, Broadcast & Communication companies. No previous training or experience necessary. Completely equipped. Well established.

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Directed by Frank Melville, active transoceanic Flight Radio Officer

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"The Radio-Communication School run by Radio-Communication Men"

VISIT TODAY. OPEN DAILY 9 A.M. TO 10 P.M. AND SAT. TO 6 P.M.

1,000,000 WAR JOBS

TO BE FILLED AT ONCE!

Where do YOU fit in?

- Want to know what jobs you qualify for?
- Want to know how to prepare for the test?
- Want to know what kind of training you need?
- Want to know your chances for appointment?
- Want to know how to apply for these jobs?

IF YOU WANT TO GET INTO THE WAR EFFORT, AND YOU DON'T KNOW WHAT TO DO, TAKE ADVANTAGE OF THE "LEADER"

JOB-GUIDANCE SERVICE ABSOLUTELY FREE

WITH A \$2.00 YEARLY SUBSCRIPTION TO THE "LEADER"
Nothing More to Pay!

Here's What the FREE Job-Finding Service Gives You!

1.—Personal Interview

An expert compiles a record of what you have done, tries to tell you what you can do best in the war effort. If you can't come in, we'll conduct the interview by mail.

2.—Vocational Guidance

The first interview endeavors to uncover hidden abilities which may fit you for government work. Later, vocational guidance is at your service to answer your questions about civil service jobs, duties, requirements, opportunities.

3.—Training

If you're looking for training, we'll bring to your attention, from time to time, such training opportunities as may be helpful to you. We keep a record of all reputable schools, public and private, free and tuition.

4.—Jobs Open

Exams which open in the City, State, and Federal government service, and some defense openings in private industry, for which, in the opinion of our job-finding expert you qualify, will be personally brought to your attention by mail. We try to make this service as complete as we can.

5.—How to Prepare

Proper study methods and study material will from time to time be suggested to help you pass the test for which you file, if you so request. Also, you get every aid in filling out your application.

6.—Question Service

You may call upon us to answer any question with regard to civil service or defense jobs. We endeavor to answer these questions as completely as available information permits. For eligibles and employees, we answer questions relating to lists, transfers, promotions, etc.

Don't Miss an Opportunity Which May Exist Today

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Civil Service LEADER

Branch Office: 142 Christopher Street, N.Y.C.

Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to The LEADER and the Job Guidance Service. Send me training and experience blanks immediately.

Name

Address

[] Check here if this a renewal of your subscription.

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QUESTIONS ON CIVIL
SERVICE MATTERS

at the new LEADER Job
Guidance Office, 142
Christopher Street, New
York City, one block from
the Federal Building.

Drop in on your way
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or Call WALKER 5-7449.



MEDICAL ASSISTANT
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You can qualify in only 10 months for a fascinating, well-paid career in medicine as Medical Assistant or Medical Secretary. Day courses, Laboratory Technician evening course, 48 weeks. We have a greater demand for our graduation than we can supply. Free placement service. Ask for Bulletin L.

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Qualify for
better Army
rating and pay

LAB. & X-RAY TECHNICIANS
Still time to join X-Ray class starting Aug. 31. New Lab. Technique classes in Sept. Call or phone for Bulletin LX.

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Only those qualified can continue. 87 years practical experience training welders. No charge for theory.
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STATE LICENSED. Booklet 'L'

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Car Service
"NEW YORK'S LARGEST
AUTO LAUNDRY"

CARS WASHED, 59c
Davis Auto Laundry Corp.
720 Southern Blvd., Bronx, N. Y.
(8 blocks North of 149th Street)

Student Instructor Jobs Provide Excellent Chances

(Continued from Page Nine)

one year of resident study in a school of engineering or technology of higher than secondary grade which has included courses in radio; (f) The successful completion of a United States sponsored Engineering Defense Training course in telephone or radio work, including maintenance and repair; or (g) The successful completion of a technical radio correspondence course in a school approved by a state, municipal, or other public educational system.

Applications will be accepted from students now in attendance in the resident courses described in (c), (d), (e), or (f), above, if otherwise qualified, who show that they expect to complete the required course not later than two months from the date of filing application. The names of such students who attain eligibility in this examination may be considered for appropriate vacancies when their ratings are reached on the list of eligibles, and if selected, provisional appointment may be made but they may not enter on duty until evidence of the successful completion of the required course is furnished. This evidence should be either an official statement from the institution attended, signed by a responsible official of that institution, or a statement by the eligible under oath showing the successful completion of the course required. Such statement should be submitted as soon as the course is completed to the Second U. S. Civil Service District Office, Federal Building, Christopher Street, New York, unless provisional appointment has been made, in which case it would be sent directly to the department or agency making the appointment.

E. No Written Test Is Required. Applicants' qualifications will be judged from a review of their experience.

C. Sex.—The department or office requesting list of eligibles has the legal right to specify the sex desired. For the present vacancies, both men and women are desired.

D. Age and Citizenship.—On the date of filing application, applicants:

1. Must have reached their 16th birthday, (except that persons who have not reached their 18th birthday may be employed only in accordance with State laws). There is no maximum age limit for this position.
2. Must be citizens of or owe allegiance to the United States.

E. 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 danger to their fellow-employees.

How to Apply

A. File the following forms with the Manager, Second U. S. Civil Service District, Federal Building, Christopher Street, New York.

1. Application Form 6.
2. Supplemental Form AX-195,022.
3. Form 4008-AB.
4. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

B. Necessary forms may be secured:

1. From the Manager, Second U. S. Civil Service District, Federal Building, Christopher St., New York.
2. At any first or second-class post office in the states of New Jersey and New York.

C. Requirements For the Junior Instructor Grade.—All applicants for the position of Junior Instructor must meet the minimum requirements as listed above for the Student Instructor position. In addition they must possess the qualifications listed under 1, 2, 3, 4, 5, or 6 below:

1. Six months' of full-time or one year of night school experience in teaching aircraft, radio, or shop subjects.
2. Six months of progressive technical experience as one of the following: Aircraft engine mechanic, aircraft sheet metal worker, aircraft welder, machinist, radio operator, or radio engineer.
3. The possession of a bachelor's degree in electrical, aeronautical, or mechanical engineering from a recognized institution of learning.
4. The possession of a bachelor's degree from a recognized institution of learning in trade and industrial education, vocational education, or industrial arts (restricted to metal working and woodworking pursuits, general shop practice, engines, aviation, or allied subjects).
5. Six months' progressive technical experience as one of the following: Sheet metal worker or oxy-acetylene welder.
6. One year of progressive technical experience as automobile engine mechanic.

D. No Written Test Is Required. Applicants' qualifications will be judged from a review of their experience.

E. Sex.—The department or office requesting list of eligibles has the legal right to specify the sex desired.

F. Age and Citizenship.—On the date of filing application, applicants:

1. Must have reached their 20th birthday. There is no maximum age limit for these positions.
2. Must be citizens of or owe allegiance to the United States.

G. 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 danger to their fellow-employees.

Speech.—Applicants must have no speech defects or impediments.

Hearing.—Applicants must possess normal hearing without the use of hearing aids.

Color Vision.—For radio positions, it is necessary that appointees be able to distinguish basic and saturated colors.

How to Apply

A. File the following forms with the Secretary, Board of United States Civil Service Examiners, Chanute Field, Rantoul, Ill.

1. Application Form 57, Card Form 4007-ABC, and Notice of Rating 4008-AB.
2. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

B. Necessary forms may be secured from:

1. Secretary, Board of United States Civil Service Examiners, Chanute Field, Rantoul, Illinois.
2. U. S. Civil Service Commission, Washington, D. C.
3. Any first or second-class post office, except that in district headquarters' cities the forms must be obtained from the U. S. Civil Service District Offices in New York Federal Building, Christopher Street.

Student Instructor

Army Air Forces Technical Schools and Navy Aviation Service Schools \$1,620 a Year

Junior Instructor

Army Air Forces Technical Schools and Navy Aviation Service Schools \$2,000 a Year

Closing Date.—Applications will be received until the needs of the service have been met.

Place of Employment.—Student Instructors appointed by the War Department will be trained at one of the various Army Schools. All instructors appointed by the Navy will be trained at the Navy Teacher Training Center, Chicago, Ill., and transferred upon completion of training to one of the Navy Aviation Service Schools.

Duties

Student Instructors will pursue a course in radio operating or engineering, airplane mechanics, or shop work for a period of from three to six months. Successful completion of such courses will be followed by promotion to the position of Junior Instructor at \$2,000 per annum and assignment and transfer at government expense to an appropriate school.

Junior Instructors will be used for the purpose of instructing soldiers and seamen in radio, shop work, and airplane mechanics. Junior Instructors appointed by the Navy Department will be trained at Chicago, Ill., prior to assignment to a Navy Aviation Service School. Junior Instructors appointed by the War Department will be selected by and report to the individual Army Air Forces Technical Schools.

Qualifications Required

A. General Requirements for All Grades.—All applicants for the positions of Student Instructor or Junior Instructor must show that they have been graduated from a standard four-year high school course, or have completed at least 14 units of high school study. (The requirement will be waived only in case of applicants who present exceptional qualifying experience.)

B. Requirements for the Student Instructor Grade.—Student Instructors must possess the qualifications listed under either 1, 2, 3, 4, 5, 6, or 7 below:

1. The successful completion of one year of study in a college or university or teachers' training institution of recognized standing.
2. The completion of one full year of progressive technical experience as one of the following: Aircraft mechanic, aircraft or automobile engine mechanic, sheet metal worker, welder, machinist, photographer, camera repairman, radio operator, radio engineer, or radio maintenance and repairman.
3. Possession of a Civil Aeronautics Administration airplane mechanic's or airplane engine mechanic's certificate.
4. Possession of a commercial or amateur radio operator's license.
5. The successful completion of a 6-months' technical radio course of resident study in a radio school.
6. Possession of a Civil Aeronautics Administration ground instructor's certificate.
7. The successful completion of a defense training course in radio work, under a program administered under authority of the U. S. Office of Education.

C. Requirements For the Junior Instructor Grade.—All applicants for the position of Junior Instructor must meet the minimum requirements as listed above for the Student Instructor position. In addition they must possess the qualifications listed under 1, 2, 3, 4, 5, or 6 below:

1. Six months' of full-time or one year of night school experience in teaching aircraft, radio, or shop subjects.
2. Six months of progressive technical experience as one of the following: Aircraft engine mechanic, aircraft sheet metal worker, aircraft welder, machinist, radio operator, or radio engineer.
3. The possession of a bachelor's degree in electrical, aeronautical, or mechanical engineering from a recognized institution of learning.
4. The possession of a bachelor's degree from a recognized institution of learning in trade and industrial education, vocational education, or industrial arts (restricted to metal working and woodworking pursuits, general shop practice, engines, aviation, or allied subjects).
5. Six months' progressive technical experience as one of the following: Sheet metal worker or oxy-acetylene welder.
6. One year of progressive technical experience as automobile engine mechanic.

D. No Written Test Is Required. Applicants' qualifications will be judged from a review of their experience.

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2. U. S. Civil Service Commission, Washington, D. C.
3. Any first or second-class post office, except that in district headquarters' cities the forms must be obtained from the U. S. Civil Service District Offices in New York Federal Building, Christopher Street.

Aircraft Radio

Electrician

\$2,200 a Year

Junior Aircraft Radio

Electrician

\$1,860 a Year

Applications will be received until the needs of the Service have been met.

Place of Employment: Signal Corps, War Department, Rome Army Air Depot, Rome, New York.

Qualifications Required

Aircraft Radio Electrician.—At least 4 years of progressive experience in the maintenance and repair of commercial radio communication equipment, at least 2 years of which must have been on modern types of radio equipment within the 5 years immediately preceding the date of receipt of application. Applicants must also show that their experience included the use of circuit diagrams and blueprints, and such instruments as high accuracy frequency signal generators and cathode-ray oscilloscopes.

Junior Aircraft Radio Electrician.—At least 2 years of progressive experience in the maintenance and repair of commercial radio communication equipment, at least one year of which must have been acquired on modern types of radio equipment within the five years immediately preceding the date of receipt of application.

Applicants must also show that their experience included the use of circuit diagrams and blueprints, and such instruments as high-accuracy frequency signal generators and cathode-ray oscilloscopes.

radio frequency signal generators and cathode-ray oscilloscopes.

Substitution: A complete course as radio electrician will be accepted in substitution for not more than one year of the required experience for these positions.

The United States Civil Service Commission invites attention to the increased rates of pay for the above positions and to the fact that the payment of overtime at the rate of time and a half for all work in excess of forty hours per week has been authorized for these positions. Also, the United States Civil Service Commission amends this announcement by the inclusion of the following statement:

"Students — Applications will be accepted from persons if they are otherwise qualified, who are enrolled in school courses which upon completion will qualify them for a defense position, provided that they show in their applications that (if successful) they will complete the course in which they are enrolled within two months of the date of filing applications.

Persons who are assigned conditional eligibility in accordance with the foregoing paragraph may be given provisional appointments."

No written test required. Applicants' qualifications will be judged from a review of their experience.

The department or office requesting list of eligibles has the legal right to specify the sex desired. For these vacancies, men are desired.

On the date of filing applications, applicants:

1. Must have reached their 18th birthday.
2. There is no maximum age limit for these examinations.
3. Must be citizens of or owe allegiance to the United States.

(Continued on Page Twelve)

Council Acts on Increments

(Continued from Page Three)

over, will affect only those who were receiving above the \$1,980 line at the inception of the Increment Law, who did not receive the full four increments and who should have reached four increments under the Petrocelli decision of the Court of Appeals. Under the agreement, these persons receive one increment from the present \$2,280 to \$2,400.

"The impression this compromise leaves is that all of the ungraded employees go to \$2,400. In reality, only 76 employees of the ungraded services in the city are affected."

The new agreement, contends Mr. Feinstein, doesn't specifically state there are to be four increments bringing up salaries to \$2,400 in both graded and ungraded classes.

Indeed, he went on, the Mayor concedes nothing at all by this so-called compromise arrangement, that Mr. LaGuardia still gets what he originally wanted, that the amendments do not protect the rights of those in the service in that city workers have lost the benefits gained by the Court of Appeals' ruling in the Petrocelli case, that the "thing is nothing more than a wage-cutting proposition."

"Governing by Force"

Mr. Feinstein claimed that "it never was the intention of the Mayor to dismiss the Welfare employees in the last analysis; it was merely his method of governing by force and intimidation to get what he wants of the Council. To say this is a hell of a way to run an administration is not even strong enough."

"The plain fact of the matter is that the Increment Law was never intended to reduce the salaries of incumbent employees either in the graded or ungraded service whether they were affected by the Petrocelli decision or not."

Union View

A different view was taken by the State, County, and Municipal Employees of America, which characterized the compromise "as the only sensible way out of a very difficult situation."

Mr. James V. King, secretary-treasurer of the SCMWA held that "the compromise arrived at by the Mayor and Majority Leader Sharkey on the amendment of the McCarthy Law removes the threat of dismissal from more than 250 city employees and retains for all city employees increment rights originally intended by the law. That's the most significant conclusion to be drawn from this agreement."

"As in the past, all graded employees will be able to go to the top of their grades by increments, playground directors will continue to receive mandatory increases to their present ceiling of \$2,100, and present employees who are promoted will not be affected by the \$480 limit on increases for new employees. The only change for present employees is that a \$2,400 ceiling is

placed on increments in the ungraded service.

"There was a lot of howling and name-calling when the Mayor first presented his amendments to the City Council. Admittedly, there were features to this bill unrelated to the Petrocelli decision, which therefore should have been stricken out. The SCMWA recognized immediately that the most important objective was to prevent the layoff of possibly 1,500 city employees. This, we felt, could be accomplished by a sensible compromise which recognized that the law should be changed insofar as it related to the Petrocelli decision.

"Instead of yielding to the temptation of exercising our vocal chords in futile name-calling and deluding ourselves with the prospect of protracted, expensive and doubtful litigation, we set to work in a realistic way to reach a practical solution to the situation.

"We regret that this \$480 ceiling for new employees was retained in the final compromise measure. Nevertheless, the compromise must be regarded as the only sensible way out of a very difficult situation."

Sharkey's Views

Mr. Sharkey explained, as The LEADER went to press, that insofar as employees "now in city service are concerned, the Council majority is willing to amend the law so as to offset the decision of the Court of Appeals in the Petrocelli case, and no more."

Mr. Sharkey added, by way of explaining his motives, that "we agree that the salary paid to any employee affected by the McCarthy Law on January 1, 1942, shall in no case be reduced, regardless of whether the employee involved is in the graded or ungraded service. It's my belief this compromise gives the city employee all the increment advantages which were originally intended by the city's legislature when the McCarthy Law was first adopted.

"The effect, moreover, of this compromise proposal is to promulgate a new salary scale for those coming into service in the future, while the wage level of present employees will remain substantially the same."

To all of which Mr. Feinstein said "Ridiculous."

New Curtailments?

Budget Director Dayton pointed out this week that further curtailments of personal services may easily be made necessary in the auto engineman classification if back pay runs too high as a result of the Petrocelli decision. Moreover, that everybody involved will be paid if the greater number signed payrolls under protest. It is extremely doubtful, however, according to The LEADER'S survey of the situation, that the majority signed payrolls under protest while awaiting the fruits of the Petrocelli decision.

PARTNERSHIP NOTICE

BETTY WORTH FROCKS — Notice is hereby given that the persons hereinafter 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 Clerk's office of the County of New York on July 24, 1942, of which the substance is as follows:

The name of the limited partnership is BETTY WORTH FROCKS.

The character of the business is a general infants', children's, juniors' and misses' wear manufacturing business.

The location of the principal place of business is at No. 251 West 30th Street, Borough of Manhattan, City of New York.

The name and place of residence of each member is as follows: Benjamin Wohl, 221 West 82d Street, New York, N. Y.; Joseph Wohl, 200 West 83rd Street, New York, N. Y., both of whom are general partners; and Ida W. Goldberger, 300 Central Park West, New York, N. Y., who is a limited partner.

The term for which the partnership is to exist is from the date of filing of the certificate with the County Clerk until terminated by agreement of the limited partner and any one general partner.

The cash and property contributed by the limited partner is as follows: Cash and property received by her upon the dissolution of BETTY WORTH FROCKS, INC. in the amount of Nineteen Thousand (\$19,000) dollars as determined from the book value of the assets of said corporation.

The compensation of the limited partner on her contribution is interest at six (6%) percent per annum and in addition, forty (40%) percent of the net profits of the partnership each year.

In case of the death, insanity or physical disability of the limited partner, Irving L. Goldberger who now resides at 1 Brewster Terrace, New Rochelle, N. Y., shall be the limited partner in her place and stead.

In case of the death, insanity or physical disability of a general partner, the surviving general partner may continue the partnership and retain the deceased, insane or physically disabled partner's capital in the partnership for a period not exceeding three months, and with the consent of the legal representatives of such partner, for a period not exceeding six months from the date of the death, insanity or physical disability of such partner at six (6%) percent interest per annum for such period.

The certificate referred to above has been acknowledged by all the general and limited partners.

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Is Your Exam Here?

Below is the latest news from the New York City Civil Service Commission on the status of exams. The LEADER will publish changes as soon as they are made known.

Open Competitive Tests

Assistant Civil Engineer: Rating will begin shortly.

Assistant Mechanical Engineer: The oral interview test will be held Wednesday, September 2.

Bus Maintainer, Group B (B.M.T. Division, N.Y.C.T.S.): The practical test is in progress.

Chief of Project Planning, Housing Authority: The oral interview test was held Monday, Aug. 24.

Clerk, Grade 1: The written test will be held as soon as practicable.

Conductor (N.Y.C.T.S.): The list is now being computed.

Dental Hygienist: Final key answers have been adopted.

Diction: The rating of the written test is about 90 percent completed.

Electrician: Practical tests are being held on Tuesday and Wednesday of this week at City College.

Fingerprint Technician: The rating for the test is in progress.

Health Inspector, Grade 2: Training, experience and personal qualification tests were held last month.

Inspector of Boilers, Grade 3: The practical test was held Friday, Aug. 28.

Inspector of Elevators, Grade 3: Rating of written test has been completed.

Inspector of Plastering, Grade 3: The practical tests are in progress.

Inspector of Printing and Stationery, Grade 2: The rating of the written test is about 75% completed.

Junior Civil Engineer: Rating of Part One has been completed.

Laboratory Assistant (Bio-Chemistry): The oral-interview was held on July 22.

Marine Engineer: The rating of the written test is in progress.

Marine Officer: The written test will be held September 3.

Office Appliances Operator, Grade 2 (Burroughs Accounting or Bookkeeping Machine): Rating is in progress.

Patrolman P.D., Special Patrolman (all departments): All parts of the examination have been completed. The list is being compiled.

Printing Specifications Writer: The oral-interviews have been completed.

Property Manager: The final key answers were adopted.

Psychologist: The rating of qualifying experience has been completed.

Stationary Engineer: Report on final key answers has been submitted to Commission.

Stationary Engineer (Electric): Report on final key answers has been submitted to Commission.

Trackman (N.Y.C.T.S.): Medical and competitive physical examinations ended Monday, August 31.

Typist, Grade 1: The practical tests were held in July.

Promotion Tests

Air Brake Maintainer (N.Y.C.T.S., All Divisions): The practical test will be held as soon as possible.

Assistant Civil Engineer: Rating will begin shortly.

Assistant Station Supervisor (N.Y.C.T.S.—IRT and BMT Divisions): Rating of the written test is in progress.

Assistant Train Dispatcher (N.Y.C.T.S.—IRT and BMT Divisions): Final key answers have been adopted.

Car Maintainer, Group B (N.Y.C.T.S.—All Divisions): The practical test will be held as soon as possible.

Clerk of District, Municipal Court: Rating of written test is in progress.

Electrician: Practical tests are in progress.

Foreman (Lighting, N.Y.C.T.S.—All Divisions): The rating of the written test is in progress.

General Foreman, Grade 4: The training, experience and personal qualifications test has been held.

Inspector of Boilers, Grade 3: Same as open-competitive.

Inspector of Housing, Grade 3: The rating of the written test is in progress.

Inspector of Licenses, Grade 2: The rating of the written test is in progress.

Light Maintainer (N.Y.C.T.S.—All Divisions): The rating of the written test is about 90 percent completed.

Maintainer's Helper, Group B (N.Y.C.T.S.—All Divisions): Rating is completed.

Motorman (BMT, IND and IRT Divisions): The qualifying practical test will be held as soon as possible.

Power Maintainer, Group A (N.Y.C.T.S.—IRT and BMT Divisions): Rating of written test is in progress.

Sergeant (P.D.): The rating of Part I of the written test is in progress. The examiners are working like hell to get the list out.

Sergeant (P.D.), Special Examination: The written test was held on May 9.

Signal Maintainer, Group B (N.Y.C.T.S.—All Divisions): The written test was held July 21.

Special Patrolman, Grade 2, N.Y.C.T.S. Rating of written test is in progress.

Stationary Engineer: Report on final key answers has been submitted to Commission.

Stationary Engineer (Electric): Report on final key answers has been submitted to Commission.

Stenographer, Grades 2 and 3: The rating of the written test for stenographer, grade 2 is completed. Rating on written test for stenographer, grade 3 is in progress.

Ventilation and Drainage Maintainer (N.Y.C.T.S.—All Divisions): The practical test will be held as soon as possible.

U. S. Tests

(Continued from Page Ten)

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 danger to their fellow employees.

How to Apply

Necessary forms may be secured: 1. From the Secretary, Board of U. S. Civil Service Examiners, Room Army Air Depot, Rome, New York.

2. By mail, from the Manager, Second U. S. Civil Service District, Federal Building, Christopher Street, New York, N. Y., by persons residing in the area of the place of employment.

3. At any first or second-class post office in which this notice is posted.

City Tests

Clerk, Grade 1

(Amended Notice)

Persons who filed for this examination during the period January 6 to 26, 1942, need not file again.

Salary: Up to but not including \$1,200 per annum. Increments to \$1,199, in almost all departments. Usual salary at entrance, \$950 per annum.

Applications: Issued and received from 9 a.m., August 26, 1942 to 4 p.m., September 11, 1942. Fee: \$.50.

Vacancies: Occur frequently during the life of the list. The list resulting from this examination may be certified selectively where necessary for such positions as Attendant, Messenger, Ticket Agent, Telephone Operator, Office Appliances Operator, Typist and positions of a similar character. Special qualifying physical, medical, practical or other qualifying tests may be given for the purpose of selective certification.

Note: The list resulting from this examination may be used to fill vacancies outside of New York City. Persons residing in New York State who do not meet the New York City residence requirement may file for this examination. Such persons, if successful in this examination, may be certified to positions outside of New York City only. Transfers will not be made to positions in New York City.

Duties: To perform under supervision routine clerical work and elementary office duties, including the operation of mechanical devices such as the mimeograph and addressograph, and similar simple appliances; assist with telephone information and with the reception of the public; act as messenger in minor errands; perform related work.

Requirements: Candidates must be graduates of a senior high school or have equivalent education. The written test will include tests of mental alertness, capacity to follow written directions, elementary office practice, knowledge of civic affairs and other appropriate information and abilities.

Subjects and Weights: Written, weight 100. The passing grade will be set in accordance with the needs of the service.

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Citizens Prep Center—9 W. 61st St.—State Licensed—Day & Evening Short Course—Easy terms.—Circle 6-4970.

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Pretty nearly everything has its place in the War effort, including the process of becoming beautiful. The theory, of course, is to raise the morale of our boys, so that they know they are all fighting for Helen of Troy.

One of the problems that probably came to the fore during the summer was that of removing superfluous hair. Various methods have been approved by physicians, notably electrolysis. Operators are licensed by the State, and many of them can do a job safely and hygienically.

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POLICE CALLS

By MIKE SULLIVAN

Cops, Beware!

Tip to the 8,000 patrolmen who took that sergeant's test a year ago last June: Beware of the "official" telephone call informing you that you're number 1 on the list. More than one anxious, fretful patrolman has been fooled by the precinct practical joker in recent weeks. Also, beware of rumors to the effect that the list is out or that it will be out next week. We don't know when the list will be out—and neither does anyone else, not even the examiners who are "still rating the sergeant's test," but we do know this: The sergeant list will not be out this month!

The Captain's List

The sergeant rumors have even affected the presumably more alert lieutenants who took the recent captain's test. Only last week, one rumor spread like wildfire that the captain's list was already completed and ready for publication. The rating of this two-day, three-session essay type examination in such a short period of time would be a physical impossibility on the part of the examining staff of the Civil Service Commission. Take it from Samuel H. Galston, assistant director of the examinations division of the Commission. The publication of the captain's list is "a way off!"

Lieutenant's Test

Awaits Budget Okay

In order to make a complete resume of a situation peculiar in the Police Department today—the complete lack of an eligible list

for any position in the uniformed forces—we might as well add that applications for the lieutenant's examination should be issued in the second week of September. The request to announce this test is now in the hands of the budget director. His okay is all that is needed. News on the status of the patrolman test, due in a few weeks, appears of course on another page of this paper.

The Quota

Although there are 1,201 vacancies in the department, the largest number, 1,036 for the rank of patrolman await the promulgation of the patrolman list and the whims of the Mayor to be filled. There are 123 jobs open for sergeants, 15 for captains, and 4 for lieutenants. Also, there are 23 vacancies for policewoman. The quota follows:

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Inspector	27	27
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Captain	117	102
Lieutenant	665	661
Sergeant	1,072	681
Patrolman	16,706	15,670
Policewoman	184	161
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The author, incidentally, has spent 17 years in the United States foreign service, and has taught languages at various schools.

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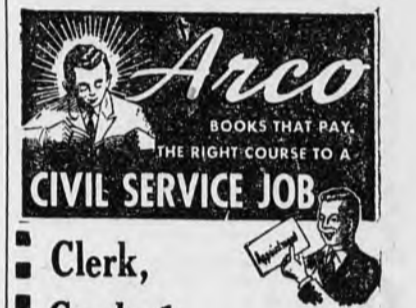
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New Training Opportunities Open

(Continued from Page Two)

in the following places in the New Jersey and New York metropolitan areas:

In New Jersey: Bloomfield, Harrison, Linden, Jersey City, Newark and Paterson.
In New York: Bethpage, Brooklyn, College Point, Long Island City and New York City.

Appointment—Eligibles selected for appointment to the training school will be required to report to the training school in New York City at their own expense.

Training—Appointees will be given intensive training for a period of from six to eight weeks in the fundamentals of inspectional methods and procedures on a wide variety of engineering materials, preparatory to assignment to duty as Junior Inspectors at contractor plants.

Salary—Trainees, during this period, as employees of the Navy Department, will be paid at the rate of \$1,440 a year.

Promotional Possibilities—Upon completion of training, employees will be eligible for advancement on merit to inspection positions at \$1,620, \$1,800, \$2,000 a year, or higher.

Examination Required

Written Test. This examination will consist of a written medical aptitude test, on a scale of 100. This test will consist of problems in spatial relations, arithmetic, and simple mechanics.

Preference in consideration for appointment will be given to eligibles who have had two or more years of college education, and to eligibles who have had education in Engineering, Mathematics, and Physics.

Time and Place of Examination—Applicants who are to be admitted to the examination will receive admission cards stating specifically the time and place of the examination.

The written examination will require from 2½ to 3½ hours, and will be held at the places named below:
In the State of New York—Brooklyn, Flushing, Jamaica, Long Island City, New York City and Yonkers.

Sex—The department or office requesting list of eligibles has the legal right to specify the sex desired. For the present vacancies, the Navy Department desires both men and women.

Age and Citizenship—On the closing date, applicants:

1. Must have reached their 18th birthday; and female applicants must not have passed their 40th birthday.

(There is no maximum age limit for male applicants.)

2. Must be citizens of or owe allegiance to the United States.
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 danger to their fellow-employees.

How to Apply

(a) File the following forms with the Manager, Second U. S. Civil Service District, Federal Building, Christopher Street, New York.

1. Application Card Form 4,000-ABC.

2. Supplemental Form A+—495,025. Note—Applicants who desire their records of service in the armed forces to be considered, should be prepared to present documentary proof of their claim if and when requested.

(b) Necessary forms may be secured:

1. From the Manager, Second U. S. Civil Service District, Federal Building, Christopher Street, New York.

2. At any first or second-class post office in which an exam notice is posted.

(c) Furnishing information on applications:

1. Applications must be fully and completely executed in accordance with instructions thereon. Failure to so execute applications may lead to their cancellation.

Do not write to the District Manager or the Commission concerning the results of your examination, your relative standing or prospects for appointment. The Commission will be unable to answer such inquiries since personnel and facilities formerly engaged on such work must now be devoted entirely to the War Program. Write only to furnish information as to any material changes which will affect your acceptance of appointment. Be brief and to the point and give the correct title of the examination and the rating you received.

Clerk Promotions In Hospitals

Promotion to Clerk grades two, three and four will be made in the Department of Hospitals. Five employees will be promoted to clerk, grade two, at \$1,200; seven to clerk, grade three, at \$1,800, and four to clerk, grade four, at \$2,400 a year.

Clerical promotions in other city departments will be made in the near future.

Restaurants

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Amusement Parade

By Joseph Burstin



WILL OSBORNE

replaces Skinney Ennis on the stage of the N. Y. Paramount week tomorrow, during the fifth week showing of Holiday Inn.

Nite Life

Gene Kardos, who has almost become an institution at ZIMMERMAN'S HUNGARIA, along with "Count" Zimmerman's elegant black mustachios, is celebrating his fourth anniversary as orchestra leader at that restaurant-cabaret. . . . The Freres Hourcle, Johnny and Laurent, hosts at the BAL TABARIN, are scouring the country for prominent Gallic artists for their "Gay Paree Revue" which they will present early in September in their Montmartish bistro. . . . Carl Hoff and his orchestra, featuring Betty Norton and Al Noble, have been engaged for one week starting Friday, in the Ice Terrace of the Hotel NEW YORKER, temporarily replacing Johnny Long and his boys. . . . An unusual premiere is being planned when the McFarland Twins bring their orchestra to the bandstand at Jack Dempsey's BROADWAY RESTAURANT, Monday, September 7. A special effort will be made to see that an important percentage of the first nighters are twins of all ages. . . . G. Ray Terrell, who has pulled some big real estate deals on Long Island for two decades, is now pulling rabbits out of a hat nightly at LA VIE PARISIENNE, where he is entertaining the patrons as the "Ambassador of Magic."

Who's Who in OPA's NYC Branch Office

(Continued from Page Two)

ional rent executive. It's his job to supervise the matter of rent control in defense rental areas, each of which has a rent director whose activities pass through Mr. Casgrain's office.

Legal Division

Then there's the legal division, headed by Walter Gellhorn, regional attorney. Under Mr. Gellhorn come two sections: enforcement and interpretation. The former is topped by Irvin C. Rutter, chief enforcement attorney, and a set of lawyers; the latter is headed by Edward J. Ross, regional price attorney, and a battery of lawyers.

In addition, there are rationing and rent attorneys, and a group of inspectors for enforcement of regulations, investigation of complaints, conducting surveys and gathering evidence for prosecutions.

Administrative Division

Finally, there's the administrative division, headed by John E. Johnson, regional administrative officer, who conducts such sections as supply, payroll and personnel.

HOLLYWOOD Facts Between Acts

Jean Gabin and Gene Tierney will be co-starred in "Tampico," a story of revenge taken by the captain of a submarine tanker. It is based on a screen original by Ladislav Fodor who is also preparing the script. Robert Bassler will be the producer. . . . Cast to date for "The Immortal Sergeant" are Henry Fonda, Maureen O'Hara, Thomas Mitchell, George Sanders and Reginald Gardiner. "The Immortal Sergeant" is a filmization of the John Brophy novel; Henry Hathaway is director. . . . Twentieth Century Fox has purchased the rights to the story of the "Grand Street Boys," famous Manhattan Fraternal figures in politics, theatre, religion and the screen. The picture will be produced by Boris Morros and S. P. Eagle, joint producers of the all-star production, "Tales of Manhattan" . . . George Sanders, Gail Patrick and Lynne Roberts are set for top roles in "Quiet Please Murder." . . . "Action in the North Atlantic," Warner Bros.' story of America's wartime merchant marine, goes before the camera with Humphrey Bogart, Raymond Massey, Alan Hale and Peter Whitney at the head of the cast, with Lloyd Bacon as the director. . . . Noah Beery, Jr., has been engaged for the romantic male role opposite Ann Gillis, in "Neath Brooklyn Bridge," at Monogram Studios. Other players signed include Mark Lawrence, David O'Brien, Arthur Young and Sunshine Sammy Morrison. . . . Leslie Brooks, Columbia player, has been signed to a role in "City Without Men." Linda Darnell, Claire Trevor and Doris Dudley are the principal players in the drama.



JEAN ARTHUR

Who stars with Cary Grant and Ronald Colman in Columbia comedy drama, "The Talk of the Town," now playing at the Radio City Music Hall.

Machinists to Meet

The Brotherhood of Certified Civil Service Machinists will hold its regular meeting on Friday, September 11, 8 A. M., at Germania Hall, 106 Third Avenue, New York City. The organization's attorney will be present.

Movies

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'Battle For Siberia' At Stanley Theatre

"Battle For Siberia" formerly known as "The Defense of Volochayevsk," opened at the Stanley Theatre for a limited engagement. Among the players are: Boris Blinov, Lev Sverdlin, Boris Chirkov, and others. Music is by the renowned Soviet composer and pianist, Dmitri Shostakovich.

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Will Clerk Test Be Used To Lower Wage Scale?

Will the eligible list established as a result of the clerk, grade one test be used to lower the pay-scales of New York city jobs?

Fears that the announcement by the Civil Service Commission of the list's use under the process of selective certification to fill vacancies in such titles as attendant, telephone operator, and messenger would mean the lowering of salaries paid city employees in these positions were expressed by numerous employees during the week.

In effect, employees in these titles who are paid from \$1,200 a year to \$1,799.99 a year asked, "Will we be laid off? Will our places be taken by \$960 a year clerks?"

Eligibles who pass the clerk, grade 1, examination can only be appointed to positions paying up to the maximum limit of grade 1, or \$1,199.99 a year. The official announcement of the Civil Service Commission stated that the list "may be certified selectively where necessary for such positions as attendant, messenger, ticket agent, telephone operator, office appliance operator, typist and other positions of a similar character."

Veteran Objects

One of the city employees who appeared in The LEADER office and objected to this paragraph in the clerk, grade 1, announcement was Alexander Delgado, chairman of the Veterans Committee of the Civil Service League, an organization containing a large number of attendants. Said Delgado: "The fact that no attendant test has been ordered and the Commission has announced that the clerk, grade 1, list will be used to fill vacancies as attendants shows conclusively that the city intends to cut the pay of attendants."

Delgado linked the announcement of the clerk, grade 1, examination with the proposed amendment to the McCarthy increment law which, he said, threatens the lowering of attendants wages by \$600 a year.

Filing Slight

Meanwhile, filing for the clerk, grade 1, examination was slight during the first few days. The applications are issued each day except Sundays from 9 a.m. to 4 p.m. at the Application Bureau of the Civil Service Commission, 96 Duane Street, until the close of business Thursday, September 11. The test is open to men and women who are high

school graduates or possess equivalent education. There are no age limits or experience requirements. Applications are issued free but a fee of 50 cents is required when they are filed with the Commission.

The date for the written examination has not yet been scheduled by the Civil Service Commission, although the test is planned for the latter part of October or the first two weeks of November. The complete announcement of the test appears on page 12.

Union Plans Action To Speed Passage Of Grievance Bill

Plans for the speedy passage of the bill which guarantees to city employees the right to organize and to meet with their department heads for the adjustment of grievances were mapped out at a special legislative conference of the New York District of the State, County and Municipal Workers of America, according to an announcement made this week by Edward Phillips, the union's legislative director.

"Mayor LaGuardia has repeatedly stated the policy of the city administration on the organizational rights of its employees," Phillips said. "That policy recognizes the right of city employees to organize and to be represented by their elected officials. Unfortunately, various department heads and administrators have not implemented this policy by observing the logical practice which should flow from it."

"Such failure on their part is serious in any period," Phillips continued. "But in wartime, it adversely affects the morale of city workers and makes impossible a fuller contribution to the war effort in the various city departments through the voluntary organizations of its employees."

Cites Sanitation Department

Phillips cited the situation in the Sanitation Department where Commissioner Carey has refused constantly to meet with elected representatives of the SCMWA as "the outstanding example of how the passage of the recognition bill would aid the war effort." He said that additional thousands of tons of vital war materials could be salvaged if Carey would adopt the Griesi Plan, proposed several months ago by the union.

Phillips referred to two recent

7 Out of 10 Pass Trackman Test

At least seven out of ten trackmen candidates passed the physical examinations which ended Monday, August 31 in the City Building, Flushing Meadow Park, Corona, L. I., according to estimates made by physical examiners of the Civil Service Commission. The results of the test are being computed by the Commission now. The list is expected to be compiled and released for publication in October.

Although no count of candidates scoring 100 per cent in the physical test was made, it is known that at least seven or eight aspirants for the subway jobs were able to get perfect marks. The list will be published in The LEADER as soon as it is released by the Civil Service Commission.

Fire List Used For Sheriff Jobs

Jobs as correction officers in the city-wide office of the sheriff are being offered approximately 200 eligibles on the fireman list whose names were certified to Sheriff John McCloskey, Jr., for appointment by the Civil Service Commission last week. The jobs open are permanent and pay at the rate of \$1,769 a year. The certification reached as high as the eligible who stands number 2,309 on the list.

Fire eligibles who accept these positions will have their names removed from the eligible list for a period of one year. Only those eligibles who are not classified as 1-A by their draft boards will be appointed.

Sanitation Promotions Await McCarthy Amendments

Promotions to assistant foreman in the Department of Sanitation will not be made until the McCarthy increment law is amended, Thomas J. Patterson, assistant director of the Budget, stated this week.

Requests had been made by the Sanitation Department to make fifteen promotions from the list recently established by the Civil Service Commission. The promotions were planned for the payroll period beginning with the first or fifteenth of September.

The complete assistant foreman list was published in the August 11 issue of The LEADER.

instances in the Purchase Department and the Domestic Relations Court where the department heads flatly refused to meet with elected representatives of their staffs.

POSTAL NEWS

By DONALD MacDOUGAL

Convention Chatter

They're girding themselves for the convention of the State Association of Letter Carriers in Patohogue September 6, 7 and 8, those letter hustlers, and the big issue is the new slate of 12 officers to be selected.

Tops in interest is the presidential fight now that Charles S. Waldie, of Yonkers, isn't coming up for re-election, according to reliable reports. Foremost in the field, and most likely to get Waldie's post, is Herbert Gebhardt, secretary of the Yonkers Letter Carriers' Association, 387. He's known as the "progressive" candidate. Gerhardt's opposition is expected to come from the administration choice, George C. Monaghan, president of Rochester local, 210.

Others in the field for important positions are Frank C. Henrich, financial secretary of Flushing, 294; Vincent Nolan, secretary of Auburn, 151, and Willis Powell, secretary of Syracuse, 134.

Leading delegations will be Emanuel Kushelewitz, president of local branch 36; Thomas Ahearn, 31-year-old president of Yonkers, 387; George Heenan, president of 41, Brooklyn; Patrick Donohue, of Staten Island, 99; Ernest Sparks, of Flushing, 294, and Thomas Campbell, of Jamaica, 562.

About Bills

Local 2, Post Office Motor Vehicle Employees, New York City, has voted to continue its strong support for the Connery Bill (HR 2077) restoring the title of substitute driver mechanic; the Scanlon Bill (HR 7404), unfreezing the subs' list, and the Ram-speck Bill (HR 7071), providing for a bonus for all civil service employees.

A. J. Molitor has been re-elected chairman of the Board of Trustees of that local for an 18-month term. Molitor hails from Mt. Vernon. James Curry and Frank Bommocini have been named directors. Those remaining on the board are Leonard Friedenson and Ulysses Cella. Everett G. Gibson presided.

26 Now!

Mt. Vernon branch 356, National Association of Letter Carriers, is the 26th and newest addition to the Joint Conference of Affiliated Postal Employees.

Bouquets

Commendations for Paul Castiglioni, Washington legislative representative of the motor vehicle employees, for his efforts on behalf of the members, and Pvt. Jerry Strauber, former publicity director of the Joint Conference. Incidentally, Strauber is probably the only M. P. ever given a hand.

Thanks, Joe

Writes Joe Small, secretary of Flushing branch 294, National Association of Letter Carriers: "In behalf of our branch 294, Flushing Letter Carriers' Association, we want to thank you sincerely and honestly for remembering Uncle Sam's forgotten men. When you devoted four pages to the postal employees recently, it was most gratifying to all of us. We appreciate it more than words can express. We feel you have a great understanding of our problems, written by men who know the business as well as our problems."

"Also we think if we had more straightforward, free thinking, liberal papers with your policy devoting time and space to hear both sides of a story and let the public read and digest it, being written by unbiased people who want no personal gain, we would more easily gain some small recompense which we rightfully and justly deserve."

"Thanking you again, may your policy continue in behalf of the underdog, and may your paper grow and prosper for the good of all civil service and government employees, I remain,

Signed: Joe Small, Jackson Height, L. I."

Coincidence

William T. Browne, Jr., president of local 10, National Federation of Post Office Clerks, and Ephraim Handman, secretary of that group, are both confined to bed. Browne has a rundown condition, Handman the gripe.

Oh, Abe!

And, while we're on personals, Abe Shapiro, genial, guffawing secretary of the Joint Conference of Affiliated Postal Employees, has gone off for a Monticello vacation. But we don't envy him. And Abe knows why.

Jobs for Men on Police List

(Continued from Page Three)

list will be divided as stated in the original announcement."

Two Lists

The patrolman test announcement called for the establishment of a list for patrolman, (Police Department) and special patrolman (all departments). Specifically, the announcement said, the two lists will be set up as follows: "All candidates who pass both the written and the physical tests will be arranged in the order of comparative final ratings; the pass mark for the patrolman (P.D.) list will be the final rating of the candidate falling in the middle of this group. The rest of the candidates will form the list for special patrolman."

As revealed exclusively in last week's LEADER, 3,475 candidates passed all parts of the patrolman test. Approximately 60 or 75 of these, however, will not pass the complete physical test, as they will have failed to obtain a general average of 70 percent in the physical test, according to Paul M. Brennan, examiner in charge of the medical and physical bureau of the Commission. Consequently the total number of candidates passing all parts of the patrolman mental and physical test with an average of 70 percent or better should be 3,400. The first half of these will be on the list for patrolman (P.D.), the second half on the list for special patrolman, all departments.

1,036 Vacancies

As there are 1,036 vacancies for patrolmen in the Police Department, the prospects for appointment will be excellent for the 1,700 candidates who made the patrolman list. Prospects for ap-

pointment from the second list should be even better for eligibles on this list. The various departments maintaining special police forces, such as the Board of Transportation, the New York City Tunnel Authority, the Department of Correction, the Board of Water Supply, and others, have been hard hit by the draft. In addition, appointments have been made to eligibles on the fireman list, who will resign when they are reached for the Fire Department jobs. When the previous patrolman examination was held, the number two (special patrolman) list was used up in short order.

Although Mr. Galston would not commit himself on the date on which the examining staff of the Commission will have completed the computations of the candidates' averages and the compiling of the two eligible lists, he admitted that the job should be done by "the middle of September!" He said that the examiners on his staff assigned to the patrolman test were "working like hell to get the list out!"

As soon as the eligible list is compiled by the Commission, it will be published in The LEADER.

To Appoint 200 Firemen Sept. 15

Exclusive


200 firemen will be appointed on Tuesday, September 15. The names of 400 eligibles are being certified by the Civil Service Commission this week. In making the appointments, the Fire Department will pass over all eligibles with 1-A draft classifications.

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New Merit System Group Takes 1st Public Action

Making its first public appearance after several weeks of planning, the Committee for Preservation of the Merit System took a stand against the proposed McCarthy amendments (see page 3). A unique organization, the CPMS is the only association of its kind in New York City, probably in the country. On its letterhead appear the words "A Committee of Civil Service Executives." Consisting solely of the heads of civil employee organizations, the group plans to take action upon issues on which all the component organization heads agree. The combine came into being because of the feeling among its members that they could work more effectively on certain broad issues by pooling their efforts.

Statement of Principles

At its second meeting, the Committee voted upon a statement of principles which broadly represented the ideals upon which the new group has been founded. The principles:

1. The Committee for Preservation of the Merit System shall safeguard the principle of merit in recruitment, hiring and advancement of State and municipal employees.
2. The Committee will consist of delegates and/or officers of civil service employee and civil service eligible associations,

3. The Committee may accept into membership any legitimate organization officer approved by the Committee's Executive Board.

4. The Committee represents a federation of Civil Service Executives for the furtherance jointly of interests affecting all civil service. It does not in any way infringe upon the independent action of any organization to which any member may belong.

5. Any member of the Committee may bring to its attention matters for action. The Executive Board is empowered to act for the entire group between meetings.

6. The Committee may act in whatever way it deems feasible to meet any current civil service situation.

7. The Committee has been set up to further the legitimate interests of civil employees; at the same time, it will from time to time undertake to make suggestions to the civil authorities concerning the more efficient operation of departmental activities; the purpose at all times being to improve the service.

Chairman John Hughes has invited all independent civil employee organization heads to join the Committee for Preservation of the Merit System.