

WANTED AT ONCE—

H.S. GRADS, CLERKS, TRAINEES PROFESSIONAL MEN-GOOD PAY

see pages 2, 3, 10, 16

"Worst Is Yet to Come!" Say NYC Smoke-Eaters

By FRANCIS KELLY

Firemen: Watch for the 2-platoon system to be installed throughout New York City on June 1, June 15, or the near vicinity.

The Civil Service LEADER predicted this event, and last week it came to pass—in Staten Island. Watch, too, for some terrific handspings in the department resulting from extra officers, particularly lieutenants. You can't have two lieutenants where one will do. As things are going to work out, the various chiefs will put in less hours than the "working stiffs."

The order issued by Fire Commissioner Patrick Walsh applied last week only to Staten Island firemen, but it is an indication of what is in store for firemen in other boroughs.

Under the new setup which went into effect on 8 a.m., May 1, 1944, the following schedule is in force:

- "Under the Two Platoon System duty shall be performed in a six-day cycle, made up as follows:
- 1st day—On duty from 9 A.M. to 6 P.M. (9 hours)
 - 2nd day—On duty from 9 A.M. to 6 P.M. (9 hours)
 - 3rd day—On duty from 9 A.M. to 9 A.M. following day (24 hours)
 - 4th day—On duty from 6 P.M. to 9 A.M. following day (15 hours)
 - 5th day—On duty from 6 P.M. to 9 A.M. following day (15 hours)
 - 6th day—Off 24 hours until 9

A.M. following day." Meanwhile, firemen in other boroughs are working under the system which came into effect on January 1, 1944, when each member of the force was required to put in an extra 8 hours each week.

"Continuous" Tours But what the firemen fear is a return to the old plan whereby they worked on "continuous" tours. During the last war, the schedule called for 9 consecutive days of work—24 hours each day—then one day off.

Recent analysis of the Fire personnel indicated that about 4,000 men, or less than half of the normal strength of 8,710, were draft-free. Replacements are almost impossible to obtain, and the drafting of every potential inductee would almost certainly make it necessary to impose the "continuous schedule."

The worst is yet to come, appears to be the sentiment of the City's smoke-eaters.

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

4-F's Get It in the Neck Very Little Protection in NYC Service

4F's employed by NYC are not fired primarily because of the draft status, but if reasons for the classification disclose a condition detrimental to the work of the employee, he is removed in the interest of the department and the public, William J. Murray, secretary to the Municipal Civil Service Commission stated in reviewing the 4F situation in Municipal Civil Service. The same is true of returning veterans of the war.

"Few, if any, 4F's have been fired because of findings of the selective service examinations. I haven't heard of any cases," he remarked. [The LEADER last week documented such a case now pending in The Board of Transportation.—Ed.]

If an employee no longer subject to investigation, is classified 4F, his department may or may not probe the circumstances of the classification. Most departments don't, according to Murray.

Reasons for the classification are requested by the Municipal Civil Service Commission if the employee's regular investigation by the City has not been completed. Frequently employees are in this category after their probation periods expire, since the investigation process is a lengthy one, Murray explained.

Induction Defects

The City's view is that a physical examination at the induction center is more thorough than the examination taken by most employees upon their entrance to civil service. The later examina-

tion, therefore, may reveal defects not easily discernable in the civil service-required examination. The new discoveries are investigated by the Commission to determine their connection with the work of the employee examined.

In the case of a man medically discharged from the armed forces, the department head may submit an application of disability to the New York City Employees' Retirement System. The medical department examines the employee, making the final decision on the ability of the man to perform the duties of his job. A man placed in retirement has no appeal to the Municipal Civil Service Commission, since the retirement system medical board has the final say-so.

The same applies to men who are classified 4F while employed in civil service. "It doesn't mean anything to us that a man is 4F. It's our medical board that determines his ability in his position," Ralph Van Name, secretary of the Retirement Board, said.

If a man who is on an eligible list is honorably discharged from the armed forces, he is put on a special preference list regardless of the fact that he has a medical discharge, Mr. Murray pointed out. "We all realize that there are some men who cannot adjust themselves to the Army, but who can find a suitable place in civil service; provided there is no mental instability. The Civil Service Commission has a responsibility to the public, to assure it that the proper man fills a position—as well as a responsibility to the employee," Murray asserted.

How Many?

From other sources, The LEADER has learned that the United States War Manpower Commission is seriously disturbed over the attitude of the City's agencies toward the returning soldier with a medical discharge. While the actual figures of men who have been refused their former jobs are not now available, WMC officials give the impression that those figures add up to a more formidable total than the general public realizes. The WMC has been trying to use its influence to have the City take the veterans back in all possible cases, and to give them jobs within their capabilities where it is determined that they are no longer able to fulfill their former duties. Should the move fail, it is probable that the various veteran organizations will begin to exert pressure on the City departments.

Pay Board Hears Nurses, Farm Workers; State Assn. Calls For Higher Wage Range

ALBANY—Representatives of nurses, farm employees, and groundsmen, told their stories last week to the State Salary Standardization Board. The hearing room was packed with employee-representatives who backed their statements with a formidable compilation of facts concerning salaries now paid by the State and a comparison of these salaries with those considered equitable.

The appeal of the Nurses was presented by an Association of State Civil Service Employees committee headed by Cathryn Jones of Utica State Hospital. Miss Hall, of the N. Y. State Association of Nurses also appeared in support of a higher allocation for the Nurses.

The Farms employees were represented by an ASCSE committee headed by Leslie Ware of Letchworth Village, and the case of the Groundsmen and Greenhousemen were presented by George B. Adams of Gowanus State Hospital and Donald Holden of Hudson River State Hospital. A large number of other employees spoke in support of higher allocations after the case had been outlined by the Committee Chairman.

Here's how the set-up looks:
Nurses Ask \$1650-\$2150
NURSES: Now allocated to \$1400-\$1900; requested an allocation of \$1650-\$2150. The Nurses maintained that they were equitably entitled to an \$1800-\$2300 allocation, but were willing to ac-

cept \$1650-\$2150 as a compromise in view of the Administration's announced unwillingness to consent to an \$1800-\$2300 allocation.

Here are some of the salient facts brought out on the hearing:
Nurses in the Federal service are paid a minimum of \$1800 as an entering wage. The rates in several other states are higher than the present rate in New York State. The Dawson Committee, appointed under the Moreland Act by Governor Dewey, made a specific finding that Nurses in State hospitals are paid too little and recommended an increase in the salary rates for Nurses.

There is a tremendous shortage of nursing personnel and institutions are unable to hire qualified instructors at present salary levels. Few candidates are entering the nursing schools and some schools have no applicants whatever. The rate for Nurses, who would require at least three years of training and have a professional status, is below the rate for many unskill-

ed positions such as Elevator Operator, Building Guard, Cook, Baker, Chauffeur, Maintenance Men, etc. Approximately 15% of the Staff Nurses now receive in excess of the \$1900 maximum established by this title. Nurses engaged in psychiatry are customarily paid more than Nurses engaged in general duty. If the State hospitals are to be curative rather than custodial institutions, they must have a highly capable nursing staff, which cannot be procured at the present levels of pay.

In Charge of Large Farms

FARM EMPLOYEES: Present allocation \$2100-\$2800. Employees holding this title are in charge of farms as large as 2,000 acres, with a farm investment of \$100,000-\$200,000. The value of the products produced annually by such a farm are in the neighborhood of \$100,000 and the records show net profits to the State ranging from \$25,000-\$35,000 annually. Men capable of efficiently handling such a large enterprise cannot be hired at the low rate now allocated for this position.

THE HEAD FARMER, who performs similar duties on smaller farms, receives a salary of only \$1500-\$2000.

FARMERS, who receive only \$1200-\$1700, have appealed for an allocation of \$1500-\$2000.

It was pointed out that, on all State farms, most of the manual, unskilled work is performed by patients or inmates, and that the farmers and farmhands are responsible for the custody and instruction of the patients and inmates under their supervision. Experience has shown that it is impossible to hire farmers at the low rates now in effect and, in order to get the work done, the institution has to hire employees at a higher pay title and then assign them to farm work in complete violation of all principles of classification. The rates paid by the State are considerably below rates paid for farmers and farm managers in private employment.

On Institution Grounds

GROUNDSMEN: The Supervisor of Grounds is allocated to a rate of \$1500-\$2000, but in many institutions is responsible for the maintenance of hundreds of acres of grounds and many miles of roads. Some institutions have their own stone quarries, steam rollers and other heavy equipment for the construction and maintenance of roads. The Supervisors have supervision over a large number of

(Continued on page 16)

ADVERTISEMENT

More women store their furs at I. J. Fox than at any other furrier in America!

I. J. Fox FUR STORAGE

2% of Valuation \$3 MINIMUM

10 Features at No Extra Cost

Our service includes: Air-Blowing, replacement of worn or missing loops and buttons plus guaranteed safety from moths, heat, fire and theft in our modern fur storage vaults.

BRING IN YOUR FUR COAT OR OUR BONDED MESSENGER WILL CALL WITHIN 100 MILES OF NEW YORK

PHONE CAledonia 5-4500

FIFTH AVE. bet. 36th & 37th Sts., N. Y. 16

AMERICA'S LARGEST FURRIER
New York, Boston, Cleveland, Philadelphia

Merit System Faces Post-War Fight, Says League

Warning that the merit system in the civil service will face a critical period in the post-war transition from a war to a peace economy, the annual report of the National Civil Service Reform League declares that it will be necessary to make government service more attractive in salaries, in opportunities to advance and in reward for unusual capacity and accomplishment, if we are to encourage persons of unusual talent and training to continue to serve after the war.

In the federal service many of the present war agencies may be greatly reduced or entirely disbanded. Older departments of government which were forced to curtail their normal work programs may expand their activities and personnel. Other new peacetime agencies may take the place of present war agencies to aid in the general demobilization of war organizations.

Met The Time Fairly Well

The report points out that the civil service merit system has met the pressure of war emergency reasonably well, and, as was to be expected, has made a valuable contribution to the war effort. Some injustices and blunders have come to light. Overlapping of duties in some agencies and over-expanding of the services have resulted in waste of money and manpower. These difficulties should not be charged against the merit system. That our personnel system is in general on a sounder basis now than during the first World War is in part due to the foresight and energy of the U. S. Civil Service Commission, the League stated.

The League points to what it calls two threats to the merit system which will seriously undermine efficient administration of and greatly increase the cost of operating our public agencies already in evidence. One is the clamor for political patronage, now relatively less active, but ready to burst out again when opportunities for industrial employment decline after the war. The other is the over-zeal of politicians vying for the soldier vote.

New Promotion Chances Come For U. S. Workers

WASHINGTON.—Promotions-from-within for all Federal agencies is brewing here.

Most agencies agree on the idea of promotions of proven employees to fill vacancies, but very few really have such a system worked out.

Now behind the movement and destined to give it some action is the Council of Personnel Administration. Under the direction of Charles Stern, personnel director at Federal Public Housing Agency, a special committee is working up a proposed uniform system.

FPHA already has a successful promotions-from-within functioning successfully. Lower-bracket workers are given a chance to take promotion exams before vacancies actually occur. When the openings do come then, they are moved into them.

Witch Hunts Are Out in Federal Probes; Flemming Explains Investigations

By CHARLES SULLIVAN

Witch hunts are out.

United States Civil Service Commissioner Arthur S. Flemming, speaking from New York City last week on the subject of Government probes, made that point clearly. The Civil Service Commission had been under fire in recent months on the ground that its investigations had, without conclusive evidence, placed the label of disloyalty on Federal employees.

Flemming stated that the Commission uses every possible precaution to prevent any innocent employee from getting the axe for reason of disloyalty. The Commission, he said, "believes persons who have belonged to or who have followed the policies of pro-Fascist, pro-Nazi or pro-Japanese organizations, and avowed members of the Communist Party or blind followers of the party line, should not be employed by the Government."

1,000 Involved

Out of 200,000 investigations conducted by the Commission, Flemming revealed that "just over 1,000, or one-half of 1 percent of those investigated, have been declared ineligible because there was a reasonable doubt as to their loyalty to the Government of the United States."

"Just 448 of these persons were declared ineligible because they have belonged to or have followed the policies sponsored by pro-Nazi, pro-Fascist or pro-Japanese organizations, and 563 were declared ineligible because of their affiliations with the Communist Party or their adherence to the Communist Party line."

Decrying extremism in investigations, Flemming said: "we have

recognized that we must make sure that no citizen of this country, even in time of war, becomes the victim of a witch hunt.

The Wrong Labels

"There are, for example, extremists who want us to label as Communist anyone who has a liberal approach to political or economic problems, and to bar such a liberal from possible employment. Obviously such action on our part would violate the very principles for which this war is being fought.

"There are also extremists who want us to label as pro-Nazi or pro-Fascist anyone who happens to oppose a liberal approach to political or economic problems. Obviously, such action on our part would also likewise be in direct conflict with the principles for which we are fighting.

"And yet we would be blind if we did not recognize that there are those who, up until Pearl Harbor, were vigorously and openly espousing the Nazi and Fascist philosophy of life. Furthermore, they were doing everything in their power to prevent our nation from putting itself in a position where it could effectively combat those forces which, if permitted

to run rampant, would destroy everything for which this nation has stood."

Defining a Communist

In describing the Civil Service Commission's tests of a Communist, Flemming offered these criteria:

"From 1929 to 1935, the genuine Communist conceived it to be his function to keep capitalistic governments from putting in to effect programs which would, for example, relieve unemployment and provide social security. "But from 1935 . . . to August 1939, the Communist became an advocate of all the domestic measures which he had been opposing. In addition, he bitterly attacked Hitler and called for a "united front" of the great democracies of Soviet Russia, Great Britain, China and the United States in order to stop the 'mad dog of Europe.'"

"Again, after August 1939, the 'Communist Party Line' made a complete about face. Immediately, all preparations for defense were termed war mongering.

"Then, immediately after June 22, 1941, the Communist indulged in another somersault. He began to vie with the patriotic American in purchasing defense bonds, and in volunteering for civilian defense activity. The true American had a perfect right to be skeptical about this overnight change of front."

Flemming warns against barring people from Federal employment simply "because of labels which have been attached to them by idle or malicious gossips."

Navy Calls for Men to Work in West Coast Yards

The United States Civil Service Commission last week issued a call for civilian workers of all kinds, skilled and unskilled, to accept various jobs at the Puget Sound and the other West Coast Navy Yards.

Immediate appointment may be made to those Navy Yards of men found qualified as skilled mechanics, helpers, or laborers. These men are urgently needed to carry on the work of these vital bases for our Pacific offensive.

Each worker appointed will receive free transportation, and meal tickets are furnished enroute. Modern housing facilities are provided, and some yards can house families.

These jobs provide an excellent opportunity to join our nation's great corps of civilian workers who are helping defeat our enemy.

Those interested should apply at once to Room 216, Federal Building, 641 Washington Street, New York City or to the Offices of the United States Employment Service at 44 East 23 Street, New York City, 165 Joralemon Street, Brooklyn, or 1056 Broad Street, Newark, N. J. Applicants must be citizens, at least 16 years of age.

Accountant Jobs Pay Up to \$6,500

The Civil Service Commission announced last week that it has immediate need for over 900 persons with accounting and auditing background to replace military personnel in the field establishments of the War Department.

The Commission emphasized that it wanted applications from persons with accounting experience, and there are no educational requirements. However, a maximum of two years accounting education, or teaching of accounting, may be submitted for not more than two years of experience.

These positions will pay \$2,600 to \$6,500, plus overtime and will be in the field service throughout the United States.

Applications may be made to the Regional directors of the U. S. Civil Service Commission in the area where employment is desired. In Washington and vicinity applicants should apply to Mr. Frederick or Mrs. Lanham, Room 609 of the Fourth Regional Branch Office in the Otis Building at 810 18th Street, N. W. Persons who are now doing war work of equal or higher skills should not apply.

Prevailing Wage Hearings

A schedule of salary hearings to be held soon was announced by Morris Paris, assistant deputy comptroller:

Carpenters, May 3; painters, May 5; electricians, May 8; firemen, May 9; plumbers, May 10; cranemen, May 12; elevator mechanics and helpers, May 19; machinists, June 21—all 2 p. m. Auto machinists, May 3, 11 a. m.

BILL DARLING:

Here's the picture of me in my NEW EYE-GLASSES



You said they'd be wonderful, and, wearing them on bombing missions, you should know! I was a bit timid about my first fitting at KEEN SIGHT, until I discovered there's nothing to be timid ABOUT. It was a fascinating experience, and I'm still thrilled to think that I, who used to wear such ugly heavy lenses, can wear Contact Lenses now! Thanks for everything, darling. Love, Jeannie.

INVISIBLE, unbreakable Contact Lenses correct your vision and accent the beauty of your eyes. Visit our Consultation Center for FREE trial fitting and demonstration. 5 Expert Contact Lens Technicians and a Medical Eye Specialist are in constant attendance. Open daily, including Saturday, Noon to 6 P. M., Thursday to 8 P. M. Come in or write or phone for FREE Booklet "P3" and details on Budget Plans. A. J. Heller, Contact Lens Technicians. TR. 5-1021

KEEN SIGHT
Optical Specialist
276 LIVINGSTON ST. BKLYN
Corner Bond Street, Opposite Lorain's
World's Largest Dispensers of
Contact Lenses

Inspectors, Germ Men, H.S. Grads, Docs Needed

The United States Civil Service Commission announces an urgent need for medical technicians trained in analysis of meats and meat-food products and examination of spinal fluids and manufactures of antigens, or in giving Wasserman-Kahn tests, entrance salaries ranging from \$1971 to \$2433 per annum, depending on qualifications; for Jr. Bacteriologists at \$2433 per annum, trained in dairy bacteriology or routine examination of cultures, or in post-mortem examinations; for Jr. Chemists at \$2433 per annum, trained in analysis of drugs, foodstuffs, water and sewage; and for Assistant Bacteriologist at \$3163 per annum, who have been responsible for all bacteriological examinations in station hospital laboratories. Males are desired for all of these positions, and there are no age limits.

Mechanical Openings

There is also an urgent need for mechanical, radio and engineering materials inspectors at entrance salaries ranging from \$1752 to \$2190 per annum for duty at Kearny, New Jersey. For the \$1752 grade, high school graduates will qualify. For the \$1971 grade, a training course in the appropriate field is necessary and for the \$2190 grade applicants must have had actual experience. Transportation to and from Kearny plus payment of salary for the time spent in traveling will also be made to selected applicants. Men and women are sought for these positions and there are no age limits.

All applicants must be U. S.

Citizens. Those interested should apply at once to Room 624, Federal Building, 641 Washington Street, New York 14, N. Y.

Status of U. S. Civil Service Legislation

WASHINGTON.—Civil Service committee of the House of Representatives has reported favorably on three bills.

Night workers in the clerical-mechanical service of the Bureau of Engraving and Printing would be paid 15 per cent in excess of the day rate for the same work under the approved Randolph bill.

Also recommended for passage was the Klein bill which would grant a 15-day leave of absence to Federal employees who are members of the National Guard.

Third bill to get the nod is legislation designed to correct isolated cases of retired Civil Service workers who have been re-employed and have accepted both their annuities and salaries without intent to defraud the government.

Army, Navy Men May Be Called

Behind closed doors Chairman Ramspeck is also holding hearings on a batch of bills designed as inducements to retired officers of the Army, Navy Marine Corps, Coast Guard, Coast and Geodetic Survey and Public Health Service to accept wartime civil jobs.

In the case of officers in the armed services retired on three-quarters pay, they are prohibited by law from receiving more than \$3,000 a year combined pay. One bill would permit such officers to accept the higher of the two, another would permit them to accept both the pay of civil jobs and retired pay and a third would allow them to accept as much of the civil pay as necessary to equal active duty base and longevity pay, as well as rental and subsistence allowances of the grade in which each was retired.

Hearings also will be held on a Senate-approved bill to grant civil service workers retired before January 24, 1942, the same annuities as those retired under the present law.

Uncle Sam in Second-Hand Business

Uncle Sam is in the second-hand business to the tune of \$1,000,000 a year.

Collecting supplies from agencies which fold up or are absorbed in the alphabetical shuffle, the Federal Property Utilization branch of the Treasury Procurement Office keeps employees supplied with a wide range of equipment, from paper clips to trucks. Even material which isn't needed by the Army and Navy is utilized for the Federal workers.

Formerly this material was allowed to collect dust in warehouses or sold at auction for ridiculously low prices.

Now, whether it's a bolo knife or a liver pill that's put aside, chances are it will be brightened up and put to use again.

P. O. Labor Delegate On OPA Board

Daniel P. Woolley, District Director of O. P. A. has appointed Harry Mitchell, a member of the Local War Price and Rationing Board operating in Brooklyn. Mitchell has been a delegate to the Central Trades and Labor Council (A. F. of L.) for several years and was, until recently, President of Local 251, National Federation of Post Office Clerks. He also served for a time on the Civil Service Committee of Central Trades.

LOANS on your promise to repay
WHEN possible, 'Personal' makes loans on signature only. Loans are also made on furniture or auto. Whatever plan you prefer, you'll get prompt, private service. Come in, phone or write today.
Personal FINANCE CO.
OF NEW YORK
2 JOHN ST., Cor. Bway
7 EAST 42nd ST., 2d Fl.
Or Call MISS O'BRIEN
LONGacre 5-1113

ATTENTION
Men's Clothes 100% Wool Only
Alterations Free For One Year
SUITS, OVERCOATS, TOP COATS
ALL WOOL
REVERSIBLE COATS \$12.95
DAVID YOUNG, INC.
245 8th Ave. nr. 23rd St.

unclaimed SUITS
TOPCOATS AND SPORTCOATS
\$5-\$10-\$15
Originally \$35 to \$75
Our tremendous stock of expertly tailored, distinctively styled suits include many nationally known advertised makes. Clothing production has decreased—so buy now while our selection is still complete.
Buy War Bonds with these unusual savings!
KASKEL'S
9 Columbus Ave., (near 60th St.)
1 BLOCK WEST OF BROADWAY
ESTABLISHED 1882

Lady Bowlers Win Prizes
Six members of the Ladies Municipal Bowling League were awarded prizes following a head-pin tournament April 24 at the National Bowling Recreation Center, 23rd Street and Eighth Avenue. President Kay Mahoney announced. They were Anne French, Mary DeChent, Marge Corbett, Mildred Maher, Rose Currier, and Frances Silk.
Others competing were:
B. Dockery H. Steeb
C. Cravan L. Bruza
M. McCann C. Keller
M. Carlson K. Duggan
V. Cody M. Steinhilber
K. Mitchell M. Clahane
V. Mullins M. Corney
E. Irwin G. Connor
G. Walsh P. Bay
B. Doris G. McNally
F. Layh V. Downs
M. Barnett H. Tunney
G. Hennig G. Mullock
E. Williams A. Griffith
J. Sprague M. Gleason
M. McDowell K. Mahoney
H. Devlin R. Boltman
H. Green H. Russo
M. Webb B. Mooney
H. McDonnell M. Cadigan
P. McNamara

Bored Estimate Boys Do Little for Employees

By JEROME YALE

A bored NYC Board of Estimate listened to the convincing pleas of municipal employee organizations for an increase in earnings to meet the present day costs of living—then proceeded to OK Mayor LaGuardia's executive budget with only a few changes. No improvements were made which will affect the majority of City workers. Here are the changes:

Per Diem Vacations

The Mayor had limited the vacations of per diem workers by adding a provision to the "Terms and Conditions" of the Budget which provided no vacations for the first five years of city service. The Board of Estimate threw out this section. Now the daily paid workers return the old vacation schedule: 12 days sick leave and 12 days vacation in each year.

BPM Public Works Parks Workers

Pavers, rammers, cement masons, flaggers and foremen of pavers were one of the groups to get a break. The Mayor had reduced their working days from 210 to 160 a year. The Board of Estimate put them on a per annum salary at the following schedule:

Foremen of Pavers \$3,300
Pavers 3,060
Rammers 2,660
Flaggers 2,760
Cement Masons 3,060

These men are employed in the offices of the 5 Borough Presidents, the Department of Public Works, and the Parks Department.

Some Bonuses Handed Out

Some of the City employees who had been skipped in the mayoral cost-of-living bonus fared better at the hands of the Board. Among the employees who were granted the bonus: Surrogate Court, Kings County; District At-

torney, Kings County (but only to employees earning up to \$3,000); Surrogate Court, Queens; Surrogate Court, Bronx and Commissioner of Records, Bronx.

Nurses in the City Health Department, who recently won a case in the Court of Appeals, were granted increments ranging from \$120 to \$240 a year.

Station WNYC again almost went out, but a move to abolish the City-owned station was defeated.

No Bonus in Education

The Board of Higher Education was allotted another \$270,000, but the pleas of education employees for a cost of living bonus was ignored. The Joint Council of Teachers Organizations said the failure of the Board to grant teaching employees an increase was "a regrettable injustice," and that they would continue to appeal to the public for help in meeting the present taxes and living costs.

Now The Council Gets It

Next step in the course of the City Budget for 1944-45 is consideration by the City Council, which has the power to reduce items, but may not increase any. The Council must pass the Budget, with or without changes, by May 21. Then it goes back to Mayor LaGuardia who can veto any Council changes. Then back to the Council, where a three-quarter vote is necessary to override his veto.

No Experience Required—Vital War Jobs Open

Confidential, vital war jobs are available to high school and college graduates, men and women, with Army Signal Corps. The minimum pay for beginners is at \$1,752 a year, and for especially qualified applicants at \$1,970 and up. The Army Signal Corps requests that women and draft-deferred men apply at 215 West 24th Street, from 9 a. m. to 5 p. m. every day except Sunday. The maximum age will be forty-five excepting those with special qualifications.

In making this announcement, the Signal Corps revealed that the work would be in Arlington, Va., near Washington, D. C., and that excellent living accommodations would be provided.

It added that those accepted for clerical, analytical and research work would have Civil Service status during the war and for six months after. No previous experience is necessary. Training will be given at full pay for urgent and confidential tasks.

Probe Bureau Employees Get Raises

Up-gradings and more dough were the order of the day at the NYC Department of Investigations recently. Among the boosts:

Larry M. Vetrano, Examiner of Accounts from \$4,000 to \$4,500, and designated as Deputy Commissioner. June E. Sprague, Stenographer (Reporting), from \$2,640 to \$3,000, and designated as Secretary to Department. Examiners of Accounts: Arthur H. Stein, from \$3,000 to \$3,300; William B. Murray, from \$2,990 to \$3,000; Jacob J. Rabinowitz, from \$2,520 to \$3,000. Helen E. Maguire, Stenographer (Reporting), from \$2,280 to \$2,640.

Clerks Needed At NY Army Port

Several hundred openings are available at the New York Port of Embarkation for Clerk-Typists. Pay is \$1752 per annum for a 48-hour week. Men and women who are U. S. citizens and 16 years of age will be eligible for these positions upon passing a qualifying examination. This examination is given daily at 8:30 a.m. and 12:30 p.m. at the Federal Building, 641 Washington Street, New York City. Those who apply, but do not pass, may be appointed to Trainee positions at \$1560 per annum for a 48-hour week. Upon completion of a short training period, these Trainees may qualify for the \$1752 grade.

The Port is also in need of several hundred Joiners at \$1.11 per hour and Laborers at 73c per hour. The demand for these men is particularly urgent at the present time.

All those interested in the above positions should apply immediately at Room 119, Federal Building, 641 Washington Street, New York City.

Vet Agency Seeks Clerks

The United States Civil Service Commission announced last week that there are presently existing over 300 CAF-3 Clerical vacancies in the Veterans Administration, New York City, for men and women who have bookkeeping experience and who are not now employed in essential activity. Altogether there are some 900 vacancies in the agency. The salary is \$38 for a 48-hour week, and those interested should apply immediately to the United States Civil Service Commission, Room 662, Federal Building, 641 Washington Street, New York City.

CIVIL SERVICE COMMISSION ANNUAL COMMUNION MASS

During the first week in May, the Annual Communion Mass and Breakfast for employees of the New York Civil Service Commission will be held. St. Andrew's Church, in Foley Square, will be the scene of the Mass; the breakfast will be held at a nearby restaurant. The charge has been set at \$1.25. Details will be announced shortly by Leigh Hebb, chairman.



NYC Postmaster Albert Goldman accepts the American Red Cross award "for outstanding leadership in the task of maintaining the supply of life saving blood-plasma to the armed forces overseas." Presenting the awards: Mrs. Bob Yawley.

Behind the 8-Ball In a Clammy Building

Stockmen, laborers and cleaners in the Board of Education are peeved at a set-up which appears to put them behind the familiar 8-ball; costs the Board of Education a lot of money; and just doesn't make sense.

Here's the situation. Among 60 of these employees falls the task of watching a bell at the 72nd Street Depository of the Board of Education. This bell is hooked up to a sprinkler system. If a fire should break out, the bell rings, and the man on duty turns in an alarm.

Each of these men spends a week at a time on this job, working on around-the-clock shifts. In this group are 39 stock assistants at \$1,758; 19 section stockmen at \$2,070; 2 section stockmen at \$2,383; all plus the bonus. In other words, it costs the Board about \$5,000 a year to have that bell watched.

The job is mighty unpleasant.

The building, the men report, is cold and clammy. The boiler room where the bell is located has no windows which can be opened because of the burglar alarm system.

One man is locked in the place for 8 hours—he can't even get out for lunch until relieved by the next victim.

These men are all qualified civil service workers and feel that they should not be used as watchmen. And if watchmen were placed on the premises, it would save the city money, they say. Civil Service Firemen earn \$1,200 a year. Three would cost \$3,600.

Firemen Ask Money For Overtime Work

NYC Firemen want money. When the City police went on longer hours they got a bonus of \$420 to make up for the extra work, but the firemen have longer hours and no money because the Mayor is angry with them. They fought his "more work" edict, and hence they get overtime work at the old salary.

Last week the Uniformed Firemen's Association sent claim forms to all City firemen, asking the City to come across with money. The men will fill in the forms, and return them to David Savage, attorney for the UFA. Then they will be presented to the City Comptroller. He is ex-

pected to refuse payment, then more court action will begin.

Meanwhile, it is reported that the officers of the Fire Department are also meeting and deciding whether they will put up a fight for more cash.

The sum in question will amount to about \$1,000,000, to be split among the 7,000 City firemen.

'Fireman Cal' Wanted To Help the War, So—

On Wednesday, May 3, 11 a.m., Vincent Calfapietra is scheduled to come up for trial in the office of the New York City Fire Commissioner. Vincent Calfapietra is a Fireman, employed until last week at Hook and Ladder Company 5, Charles Street, Manhattan. He has been with the Fire Department six and a half years; and his record is excellent. He has never been up on charges. He is soon to go into the Navy.

Nevertheless, the situation which he faces is serious, and his worried wife came to the office of the LEADER last week to tell us the story.

Vincent Calfapietra had a job on the outside. It wasn't possible, Mrs. Calfapietra told us, to make ends meet on the City salary. "Cal" had to do something in addition. Moreover, he is an accomplished time-study engineer, mechanical draftsman, and designer. He and his wife felt these attainments should be utilized in furtherance of the war effort. They listened to the Norman Corwin radio program, "This Is War," which urged citizens to lend their efforts and talents to help in the prosecution of our war against the Nazis and the Japs.

So Vincent Calfapietra went to Ranger Aircraft, in Long Island, and told them what he could do. They took him on.

April 6, Vince was called to the induction center. He emerged 1-A, ready for the Navy.

High Recommendation

In the meantime, Vince had left his job at Ranger, as of March 24, 1944. From J. J. Donovan, one of the Ranger officials, he received a letter of recommendation, which said in part: "This is to certify that Mr. Vincent Calfapietra was in the writer's employ from March, 1943 to March 24, 1944 as a senior Time-Study Engineer in direct charge of a Machine Shop Division in the manufacture of Ranger Engines.

"His duties consisted of plant layouts, methods, tooling, and the establishing of proper labor standards as well as the daily supervision of men . . . to see that the proper performance was maintained.

"During the period of time that Mr. Calfapietra was with us, we found him to be of excellent character, competent in dealing with both the supervisory and shop forces, and we heartily recommend him for any honor that may be bestowed on him.

"The writer has experienced a

(Continued on page 16)

They Make It Hard To Land a Commission

WASHINGTON—Federal employees face even deeper draft muddles than the general public.

This is a new problem that has popped up: An employee is rejected for deferment by the War Manpower Central Deferment Committee. Then he has a chance to get a commission in the Army or Navy, but his agency won't release him.

This problem has come up

often. The solution: Appeal to the WMC Committee. If the proposed commission is for a combat post, chances are the release will be granted. Older men, commissioned for a desk job, will find it harder.

IRT Subway Workers Win Promotions

A group of workers on the IRT Subway lines last week were promoted to more responsible jobs by the NYC Board of Transportation; and received increases in salary:

The promotees:

From Train Dispatcher To Trainmaster	Annual Salary From	To
Monroe Hetrick	\$3240.	\$4001.
Oscar F. Ahne	3060.	4001.
Leo P. Hamilton	3060.	4001.

From Assistant Train Dispatcher at \$2400, per annum To Train Dispatcher at \$3910 per annum

Thomas P. Mabey	John E. Schwarz
Anthony Zomionieski	John Dasting
James J. McClintock	Frank J. Felleman
William Williamson	Irring Ginsberg
James P. McGuire	Michael J. Hickey
Leonard R. Kilmee	Charles Munroe
Patrick Cummings	William Jarrows
Benjamin T. Chiles	Patrick J. Coffey
Jeremiah P. Murphy	Morris Levofsky
Stanley J. Urban	Henry S. White
Carroll B. Cox	Otto J. Fristen
Weston H. Fletcher	Edward J. Dunne
John P. Flynn	James A. Frye
Nathan Koliander	Charles E. Buland
George Schram	

Another group was promoted from Railroad Porter to Railroad

Clerk, and received one of the smallest financial rewards on record. They went from .625 to .63 cents an hour, a jump of half-a-cent per hour.

Rebecca E. Freeman
Anna Albert
Eloise A. Jones
Helen Leo
Anna D. Willis
Bessie Smith
Juanita McMillan
Mary Hatcher

Josephine Watson
Beatrice Braxton
Amanda M. Francis
Ella Louise Holder
Jannie Britt
Marion L. Holder
Rose I. Baker

"Inhuman Schedules"

Bridge Tenders and Operators in the NYC Department of Public Works regularly work 16 and 17 days with no time off. When they complained to the Department officials, they were told it's because the DPW just can't find any men for the jobs.

That's the bunk, the affected employees maintain, and they've gotten the support of other workers of AFL unions in the department who are planning a mass meeting in the near future to demand relief. They figure they're being stalled with the "no help" gag, while the department forces them to work inhuman schedules, but manages to show savings to the Mayor when he asks for an accounting.

CIVIL SERVICE LEADER
97 Duane Street, New York City
Copyright 1944, by Civil Service Publications, Inc. Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Published every Tuesday.
Subscription price \$2. per year.

Want to Buy a Gallows— Or a Jap Restaurant?

If you'd like to buy a gallows that was used during the Civil War to hang war prisoners, you can get one from the City of New York. It's in a courtyard behind the East 35th Street Police Station, and it's ready for use except for the rope.

That was one of the oddities that turned up during a recent NYC hunt for old materials that could be scrapped or sold.

The City's Priorities and Allocation Board, sort of a municipal War Production Board, was set up to tell City agencies what they could or couldn't purchase under war conditions. It was decided to make a City-wide survey and discover if anything was lying around that could be salvaged, scrapped or sold.

One of the Purchase Department employees who was snooping around, discovered 2 ferry boats in the East River that had been forgotten, and were just anchored to a dock and doing nothing. They were sold for scrap.

What a Jap Eatery?

In Washington Market was a completely equipped Japanese restaurant. Right after Pearl Har-

bor the owners probably figured that business wasn't going to be very good and just locked the doors and never came back. The City hasn't decided what to do with the place.

A lot of prison cells turned up. Seventy-two to be exact, and they're waiting for a purchaser to come along. The cells weigh 70 tons, if you're interested.

Sub-Chaser

Up in the Bronx, Pelham Bay produced a sub-chaser of World War I vintage that had been completely forgotten and abandoned, and a bridge that wasn't in use.

Half a dozen trucks and passenger cars had been put away and forgotten, too, but they weren't in running condition.

If any of these items interest you, you can get in touch with the Department of Purchase in the Municipal Building.

Learning About Sanitation Men From Langdon

Best way to learn about people in the NYC Sanitation Department is to read the letter which Harry R. Langdon, Chief Fiscal Officer, regularly sends out to the sanitation men in the service. Here's part of Langdon's latest—and it makes good reading even when you don't know the persons involved:

Lieut. Paul Russo's lovely wife dropped in to see us a few times in the past month. Paul is stationed in the Hawaiian Islands... Lieut. Tommy Moran is really in the thick of it, being stationed with a Bomber Squadron in England. He was also in Ireland and the O'Moran clan really did themselves proud in their reception to our Tommy... Lt. Ed Nottage is basking in the Florida sun at Drew Field, Tampa. The added responsibilities of writing to his new son doesn't leave Eddie much time to write to us... Chubby Nick DeStefano is stationed at Lawson General Hospital in Atlanta, Ga. The Army is doing its best to make a doctor out of Nick. Lots of luck, Nick... Aaron Fromer got a St. Patrick's Day present from

Uncle Sam.—sent to P.O.E. on the 17th of March. God Speed, Aaron, keep that mustache trimmed.— Wonder of wonders—after more than two years in the service overseas, Bill Bent finally sent us a letter from New Guinea. From the tone of his letter, our boys' morale is exuberantly high. And Bill, about those Xmas parties you mentioned—when you get back, we'll certainly have a bang-up one. We pray that it will be soon. ***Johnny Fenton's favorite pin-up girl, besides beating off the Sanitation wolves, still has time to tell us that he is stationed at Camp Peary, Williamsburg, Md., with the Sea Bees; she is Helen Buckley and works in Harry Bass' division... Sgt. Izzie Scher who seems to have gotten tired rubbing noses with the Eskimos (in the best Rooseveltian manner) is now rubbing (and bending) elbows with the English nobility. —Bill McLees is about to join all his buddies in Uncle Sam's Army and is hoping he won't be stationed in England. He doesn't like warm beer... To the host of George Stoddart's "boys" in the armed forces who seem not to know—our good friend George passed away last October 11th. May he rest in peace. He will be remembered by all who knew him as a man's man.—Jerry Dougherty is on the high seas and his brother Lt. John is now an instructor in Louisiana and his other brother is in England.—Mrs. Dougherty reports

It's Official To Be Cop, Fireman Temp.

The position of temporary police and firemen in New York City was made official last week. The State Civil Service Commission got around to approving a resolution of the municipal commission which set up the categories of temporary policemen and temporary fireman at \$2,000 a year, for the duration plus 6 months.

WATER REGISTER MAN, NOW IN ARMY, MARRIED

Pvt. Mortimer Freiberger, who was a clerk in the Bureau of Water Register until his induction over two weeks ago, was married April 21 to the former Frances Morrison, of The Bronx. The wedding was held while Pvt. Freiberger was on a three-day pass from Fort Dix, N. J.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 107 WEST 138 STREET CORPORATION, has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of April, 1944. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

500 Expected For Borough Office Communion

Five hundred persons are expected to attend the annual corporate Communion Breakfast of the Catholic Guild of the Office of the President of Manhattan Borough. Mass will be celebrated May 14, at 9 a.m., in St. Andrew's Roman Catholic Church, Duane Street, by the Rev. Father A. Cassidy, of Maryknoll. Breakfast will follow in the Commodore Hotel. Edgar J. Nathan, Jr., borough president, will be the speaker.

John Gyves will be master of ceremonies. Other persons arranging the Communion breakfast are John J. Murphy, honorary chairman; Vincent Tortorelli, general chairman; Mrs. Mary V. Smith, co-chairman; Anna Douglas, secretary; Miss Bertha C. Lauer, treasurer; and chairmen of various committees: Charles D. McCarty, Ralph Lewis, Michael Petrofesi, John J. O'Rourke, Miss Mary O. M. Sullivan, Mrs. Mary C. Fitzpatrick, Joseph A. McCarthy, Herman Bernard, and William J. Cavanaugh.

Committee members are: Sabina Sinnott, George J. Godfrey, Catharine Tierney, John L. Vesce, Frances Hegeman, Joseph Krajc, Edward L. O'Ryan, Vincent Morano, Thomas Allen, Andrew Choykee, Anthony Guardino, James Harrington, Wm. J. Cavanaugh, Joseph A. McCarthy, Frank Montemurro, Charles A. Lagattuta, James Lundy, Edward L. O'Ryan, Mrs. Mildred Mollay, Mrs. Charles Lagattuta, William VanDendries, Thomas Allen, John F. McHugh, Phillip E. Hascerty, Miss Bertha C. Lauer, Joseph McKeever, John McHugh, Joseph Sefolk, Edward Casey, Martin Rochford, Miss Anne Kelly, Cletus Brady, Mrs. Bertha Kolsh, Robt. E. Steele

NYC Resolutions O.K.'d by State

The Civil Service Commission may, in an emergency, certify an eligible list subject to investigation or medical test, or subject to any qualifying test provided for in the original examination notice. Permission was granted through the approval by the State Civil Service Commission on April 16 of three resolutions adopted by the Municipal Commission and approved by The Mayor.

Another resolution transferred from the exempt to the competitive class three stenographers to Commissioners, Board of Transportation; and the secretary to the President, Municipal Civil Service Commission.

NYC Civil Service Places Eligibles From New Lists

Certifications from lists promulgated as recently as April 18 and 25 were issued in the past week by the Office of Certification, Municipal Civil Service Commission. They were:

One assistant supervisor, from a promotion list to the IRT Division, Board of Transportation (cars and shops), at \$3600, probable permanent.

Three assistant supervisors in the same category were certified for an opening in the Ind. Division.

Eleven junior chemists were certified for the Board of Transportation at \$1500, temporary military replacement from a competitive list.

Seven senior stationary engineers at \$3480-\$3600, probable permanent and temporary military substitutes for leaves of absence of regular employees were certified for the Department of Hospitals from a promotion list.

Stationary Engineers

Three certifications from a promotion list were made for as many senior stationary engineers with the Department of Water Supply, Gas and Electricity, in Richmond and Brooklyn at \$10.50 per day (\$9.50 plus cost of living bonus), probable permanent.

Two senior stationary engineers were certified for probable permanent positions with the Board of Higher Education, at \$3000.

One name was submitted for a similar position with the same conditions for the L. I. Division.

Claims Examiner (Torts)

Three claim examiners (Torts), grade 4, were certified from a promotion list for one opening in the Comptroller's office, administrative unit, at \$3500, temporary military replacement.

Track Foreman

Nineteen names from a promotion list for track foreman, probable permanent, \$2700-\$2640, were issued for Ind. BMT, and IRT Divisions of the Department of Transportation.

Stock Assistants

Five certifications were made for stock assistants with the Board of Transportation at \$1860-\$1500, both for permanent and for temporary posts, and military substitutes.

Certifications made from lists not as recently promulgated were:

Assistant Chemist

An assistant chemist with the Department of Public Works, Bureau of Sewage Disposal, probable permanent, \$2161, No. 3 on a competitive list.

Asst. Station Supervisor

Eleven names, the last numbered 41, for assistant station supervisor in the Board of Transportation, Ind Division, temporary military replacement, \$2230, from a promotion list.

Motorman

Four certifications for promoted motorman with the Ind. Division of the Board of Transportation included three names, the last No. 159; and No. 193 for temporary consideration, \$.95-\$1.10 per hour. The last of eight certifications for similar positions, temporary military replacements with the

Manhattan IRT Division, was numbered 34.

Sr. Accountant

Fourteen junior accountants with the Department of Welfare were certified for six openings from the promotion list at \$1801 plus cost of living bonus, probable permanent. The last was numbered 26.

Clerk, Grade 1

Eleven certifications, ending with No. 4507, were issued from the competitive list of clerk, grade one, \$1200, for the Board of Education, in Brooklyn.

Asst. Electrical Engineer

Six certifications were made for two assistant electrical engineers from the preferred list at \$3120, probable permanent.

Phone Operator, Grade 1

Two male telephone operators, grade one, were certified from a competitive list, the second numbered 105. Thirteen were certified from a female competitive list, ending with No. 288. The position at \$1200, is probable permanent.

Cleaner

One man, No. 770, was certified for cleaner from a regular list as probable permanent, at \$1320, in Brooklyn College.

Deputy Sheriff, Grade 1

Three deputy sheriffs, grade 1, were certified for Manhattan from the competitive list. The position is probable permanent at \$1920; 36 was the last number.

A sanitation man, class B, was certified from competitive list A. The applicant, No. 2595, will get \$2040, probable permanent. No. 3690 received a separate certification for the same conditions.

MARY CLAPPER WEDS; SHE'S COMPTROLLER'S AIDE

Miss Mary C. Clapper, acting secretary for the Comptroller, was married Sunday, May 1, to Michael J. Mulvaney. The wedding occurred in St. Brendan's Church, Perry Ave. at 207th Street, 5 p.m. While she is on her two-week honeymoon, her duties are assumed by Miss Catherine McLaughlin, stenographer in the Bureau of Law and Adjustment. Miss Clapper, who has been with the department 15 years, is expected to return to her work.

PROMOTION TEST OK'D FOR SECTION STOCKMAN

A promotion examination to Section Stockman for the Board of Education was ordered by the Municipal Civil Service Commission at its weekly meeting. An examination for a similar position with the Department of Purchase, scheduled for May 3, has been postponed so that the examination may be held simultaneously for both departments.

Labor Plan Is Suggested For NYC Agencies

Some things are more important in the long run, than a raise of a few dollars in a New York City employee's salary. That's the point of view of Ellis Ranen, regional director of the American Federation of State, County and Municipal Employees, AFL.

A more modern, efficient method of labor-management cooperation would solve many of the problems of the City employee and would act as a permanent improvement in municipal labor relations, says Mr. Ranen.

As an example he cites the work simplification program of the City Purchase Department, which in a few weeks has produced ideas—from employees—which have improved the efficiency of the agency, saved the City money, and given the workers a keener interest in their job.

Private industry has found that labor-management cooperation pays dividends, and the City would find the same, asserts the AFL spokesman.

Excise Tax Bureau To Be In New Home

Approximately 200 employees of the Bureau of Excise Taxes and the Division of Special Taxes are expected at the Memorial Day Luncheon May 25, sponsored by the War Victory Committees of the departments, Miss Belle Beriman, luncheon committee chairman, reported. The luncheon has a "farewell" atmosphere, since the department and division expect to move soon from the present location, 350 Broadway, where the luncheon will be held.

Other committee members are Herman Goldman, Mrs. Sally Weiss, Mrs. Rosalie Albert, Miss Lillian Felt, Anthony Panica, Miss Rae Osofsky, Miss Dorothy Friedreich, Miss Sarah Waldow, and Miss Dea Aushman.

Civil Service to Rule On Fire Dispatchers

May 3 is the date when the NYC Civil Service Commission will decide the fate of the Fire Telegraph Dispatchers.

Tentative plans call for a salary reclassification up to \$2400. The dispatchers have presented a brief to the Commission showing that most other cities pay them at least as much as a first class fireman (in New York City \$3,000). Now, after numerous adjournments and postponements, the Commission says it will meet on May 3, and settle the matter.

CUSTODIAN ENGINEER

INTENSIVE REVIEW INSTRUCTION Given days and even. Includes over 900 questions and answers. STATE EXAMS. Business Consultant, C.S. Investigator, Exam'r Municipal Affairs, Statist, Ctl. TUTORING C.S. Arithmetic, English, Report Writing, Mathematics, Drafting, Design, Blueprints, LICENSES—Prof. Engr., Architect, Surveyor, Stat'y, Electrician, Marine. MONDELL INSTITUTE 230 W. 41 St. State Lic. WI 7-2000

Eyes Examined Over 50 Years of Friendly Service Glasses Fitted 46 Flatbush Ave., Brooklyn POPULAR LOW PRICES

DO YOUR FEET HURT? SHOES MADE TO ORDER Built-in arches, for sufferers of bunions and calluses. Arches made to order. Catering especially to Policemen, Firemen, Letter Carriers. Very reasonable charges. Write or visit us. WASSER'S 97 Pitt Street, N.Y.C. Tel. ORchard 4-0200

Cold Keg Beer The Life of the Party 1/2 PREMIUM \$3.50 Delivered, \$3.75 Plus Tax Also 1/2 Picked Up BAY RIDGE GOLD BEER DIST. SIXTH AVE. (cor. 45th St.) BROOKLYN PHONE SH ORE ROAD 5-0444 Open every day in the year including holidays Deliveries weekdays only

LIBERAL LOANS to CIVIL SERVICE EMPLOYEES

In Business Over 100 YEARS

H. C. FULLAN PAWNBROKER Two Convenient Offices 460 9th Ave., Nr. 36th Street 659 10th Ave., Nr. 47th Street

CASH ON SIGHT FOR ALL PAWN TICKETS PROVIDENT TICKETS OUR SPECIALTY PRICES UP 75% Top Prices Diamonds, Watches, Etc. Responsible Buyers, Room 201 140 W. 42nd. LO 5-8370

RUPTURED? It holds the muscles together with a soft convase pad. Keeps Rupture tightly closed at all times while working or swimming. Light weight, touches body in but two places. CANNOT SLIP. Reason should teach you not to place a bulb or ball in opening of rupture, which keeps muscles spread apart. New Patented DOBBS Truss is Sanitary can be washed STRAPLESS BELTLESS BULBLESS Single \$10—Free Exam—Double \$15 Free Demonstration; No Obligation! OPEN 10-6 daily—Phone: LO. 5-2329 DOBBS TRUSS CO. Times Bldg., 424 St. A.B'way, Suite 604

Preparatory Course For Switchboard Operator Regents' Preparation Fingerprinting Secretarial Courses DELEHANTY INSTITUTE 115 E. 15th St., N.Y.C. STuyvesant 9-6900

Promotion System For Postal Subs

Promotion of postal substitutes was authorized by a law passed on March 24, 1944. The First Assistant Postmaster General has just notified postmasters of the procedure to be followed and the time-service required of a substitute to qualify for promotion.

Here is the table of service hours and rates which are paid to the different grades of "subs" under the new law:

Hours substitute service	Grade	Rate per hour
0 to 2,448	1	\$0.05
2,449 to 4,896	2	.0944
4,897 to 7,344	3	.1389
7,345 to 9,792	4	.1761
9,793 to 12,240	5	.2177
Over 12,240	6	.2578

Instructions to the postmasters provide for annual promotion of substitutes who meet the time requirements to the next higher grade.

Substitute mail handlers and village carriers are also eligible for these promotions.

INVITATION TO RELAX

Enjoy the serenity of Plum Point. Gorgeous country-side, roaring fireplace, delicious food and fun. Only 15 miles from New York.



RE-OPENING MAY 19th

Enjoy our famous hospitality. Outdoor sports, among others, include TENNIS AT ITS BEST, large filtered pool and private lake. Varied indoor sports and pastimes. Accommodations from regular to DeLuxe; all desirable. Delicious food. New this year, our remodeled spacious dining room. ENTERTAINMENT PAR EXCELLENCE AS ALWAYS. Extras and surprises for Decoration Day, week-end. ALL AT ATTRACTIVE RATES. Urge early reservations with deposits direct to Woodbourne, CHESTERS' ZUNBARG Woodbourne, N. Y. Tel. Woodbourne 1150

AN UNUSUAL OFFER WITH AN EXTRAORDINARY BOOK!

STRANGE FRUIT By LILLIAN SMITH Author of Tobacco Road A breath-taking, daring novel of black and white—race, sex and religion—in the deep South. \$2.75

FREE with STRANGE FRUIT While the Supply Lasts YOU HAVE SEEN THEIR FACES

By Erskine Caldwell and Margaret Bourke-White BANNED BY BIGOTS IN BOSTON Mail with Money Order Phone or Call in Today Civil Service Dept.

Frederick Douglas Book Center 141 WEST 125th STREET New York 27, N. Y. UN. 4-9312

ST. MARKS (Russian-Turkish) BATHS

6 ST. MARKS PL. (8th Street); Near THIRD AVE. Phone: GRamercy 5-8292 "Just what the Doctor Ordered for War Nerves"—the Finest RUSSIAN BATHS Turkish Bath, Swimming, Pool, Needle Showers. HOTEL ACCOMMODATIONS Private Rooms, Club Rooms, Airy Dormitories. LADIES' DAY Mondays—All Day and All Night to Tuesday 10 a.m. Week Days \$1.25 Week-ends & Holidays \$1.50 Government Employees given special discount—Real, Relax, Refresh, 5 minutes from City Hall area. Open Day and Night

SWIM FOR FUN AND HEALTH!

World's finest natural salt water pool. Open 7 a.m. to midnight. Admission week-days to 3 p.m., 59¢. Other times, 86¢. Plus tax. Free use of swim & gym suits, towels & gymnasium.

ST. GEORGE POOL HOTEL ST. GEORGE - Clark St. Brooklyn Clark St. 7th Ave. L.R.T. Station in Hotel

Would You Rhumba? Would You Tango? Would You Waltz or Foxtrot? IF YOU COULD? You can be taught any dance quickly, privately and inexpensively in only TWO HOURS!

LUCILLE PURCELL 701 Seventh Ave. (Cor. 47 St.) 6th Floor, Room 2 Appointments taken from 4 P.M. to 9 P.M.

WANTED NEW TALENT Children, Adults Immediately Prepared and Managed for STAGE-SCREEN-RADIO ENGAGEMENTS ORNATO STUDIOS STAR MAKERS SINCE 1921 1007 Broadway (49th) Cir. 6-6116

Health Dept. Employees Air Their Grievances

Competitive status, annual increments and promotions were the subjects of discussion at a recent meeting between the Grievance Committee of the State, County and Municipal Workers of America, CIO, and officials of the NYC Health Department.

Promotions came up on the agenda when the committee asked for more promotions to Clerk, grade 2 and 3; Junior Bacteriologist and Stenographer, grade 3. The department had already made requests of the Budget Director for these promotions, but indicated that it would renew these requests.

A proposal to give Laboratory Helpers competitive status and annual increments was brought up, but deferred to the next meeting.

Department officials at the meeting: Commissioner Ernest L. Stebbins, Deputy Commissioner David D. Ruttsein, Secretary Matthew Byrne, and Savel Zimand.

Purchase Dept. Employee Wins Labor Scholarship

A two-week scholarship to attend a Labor Institute at the University of Wisconsin during July has been awarded to a NYC Department of Purchase employee by the New York Office of the American Federation of State, County and Municipal Employees, AFL.

Phoebie Goldman, secretary of the City Locals Committee of the union, was chosen to attend the Institute. She's a clerk in Purchase.

Communion Breakfast NYC Sheriff's Office

On May 7 the staffs of the City Register and City Sheriff will hold their Third Annual Communion Breakfast at the Hotel Martineau. Members will receive holy communion in a body at the 9 o'clock Mass in the Church of St. Francis of Assisi. James B. M. McNally, United States Attorney for the Southern District of New York, and County Court Justice Thomas J. Walsh, of Staten Island, will be the main speakers. Addresses will be made by City Sheriff John J. McCloskey, Jr., and City Register Henry W. Raib. Other guests will be Assemblyman William E. Clancy and Councilman James A. Phillips, both of Queens, and John J. Travers, Director of the Bureau of Weights and Measures of the Department of Markets. Louis Orzel, Chief Deputy Register, will also be on the dais.

An interesting musical program has been arranged. The National Anthem will be sung by Mrs. Michael O'Dwyer, wife of Correction Officer O'Dwyer. John C. Schlosser, Deputy Sheriff in the Queens County Division, and Frank J. Collins, Cashier in the Bronx Division of the Sheriff's Office, will render a selection of songs. Deputy Sheriff Hyman H. Perlmutter, of the Queens County Division, will play the violin; and Harry Katz, former Assistant Counsel to the Sheriff, will preside at the piano.

The members of the Breakfast Committee are: Marie Ryan, Chairman, Kings County; James A. Beakey, City Register; John V. Campbell, Jr., New York Sheriff; John J. Carter, Queens Sheriff; Dorothy Connolly, Bronx Sheriff; John W. Crowley, Kings Register; Mildred Farricker, City Sheriff; Louis Himmelsbach, Queens Register; Irwin A. McKenna, Bronx Register; Anthony Vomero, Richmond Sheriff; Edina M. Winans, New York Register. Toastmaster will be Joseph P. Brennan, Jr., Chief Deputy Sheriff, Bronx County.

FOLK-DANCING BY CIVIL SERVICE UNION

A Folk Play Festival will be given on Saturday evening, May 6, by the Folk-Play Group of the State, County and Municipal Workers of America and the United Federal Workers of America CIO. The address is 250 West 26th Street, New York City.

For intelligent interpretation of civil service news, read the LEADER regularly.

OWN YOUR OWN HOME

SIT DOWN AND FILL OUT THIS COUPON NOW And Let Us Know What Type of Home You Want. We will direct your problem to an expert who specializes in the type of property you are looking for.

I want to Buy For Living For Investment

Sell Home Land

Location

No. of Rooms

Approximate Price

Name

Address

Paving Block Employees Will Be Paid By Year

Edgar J. Nathan, Jr., President of the Borough of Manhattan, won the fight he led in the Board of Estimate to have paving block employees put on a per annum basis. In his own department, about fifty men were affected. The titles also exist in the offices of the four other Borough Presidents and in the Departments of Parks and Public Works. All told, about 150 employees, previously on a per diem basis, at 210 days a year, will work on a per annual basis for 250 days a year.

President Nathan last February started his efforts to have the per annum basis established as equally beneficial to the city and to the employees. His own departmental request included an amount sufficient to effectuate the change, but in the executive budget this increase was disallowed, and instead the men were continued on a per diem basis, at the same rates as previously, but at only 160 days. The reduction in the number of days immediately brought protests to the Board of Estimate from the unions of which the employees are members. President Nathan backed up these protests.

The new rates approved are: foreman, \$3,300; paver, \$3,060; cement mason, \$3,060; flagger, \$2,760, and rammer, \$2,660. These salaries proved acceptable to all concerned.

Holy Name Society, Public Works Dept.

A radio broadcast will be included in the breakfast program following the Sixth Annual Communion Mass of the Department of Public Works' Holy Name Society in St. Patrick's Cathedral, Fifth Avenue, Sunday, May 7.

Breakfast will be in the Hotel Roosevelt, Madison Avenue and 47th St., at 10:00 a.m. At 11:00 a.m. radio station WNYC will begin broadcasting for one hour the speeches of Commissioner Irving V. A. Huie, D.P.W., Rt. Rev. Msgr. William A. Scully, Secretary for Education of the Archdiocese of New York; Rev. Benjamin L. Masse, S. J., Associate Editor of "AMERICA" and Rt. Rev. Msgr. Joseph F. Flannelly, President M. Murphy will be toastmaster. The Mass will be celebrated by the Moderator of the Society, Rt. Rev. Msgr. Joseph F. Flannelly, Administrator of St. Patrick Cathedral, at 9 a.m. The Breakfast Committee is headed by Harold Simpson.

For the returning soldier—him up-to-date on Government job opportunities than the Civil Service LEADER.

302 WEST 23d ST. Annex — 350 WEST 23d ST. The ALLERTON HOUSE FOR MEN and WOMEN Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant. Rates—\$7 to \$9 Per Week

The LONGACRE 317 WEST 45th ST. FOR WOMEN ONLY Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant. Rates—\$7 to \$9 Per Week

ENJOY LIVING AT A SMALL Family Hotel, Home Environment in the heart of Times Square HOTEL NASH Newly decorated—Reasonable Rates 120-122 W. 47th St. BRyant 9-1865 Mgr. F. BRAUN

Have You a 'Place to Live' Problem?

Consult one of the specialists listed below for advice on buying a home or finding one to rent.

Houses for Sale
FLUSHING—Detached, six rooms, fireplace, lavatory first floor, colored tile bath, garage, can be used as 2-family; nice handy section; \$6,950. HERBERT N. LEISKI 39-01 Main St. FLushing 9-1632.
LAKEWOOD, N. J.—House suitable for retired couple and family. Healthy climate; on State road. 6 Rooms—2 floors—2 baths; furnace. Lot 50x150. Garage. Box 162, Leader, 97 Duane St., N. Y. C.

BUY NOW! BUILDING LOTS in Long Island's Postwar Seaside Center Island Park Estates 1/2 mile from Long Beach Boardwalk \$55 FULL PRICE ISLAND PARK-LONG BEACH ESTATES
Boating—Bathing—Fishing Prepare for postwar building boom when these lots will be worth many times what we are asking today! Paved streets, gas, water, electric. Churches, schools, shops, R. R. station on property. There is no other development in the METROPOLITAN AREA, offering such convenient transportation and completely installed improvements, where lots can be bought at such low prices. Select yours NOW!
43 Min. from Penn Station & Flatbush Ave. 57 TRAINS DAILY Suggested trains Today or Sunday: 9:56, 10:58, 11:58, 12:58, 1:46, 2:47, 3:19, 3:59. Open daily and Sunday.
FREE AND CLEAR TITLE GUARANTEED BY FREE TITLE POLICY Title Guarantee Trust Co. Town of Hempstead, 1 Station Plaza Island Park, L. I. Tel.: Long Beach 434

The GOOD THINGS in life are economically yours at "Down Estates," Smithtown, L.I. BATHING BOATING FISHING Rich Fertile Soil Just Right for Victory Gardens! Easy Walk to R. R. Station Stores, Churches, Schools, etc.
\$39 Down Buys A 1/2 ACRE ESTATE 50,000 Sq. Ft. Equal 10 City Lots SAVE SUMMER RENTAL On Holiday-Week Ends and Vacation. A Grand Place for all Year Homes. FULL PRICE \$189 \$5 MONTHLY PAYS ALL Titles insured by Home Title Guaranty Co.
MAIL TODAY DAWN ESTATES 11 W. 42nd St., N. Y. Suite 550 PE 4-3478 Without Obligation Send Full Details FREE TRANSPORTATION Name Address Dept. CSL 430

1, 2 & 3 FAMILY HOUSES FOR SALE Bedford Stuyvesant Section REASONABLE RATES SMALL CASH Houses & Apartments For Rent Rooming house business for sale Elbee Real Estate Co. Management, Sales, Rentals Appraisals 1518 FULTON STREET BROOKLYN 16, N. Y. Office: PR. 3-1048 Res.: GL. 5-4408

ISLIP Cottage on lake. 5 rooms, all improvements. Oak floors, coal burner, hot water heat. Plot 100x100. PRICE \$3,500 Inquire WILLIAM H. ROBBINS, JR. 551 5th Ave., N.Y.C. MU.3-6336 or 91 E. MAIN ST., BAYSHORE, L.I. PHONE 1600

WANTED Houses and Land in Queens County. Have buyers for lots or large plots suitable for One Family Houses. Write Full Particulars FRED W. MADIGAN 149 Pl. and Roosevelt Ave., Flushing, L. I. FLushing 9-6703

ISLIP: Retirement Home; bungalow; modern; 3 rooms; bath; all improvements; garden plot 50 x 150; convenient to station, store, schools, churches, boating, bathing, fishing. Price \$3,000. Terms. THE WOLPERT REALTY CO., Inc. Islip Terrace, L. I.

WANTED UNUSUAL HOMES NORTH SHORE LONG ISLAND Custom Built. Large plots in higher price range. Also water front and acreage. Buyers waiting. Egbert at Whitestone FL. 3-7707

FOR RETIREMENT Farms & Country Homes Near Poughkeepsie Send for Catalog or Call New York Office Mondays Only 10 EAST 43D ST. MU 3-7988 R. B. Erhart, Realtor Pleasant Valley, N. Y.

BABY CHICKS & GARDEN SUPPLIES

SPECIAL CHICK SALE Wh. Rocks, Burred Rocks, Wyan., Wh. Giants, Reds, E.G. Leghorns or Minorca Crosses, as hatched per 100 ASSORTED BREEDS \$395 (our selection) per 100 BROILER COCKERELS \$250 E.G. Leghorns or Minorca Crosses per 100 C.O.D. Inm. Shipment HARTMANN'S CHICKS BLACKWOOD, N. J.

SPECIAL OFFER 8 x 12 POULTRY HOUSE \$115 Other Poultry Tool & Play Houses \$67.50 BUNGALOWS 12'x20'.....\$587.00 12'x14'.....\$326.00 All Wood—CEDAR SIDING. Yes... We Build to Order. Phone White Plains 1436 Westmain Building Materials 45 Virginia Rd., White Plains New York

Baby Chicks, All Breeds—\$11.95 (C. O. D.) Reds, Rocks, Wyan., Leghorns and Anconas Assorted, Our Selection \$8.95 Broiler Cockerels \$3.95 per 100 PARSONS CHICKS R. D. No. 6, Bridgeton, N. J.

FOR BEST BUYS FOR HOME AND FARM, FOLLOW THE LEADER.

Civil Service LEADER

America's Largest Newspaper for Public Employees

Published every Tuesday by Civil Service Publications, Inc., 97 Duane Street (at Broadway), New York 7, N. Y. Phone: COrlandt 7-5645

Jerry Finkelstein, Publisher; Maxwell Lehman, Executive Editor; Brigadier General John J. Bradley (Ret.), Military Editor; David Robinson, Associate; N. H. Mager, Business Manager.

Subscription Rates: In New York State (by mail), \$2 a Year; Elsewhere in the United States, \$2 a Year; Canada and Foreign Countries, \$3 a Year; Individual Copies, 5 Cents. Advertising Rates on Application

MEMBER AUDIT BUREAU OF CIRCULATIONS

Commissioners: Don't Play Possum With Merit!

SOME Federal personnel men had a good idea. In a plan which was enthusiastically taken up by the War Department and other Government agencies, cash awards were offered to workers who came through with ideas to improve efficiency or save money for the Government.

The Office of Dependent Benefits in Newark, for example, sent out press releases when the employees made valuable contributions. The worker not only saw an extra check, but had the satisfaction of seeing his name and his picture in the paper.

NYC Caught On

Finally, some far-sighted NYC officials caught the idea. However, cash awards were out. The Budget doesn't allow for any money to reward employees who show the department how to save large sums.

It was felt that some reward should be given, so the NYC bigwigs figured out that time-off would be the next best thing. A few departments started giving time-off (with pay) to employees who had good brainstorms. The usual time-off reward amounts to the lengthy period of a half-day. Sometimes an exceptionally brilliant idea, that could save maybe thousands of dollars, merits a whole day.

Then, alas, the Mayor came along with a Budget Message in which he reminded his Commissioners that there was a limit on vacation periods.

Immediately, the department heads began to shiver and figure ways not to irritate Hizzoner. One suggested that if everything were done very quietly, maybe the Mayor wouldn't notice it.

Another suddenly decided that perhaps it wouldn't be very wise to let too many people know that his employees were rewarded with time-off.

Some of the suggestions made by City workers have saved hundreds of man-hours a week; others have conserved large amounts of paper and other vital materials. But any rewards are very "shush".

All this shush-shushing isn't going to help a good plan along. Certainly there's a need for employee incentives, as this newspaper has constantly maintained. We don't think that the commissioners are going to get anywhere by playing possum with the Mayor. And we don't think that Fiorello is so completely benighted as to refuse a day off to a civil service employee who comes up with a good idea. In any event, if the commissioners are afraid of Fiorello on such a little matter, why not just ask him? It's certainly better than what's going on now.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Rights of Federal Employees Returning From Military Service



There has been much confusion concerning the rights of former Federal employees returning from military service, and the obligations of the Federal Government as an employer. The President of the United States, cognizant of this confusion, has asked that something be done about it. The United States Civil Service Commission has in response issued a group of clarifying questions and answers. Here they are—they should be read by all appointing officers as well as by veterans.

QUESTION 1: Under what circumstances is a Federal employee who enters the armed forces entitled to reemployment?

(a) The position which he left must have been "other than a temporary position." (In the Federal service, the status of the employee, rather than the status of the position, is the determining factor in this connection.)

(b) He must have entered active military or naval duty since May 1, 1940.

(c) He must have received a certificate of satisfactory completion of active duty or an honorable discharge.

(d) He must still be qualified to perform the duties of his former position.

(e) He must apply for reemployment within 40 days after discharge.

QUESTION 2: To what rights is a person meeting the above conditions entitled?

(a) He shall be restored to (1) his former position, (2) a position of like seniority, status and pay, or, (3) subject to the provisions of Departmental Circular 257, Revision 3, any position to which, according to the records of the agency, or in its judgment, he would have been promoted if he had not been absent to perform military or naval service. In any case, such restoration shall be made within 30 days of his application for re-employment.

(b) He shall be restored without loss of seniority.

(c) He shall be entitled to "participate in insurance or other benefits offered by the employer

(Continued on page 16)

Don't Repeat This!



LaGuardia Tidbits

In a roomful of officials, Mayor LaGuardia was asked not to discriminate against returning G.I. employees of NYC who are marked "psychoneurotic" by the Army. Pleaded one official: "Suppose all of us in this room were to be examined by a psychiatrist. I'll wager we'd find a higher percentage of psychos among us than among the veterans." There was a moment's silence. Then the Mayor got up on his hind legs and roared: "Do you mean me?" . . . Hizzoner was in a midtown building, and entered a crowded elevator to go down to the street level. A social worker employed by the NYC Welfare Department spied the Little Man and, since this was during budget time, she decided she would take the opportunity to say a few words to the Mayor about salaries. So, plucking up her courage, she began: "Oh, Mr. Mayor, I'm so glad to see you." "What!" responded the City's Chief Executive, "there's somebody in this town who's glad to see me?" . . . A certain pharmacist in town tells this story: He had an apothecary working for him who up and left for a job with one of the NYC departments. Now, since druggists are covered by the War Manpower job-freeze order, the pharmacist yelled that the City couldn't take his apothecary away from him without a release. The War Manpower Commission backed him up, and within a few weeks the apothecary returned to his old job. Three days later the Health Department scooped down upon the pharmacist who dared defy the Mayor—and slapped 15 violations on him.

Politics, Inc.

Tom Curran, wily GOP leader, would like to see Tammany designate Vito Marcantonio for the East Side Congressional nomination over the incumbent, Martin Kennedy. The choice must be made soon. Ed Loughlin, Tammany leader, also heads a district which is one of five comprising the new Congressional limits in that part of New York City. The GOP bigwigs figure that Marcantonio is powerful enough to force the nomination for himself, but they figure, too, that this act would alienate every last Irishman. Those Irishmen, Curran thinks, would go over to the Republicans. It's a tough decision for Loughlin to make. At the moment, it looks like good local politics to designate Marcantonio, who can offer judgeships and indorsements to other legislative candidates, plums which Tammany sorely needs. But are these plums sufficient to overcome the defections which Loughlin might feel responsible for in all parts of the City if he gives the nod to Marcantonio? Ed Loughlin must be doing much head-scratching. . . . Whether the designated Democratic candidate is Marcantonio or Kennedy, look for one of the bloodiest primary fights in years, with plenty mazuma flowing out on both sides. . . . What's this about a rift between Lieut. Col. Charles Poletti and Lieut. Gen. George Patton? . . . Sanitation Trial Commissioner Joe Aimee is among the bigshots now forming a new organization known as the American Veterans Party. . . . Howard Jones, formerly New York State Civil Service Commissioner and Deputy Comptroller, now with AMG, represented the U. S. Army at a meeting of local Government experts of all the United Nations, held in Birmingham, England. . . . Harold L. Herzstein, expert on legislation and constitutional law, will run for the NY State Senate in the lower East Side primaries. . . . George Menscher has resigned as librarian in the Attorney-General's office. He's a former secretary of the NYS Civil Service Commission.

Merit Men



"And I'm the interior decorator of the department, too!" she said happily during an interview. Besides being chairman on the committee of equipment (except medical and surgical), she suggests interior decorations for nurses' homes and apartments of many employees in the department. The activity is more than the fruition of a hobby. She studied interior decorating at Hunter College, and upholstering at the YMCA.

Miss Ennis is interested in athletics generally, in swimming particularly. "I love the ocean."

Affiliations with social organizations? Too busy! But she does hold membership in the New York Dietetics Association, the American Dietetics Association, and five alumnae associations.

There's an unusual slant to this busy woman. She doesn't like automobiles. She prefers to walk—and she rides the subways, thank you.

Diet Trends

Trends have changed since Miss Ennis began her work. "It used to be—feed them calories. Now it's feed them vitamins," she remarked.

A change she likes is the trend to normal diets instead of specialized diets. "It used to be that the special diet kitchen was the big one, and the normal diet the small one. It's reversed now. We like a patient to feel that his diet can be normal, but some additions and some subtractions can be made to suit his individual case," she explained.

"It's hard for me to talk for publication," she added. "The field is so controversial that in many cases when you make a statement the authorities who believe in another school of thought will pounce on relative facts and make an issue of your statement."

That's because the field of dietetics is growing. "It's life!" Miss Ennis said enthusiastically.

She takes a busman's holiday—she plans her own meals, and she cooks them, too! She grows her own vitamins in her Victory garden.

POLICE CALLS

What's This—Pat Harnedy and Ray Donovan In Agreement? Yep, It's Actually So!

There's a surprising quantity of good-feeling among the delegates in NYC's Patrolmen's Benevolent Association. They tackled a tough problem of dealing with wartime finances and they handled it in a manner they thought best for the organization. Lots of guy don't like it, and it looks like some lawsuits are brewing from old-timers who looked forward to some cash they're not getting now. Nevertheless, the poles of different opinion in the PBA have come pretty close together when Ray Donovan, perennial rebel candidate for president of the group, could put out a printed statement like this one:

Attention!

"Fellow Member of the PBA:

"The recent decision of the Executive Body of the PBA to repeal the provisions of the by-laws with respect to CASH SURRENDER OF CERTIFICATES has caused a furor and discontent plus an almost mass threat to resign membership in the association.

"No less than your own delegate, the writer too, has been opportuned for the reason of this sudden action. Because so very many members have contacted me since this situation developed, I am taking this opportunity of answering as best I can with the information at my disposal.

"To begin with let me say that the crisis that has come about was inevitable. The cause as you probably know is the preponderance of retirements during the past year, plus the fact that few new men are coming into the organization or the department. The hill and dale system in vogue in this organization over a long period of years has withstood every demand because the department personnel was continually on the increase, that is, until the war and its resultant depletion of our rank and file. Are we now broke? No! emphatically NO! but, in order to safeguard a time honored organization against a future financial crack-up, this drastic action was absolutely necessary. Yes, I grant mistakes have been made

but personal recriminations will not alter the economic portrait that presents itself. This talk of quitting the organization is sheer nonsense. The PBA is STILL the only association through which policemen can secure progressive action. DO NOT LISTEN to anyone who tells you—"WE SHOULD FORM A NEW UNION." Now if ever in the history of this PBA, the clarion call of UNITY must be sounded. Old men and young men must band together.

Remember you still have an insurance benefit and in all likelihood other ideas will shape themselves amongst the delegates and be proposed at the meetings. When this hue and cry is stilled it will no doubt be possible to offer the membership a more attractive insurance benefit. Later perhaps a form of percentage cash surrender may be possible. In thus facing the facts and telling you the truth, I realize that you will not like it. Neither do I. Nor do I ignore the fact that the veteran who is retiring or about to do so must feel chagrined and angry but I am mindful too, of the thousands of other members who must carry on this organization to see it grow and prosper once more.

"In concluding this necessarily brief letter I bid the thousands of members whom I call my friends to carry on. To trust your organization during this trying period, and I am sure as one who has guarded your rights and your liberties in the meetings, in pamphlets and in the public press, that all will come out as it should—ON TOP."



The State Employee

By HAROLD J. FISHER
President, The Association of State Civil Service Employees

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

Centralization of Power

STATE EMPLOYEES are interested in appropriations, and how such appropriations are spent. And, therefore, they are vitally concerned with State budgeting. A civil service position carries with it a deep feeling of personal anxiety that State service shall always be upon the highest possible plane. Personal service, maintenance and operation items, all affect employees. Employees believe in the theory that all the facts as to personal service and other appropriations should be given the fullest publicity both as to the members of the legislature and citizens generally.

Line Items Are Best

EMPLOYEES are convinced from long experience that a line item budget, showing plainly the services and the positions that are involved, is the best type of clear-cut expression in public budgeting. They know that there is no magic in lump sums but that there is much opportunity for the black magic of manipulation common to human fallibility.

Power Over Personnel

IT APPEARS that New York State has embarked upon a new theory of centralization of power within the budget division as to departmental budgeting—and therefore power over personnel and over the extent of services which the people may anticipate with respects to health safeguards, roads and transportation, parks and all other essential services provided by the State. This is done under the plea of the need of extensive reorganization, but may be continued indefinitely because, as everyone knows, reorganization is never completed. It is common experience that when the amount of expenditure is the principal concern, the ideal of service is lost in a fog of figures. Lump sums are a feature of the new budget. On the score of economy, while it is easy to reduce lump sums, reduction of an expenditure may not mean true economy for the people; it may mean just the opposite. It is not what you spend alone but also what you get for your money that counts. Poor roads rack vehicles and waste power; insufficient help of a skilled type in institutions having investments equal to those of good sized villages may result in the loss of millions in property, and wreck human lives as well. The "budget-mind" is apt to put the property loss above the human sacrifice.

How Will Lump Sum Be Used

UNDER A LINE ITEM BUDGET for personal service, employees know that money will be available for a full year for a certain number of positions for particular services, provided the necessity for such services continues. Under the lump sum budget there is no guarantee, even if the necessity for the service continues, that the director of the budget will decide to use the lump sum for such services. Not a single dollar for personal service can be expended without the approval of the Budget Division, although it seems that the only limits controlling a department head's power of appointment of personnel in the written laws are (a) that appointments must be made in accordance with merit and fitness principles outlined in the constitution and the civil service law, and (b) that moneys have been appropriated by the legislature. Governor Dewey recognized the limitation of lump sum budgets when he wrote in his budget message: "Once the necessity of a lump sum appropriation has passed, however, I believe the line item budget detail should be re-established." And, again: "Elsewhere in this message, I have proposed that an appropriation for emergencies be made to obviate this shortcoming (to provide for necessary administration requirements that could not be anticipated when the budget was adopted). I believe that this action would round out machinery for the execution of a sound line item budget."

With lump sum budgets, the legislators are as little informed as anyone else as to the final distribution and thus are actually in the position of issuing blank checks.

What Is the Budget Division

UNDER THE STABLE PLAN of a State budget agency envisioned by its creators, the Budget Division was to be a service agency co-operating with creative departments, similar in many features to the Civil Service Department. The new tendency of centralized power over personnel and operation of every unit of departmental functioning—this tendency has been growing for four or five years—is one which reduces the human element in State government to almost complete subservience to Budget Division decisions. Department heads become mere managers of activities controlled by limitations imposed by the budget decisions. The lump sum budget is a dehumanized budget. By placing total power over personnel in the budget agency it becomes a liability to personnel administration. It involves a lack of promise of security and of career opportunity for the worker. In the new budget vocabulary emanating from Washington and elsewhere, are such terms as "management," "strong executive control," "organization," "authority," and "administrative power." Under this new theory, the department head cooperates with the budget agency instead of that agency cooperating with department heads. It implies a farmer, an engineer, a doctor, a nurse, and so on throughout the profession, in the Budget Division rather than in the appropriate department, for how else can the problems incident to such services be truly evaluated and controlled? And cannot departments charged with responsibility as to accomplishment and having experienced employees in each profession deal more sensibly and humanely with personnel items than a super-administrative agency having real control of all activities under lump sum appropriations?

It is not to be wondered at that officers and employees of State government are apprehensive as to the extension of centralization of power with the bureaucracy which always accompanies such centralization, to State budgeting.

State Will Ask Civil Employees To Join Guard

ALBANY—Backed by Governor Dewey, the State shortly will launch a campaign to enlist Civil Service employees in the State Guard, it was learned this week.

State workers who go into the Guard will enjoy many privileges that enlistees from private industry may not enjoy.

For instance, State workers in the Guard not only will get the

same pay as men in the United States Army, when on ordered duty, but will draw their regular State pay as well.

This means that State workers who join up in time to attend the 12-day session of training at Camp Smith this summer will draw both military pay and state pay for the period. In addition they are entitled to their usual vacation allowance, irrespective of the time off for duty with the Guard.

Other inducements, it is reported, will be held out to State workers to join the state's home-front military forces.

When Does "Duration" Job Come to an End?

ALBANY—An opinion from the State Law Department to the Department of Taxation last week affecting the status of "duration" appointees failed to clear up the problem posed, but answered some other puzzlers.

The Tax Department wrote to the Law Department asking, in effect: "When does the appointment of a duration employee terminate?"

The Law Department answered: "Your inquiry whether a finding of death made pursuant to the Federal War Pay and Allowance Act of 1942 constitutes such proof of death as will terminate the appointment of a substitute employee appointed under Section 246, subd. 3 of the Military Law. That sub-division provides that the appointment of such a substitute shall terminate, among other events, 'upon the death . . . of the former incumbent.'"

The Law Dept. went on to say that where the appropriate Federal agency makes a finding of death (where a member of the armed forces has been missing in action) the finding is sufficient to terminate the appointment of a substitute. The opinion went on to point out that no right of the substitute appointee could be invaded by such findings since "by the express terms of the law his services may be terminated at any time in the discretion of the appointing officer."

But Tax Department says it still wants to know when the "duration" appointment actually ceases and when a permanent appointment from an eligible list must be made, if, when and as the person who went into military service falls to return or is reported dead.

Boxing Inspectors To Be Hired Without Exams

ALBANY—By a change in job-title, approved by Governor Dewey, many new positions become available in the State Athletic Commission, a division of the Secretary of State's office.

Instead of 24 "inspectors or checkers," all non-competitive jobs, the Athletic Commission now is empowered to hire 32 "boxing inspectors," without examination.

The resolution providing for the number of new jobs and their exemption from civil service competition, was adopted by the Civil Service Commission with this explanation: "This latter title (boxing inspector) more properly describes the position and also it is felt that it would not be practicable to fill these additional positions by competitive methods."

Other changes authorized by the Commission and approved by the Governor are: in exempt class: change title of principal rules examiner to chief utility rates examiner, Public Service Commission; add to exempt class in Public Service Commission a new title: "first assistant counsel;" add to exempt class, confidential clerk to the Board of Justices of the Supreme Court, First District; add to exempt class, two motor equipment maintenance foremen, State Automotive Rationing Committee, Department of Public Works.

State Promotion Examinations

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms write to the State Civil Service Commission, State Building, Albany or New York City. Enclose a large, stamped, self-addressed envelope.

No. 9034—Statistics Clerk, Albany Office, Department of Agriculture and Markets. Salary, \$1,200 to \$1,700. Last date for filing: May 3, 1944.

No. 9035—Senior Clerk, Albany Office, Department of Law. Salary, \$1,600 to \$2,100. 2 vacancies. Last date for filing: May 3, 1944.

No. 9036—File Clerk, Albany Office, Department of Health. Salary \$1,200 to \$1,700. 1 vacancy. Last date for filing: May 3, 1944.

No. 9037—Clerk, Albany Office, Department of Health. Salary \$1,200 to \$1,700. 2 vacancies in the Bureau of Maternity and Infant Care. Last date for filing: May 3, 1944.

No. 9038—Clerk, Department of Taxation and Finance. Salary \$1,200 to \$1,700. Last date for filing: May 9, 1944.

Low-Cost Insurance Offer Extended for One Month

State employees who may have failed to take advantage of the excellent Group Life Insurance offer in effect for the month of April, now have another opportunity.

Because income taxes had to be paid, and income estimates made, during the month of April, the Association of State Civil Service Employees asked the Travelers Insurance Company if it wouldn't extend the offer for another month. This week the answer came through—Yes!

This life insurance plan provides excellent protection, at low cost—and without a medical examination. For the entire month of May, employees of New York State may have the opportunity to obtain this protection. Moreover, it is open to men and women up to the age 50—all without examination. The only exception to this rule is in the case where an employee has previously been rejected for this Group Life Insurance. The plan is available only to members of the Association of State Civil Service Employees. Any employee not now a member of the Association, but who joins during the month of May, is eligible to receive the insurance protection. The words "No examination necessary" mean precisely that—during the month of May there will be medical examination of persons who take out the insurance.

Cost Is Low

Cost of the insurance is amazingly low, and is based on the employee's earnings. Here's how

the cost figures out during the first five years of an employee's participation in the plan:

Age Group	Attained Age (Nearest Birthday)	Semi-Monthly Cost for Each \$1,000 of Insurance
A	30 and under	\$.30
B	40 to 44, inclusive	.35
C	45 to 49, inclusive	.50
D	50 to 54, inclusive	.70
E	55 to 59, inclusive	1.00
F	60 to 64, inclusive	1.50
G	65 to 69, inclusive	2.25

Payments are made easy by small payroll deductions. Any State employee can arrange to pay for the insurance by authorizing the deduction of small sums each pay day.

Plan Started in 1939

On June 1, 1939 the Association Group Life Insurance plan was started. It is underwritten by The Travelers Insurance Company. Since that time over \$900,000.00 in claims have been paid. These claims have been paid promptly, usually within twenty four hours of the time reported to the Insurance Company.

The insurance plan is considered tops — low cost, full protection, easy handling. State employees who do not already participate in this excellent plan, should rush immediately to take advantage of it. Employees who wish further information can obtain it from the Association of State Civil Service Employees, Room 156, State Capitol, Albany, N. Y.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Preferred Eligibles in Military Service

According to a memorandum issued to all State appointing officers last week by Judge J. Edward Conway, President of the State Civil Service Commission, persons on a preferred eligible list, established after a lay-off, have an absolute preference in appointment, and such persons cannot be passed over even though they may be in military service.

Pointing out that there is nothing in the Military Law to authorize an appointing officer to disregard a preferred eligible in military service, Judge Conway explained that such an eligible must be appointed in the order of preference and must be granted an immediate military leave of absence. Only in the event that this eligible specifically refused an offer of appointment in writing may he be passed over and another person appointed.

Other Eligibles Unaffected

The practice in connection with the appointment of eligibles on ordinary open-competitive or promotion lists remains unchanged by the memorandum. Although eligibles on preferred lists must be appointed in 1-2-3 order, eligibles on other lists may be appointed on the basis of 1 out of 3. Accordingly, an appointing officer is not required to consider the name of an eligible on an open competitive or promotion list, if such an eligible is in military service.

On the other hand, the appointing officer may, in his discretion, appoint an eligible while

the latter is in military service. Such appointee gets an automatic military leave of absence and is deemed to complete his probationary term, if one is required, while he is in military service. In addition, he earns whatever salary increments he would have accrued if he had worked in his civil service position during the period of his military service.

Salary in Provisional Promotion

Charles L. Campbell, Administrative Director of the State Department of Civil Service, announced last week in a memorandum to State appointing officers that, for the period of the war emergency, employees who are provisionally promoted may receive the salary of the higher grade positions.

Previously, the Director of the Budget had not authorized increases in salary for employees provisionally promoted. The new policy, approved by the Director of the Budget, is consistent with the practice now followed in cases of temporary promotions to fill substitute or war duration positions. In the latter cases, the employees temporarily promoted have been granted the salaries of the higher grade positions.

The memorandum points out that persons provisionally promoted will not suffer a cut in salary, even if they have been receiving salaries which are higher than the minimum salary of the grade to which they are being provisionally promoted. In such cases, the employees promoted are entitled to receive at least the salary received in their permanent positions.

Maintenance Charges For Hospital Workers Written Into Law

ALBANY—Authority for the imposition by the Budget Director of a schedule of maintenance charges, for shelter, meals, laundry, garage and other services to be assessed against institution employees, was contained in a bill signed by Governor Dewey. Deduction of such charges from base pay of employees who live at institutions has been in effect since October and is now formally authorized by law.

The Governor also signed into law the MacKenzie bill requiring an annual physical examination of all public employees who have been retired for disability reasons and are drawing disability pension. Heretofore such examination was required by the comptroller only once in five years. After the first annual examination now ordered, other examinations are to follow every three years.

John Livingston Dead

John Livingston, one of the best-known, and most popular of State employees, died last week. Mr. Livingston had been ill for a long time. As an employee at Hudson River State Hospital, he had long been a leader in the advancement of employee interests. Mr. Livingston had served as a vice-president of the State Association, and is credited with having done probably more to advance the interests and champion the rights of Mental Hygiene employees than any other single individual.

CIVIL SERVICE ASSEMBLY SETS DATE OF 1944 MEETING

Time and place for the 1944 meetings of the Eastern and Central Regional Conferences of the Civil Service Assembly, and for the Assembly's Annual Conference on Public Personnel Administration have been set. The eastern meeting will be held in New York City on June 1 and 2. The western group will meet in Chicago on April 26 and 27.

Read Carefully: These New Laws Affect You, Or May Touch You In the Future

Below are the laws relating to civil service which have been passed by the State Legislature and signed by Governor Dewey. They concern not only State employees, of municipalities throughout the State. In previous issues, The LEADER has covered action on all bills affecting civil service by the Legislature and the Governor. Here is a complete resume, in convenient form, as prepared for the State Civil Service Commission. At the end of each paragraph below, the following information is contained in parenthesis: name of the legislator who introduced the bill; introductory and print number of the bill (A means Assembly, S means Senate); and the 1944 date when the law goes into effect. It is suggested that all employees retain this information for future reference.

Amendments to the Civil Service Law

Budget Bill
Amends Section 3 of the Civil Service Law to provide that the salary of the president of the State Civil Service Commission shall be \$12,000 per year instead of \$9,000 and that the salaries of each of the other commissioners shall be \$10,000 a year instead of \$7,000. (A. Int. 603, 1368. Effective date April 1.)

Civil Service Examiner
Amends Section 4 of the Civil Service Law relating to the officers and employees of the State Civil Service Commission, by eliminating obsolete provisions relating to the title of "Chief Examiner," to tenure of office subject to the pleasure of the Commission, and to the fixing of salaries by the Commission. (Halpern, S. Int. 486, Pr. 510. Effective date Feb. 24.)

Investigations
Amends subdivisions 3, 4 and 5 of Section 6 of the Civil Service Law to provide (1) that a duly designated employee of the State Civil Service Commission shall be empowered to conduct investigations or hearings in its behalf and to administer oaths, and that the designation shall be in writing and filed in the office of the Commission; (2) that the Commission and any officer or employee designated in writing to act in its behalf may compel the attendance and testimony of witnesses, and that the written designation shall be kept on file in the office of the Commission; and (3) that the annual report of the State Civil Service Commission shall contain a statement of its important activities during the year and such recommendations may more effectively accomplish the purposes of the Civil Service Law. (Halpern, S. Int. 476, Pr. 666. Effective date Mar. 30.)

Probation
Amends Section 9 of the Civil Service Law (1) by deleting the obsolete provision waiving a probationary term for veterans of the Civil War; and (2) by providing that civil service commissions shall by rule provide for the conditions and extent of probationary service. (Halpern, S. Int. 1265, Pr. 1438. Effective date Feb. 30.)

Leaves, Resignations
Amends Section 10 of the Civil Service Law to provide (1) that the State Civil Service Commission may adopt rules governing transfers, leaves of absence, resignations, and reinstatements affecting employees under its jurisdiction; and (2) that such Commission may adopt rules governing sick leaves, vacations, time allowances, and other conditions of employment affecting employees in State service. (MacKenzie, A. Int. 1612, Pr. 1808. Effective date Mar. 30.)

Annual Report
Amends Section 11 (4) of the Civil Service Law (1) to eliminate the requirement that the State Civil Service Commission set forth or summarize in its annual report the contents of the reports of municipal commissions; and (2) to provide that the rosters of the classified civil service of a city shall be transmitted to the State Commission whenever the State Commission shall request the same, rather than with each annual report. (Halpern, S. Int. 1013, Pr. 1135. Effective date Mar. 22.)

Municipal Tests Lists
Amends Section 11 (7) of the Civil Service Law to authorize the State Civil Service Commission by unanimous action to re-examine any municipal examination or eligible list or to cancel an appointment already made from a list so rescinded on the ground that the provisions or purposes of the Civil Service Law are not properly or sufficiently carried out. (Halpern, S. Int. 1014, Pr. 1136. Effective date Mar. 31.)

Unskilled Jobs
Amends Section 13 of the Civil Service Law (1) to authorize county civil service commissions and county personnel officers, in addition to the State Civil Service Commission, to place the positions of unskilled laborers and other subordinate positions in the exempt class; and (2) to eliminate the requirement that the number of labor positions placed in the exempt class must be specified. (MacKenzie, A. Int. 1616, Pr. 1812. Effective date Sept. 1.)

Transfers
Clarifies Section 14 of the Civil Service Law (1) by providing that no transfer or assignment shall be made to any position in the competitive class unless the persons transferred or assigned shall have passed an examination (instead of an open-competitive examination) equivalent to that required for such position and is reachable for appointment as a result of such examination. (MacKenzie, A. Int. 1360, Pr. 1563. Effective date Mar. 30.)

DPEI Test Fees
Amends the last paragraph of Section 14 of the Civil Service Law dealing with fees for examinations in the D.P.U.L. State Department of Labor, by changing the words "orated by section five hundred twenty of" to "maintained under," in order to conform such paragraph with the provisions of the recodified sections of the Unemployment Insurance Law. (Washburn, A. Int. 859, Pr. 908. Effective date June 5.)

Provisional Appointments
Amends Section 15 (1) of the Civil Service Law, relating to provisional appointments, to provide that a provisional appointment shall not continue for a longer period than six months, nor beyond the period of 20 days after the promulgation of an appropriate eligible list, except that, with the approval of the State Civil Service Commission, such provisional appointment may be extended for a further period not exceeding three months on the finding that it had been impracticable to establish such list within the first six months of such provi-

sional appointment. (MacKenzie, A. Int. 1614, Pr. 1820. Effective date Mar. 30.)

Temporary Appointments
Extends to the service of counties and local subdivisions of the State, including cities, the following provisions of this subdivision (which formerly applied to State service only): 1. Temporary appointments for a period not exceeding one month may be made from an eligible list without regard to relative standing thereon; 2. Temporary appointment may be made for a period of more than one month only (a) for the duration of an employee's leave of absence not exceeding one year and (b) for a period not exceeding six months when it appears to the commission having jurisdiction that the temporary position will not continue in existence for a longer period; and 3. Temporary appointments for periods longer than one month must be made from among the three highest persons on an appropriate eligible list willing to accept such temporary appointment, provided, however, that successive temporary appointments shall not be made to the same position. (Archinal, A. Int. 664, Pr. 668. Effective date Mar. 18.)

Posting Exam Notices
Amends Section 16 of the Civil Service Law to dispense with the requirement that notice of a request for an open competitive examination to fill a vacancy shall be posted in the department in which the vacancy exists and in the office of the appropriate service commission, if such civil service commission finds that there are less than three persons eligible for promotion to such vacancy. (MacKenzie, A. Int. 664, Pr. 2095. Effective date Apr. 1.)

Transfers in Towns
Amends Section 16 of the Civil Service Law to provide that transfers in competitive positions in villages and towns may be made with the approval of the civil service commission having jurisdiction over the positions involved, instead of with the approval of the State Civil Service Commission only. (Halpern, S. Int. 1018, Pr. 1140. Effective date Mar. 22.)

Promotion
Amends Section 16 of the Civil Service Law to provide (1) that a person shall be eligible for appointment to a higher position in order to qualify for promotion or transfer thereto instead of merely attaining a place upon the eligible list; and (2) for the elimination of the last sentence which authorizes the reinstatement to a position in the State service of a person laid off from a similar position in a civil division of the State.

City-Wide Promotions
Amends Section 16 of the Civil Service Law (1) to validate the appointment of persons appointed from general or city-wide promotion lists prior to April 14, 1943; and (2) to provide that persons so promoted who were removed from their positions, because such promotions were invalid when made, shall be entitled to have their names entered on preferred lists for reinstatement in accordance with the original dates of their entrance into service. The amendment contains a proviso to the effect that no person whose appointment is validated thereby shall receive credit for service prior to April 14, 1943, in any pending or future promotion examination. (Halpern, S. Int. 578, Pr. 1977. Effective date Apr. 12.)

Personnel Changes
Amends Section 19 of the Civil Service Law (1) by requiring appointing officers in civil divisions of the State to report personnel changes to the civil service commission having jurisdiction, instead of to the State Civil Service Commission; and (2) by requiring each civil service commission to keep a roster of the classified service under its jurisdiction. (MacKenzie, A. Int. 1363, Pr. 1506. Effective date Mar. 30.)

Payrolls
Amends Section 20 (2a) of the Civil Service Law to authorize the State Civil Service Commission to certify the payrolls of employees in the classified service of the State once a year rather than twice a year. (Halpern, S. Int. 1019, Pr. 1141. Effective date Mar. 22.)

Civil Service Vets, Volunteer Firemen
Deletes from Section 22 (1) of the Civil Service Law an obsolete provision relating to the rights of employees who are veterans of the "War of the Rebellion." Repeals Section 22 (1a) of the Civil Service Law relating to the removal of veterans and volunteer firemen holding certain temporary or provisional appointments in certain welfare agencies, which subdivision has been declared unconstitutional. (McCann v. Korn, 287 N. Y. 581). (Halpern, S. Int. 478, Pr. 602. Effective date Feb. 21.)

Incompetency
Amends subdivision 2 of Section 22 of the Civil Service Law by requiring that the copy of charges of incompetency or misconduct and the answer of a person found guilty thereof shall be filed with the appropriate civil service commission, instead of with the State Civil Service Commission only. Adds a new subdivision (4) to Section 22 of the Civil Service Law to provide that the provisions of such section shall not apply to persons employed under temporary or provisional appointments. (Halpern, S. Int. 477, Pr. 1468. Effective date Mar. 30.)

Physically Handicapped
Amends Section 25-b of the Civil Service Law by incorporating therein the provisions of Section 1204-a of the Education Law dealing with certain functions of the Advisory Commission for Physically Handicapped Persons in connection with civil service examinations for physically handicapped persons. The law also repeals the provisions of Section 1204-a of the Education Law which are incorporated into Section 25-b of the Civil Service Law. (Young, S. Int. 1297, Pr. 1488. Effective date Apr. 13.)

Oaths
Amends Section 30 of the Civil Service

Law, relating to the filing of constitutional oaths of office, by eliminating obsolete provisions relating to the time within which such oaths must be filed. (Archinal, A. Int. 647, Pr. 669. Effective date Mar. 21.)

Prison Safety Service
Amends subdivision 12 of Section 40 of the Civil Service Law to include in the Prison Safety Service of the Feld-Hamilton structure (1) the positions of correctional institution teachers, instructors and supervisors; and (2) three additional subordinate grades (a, b, and c) with salary ranges of \$1300 to \$1800, \$1500 to \$2000, and \$1800 to \$2300, respectively. (Committee on Rules, S. Int. 1711, Pr. 2032. Effective date Mar. 29.)

Feld-Hamilton
Amends Section 41 of the Civil Service Law, relating to Feld-Hamilton salaries and increments, by providing (1) that an employee appointed or promoted to a position in a higher overlapping grade shall receive the same salary he would have received in his former position on the date of such appointment or promotion, unless he was receiving the maximum rate of compensation of the grade of his former position for one year or more, in which event he shall be paid the salary which corresponds with the rate of compensation immediately above such maximum rate of compensation upon his appointment or promotion; (2) that employees appointed or promoted to positions in higher overlapping grades who have not received an increase in salary upon such appointment or promotion shall be eligible to receive an increment on the first day of the next succeeding fiscal year, even if they were appointed or promoted on or after the first day of October in any fiscal year; (3) that if an employee is demoted to a position in a lower grade because of lack of work or funds, he shall receive the rate of compensation which corresponds with the total number of his years of service in the positions from which and to which he is demoted, and he shall be credited with the number of years of service in such position that corresponds with such rate of compensation; and (4) that an employee demoted as a result of disciplinary action shall be entitled to receive the salary in such lower grade which corresponds with the number of his years of service in the grade from which he was demoted, or, in the discretion of the appointing officer demoting him, he may be paid a higher rate of compensation not exceeding the maximum of the grade to which such position is allocated and not exceeding the rate of compensation received prior to such demotion, and that such employee shall be credited with the number of years of service in such position which corresponds with such rate of compensation. (MacKenzie, A. Int. 1264, Pr. 2484. Effective date Mar. 30.)

Service Record
Amends Section 43 (2) of the Civil Service Law to authorize the State Civil Service Commission to prescribe rules and regulations for service record ratings of employees in the State or any of its civil divisions, including cities, where the provisions of the Civil Service Law are administered by the State Commission. (Halpern, S. Int. 1016, Pr. 1138. Effective date Mar. 22.)

Clerks, Stenographers
Repeals Section 45 of the Civil Service Law, containing obsolete provisions relating to appointments and promotions in positions of Clerk, Bookkeeper, Stenographer, Copyist or Messenger. (MacKenzie, A. Int. 649, Pr. 641. Effective date Mar. 2.)

Non-Standard Titles
Amends Section 48-a of the Civil Service Law by (1) providing for the reclassification without examination of employees occupying positions with non-standard titles at least one year prior to October 1, 1943; and (2) extending until December 1, 1945 the power of the Classification Board to make such reclassifications. (Halpern, S. Int. 483, Pr. 507. Effective date Feb. 25.)

Amendments to Sections of the Military Law Relating to Civil Service Employees

State Guard
Amends Section 43 of the Military Law to provide (1) that every employee member of the New York Guard shall be entitled to absent himself from his civil duties while performing ordered military duty in the service of the State and shall be deemed to have a leave of absence for the duration of such military duty and shall be paid his salary as such officer or employee for a period or periods not exceeding 30 days in any one calendar year. (Wallace, S. Int. 1201, Pr. 1360. Effective date Mar. 3.)

Promotions
Repeals subdivision 3 of Section 245 of the Military Law which gives preference in promotion to employees restored to their positions after military duty and which requires that they be paid the "medium" salary. Amends Section 246 (5) of the Military Law by providing (1) that a public employee who would have been entitled to participate in a promotion examination if he had not been in military service shall be given a comparable examination upon making request therefore within 60 days after restoration to his position; and (2) that upon passing such promotion examination his name shall be placed on the eligible list in the relative order of his rating and if such list expires or is cancelled within two years after the date his name has been placed thereon, he shall be entitled to have his name placed on a special eligible list for the remainder of such two-year period, provided he would have been reached for certification while in military duty had his name appeared on the original eligible list with the rating ultimately received. (MacKenzie, A. Int. 1619, Pr. 1816. Effective date Mar. 30.)

Service With Red Cross
Amends Section 2 of Chapter 367 of the Laws of 1943, to extend until July 1, 1945 the provisions of Section 246 (1-b) of the Military Law defining as military duty "service with the American Red Cross, while with the armed forces of the United States on foreign service." (Committee on Rules, S. Int. 1698, Pr. 2006. Effective date Mar. 29.)

Merchant Marines
Amends subdivision 1-b of Section 246 of the Military Law to define as military duty (1) service as officers or members of the crew of a vessel documented under the laws of the United States; (2) service as an enrollee in the United States Maritime Service on active duty. The law provides that the amendments



J. Edward Conway, President of the State Civil Service Commission, who will be called upon to administer many of the new laws now going into effect for State and local employees.

shall be retroactive as if they were in full force and effect from and after April 28, 1941. (Steingut, A. Int. 117, Pr. 2337. Effective date Apr. 11.)

Retirement Contribution
Amends subdivision 4 of Section 246 of the Military Law, to provide that the retirement contribution of an employee absent on military duty, or any part thereof, may be paid by the named beneficiary or the legal representative of such member's estate in the event of the member's death while in military duty, within one year following proof of such death. (Wallace, S. Int. 369, Pr. 2097. Effective date Apr. 9.)

Amends Section 246 of the Military Law by adding a new subdivision (19) to provide that a member of the teaching or supervising staff in a school district (other than a school district employing a Superintendent of Schools) shall be entitled to a military leave of absence while performing military duty and must be reinstated to his position upon making application therefore within sixty days after the termination of his military duty, notwithstanding the fact that his contract with the school district may have expired in the meantime. (Younglove, A. Int. 118, Pr. 118. Effective date Mar. 6.)

Laws Affecting State Civil Service

War Bonus
Provides for additional war emergency compensation for State employees (other than legislative or judiciary) for another year (April 1, 1944 to March 31, 1945) at the same rates which are now in effect (i.e., either 10% on salaries of less than \$2000 per annum or 7 1/2% on salaries between \$2000 and \$3975), provided that the additional war emergency compensation and the regular salary shall not exceed \$4000 per annum in the aggregate, and makes the following changes in the present procedure: (1) Temporary employees appointed for a period of one month or more will receive additional war emergency compensation; (2) In determining additional war emergency compensation, the value of maintenance, where maintenance is received, must first be deducted from the gross compensation; and (3) For officers and employees employed on a per diem, part-time, or seasonal basis, the rate of additional war emergency compensation (10% or 7 1/2% or nothing) must be determined on the basis of what their annual compensation would be if they were employed and paid on a regular annual full-time basis during the fiscal year. (Budget Bill, A. Int. 688, Pr. 710. Effective date Mar. 6.)

Minimum Salary
Amends Chapter 43 of the Laws of 1943 by continuing the \$1200 minimum salary of Feld-Hamilton employees in positions other than those in the custodian and domestic services for another year and by providing that such employees appointed, promoted, or reinstated prior to October 1, 1943 shall receive an annual increment for and during the fiscal year commencing April 1, 1944. (Budget Bill, A. Int. 690, Pr. 712. Effective date Mar. 6.)

Minimum Pay of Grade
Amends Section 6 of Chapter 859 of the

Laws of 1937 to provide that the annual salary of a Feld-Hamilton employee which on the first day of any fiscal year is less than the minimum salary of the grade to which his position is allocated under Section 40 of the Civil Service Law shall be increased on such date to the minimum salary of such grade. (Budget Bill, A. Int. 689, Pr. 711. Effective date Mar. 6.)

Overtime
Amends subdivisions 2 and 3 of Section 168-a of the Labor Law to extend the voluntary overtime work provisions applicable to certain State institutions for another year until April 1, 1945. (Budget Bill, A. Int. 691, Pr. 713. Effective date Mar. 6.)

\$100 Extra Pay
Amends the opening paragraph and subdivision (c) of Section 1 of Chapter 188 of the Laws of 1943, and the opening paragraph and subdivision (d) of Section 1 of Chapter 721 of the Laws of 1942, by providing (1) that the additional compensation (\$100 per annum) provided by each such law shall continue to be paid from October 1, 1943 through March 31, 1944, to employees in the State institutions for the care of the insane, under the jurisdiction of the Department of Correction, to whom the provisions of Chapter 188 of the Laws of 1943 or of Chapter 721 of the Laws of 1942 are applicable and to whom the provisions of the Feld-Hamilton Law will not apply until April 1, 1944; and (2) by deleting from subdivision (c) of Section 1 of Chapter 188 of the Laws of 1943 and from subdivision (d) of Section 1 of Chapter 721 of the Laws of 1942, the obsolete provisions relating to the excess compensation over maximum Feld-Hamilton salaries which had to be discontinued on October 1, 1943. The instant act also provides that it shall be deemed to have been in full force and effect from and after October 1, 1943. (Committee on Rules, A. Int. 2060, Pr. 2456. Effective date Mar. 30.)

Bonus for Judicial Workers
Provides for additional war emergency compensation for all State officers and employees of the judiciary, who are appointed or engaged for a period of not less than one month, at the rate of 10% of their compensation (if such compensation is less than \$2000 per annum) and at the rate of 7 1/2% of their compensation (if such compensation is between \$2000 and \$3975 per annum), provided that such additional war emergency compensation and the regular compensation shall not exceed \$4000 per annum in the aggregate, and further provided that such additional compensation shall not be deemed to change the basic compensation of any employee for the purpose of retirement, promotion or otherwise. (Stephens, A. Int. 1604, Pr. 2315. Effective date Mar. 31.)

WILLIAM REDDISH DIES OF BATTLE WOUNDS
ALBANY—William Reddish, Pfc. personnel technician, is the first employee of the State Civil Service Department for whom a gold star is sewn on the agency's service flag. Reddish died in Sicily, on April 7, of wounds received in battle.

LOANS at BANK RATES

★ Our complete facilities make it possible for loans to be made by mail or telephone. Loans from \$40 to \$3,500 quickly available. Your signature is usually all that is necessary.

NINE CONVENIENT BRANCHES

MAIN OFFICE
Third Ave. at 148th St.
MELROSE 3-6000
NEW YORK 55, N. Y.

BRONX COUNTY
Trust Company

Member Federal Deposit Insurance Corp., Federal Reserve System

WAR WORKERS
MEN
 NEEDED BY
The Pullman Co.
No Experience Required
PULLMAN PORTERS
 NEW INCREASE RATES IN PAY
 VACATION
 Essential War Workers Need U. S. E. S. Release Statement and consent of the Railroad Retirement Board
 Apply
The Pullman Co.
 EMPLOYMENT OFFICE
 Room 2612, Grand Central Terminal, New York City

SHIP REPAIR WORKERS
 For Essential War Work
 IRON WORKER HELPERS
 WELDER TRAINEES
 WELDERS HELPERS
 BOILERMAKERS
 RACKMEN
 RIVETERS
 SHEET METAL WORKERS
 CLEANERS
 DRAFTSMEN
 CHIPPERS & CAULKERS
 ELECTRICIANS' HELPERS
 PIPEFITTERS' HELPERS
 Persons in war work or essential activity not considered without availability statement.

TODD SHIPYARDS CORPORATION
 (HOBOKEN DIVISION)
 TODD Representative will interview applicants at the
U.S. Employment Service
 Of the War Manpower Commission
 86 River Street, Hoboken, N. J.
 DAILY EXCEPT SUNDAY
 7 A.M. to 5 P.M.
 NO PLACEMENT FEE
 Bring birth certificate or citizenship papers.
 APPLICANTS CAN ALSO APPLY AT: U.S.E.S. of War Manpower Commission at 44 East 23rd St., 87 Madison Ave. or 40 East 59th St., New York City, and 165 Jerusalem St., Brooklyn. Daily except Sun. 8:30 A.M. to 5:30 P.M.

Automobile Body Men and Mechanics
 Post-war Future with Brooklyn's Leading Oldsmobile Dealer. Permanent Positions. Pleasant Shop and Working Conditions. Established 15 years. Two large Service Stations.
J. I. S. MOTORS, INC.
 MR. WHITE
 28 ERASMUS STREET (at Church & Bedford)
 MR. POTTS
 1864 CONEY ISLAND AVE. (Det. O & P)
 BROOKLYN, N. Y.

WANTED
 Part time and Full time
STEVEDORES
 Pier 30 — North River
PENN STEVEDORING CORP.
MEN—MEN
 GENERAL FACTORY WORK
 EXPERIENCE NOT NECESSARY
 Opportunity For Advancement
 OVERTIME and BONUS
 Good Work Conditions
 Luncheon Facilities
HENRY HEIDE, Inc.
 Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

Employment Opportunities
BOYS! BOYS! MEN! MEN!
PERMANENT POSITIONS
Immediate Openings
 For Boys and Men 18 years and UP. You'll work in our Commissary or Hangar at La Guardia Field. 48 hour week. Automatic increases. Good health necessary.
 Apply
COLONIAL AIRLINES, INC.
 Room 3164
 630 FIFTH AVE.
 Radio City—New York
 Essential workers need release

RADIO TELEGRAPHERS
 Part time — or Full Time
 Good Rates of Pay
 Ex-Service men with knowledge of radio code and typing. We will train you free of charge to become a Radio Telegrapher. See us for details.
Men — Over 18
 Several Openings Traffic Department in Radio Communications.
PRESS WIRELESS, Inc.
 1475 BROADWAY — 2nd Floor

MEN NO EXPERIENCE
 MEALS AND UNIFORMS FURNISHED
 FULL OR PART TIME
 BAKERS
 LAUNDRY WASHERS
 DISHWASHERS
 POTWASHERS
 PORTERS, Day or Night
 SODA MEN, Good Appearance
 BONUSES—PAID VACATIONS
 PERMANENT POSITIONS
 Essential workers need release statement.
SCHRAFFT'S
 APPLY ALL DAY
 56 W. 23rd ST., N. Y.
 Or Apply 5 to 8 P.M.
 1381 BROADWAY
 NEW YORK CITY
 NEAR 38TH STREET

PORTERS
 FULL AND PART TIME
 PERMANENT POSITIONS
 For Manhattan Brooklyn Queens Stores
Loft Candy Corp.
 351 W. 42 (bet. 7th-8th Ave.)
 3rd Floor — Apply until 7 P.M.

SET UP MEN
 MILLING MACHINE HANDS
 BURNING BENCH
 ENGINE & TURRET LATHE
 DAY AND NIGHT SHIFTS
FRANCIS & SONS, Inc.
 1761 Bushwick Ave., B'klyn, N. Y.

MEN
 Are you looking for a Steady Job
 With a Future with a Company
 42 years in Business?
 We need you NOW for the final push
 Copper for Tanks—Ships
 Planes and Overseas Communication System
 Plant in Metropolitan Area
 Special Bus Transportation
 43rd Street to Plant and Return
 48 Hour Week—Time and half pay
 over 40 hours—Shift work
 Post War Opportunities
 No Experience Required
 We Train you on the Job
 Rooming-Boarding and Housing
 facilities available
 Apply at U.S. Employment Service, New York City
 87 Madison Avenue—
 or
 Write for Information
U. S. METALS REFINING COMPANY
 CARTERET, N. J.
 Certificate of Availability Required.

PACKERS
 For Shipping Dept.
 EXP. NOT NEEDED
 By Hustlers and Willing Workers
 \$42.70 WEEK FOR 54 HOURS
\$45.75 WEEK
 AFTER SIX WEEKS
 100% WAR WORK!
 PLENTY OVERTIME!
 Bring Release & Birth Certificate.
 IF YOU ARE LOOKING FOR AN
 EASY JOB DO NOT APPLY!
HORN SIGNAL MFG. CORP.
 73 VARICK ST., N. Y.
 Canal St. Station—All Subways

MEN 18-50
 FACTORY WORK
 No Experience Necessary
 Essential Work
 Starting rate 77½¢ per hour; after 30 days rate increased to 81¢; plus overtime.
 Interviews 9 A.M. to 5 P.M. Daily
THE NATIONAL SUGAR REFINING CO.
 2-03 55th Ave. Long Island City
 Nr. Vernon-Jackson Ave. Sta.
 L.R.T. Subway
 Essential Workers Need Release Statement

MEN GOOD PAY
 Holiday and vacation with pay.
 Overtime Bonus and incentive plan.
 Steady work.
 Experience unnecessary.
MASON CANDY CO.
 28 Henry St., Brooklyn, N. Y. (near Bridge)
 Apply Monday through Friday.
 Essential Workers need Release Statement.

BOOKKEEPER
 with some Accounting experience
 Good opportunity with an established Accountant
 Brooklyn resident preferred.
 Box 268, 97 Duane St.,
 New York 7, N. Y.

TRAINEES
 AGE 18 TO 26
 NO AGENCY FEE
 GOOD SALARY PLUS OVERTIME
 NO EXPERIENCE NECESSARY
 CONVENIENT N.Y.C. LOCATION
 POST-WAR OPPORTUNITY
 GOOD ADVANCEMENT
 APPLY 9 TO 1
EVERETT BROWN
 AGENCY
 AT JOHN ST., Nr. E'way, N.Y.C.

MEN
 Shipping Dept. Helpers
 70¢ per Hour
 Plenty of Overtime
 Release Required
 210 VAN BRUNT ST.,
 BROOKLYN, N. Y.
NIGHT PACKERS
 We have several openings for men to do night packing in our greenhouse (in the store.)
 Hours 6 P.M. to 10:30 P.M.
 Apply Employment Office
 5:30 - 6 P.M.
BLOOMINGDALES
 50th St., Lexington Ave. N. Y. C.
 WO. 5-5000
BOYS — interesting repair work; exp. unnecessary; rapid advancement; \$28.44 hours. Markwell. 300 Hudson St.
 Help Wanted—Female

Communications
 AN OPPORTUNITY FOR WORK NOW AND A CHALLENGE FOR A FUTURE CAREER
 An unusual opportunity for Vital War Work—Become a Routing Clerk—Clean, interesting, exciting work, marking and dispatching messages in our telegraph rooms—Experience unnecessary. Starting salary, \$24 with increases to \$26 and \$28 for 45 1/3 hours of work weekly during short training period—Free physical Examination and proof of age—Evening work after graduation but at bonus pay—Other interesting openings.
 COME DOWN TO THIS FRIENDLY PLACE AND LET'S TALK IT OVER
 INTERVIEWS DAILY, 9 AM - 5 PM — SATURDAYS TO 1 P.M.
WESTERN UNION
 ROOM 400—40 HUDSON ST.
 A Short Walk From All Subways
 Near CHAMBERS ST., N.Y.C.
 Essential Workers Need Release

CALCULATING MACHINE OPRS.
 Experienced on Felt & Tarrant or Burroughs machines.
WESTERN ELECTRIC
 11th Ave. & W. 54th St., N. Y. City
 Room 400, 403 Hudson St., N. Y. C.
 Mon. through Sat. 8:30 to 4:30
 Essential Workers Need Release
GIRLS, 16-45
 NO EXPERIENCE NECESSARY
 \$28.60—\$26 Week to Start
 48-HR. WEEK. LIBERAL BONUSES.
 Night or Day Work
AERO SPARK PLUG CO., Inc.
 422 HUDSON ST. (7th Ave. Sub. to Houston St. or Independent Sub. to Spring St.)
 Essential workers need release statement.

OPPORTUNITY!
GIRLS and WOMEN
PART TIME WORKERS
 Hours, 5:30 to 10 P.M. Daily, No Saturdays. No experience necessary. Ticketing Department. Pleasant work with attractive compensation. Apply
S. KLEIN
 ON-THE-SQUARE, Inc.
 6 UNION SQ., NEW YORK

GIRL & WOMEN
 No Experience Necessary
 LIGHT ASSEMBLING AND INSPECTION
 2nd & 3rd SHIFTS (10% bonus)
Western Electric Co.
 ROOM 400, 4TH FLOOR
 403 HUDSON ST., N. Y. C.
 Mon. through Sat. 8:30-4:30.
 Essential workers need release

GIRLS-WOMEN
AGES 16 UP
NO EXPERIENCE
 We train you and PAY YOU while learning. Important war industry. Plant located in the heart of Manhattan.
 After short training period, many advancement opportunities, with automatic INCREASES IN SALARY.
DAY OR NIGHT SHIFTS
 Bring proof of age. War workers need release statement.
UNIVERSAL CAMERA CORP.
 Personnel Dept., 32 W. 23d St.

TYPISTS
 Experienced in filling in letters. Full or part time. Days or Evenings and Saturday. Good rates. Long run.
D. H. AHREND CO.
 58 Duane St. (nr. City Hall), N. Y.

GIRLS & WOMEN NO EXPERIENCE
 FULL OR PART TIME
 BAKERS
 COUNTER GIRLS
 PANTRY WORKERS
 SALAD MAKERS
 STEAM TABLE
 DISHWASHERS
 WAITRESSES
 Full Time-Part Time
 Lunch Hours
 Also 5 P.M. to 1 A.M.
 HOSTESSES
 COOKS
 DESSERT MAKERS
 LAUNDRY WASHERS
 SALESGIRLS
 MEALS AND UNIFORMS FURNISHED
 BONUSES—PAID VACATIONS
 PERMANENT POSITIONS
 OPPORTUNITIES FOR ADVANCEMENT
 Essential workers need release statement.

SCHRAFFT'S
 APPLY ALL DAY
 56 W. 23rd ST., N. Y.
 Or Apply 5 to 8 P.M.
 1381 BROADWAY
 NEW YORK CITY
 Near 38th Street

TYPIST - CLERK
THE NAMM STORE
 Excellent Opportunity in Legal Department
 48 hours — 5 days
 452 Fulton Street
 Brooklyn

Comply with War Manpower Regulations
WOMEN — OVER 18
 Several Openings in our Traffic Dept. Typing ability essential.
 Ex-service women with knowledge of radio code and typing, we will train you free of charge to become a Radio Telegrapher. See us for details.
PRESS WIRELESS, Inc.
 1475 BROADWAY 2nd Floor

WOMEN PART TIME
PANTRY WORKERS
KITCHEN WORKERS
 11 A.M. to 3 P.M.
 5 P.M. to 9 P.M.
 FIVE DAYS
SCHRAFFT'S
 56 West 23rd St., N. Y.

TELEPHONE OPRS.
 5-Day - 40-Hour Week
 Department Store PBX Experience
NAMM STORE
 452 Fulton Street
 Brooklyn

SALESWOMEN
The NAMM Store
 Experienced and Inexperienced
 5-Day - 40-Hour Week
 452 Fulton Street
 Brooklyn

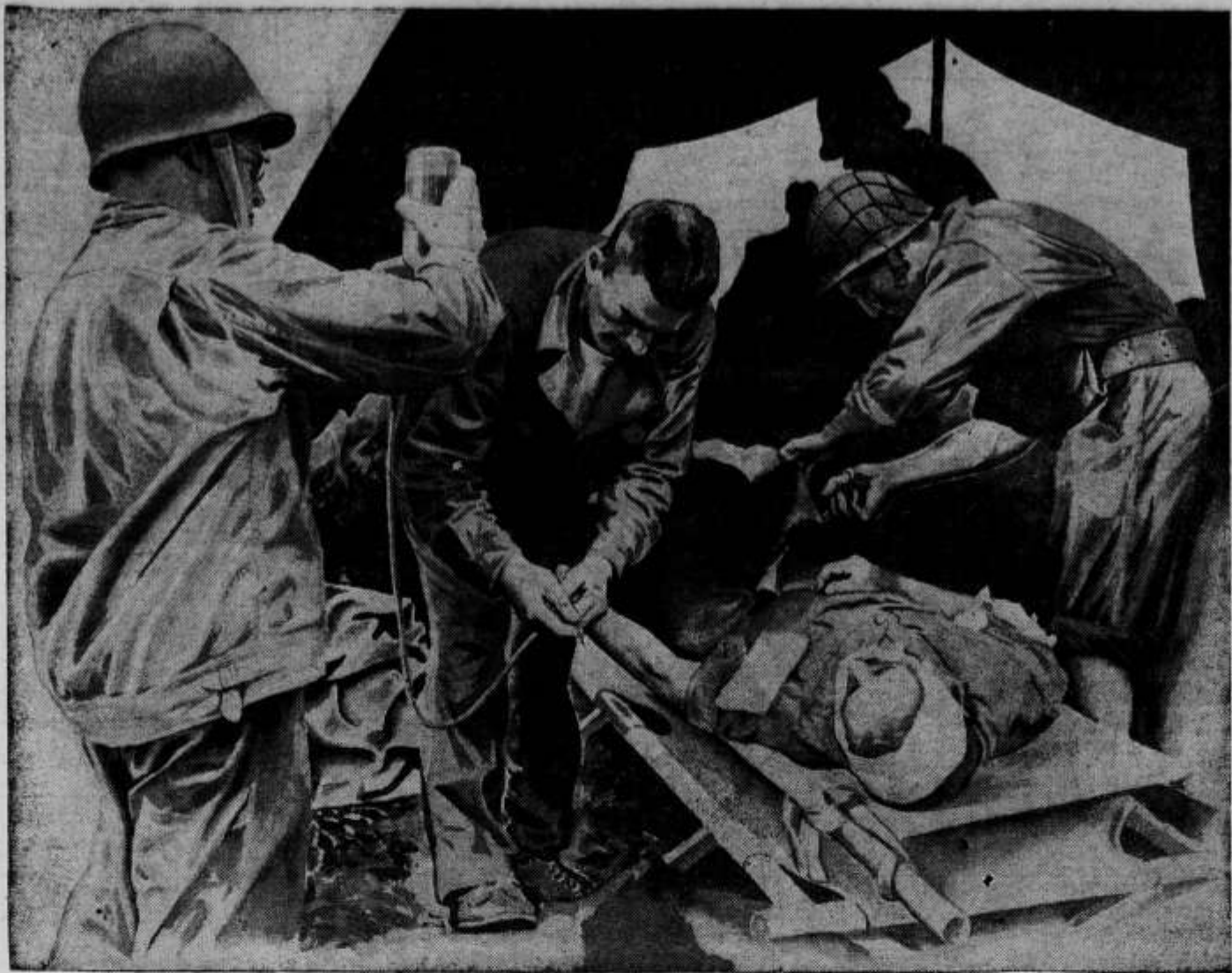
HOTEL HELP
 WOMEN & MEN—NO AGE LIMIT
 GOOD PAY—ALL DEPARTMENT'S PERMANENT POSITIONS
 NO EXPERIENCE NEEDED
 NO AGENCY FEE
KNOTT HOTELS
 FREE EMPLOYMENT SERVICE
 OPEN 8:30 A.M. TO 8:30 P.M.
 234 7th AVE., BET. 28 & 24th STS.
 Essential workers need release statement.

GIRLS—WOMEN, WAR WORK
 EXPERIENCE NOT NECESSARY
 General Factory Work, Opportunity for Advancement and Bonus. Overtime. Good work conditions. Luncheon facilities.
HENRY HEIDE, INC.
 Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

ELEVATOR OPRS.
THE NAMM STORE
 452 Fulton Street
 Brooklyn, N. Y.

GIRLS — interesting repair work; exp. unnecessary; rapid advancement; \$28.44 hours. Markwell. 200 Hudson St.
 Help Wanted—Male & Female

AMERICAN TELEPHONE & TELEGRAPH CO.
 Has openings for
BUSBOYS—BUSGIRLS
COUNTERMEN
COUNTERWOMEN
DISHWASHERS
 For Employees' Cafeteria
 UNIFORMS & MEALS FREE
 Experience Unnecessary
 GOOD SALARIES PAID
 Apply 32 SIXTH AVE.
 (Canal St. Station all subways)
 Essential workers need release



YOUR BLOOD CAN SAVE HIS LIFE

Blood plasma is ammunition.

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

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

Have you done your part?

Call your Red Cross blood donor service today for appointment.

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

In New York City

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

Murray Hill 5-6400



GENERAL BRONZE CORP.
NATIONAL CASKET CO., Inc.
AMERICAN CHAIN LADDER
CO., Inc.
JULIUS NELSON COMPANY
S. B. THOMAS, Inc.

HAMMACHER SCHLEMMER
AND CO., Inc.
WIMELBACHER AND RICE
SCALAMANDRE SILKS
STILLMAN & KAGAN, Inc.
NATIONAL CONTAINER CORP.

LESEM BACH & CO., Inc.
INTERNATIONAL BUSINESS
MACHINE CORP.
LIPMAN BROS.
BREWSTER AERONAUTICAL CORP.
SWAN-FINCH OIL CORP.

JOSEPH FERNICK CO., Inc.
DRAKE BAKERIES, Inc.
TRIFARI, KRUSSMAN & FISHEL, Inc.
SENN PRODUCTS CORP.
JERSEY PORK STORES, Inc.

Movies

BEST OF THE WEST
AND THE WEST AT ITS BEST!

JOEL MAUREEN LINDA
MCCREA · O'HARA · DARNELL

BUFFALO BILL

in Technicolor!

with THOMAS EDGAR ANTHONY
 MITCHELL · BUCHANAN · QUINN

PLUS A TOWN-TOPPING STAGE SHOW!

PAUL WHITEMAN
 AND ORCHESTRA OF 50
 Featuring Musical Favorites by George Gershwin

VICTOR BORGE
 Extra Added Attraction

JOAN EDWARDS
 AND OTHER ACTS!

ROXY

37th Ave. & 30th St.

PARAMOUNT presents

"GOING MY WAY"

with **BING CROSBY**
BARRY FITZGERALD
 and **RISE STEVENS**

Famous Contralto of Metropolitan Opera Association
 B. G. DeSylva, Executive Producer
 Produced and directed by Leo McCarey

IN PERSON
 "The Man Who Plays The Sweetest Trumpet In The World!"
CHARLIE SPIVAK AND HIS ORCHESTRA

featuring **IRENE DAYE, JIMMIE SAUNDERS**
 plus **TIP TAP & TOE**

Extra! WESSON BROS.

PARAMOUNT TIMES SQUARE
 MIDNITE FEATURE NIGHTLY

"GLORIOUS!" Alton Cook, World-Tel.
 "MAGNIFICENT!" Lee Mortimer, Mirror
 "THE GREATEST PICTURE EVER MADE!" Kate Kameron, News

20th CENTURY-FOX presents
 ERANZ WERFEL'S

The Song of Bernadette

CONTINUOUS—DOORS OPEN 9:30 A. M.

RIVOLI
 8'way and 49th Street

ERROLL FLYNN · PAUL LUKAS

In WARNER BROS. HIT!

"UNCERTAIN GLORY"

IN PERSON

TED LEWIS and his orchestra
 With his STAR-STUDED REVUE

B'WAY & 47th ST. STRAND

RADIO CITY MUSIC HALL
 Showplace of the Nation
 ROCKEFELLER CENTER

RITA HAYWORTH · GENE KELLY

"COVER GIRL"

In Technicolor
 Music by Jerome Kern—
 Lyrics by Ira Gershwin
 Directed by Charles Vidor—
 A Columbia Picture

ON THE GREAT STAGE—
 "SPRING RHYTHM"—Sprightly divertimento
 with the Rockettes, Corps de Ballet,
 Glee Club and Symphony Orchestra.
 First Mezzanine Seats Reserved.
 PHONE CIRCLE 6-4000

M-G-M's 7th HIT WEEK "FULL OF LAUGHS!" and that's what people want now!—Wanda Hale, News.

SEE HERE, PRIVATE HARGROVE

ROBERT WALKER
 as "Private Hargrove"

DONNA REED
 as "Carol"

KEENAN WYNN
 as "Mulvehill"

Continuous Performance **ASTOR** Popular Prices
 B'WAY & 45th STREET

Amusement

BY J. RICHARD BURSTIN



IRENE DUNNE

stars in "White Cliffs of Dover," the next screen attraction to follow "Cover Girl" at the Radio City Music Hall.



JOHN GARFIELD

comes to Strand in "Between Two Worlds," beginning May 5.

The New York Paramount tomorrow brings to the screen "Going My Way" starring Bing Crosby with Rise Stevens Barry Fitzgerald, Jean Heather and Frank McHugh . . . The fightingest band in sea service will hit the port of New York when "Tars and Spars," the new Coast Guard musical recruiting show opens as the "in person" attraction at the New

York Strand Theatre on Friday, May 5. The screen attraction at the Strand will be Warner's "Between Two Worlds," starring John Garfield . . . Well over half a million persons already have seen "The Song of Bernadette" at the Rivoli Theatre, where the picture continues as Broadway's top film attraction . . . Something unprecedented in documentary films is currently at the Stanley Theatre. Titled "One Inch From Victory!" (Hitler's Russian Surprise) . . . "Follow The Boys," Universal's all-star film is now in its second week at Loew's Criterion Theatre.

MADISON SQ. GARDEN
 TWICE DAILY
 2:15 & 8:30 p.m.
 incl. SUNDAYS
 Doors Open 1 & 7

NOW

The GREATEST SHOW ON EARTH



Presenting The GREATEST PERFORMANCE IN HISTORY
 PRODUCED BY
ROBERT AUBREY Mrs. CHAS. RINGLING HALEY RINGLING

STAGED BY
ROBERT RINGLING
 Magnificent NEW Super Spectacles, Fabulous Features and Amazingly Accomplished Acts and Artists in Amphitudoinous Abundance!

NOTE:
 IN VIEW OF THE UNPRECEDENTED SEAT DEMAND FOR THE GREATER 1944 CIRCUS (and the Thousands of Tickets donated to War Bond Purchasers by the Ringlings and Madison Sq. Garden, cooperating with the U. S. Treasury Dept.) THE TICKET BUYING PUBLIC IS URGED TO SECURE RESERVATIONS IN ADVANCE.

Tickets now on sale at Garden and agencies.
 Tickets Admitting to Everything (Incl. Seats) \$1.20 to \$4.00, incl. Tax. Children Under 12 Half Price Every Aff'n Except Sat. & Sunday.

2nd Big week

SEE HOW HITLER LOST THE WAR IN RUSSIA!

ONE INCH FROM VICTORY!
 (HITLER'S RUSSIAN SURPRISE)

EXCLUSIVE! CAPTURED GERMAN FILMS
 Written and Narrated by
QUENTIN REYNOLDS
 America's Great War Correspondent
STANLEY 7th Ave. bet. 42 & 41st. from P.M. Daily

Subway 4-F Hearing Held Up

The hearing for Samuel H. March, whose classification of 4F in the draft status led to examinations and dismissal from the Department of Public Transportation, was postponed to May 3 from April 26.

March is the former conductor and special patrolman who had a commendable record during his employment from May, 1942 to October, 1943. A series of psychological examinations followed the classification January 23, 1943, despite the fact that he had been examined before and found suitable for his work. Results of the examinations varied with the three examiners, contradictory in parts. A letter from Jerome Daly, secretary of the Board of Transportation, March 31, declared the 4F "physically incapable."

Attorney Sydney Fine is counsel for March and is prepared to ask full explanation.

Dr. John J. Moorehead, of the Transportation Board; and Dr. Foster Kennedy, psychiatrist, whose reports were instrumental in the dismissal, will testify during the hearing.

Resort News

The management of Scaroon Manor, Schroon Lake, announces the opening date as May 15, the 19th consecutive season for this resort.

Full facilities in the social and athletic departments will be available. It need hardly be added that most favorable weather conditions apply in the Adirondacks during the early summer months.

LEWIS F. LANG ILL

Lewis F. Lang, secretary to the comptroller's office, is reported improving. He has been a medical patient in a New York Hospital three weeks.



"THIS IS THE INSIDE STORY OF AN INSIDE JOB BY THE GANG THAT STOLE A NATION"

"Paramount has filmed the amazing and authentic account of the rise to power of 'The Hitler Gang'"

"It presents them as they truly are, and as they appear to one another."

"The picture reveals Hitler as the groveling stool-pigeon he used to be, Goering as the vicious dope fiend he was, and takes you deep into the past of Goebbels, Hess and Himmler."

"It is authentic because only official, secret sources were used to obtain these hidden facts. Seven months were spent on research, and 30,000 feet of captured German film was scanned to get to the heart of these personal histories."

"The 128 speaking roles were filled by actors chosen for their acting ability and their remarkable resemblances to Hitler, Goebbels, Goering and the rest."

"This, for the first time then, is the factual and unvarnished story of 'The Hitler Gang.'"

—PARAMOUNT PICTURES
B. G. DESYLVA, Executive Producer
 Directed by **JOHN FARROW** Written by Frances Goodrich and Albert Hackett

WORLD PREMIERE
SATURDAY · GLOBE
 MAY 6th

BRANDT'S
 8'WAY & 45' ST.

State Opens Exams For Stenos, Typists

The New York State Civil Service Commission has announced that examinations for Junior Typist, Junior Stenographer, and Stenographer will be given in June. The opportunity to take these examinations is open to all residents of New York State. However, appointments from the resulting lists of eligible candidates will be made only to positions in State departments in area around Albany.

A number of immediate vacancies are to be filled as soon as the eligible lists resulting from these examinations are established. As new vacancies occur in Albany, appointments will also be made from these lists. Those on the Stenographer list may be appointed to the position of Typist. If these eligibles have at least one year of medical or legal stenographic experience, they will be so designated and their names will be certified also for vacancies of Stenographer (Medical) and Stenographer (Law) respectively.

Many Opportunities
There are extensive opportunities for promotion to higher positions in the State service. Although almost all vacancies in stenographic and typist positions in the State above the entrance grade are generally filled by Stenographer in the grade above the entrance level and offers an unusual opportunity at this time.

The standards which applicants must meet in order to be considered eligible to take these examinations are liberal. Any candidate who is eligible, and who wishes to do so, may take all of the examinations. It is expected that the beginning salary offered to successful candidates will be well above the usual minimum salary. The usual salary range is \$900 to \$1400 for Junior Stenographer and Junior Typist and \$1200 to \$1700 for Stenographer. Due to war conditions legislation

recently enacted provides for a minimum salary of \$1320 at least until March 31, 1945.

The Commission will accept applications up to May 26, 1944. Applicants who are approved as eligible to take the examinations will be notified of the date when the examinations will be held. There will be a number of examination centers in various cities throughout the state, so that applicants in every part of the state will have an opportunity to compete.

Applications may be secured from the State Department of Civil Service in Albany, or 80 Center Street, N. Y. C.

State Assn. At Wage Hearings

(Continued from Page 1)

patients and employees, yet they receive a salary even lower than that paid to carpenters, plumbers and other skilled mechanics. Of the 22 persons in the State service holding the title of Supervisor of Grounds, 15 now receive in excess of the \$2,000 rate.

GREENHOUSEMEN are paid at a rate of \$1200-\$1700 but they are actually skilled florists. Of the 20 employees holding this title in the service, 13 are now paid in excess of the \$1700 maximum.

Inadequate Salaries

It was pointed out at the hearing that the Feld-Hamilton Law was passed by the Legislature for the avowed purpose of increasing inadequate salaries paid in the Mental Hygiene institutions, but it was shown that the new allocation established for many of the titles discussed at the hearing was actually lower than the rates which prevailed before the Feld-Hamilton Law was adopted. In practically all of these cases, the Standardization Board initially recommended a higher allocation but the initial allocation of the Board was rejected by the Budget Director and a lower salary rate established upon the insistence of the Division of the Budget. The facts brought out at the hearing illustrated the reasons for the widespread dissatisfaction which greeted the inauguration of the Career Law on October 1, 1943.

The decision of the Standardization Board will have a far-reaching effect.

Fireman 'Cal'

(Continued from page 3)

great loss in the releasing of so efficient an assistant . . ."

Calfapietra worked long hours at Ranger. But his work with the F.D. was never neglected or inefficient. He thrived on the double-job, and was able to do both well.

He gave up the job on March 24.

Fire Marshall Calls

On Saturday, April 22, he heard from the Fire Department. "The Fire Marshall wants to see you!" came the urgent word. At 2 p.m., the following Monday, Vincent was suspended from duty, and told to turn in his badge.

Wednesday morning came the actual charges. They read:

"Charges: No. 1. Did engage in other business or employment (Sec. 224, par. 3). Specification—That Fireman 1st Grade Vincent Guy Calfapietra was employed by the Ranger Aircraft Company, 184-10 Jamaica Ave., Queens, from Feb. 1943 to April 1943, and again from May 1943 to March 31, 1944 . . . for which work he was compensated. This is violation of Sec. 224, par. 3, Rules and Regulations, 137."

His initial appearance for investigation was before Fire Marshal Thomas P. Brophy.

Is There a Legal Right?

Now, there is a large area of difference as to whether the Fire Department has the legal right to discipline a man who takes an outside job. The now-famed case of Natilson vs. Hodson was decided by the Court of Appeals as favoring the employee. However, there has been widespread opinion to the effect that the decision didn't apply to members of the Police and Fire Department. One attorney of the Municipal Civil Service Commission, asked about this, gave it as his view that a "legend" had grown up about the immunity of the Police and Fire Departments from this decision, but when he looked into the law for the basis of this legend, he couldn't find any. The decision itself did not differentiate between policemen and firemen, on the one hand, and other NYC employees, on the other. Matthew Silverman, an attorney who has studied the implications of the Natilson case, gave it as his view that a case might possibly be made out by the Fire Department if its rules are worded in such a way as to get around the objection which the Court of Appeals had raised concerning the Welfare Department rule. There is a widespread "idea" that Policemen and Firemen must "be available" for duty 24 hours a day. Silverman made the point that "when a fireman goes to the movies, he isn't required to leave a number where he may be reached. As a matter of fact, he might be reached far more easily at a regular place of business." However, the general view among attorneys questioned was that the Natilson case did not entirely dispose of the matter.

First Deputy Fire Commissioner Ferdinand Putenschoen, while unwilling to discuss the specific case of Calfapietra before trial, courteously answered a LEADER reporter's question on the issues involved. "Before Calfapietra quit his job, a warning against outside work had been issued in a special order. Calfapietra knew about this rule. He considered it unconstitutional."

Is It Constitutional?

"In your opinion, and in view of the Natilson case, is the rule unconstitutional?" Putenschoen was asked.

"I don't know. The question has been raised several times. But we in the Fire Department consider our rules constitutional."

He stated that 5 men have been brought up on charges of outside work thus far.

Should Calfapietra be dismissed, he would lose all his civil service rights when he goes into the Navy. It is unlikely that the penalty, if any, would go to this extent, especially in a time of manpower shortage. One official of the Fire Department, who refused to be quoted, stated that because of Calfapietra's good record, and his contribution to the war, he might be let off with nothing more than a reprimand. Another stated: "How can we penalize a man going into the Navy?"

The issue is "hot." Firemen throughout the City are sensitive to the "outside job" controversy—and if "Cal" should be seriously penalized, the repercussions within the department are likely to be tremendous.

To the Federal Service Rights of G. I.'s Returning

(Continued from page 6)

pursuant to established rules and practices relating to employees on furlough or leave of absence in effect with the employer at the time he was inducted."

(d) He shall not be "discharged from such position without cause within one year after such restoration."

(e) He shall receive a salary which shall not be lower than that which he was receiving when he entered active military or naval duty, plus any within-grade salary advancement or advancements to which he would have been entitled under the Classification Act.

War Service Appointee

QUESTION 3: Is a war-service appointee entitled to reemployment rights?

Under strict interpretation of the Selective Training and Service Act (opinion, Attorney General, May 26, 1943), a war-service appointee is "temporary." Nevertheless, under the Commission's present War Service Regulations a war-service appointee who returns from military or naval service, and meets the conditions set forth in paragraphs (b), (c), (d) and (e) under question 1, above, is entitled to the rights set forth in paragraphs (a), (b) and (e) under question 2, above.

QUESTION 4: Who has the obligation of restoring the returning veteran to employment with all the rights to which he is entitled?

Except where certain special conditions exist (see question 5, below), the department or agency in which the veteran has reemployment rights. Each department and agency must discharge this obligation, giving, in the words of the President, "full weight to the spirit and intent back of section 8 (A) of the Selective Training and Service Act." The department or agency has this obligation even though—

(a) The functions of the veteran's old organizational unit have been transferred to another constituent organization or unit of his department or agency, or

(b) His old organizational unit, together with its functions, has been abolished.

NOTE—With respect to (a), above, the decision as to whether the veteran should be restored to a position with the constituent organization to which the functions of his old unit were transferred, or whether he should be restored to the unit in which he was serving at the time of his entrance into the armed forces, if this unit is still in existence, rests administratively with the department or agency.

QUESTION 5: Who has the obligation of restoring the returning veteran to employment, with all the rights to which he is entitled, under each of the conditions indicated below?

Condition

(a) His agency has been abolished, and its functions have been transferred to an existing or successor department or agency.

(b) His agency has been absorbed into, or merged with, another department or agency.

(c) His agency has been abolished, and all or a part of its functions have been transferred to different department and agencies.

(d) His department or agency, together with its functions, has been abolished.

Answer

(a) The department or agency which has taken over the functions.

(b) The department or agency which has absorbed his old agency, or which has resulted from the merger.

(c) The department or agency which has taken over the functions of the organizational unit in which he was employed, or the duties performed by the employee in his former position.

(d) The Federal Government, under the terms of the Selective Training and Service Act. His name will be entered on the Civil Service Commission's reemployment list, and the Commission will exert every possible effort to place him in an appropriate position in another department or agency.

Inquiries concerning this information should be referred in Washington, D. C., to the Veteran Personnel Utilization Unit, telephone extension 3345, and in the field to the appropriate regional office of the Commission.

NYC Positions For Accountants And Others

Four NYC job applications will be accepted by the Municipal Civil Service Commission between May 2 and 17 at the Application Bureau of the Commission at 96 Duane Street, NYC. Application may be made in person or by mail. Following are details of the City openings:

Accountant,

Bureau of Excise Taxes, Comptroller's Office

Salary: \$3,401 to \$5,000 per annum.

Vacancies: There are 75 vacancies for temporary employment in the Bureau of Excise Taxes of the Comptroller's Office and permanent vacancies occur from time to time.

Duties: Without immediate supervision, to conduct proper and efficient field audits of taxpayers' books and records by application of the tax laws and accepted principles of accountancy; to prepare comprehensive reports upon the findings of such audits; to prepare proper assessments reflecting any additional taxes due The City of New York; to perform related duties including the preparation to appropriate work papers, schedules, exhibits and comments in connection therewith.

Requirements: Candidates must have not less than four years of general, diversified full time paid accounting experience, two years of which must have been in the employ of certified or independent public accountants; or a satisfactory equivalent. Candidates may substitute 20 credits in accounting courses received from an accredited college or school of accountancy or business administration for one year of experience.

Physio-therapy Technician

Salary: To and including \$1,800 per annum. Appointments are usually made at \$1,200.

Vacancies: Occur from time to time.

Duties: To give the treatments covered by all branches of physiotherapy (Electrotherapy, Hydrotherapy, Phototherapy, Therapeutic Exercise, Massage, etc.); and perform other related work as required.

Requirements: Graduation from a course in physio-therapy technique which is approved by the Council on Medical Education and Hospitals of the American Medical Association; or at least one year of experience as a physio-therapy technician, six months of which must have been in an approved hospital; or a satisfactory equivalent.

Steamfitter's Helper

Salary: Prevailing rate. Presently paid \$8.25 per day.

Vacancies: Occur from time to time.

Duties: Assist steamfitters on all kinds of steam pipe work including boiler and pump connections; perform related work.

Requirements: Not less than one year's practical experience as outlined under duties; or a satisfactory equivalent. A practical test will be given at candidates will be required to demonstrate their ability to perform the duties as outlined above either by actually doing the work or answering questions on such work, or by a combination of such tests. Candidates must be able to read, write, and speak the English language.

Plumber

Salary: Prevailing rate—presently paid \$12 per day.

Vacancies: 4 seasonal and 1 temporary in the Department of Parks.

Duties: To install and repair piping for water, waste, soil and vent lines; set plumbing fixtures, and perform related work.

Requirements: Not less than five years practical plumbing experience as outlined under duties; or satisfactory equivalent.

One Man Tells Another ABOUT Better Clothes FOR LESS MONEY

Suits and Top Coats \$21.50 up
100% Wool
Slacks and Pants to match your old Coat

W.M. GOLD
2 East 17th Street — New York City
Gramercy 5-9792

Certified COLD FUR storage

Store your furs in safety. Complete insurance. Low rates. Phone for our messenger NOW. Expert repairs and remodeling.

BRING THIS AD FOR SPECIAL DISCOUNT

PHONE PE 6-8364

Gompertz
MFG. FURRIERS FOR 3 GENERATIONS
224 WEST 30th ST. (at 7th AVE.)
PHONE PE 6-8364 OPEN TO 7 P.M.

MONEY LOANED on FURS

GET CASH IMMEDIATELY!
COLD STORAGE on PREMISES
INSURANCE at your VALUATION
STRICTLY CONFIDENTIAL

WE LOAN THE LIMIT!

Why not have the use of extra cash while your garments are cared for.

LIBERAL LOANS ON ALL PERSONAL PROPERTY
PRIVATE OFFICES FOR LADIES

KASKEL'S 9 COLUMBUS AVE.
(NEAR 80th ST. 1 BLOCK WEST OF BROADWAY)

"New York's Leading Pawnbroker since 1882"