# ivil Service

Vol. 5, No. 20

Tuesday, January 25, 1944

Price Five Cents

# 6,000 Subway Men Face Induction

see page 4

# H. S. GRADS, TRAINEES, CLERKS, PERSONNEL MEN, EXECUTIVES, LAWYERS—NEEDED AT ONCE

see pages 7, 14, 20

# **New Liberal Time-Off** Rules for U.S. Employees

WASHINGTON-Major changes in Federal employee leave regulations, forecast several weeks ago in The LEADER, have now become a reality.

The new rules say that annual leave must be calculated in hours. In the past, it could be calculated in minutes, hours, or days.

The new rules provide that the minimum charge against sick leave will, in the future, be one hour. In the past, it was half a

The new rules give Civil Service 1 authority to make additional such whenever necessary. In 1, such changes could be by the President of the

are the three major re-in the regulations. How-least ten other changes inportant, too. They are it below. U.S. workers are to study them carefully.

er the new rules, emees will earn two days of very month, and an extra cember earned June, September, and De-Under the old rules, they the same amount. How-was calculated at the rate ever, it of 21/ days a month.

fer the new rules, the ual les imum charge against an-r the ive will be one hour. Un-es, old rules, it was 15 min-

3 will er the new rules, agencies have full administrative discreti unavoid 30 min had th n to handle tardiness or ble absence of less than tes. Actually, they have

4-U the new rules, absences for exams leave.

5-Under the new rules, if a doctor is not available, employees will not have to submit medical certificates for illnesses which exceed three days. Under the old rules, certificates were always required.

-Under the new rules, tempo-6 rary employees can take their leave with them when they trans-fer from one agency to another. Under the old rules, this was impossible.

7-Under the new rules, part-time consultants no longer will earn sick and annual leave.

-Under the new rules, agencies lose their right to take annual leave away from employees who have been fired from the service— or quit against the wishes of their

-Under the new rules, employees who are absent with-out permission on holidays will lose a day's pay. This has been the general custom in the past. However, it has not been com-pletely universal. pletely universal.

-Under the new rules, employees no longer will earn leave after they quit Government. Under the old rules, such was actes, Actually, they have authority all along. Up tually the case. For instance, the worker who had saved up 50 days of annual leave before quitting would draw pay for the full 50 days. In addition, he would accumulate leave for the 50 days, just as if he would accomplished the state of the state edical, dental or optical cumulate leave for the 50 days, n be charged to sick just as if he were on job. So der the old rules, they actually, he would get paid for charged to annual leave. 54 or 55 days.

# FIRST NYC BONUS CHECKS **COMING IN TWO WEEKS**

see page 3

THE STORY BEHIND YOUR STATE CHECK

see page 9

Shall State Maintenance Be U. S. Tax-Exempt?

see page 10

# Separate Clerk Promotion Tests for Each Dept

see page 3

C JOBS NOW OPEN—NO T

#### Clarence **Helps Out**

NEWARK-Despite their physical handicaps, many find a way to help the war effort through a civil service job. A typical case is that of a clerk, 22-year-old Clarence A. Laskowski, Clarence wanted to be in the Army, but they turned him down. Something wrong with his legs.

wrong with his legs.

He's helping the Army in spite of that—helping get family allowances paid for millions of Army men and their families. He's got a job at the War Department of-

fice of Dependency Benefits in Newark, N. J. They have thousands of clerks at the ODB, but they need every one—and more, too. The huge war agency, an activity of the Army Service Forces, is a very busy place indeed.

"We have more than five million family allowance and allotmentof-pay accounts on our books," says Brig, Gen. H. H. Gilbert, USA, director, "As more men enter the Army, more families look to the ODB for financial security."

Clarence knows how important family allowances are. His mother, Mrs. Anna Pelsynski of 3348 Greenwood Avenue, Scranton, finds one a big help when there are six young ones to take care of. Yes, theres a good reason why Clarence is, as he says, "trying harder and harder to do my work each day. I have a brother who I know is doing his best to get this

war over. You see, he's a Marine." Clarence, one of eleven children was born on a farm in Binghamton, N. Y. They moved to Penn-sylvania after his father died.

"We lost the farm on account of my father being ill and the children being too small to help out on the farm," says Clarence. "It's been quite a job for mother to take care of us all."

Now that Clarence has a Job with the ODB, he's helping his mother with the expenses.

This is Clarence's first job. He hasn't been very strong. He's been in the hospital a good deal, on account of his legs. But he can do clerical work at the ODB.

#### Important For City Vets

The announcement of the City Civil Service Commission given below is of importance to every City employee in the armed forces. It explains the procedure which should be followed on being discharged.

"All permanent city employees who have been honorably dis-charged from the armed forces of the United States should appear within sixty days of their discharge at the offices of the Muni-cipal Civil Service Coramission, 299 Broadway, Information Unit, Room 708, with a copy of their discharge papers. At the time of their appearance at the Commission's offices they may determine their eligibility in promotion examinations which they have missed, and file applications. They may also make application to have their names restored to eligible lists in accordance with the New York State Military Law and the Rules and Regulations of the Civil Service Commission, Perons who have already been honorably discharged from the armed forces and who have not appeared to check their eligibility and file applications for promotion ex-aminations should do so as soon as possible. The military law provides that such requests be made within 60 days of the date of dis-

#### Vet Employees Give Army an Ambulance

The ambulance, purchased by employees of Veterans Administration will be formally presented to the Army on Wednesday, January 26, at 1:15 p.m.

The staff will have a general recess for an hour to attend the ceremony. Mayor LaGuardia was invited, but wasn't able to make it. However, the City will be represented by Vice-Chairman Joseph Sharkey of the City Council.

Other speakers will include Municipal Court Judge James S. Watson; Dr. Lenning Sweet, of the YMCA, who has recently returned from China, and Army officers who will accept the ambulance.

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# U. S. Civil Service Commission Warns; Don't Pay a Fee for Pension Refund!

By CHARLES SULLIVAN

WASHINGTON-The Federal Civil Service Commission is gravely disturbed that a Washington legal firm has obtained the names of persons entitled to retirement funds, and sent letters to those persons stating the firm would aid in the collection of these refunds-for a percentage of the total amount due.

This week, the Commission released the facts behind

the situation.

T-Dating back to January, 1939, the Civil Service Commission was called upon by a Member of Congress on a number of occasions to furnish a list of names of those individuals no longer in the Federal service who had not claimed refund of retirement contributions from the Civil Service Retirement Fund, together with their last known addresses

2—In the middle of 1940, another member of Congress made a

similar request.

3 Early in 1941, still a third member of Congress declared his intention of introducing an amendment to the Independent Offices Appropriation Bill requiring the Commission to use a por-tion of its funds in order to prepare such a list.

-The Commission then addressed a letter to the Senate Appropriations Committee in which it stated that it would compile such a list and urged that the proposed amendment should not be included.

-On January 22, 1942, the list of names of persons entitled to refunds was furnished to members of Congress who had called

upon the Commission to furnish the information. On January 26, 1942, the Commission notified the Senate Appropriations Committee that it had completed compiling

The list of names was not fur-nished by the Commission to any other person either in or out of the Government service.

6—During the latter part of Jan-uary, 1942, the Commission's attention was called to the fact that a Washington legal firm was addressing to persons whose names appeared on the list under date of January 26, 1942, the follow-

7—Persons who responded to the above letter then received the following type of communication from the Washington legal firm above referred to:

"Our office has specialized for sometime past in representing both the United States contractors and em-

On February 6, 1942, the Civil Service Commission sent the following communication to 20,-183 persons whose names appeared on the list furnished to Members of Congress and who had unrefunded deductions of \$5.00 or more in the retirement fund:

"A survey of the records of the Commission indicates that certain retirement deductions stand to your credit in the Betirement and Disability Find on account of past service.

"It is assumed that you have left your money in the fund in the expectation of returning to the Government service in the future and thus retaining a potential credit towards annuity.

"However, if at any time you wish to withdraw the money to your credit the Commission will furnish upon your request the necessary blank on which application may be made for refund.

"It will be wholly unnecessary for you to incur any expense for the biring of an attorney in order to obtain your refund."

On August 17, 1942, after the

9 On August 17, 1942, after the Civil Service Commission had brought together additional in-formation on this matter, the Commission referred the entire matter to the Grievance Committee of the Bar Association of the District of Columbia.

It is the Commission's understanding that the Grievance Committee of the Bar Association of the District of Columbia now has this matter under active consid-

To Get Court Te. WASHINGTON - United Fed

'No Politic

eral Workers of America, CIO, plans to seek a court test of the Hatch act. This is the law who prohibits political activity by eral workers,

eral workers,
In the very near future, I will go into Federal court he seek an injunction to policity of the seek and the seek

"All we want", they say, "it the right for Government em-ployees to act as citizens after office hours."

The union claims that the bar on speaking and writing violates the Constitutional right of free speech. It is on that ground they will challenge the act when they go into court. Lee Pressman, gen-eral counsel of the C.I.O., will handle the case.

#### NYC Orders Six New Tests

The following tests have bordered by the New York expected that applications will accepted for these examinations for these examinations of the control of the co pear in The LEADER.

Promotion, Clerk of C Grade 3, Court of Special Ses Promotion, Clerk of Grade 4, Court of Special Se

Promotion to Assistant tect, Department of Public Promotion to Custodian eer, Department of Educati Open Competitive Stat.

Engineer. Open Competitive Stat) Engineer (Electric).

#### You Can't Stop **Promotions**

That promotions of N.Y.C. employees cannot be stopped is the theory of an employee group which has asked Budget Director Thomas J. Patterson for a statement on the report that the cost of living bonus will mean a cessation of promotions.

"It is against Civil Service law." says the American Federation of State, County and Municipal Employees, AFL, "for a City employee to perform work out of title when there is a promotion list available to fill the duties which he is performing.

"In such cases, the Civil Service Commission must refuse to approve the payroll, until the proper promotion is made. That," con-tinues the union, "is the municipal employee's safeguard against losing his chances for advancement through promotional channels,"

#### Not Much Hope From Congress

WASHINGTON-Prospects for major Civil Service legislation look very dim as Congress begins its current session. Rep. Robert Ramspeck (D.

Ga.), chairman of the House Civil Service Committee, says flatly what most U.S. employees already realize: Barring a run-away inflation, there isn't a chance for a general Federal worker pay raise.

Several bills to provide raises paigning to have themselves are pending in Congress. You can to see them stymied indefinitely.

Meantime, here are other im-

portant measures, which also appear stymied-

of retired Federal employees by 15 per cent.

2-A bill to let employees retire, with full pensions, after 30 years service. At present, they have to be either 60 or 62.

3—A bill to create the equiva-lent of a War Labor Board, which would adjust Government worker salaries to meet changing living

Lump-Sum Payments

—A bill to grant lump-sum payments of annual leave to workers who leave the Govern-

ment service.
At present, they remain on the payroll, and get paid at semi-monthly intervals, until such time as their leave has been all used up.

5-A bill to grant a lump-sum, in payment for accrued leave, to the estate of employes who die in the service. At present, the estate gets nothing.

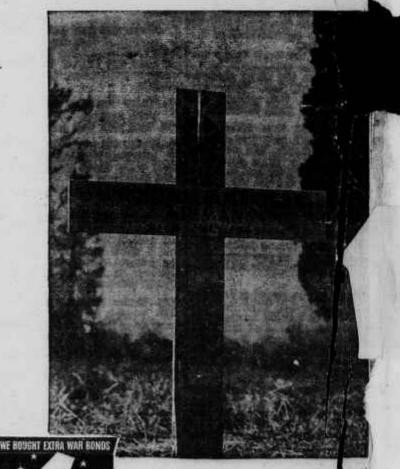
These are only a few of the pending measures, which are tied up in one committee or another. At the moment the prospects look anything but good.

#### One Thing Or Another

Auto enginemen in the NYC Correction Department think they have set some kind of a record. Since 1916 they have been working as correction officers—taking charge of criminals in vans. The law says that they are peace officers. They wear uniforms and badges, but they get the lower pay of auto enginemen and haven't the same chances of advance-

ment as correction officers. For years they have been camclassified as correction officers but with no luck. The Correction Officers Benevolent Association has also passed a resolution favoring the change, but to date, ear stymied—
1—A bill to raise the pensions has said "No."

# And You say you Can't Afford an Extra War Bond?



WAR LOAN LOTS AND BACK THE ATTACK!

# THE DIME SAVINGS BANK OF BROOKLYN

DE KALB AVENUE AND FULTON STREET Bensonhurst: 86th Street and 19th Avenue Flatbush: Avenue J and Coney Island A

WEWRER LEDITAL DESCRIPTION

# 5-Day Week After War?

WASHINGTON-A five-day week for U.S. Civil Service workers after the war?

Many thoughtful officials now believe it's a distinct possibility. Employee organizations have advocated such a plan for a long time. But it was left for Agriculture Department to bring it out in the open, and give it something amounting to official sanction.

Agriculture's personnel officers met recently at St. Louis. They or public convenience dictates a went on record flatly for a five-

day 40-hour week.

No one believes, of course, that such a work-week would ever become universal throughout Government. In fact, the Agriculture officials pointed out that it would be absolutely impossible to apply it in some units, where efficiency

# ast City Bonus Checks Coming Feb.15; eanwhile, New Budget Is Underway

From the New York City Comptroller's Office comes firmation of the fact, which first appeared in The ADER, that the first cash representing the cost-of-living us will appear with February 15 paychecks.

that time, a supplementary t will come with the regular meck, making up the bonus nents from January 1, 1944, tation Department rushed ugh its payroll sheets and the ewings will also receive their lar pay-plus bonus, plus back tent on the bonus on that nent on the bonus on that It is expected that by March her City employees who are led to the bonus will have salaries adjusted accord-

New Budget on Way th their part of the bonus stment cleared up, the Budget ean is now back on the job of baring the City Budget for the i-5 fiscal year. Departmental rings—at which City employ-

ees may listen, but may not speak —are being held to give the de-partment heads a chance to say a few words to Budget Director Patterson before the sheets go to the Mayor's Office for pruning or changes

changes.
A group of hearings are schedulel for Wednesday, January 26:
Assessors, 10:30 a.m.; Board of
Estimate, 10:45; City Register,
11:00; City Sheriff, 11:15; Court
of Special Sessions, 11:30; Board
of Water Supply, 11:45; County
Court, Queens, Noon; New York
Zoo, 12:15 p.m.; Bureau of Licenses, 12:30; and County Clerk,
New York, 12:45.
Board of Transportation
The bonus situation in the

Board of Transportation is still being fixed. Within the last two weeks, adjustments have been made in the salaries of operating and construction employees of the Board to bring their increases in line with those given other City employees. However, the adminis-trative employees of the Board, mainly those who work in the headquarters office at 250 Hudson Street, are dependent on the Mayor for their bonus and he hasn't yet approved any schedule

The Budget Bureau reports that they are working on the case of these employees, and that their bonus, which will be retroactive to January 1, 1944 will be announced

(A complete description of the pay rise, by departments, appeared in last weeks' LEADER.)



Patrick Walsh, New York City Fire Commissioner who has a lot of trouble right new. The firemen don't like his extra-work schedule, and they're fighting him.

# he Blood That Flows rom Civil Service Veins

letter with the A.P.O. num of mail you receive these Someday the pint of blood ive to the American Red Bank may save his life.

all sides, more and more ervice workers are doing it to send a steady supply ma to the fighting fronts. your share, call the nearest ross office and make an nent for your date with the

are more local civil service who make the LEADER Roll because they have two or more trips to the Bank. Let's hear from your and we'll publish the names. 11 Pints

honors for this week go to



They're tops in blood donations at the Borough President of Manhat-Charles W. Williams, left, Assistant Commissioner of Public Works, and William F. Morris, have each made 7 visits to the Red Cross Blood Bank.

w Hoffman, a patrolman at and his 11 pints of blood may mean that another soldier will come back.

Wm. F. Morris. 7
Thas. W. Williams 7
Edmund Karp. 6
Anne Kelly . 5
David Fuchs . 4
Simon Ryder . 4
Harry Sem. . 4
Joseph Spirer . 4
John J. Kassner . 3
Armand Prati . 3
Erra Abel . 2
Benj. Schwerin . 3
Salvatore Albano 2

Henry Turkeltaub 2

### TELEPHONE OPERATORS TO DISCUSS GRIEVENCES

First 1944 meeting of the Telephone Operators Association will be held on Wednesday, January 26, at 8 p. m. at the Holy Cross Auditorium, 382 West 43d Street. Samuel Franklin, acting chairman, asks all eligibles to appear at the meeting to protect their rights. He said complaints had been reappointed to positions to which eligibles should have been certi-fied. ceived that provisionals had been

# The Borough President of Manhattan posts the names of blood donors in each office. Twenty-five employees have given two or more Feuding With LaGuardia

What's eating the New York City firemen? What's at the bottom of the friction between them and the Mayor? This week, The LEADER received a letter which seems to reflect the minds of many men who work in the Fire Department. It follows, in full:

"Editor "Civil Service Leader

"Dear Sir:

"I read the article in your paper in reference to the Fire Depart-ment and while it was more favorable than most articles (which seem to imply that the Firemen are fighting the people of this city which, of course, they are not, but they are fighting the Mayor), it did not tell the whole story.

"No member of this department is worrying about a small sum of eighteen dollars, nor are they fighting about the extra hours. Why should we fight about extra hours when we were doing 24 extra hours in 20 days over two years ago and after doing that years ago and after doing that for more than a year, it was dropped down to 14 extra hours in 20 days and we were not paid for that extra time. Thereby summing up the facts that \$18.00 or the extra hours have no bearing on our difference with the Mayor.

Men Browbeaten
"The administration asked for deferments in the beginning of this war, when many of the men had qualifications that would af-ford them the chance of getting ratings or commissions in the armed forces, but they were browbeaten into submission by the in-timation that they were not allowed to request a leave of absence and also by the fact that when they came back, if they did, their job would not be here for them. The administration did not state the administration did not state it as boldly as this, but they used their legal threatening club. In the courts the language was not threatening, but a request that Members of the Fire Department should stand by the people of the city of New York in their time of need. of need.

Semething for Nothing
"We had of course, volunteered
to do "V" duty and were doing
the extra hours gratis and the
administration was happy—they were getting something for noth-

"In the latter part of 1943 the administration tried to get more time for nothing under the guise that they would pay a \$420 a year bonus that they cannot guarantee for more than six months, but the Fire Department must work 24 hours extra in 20 days, the Police Department must work 8 hours in 20 days and many other de-partments would not even have to lift a finger for the extra cost of living bonus. However, the club came into the picture again, when if the firemen did not agree to this, the administration (who now deemed firemen non-essential) said it would not ask draft de-ferments for single men or married men without children. Deferment was not wanted by the men in the department in the first place, and the extra cost of living bonus would be denied them. The men in the department know that it is only a matter of time when the shortage of men will force them into working longer hours. That was definitely point-out when the administration was told there was no emergency at the present time that could not be overcome by having the men work an extra tour of duty for which they requested straight-

time pay. The administration stated that if there was no emerg-ency, one would be created one by ency, one would be created one by forcing out men who had their time in and were eligible for retirement; and by having younger men drafted. As there are some 5,000 men in the department in the draft eligible age, the men remaining will probably have to work 24 hours a day to keep the job manned to a point of effective operation. When the deficiency of manpower has decreased to a point where men have to work point where men have to work under the "old system" or the "elimination system," the hours will have increased to 72 or 64 hours a week respectively and the extra cost of living bonus will amount to about 35 or 40 cents per hour, collie wages at the pres-ent scale of pay.

Snow Proposition
"Then there is the snow proposition. This is one of the foremost reasons for the refusal of a bonus in preference to straight time pay. In the event of a large snow storm or any other emergency, the Fire Department, in the past, has sent out the Recall Signal, which under the present setup would have the men working 16 hours a day, and firemen have been detailed to shovel snow in various parts of the city. Speed of response is es-sential in the Fire Department and clearing the streets is done willingly because it enables the ap-paratus to travel through the streets without undue hinderance.

"At the present time, the administration cannot get snow shovel-ers. If there were a large snow storm and the Recall Signal were sent in firemen would have to work 16 hours a day, possibly shoveling snow 8 hours a day and performing fire duty for the next 8 hours for a total of 88 hours a week-at no extra pay other than further abuse from the administration. And this situation would last longer than usual because the firemen would get no assistance from snow shovelers.

"What would happen to the money appropriated for snow re-moval? What has happened to the money appropriated for the salaries of the men of the depart-ment who have been inducted into the armed forces or forced into retirement?

"The validity of any of these statements may be confirmed by the Fire Department records. MEMBER OF THE UNIFORMED

FORCE, Fire Department, City of

#### Six Weeks No Pay

People who come to work for the City get a surprise. For the first six weeks they don't get any paychecks. Then, the first check makes up for what they have missed. But by that time they're usually so far in debt that they often can't get straightened up.

The Comptroller's office explains to them that the routine of getting a name on the payroll takes.

ting a name on the payroll takes that long, and it's always been done that way.

# parate Tests For Each Department March 5 Clerk Promotion Exams

#### Chances hod of -Marking

ige in the announcements ity civil service examina-as ordered by the Munici-Service Commission last

lowing section will be den future announcements; Mark: Unless otherwise the pass mark on each ed in accordance with the the service."

change, the Commission ill bring its policy in line odern testing methods. It o eliminate the necessity plicated juggling of grades becomes necessary to reest, as was the case with nt grade 3 and 4 clerical n examinations.

of the cierks who took ent promotional examinave complained to the Com-that when the grades were to allow a larger number idates to pass, the persons the lists were penalized, the previous setup, perthe head of the list res little as .9 percent added ed through the test re-as much as 12.5 percent

#### s Cancelled

following examinations en ordered cancelled by C. Civil Service Commis-

ion to: Assistant Direc-Purchase, NYC Housing Carpenter, Fire De-Senior Buyer, Depart-

Purchase. Manager, Bureau of and Special Patrol-

Part II of the New York City clerical promotion examinations to grade 3 and 4 will be held on Saturday, March 5, 1944, and may add even more to the confusion which has marked the progress of these tests.

According to the Municipal Civil Service Commission, a separate examination has been drawn up for each department. The original announcement of the examinations indicated that the second part of the test would deal with the operations of the candidate's depart-ment. This represents a return to a form of examination which was in vogue some years ago, and was dropped during the administration of Paul Kern as president of the Commission.

The grade 4 test was passed by 943 candidates, the grade 3 by 1,-972. They will receive cards telling them where to appear for the examination.

No Date for Final Results The Commission is unwilling to predict any date when the final results of these tests will be known.

However, it may take some time. There is an ever-present possibility of legal action being taken by candidates who feel that mis-handling of the whole procedure leaves the way open for legal

One point on which some of the candidates agree is that Part II of the test should be forgotten, and the grades made on Part I used as the final score for the written examination.

A typical reaction to the whole matter is expressed in the following analysis of the situation, made by a candidate who took, and passed, the grade 3 examination, but still feels that it is definitely

"Sirs:

"The Civil Service Commission has been blundering deeper and deeper into the mire with its Clerk Grade 3 examination. More clerk Grade 3 examination. More troubles are coming when Part II of the test shall have been administered. Fortunately, however, the very mire that the Commission has been wallowing in has now produced its own and drastic curing virus so that the whole

mess can now be cleaned and set-tled with finality and fairness, including the happiness of the Civil Service Commission.

"Let us analyze one of the Commission's two latest blunders: The mission's two latest blunders: The Comission has re-scaled or perverted candidates' true percentages of from 68.75% down to 57.5% into the passing percentages of 70% or over. This is an ingenious scheme, but its unfairness is manifest. Probably, a large number of the now "passed" candidates are in the pervented percentage grades of 69.1% to 78.1% (true percentages of 56.25% to (true percentages of 56.25% to 68.75%.) This army will now be unfair competitors in Part II of the test as against the smaller number of candidates in the several percentage grades immediately above the perverted percentage of 78.1%. I feel the Courts will not permit this. It is one thing to decide upon in advance of an examination what number of candidates shall pass regardless of true percentages, but it is an entirely different matter to attempt to change the advertised condiions of an examination after it has been administered and clamor has been raised about the small number of successful candidates

it has produced.

"And that is not all. One can
easily foresee that after Part II
of the test has been administered. a loud wail will be raised by failed candidates who will with full jus-tice claim that the percentages in Part II be also re-scaled or perverted from failing percentages into passing percentages. Thus the Commission's expediencies are leading it into no end of troubles.

"But there is available a drastic antidote, one that has been provided by the second of the Commission's latest blunders: The Commission has gone to work and

(Continued on page 17)

# In the NYC Departments

# **SUBWAYS** 1-A Faces 6,000

Subway Men
One of the busiest offices in
New York City last week was the

New York City last week was the War Service Department of the Board of Transportation.

As John P. Geoghan, director of the office, explains it, they are in an all-out effort to salvage as many men as possible who are slated for 1-A, and then induction.

The subways have already lost 4,402 regular employees, and 432 provisionals who were hired to replace men already in the armed

Right now, 6,000 Board Transportation workers are line for reclassification to 1-A.

line for reclassification to 1-A.

The first step was the distribution of a form to each employee, in which he listed his duties, his training and experience, dependents, and other factors entering into a draft classification.

Then 6,000 letters had to be written to draft boards, asking deferment. In addition, individual cases are handled as they come up and the transit man who faces

up, and the transit man who faces an Appeals Board will have a B. of T. representative at his side pleading his case before the local

The great majority of bus and street car operators are under the military age limit. Finding re-

placements is a prodigious task.

Nothing for Clerks'

However, no effort is being made to obtain deferments for

#### EIGHTEENTH YEAR!

Mr. and Mrs. Philip Cohen, of the resultful Hotel Stanley, Lakewood, N.J., welcome old and new guests from Civil Service and Government ranks. Food at its best. Dietary laws observed. Delightful rooms-adjoining baths. "A perfect rest for the nerves." Telephone Lakewood 801 — Private Reservation; Lake. 1993.

The second of th To Arrange a Vacation Anywhere See Mr. Ellis

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# LEXINGTON Worehouse

106 East 32d St., Nr. 4th Ave.

BAWL OVER THE BLUES CIVIL SERVICE FAMILIES
GET HEALTHY AND HAVE FUN
at one of uptown's newest and finest
lanes. — Special Rates to Groups.

The new PEG-MAR The smart LENOX

Lenox Ave., Just off 125th Street Free instruction to Beginners Open All Year Round

232 BEACH BATH STREET ROCKAWAY BEACH, N. Y.

ROCKAWAY INN

Running Hot and Cold Water Steam Heat — By Day or Week Inquire

Daisy Ringgold, Prop. Bell Barber 5-3329

INVITATION TO RELAX Enjoy the serenity of Plum Politide, tooring fireplace, delicious food—and fun. Hely 55 miles from New York.





# INE VIEW HOTEL

(formerly Brentwood)

715 PRINCETON AVENUE, LAKEWOOD, N. J.

Music-Entertalnment. ful rooms with adjoining baths. ent Jewish American Cululne. Dictary Laws Observed

For a Summer Resort AIRMONT VIEW HOUSE SUFFERN, N. Y.

L. LAKEWOOD 690

clerical workers, except those in key positions. Porters, car clean-ers and other unskilled help have little chance of a deferment.

But when it comes to an essentially needed operating man, a fight is put up to hold him.
"Selective Service officials have

been most helpful in assisting us to meet our problems," says Mr.

But if local boards can't see eye to eye with the Board of Transportation, the City may have to install self-service trolleys and subways.

#### IRT Men Upped

A group of employees of the IRT received promotions, and in-creases of \$500 each last week. The men, assistant train dispatch-

rne men, assistant train dispatchers at \$2,400, were raised to dispatchers at \$2,900.

The new dispatchers: Lloyd A. Ayer, Richard C. Cullom, James A. Davis, Michael Harrington, Edward P. Roche and Ceell C. Sculthorpe.

#### **Answers To** Subway Tests

Following are the tentative keys to the promotion examinations held on January 16, for promotion to motorman in the BMT and IND divisions of the Board of Transportation.

Candidates have until February 1.1944 to file their protests against any of the answers given below.
 These protests must be in writing. and give detailed information and

and give detailed information and authority for the protest. Cambdates may file objection to such lentative keys for a period of not more than ten days after the initial date of publication thereof. Such objections shall be in writing and shall contain detailed information and authority therefor.

Promotion to Motorman (BMT Division)
Written Test Held Jan. 15, 1944—6 P.M.
1, C; 2, B; 3, D; 4, C, 5, C; 6, B; 7,
R; 8, D; 9, C; 10, A; 11, E; 12, B; 13,
B; 14, F; 15, B; 16, B; 17, E; 18, B;
19, D; 20, C, A; A; A; B; C; G; 20,

19 D 20 C C 21 A 24 B 25 G 25 G 25 E 27 E 28 F 29 A 24 B 25 G 25 G 25 E 27 E 28 E 29 B 20 C 21 L C 22 D 38 C 34 D 35 B 36 A 27 A 38 D 20 B 8 0 C C 41 B 42 A 43 A 44 B 45 A 46 B 47 C 48 B 47 C 48 B 48 A 5 A 46 B 47 C 48 B 58 C 56 B 57 D 58 C 56 B 57 D 58 C 50 B 60 C C 61 A 55 A 50 B 60 C 60 B 60

D. 18. H; 70, A; 80, C.

Promotion to Motorman (IND Division)
Written Test Held Jan. 16, 1941—40 F.M.
1, Ct. 2, B; 3, D; 4, C; 5, C; 6, B; 7,
B; 8, D; 9, C; 10, A; 11, E; 12, B; 13,
B; 14, F; 15, B; 16, B; 17, E; 18, B;
19, D; 20, C.
21, C; 22, A; 23, A; 24, B; 25, G;
26, E; 27, E; 28, F; 29, B; 30, C; 31,
C; 32, D; 33, C; 34, D; 35, B; 36, A;
37, A; 38, D; 39, B; 40, D,
41, C; 42, C; 43, B; 44, B; 45, A; 46,
C; 47, C; 48, D; 49, B; 50, C; 51, A;
53, A; 0; 53, B; 54, C; 55, C; 56, B;
57, D; 58, C; 59, B; 60, A,
31, C; 62, B; 63, D; 64, C; 65, B; 66,
C; 67, D; 68, B; 60, C,
B; 73, T; 74, U; 75, M; 76, C; 77, B;
78, N; 79, A; 80, C.

78. N: 79. A: 80, C.

Promotion to Motorman (IND Division)
Written Test Held Jan. 16, 1944—1 P.M.
1; A or C: 2, D: 3, D: 4, B; 5, B: 0,
B: 7, C: 8, A: 8, B: 10, B: 11, G: 12,
C: 13, C: 14, B: 15, E: 16, A: 17, B:
18, C: 19, A: 20, A:
21, C: 22, B: 23, G: 24, G: 25, E: 26,
J: 27, F: 28, B: 20, D: 30, A: 31, C:
29, D: 33, A: 34, A: 35, B: 36, B; 37,
D: 38, C: 39, C: 40, B;
41, D: 42, A: 43, A: 44, A: 45, A: 40,
C: 47, B: 48, B: 40, D: 50, D: 51, C: 52, D: 53, B: 54, A: 55, D: 56, C: 57, B;
58, D: 59, D: 60, C,
G1, B: 62, B: 63, A: 64, B: 65, A: 66,
A: 66, A: 67, C: 68, B: 69, A: 70, E:
71, W: 72, Y: 72, H: 74, D: 75, S: 76,
K: 77, 0: 78, F: 79, C: 80, B.

K: 77, 6: 78, F: 79, C: 80, B.

Promotion to Motorman (BMT Division)
Writtee Test Hebt Jan. 16, 1944—1 F.M.
1, A or C: 2, D: 3, D: 4, B: 5, B: 6,
B: 7, C: 8, A: 8, B: 10, B: 11, G: 12,
C: 13, C: 14, B: 15, E: 16, A: 17, B:
18, C: 19, A: 20, A:
21, C: 22, B: 23, 6: 24, G: 25, E: 26,
3: 27, F: 98, B: 29, D: 30, A: 31, C:
32, D: 33, A: B: A: 35, B: 36, B: 37,
D: 38, O: 30, B: 40, O,
41, B: 42, C: 43, B: 44, A: 45, C: 46,
C: 47, B: 48, C: 49, D: 50, D: 51, A: 52, A: 54, B: 59, C: 56, C: 57,
D: 58, B: 59, C: 60, A,
61, A: 52, B: 59, C: 50, B: 51, B: 50, C: 57, D: 58, B: 59, C: 60, A,
61, A: 62, B: 68, B: 60, B: 70, X: 71, L: 72, P: 73, A: 74, T: 75, M: 76, C: 27, J: 78, R: 78, C: 80, B.

#### Good-If You Get It!

You'll be able to build up your sick leave over 5 years and then take it all at once—

You'll get time-and-a-half for overtime

Should you enter the armed forces, you'll be able to take a long vacation with pay upon your return-

-If the State legislature passes three bills introduced last week and sponsored by the Transport Workers Union.

The first of these measures (8 Int. 232) would amend the rapid transit law so that an employee

could accrue sick leave up to 60 days over a period of 5 years, Purpose of the bill, says the TWU, is to permit employees to "save up" their sick leave and use it in bulk when they need it.

The second bill (S. Int. 233) provided overtime pay for all work over the regular hours at time-and-a-half, for all employees in the operating division earning \$6,000 a year or less, The overtime pay won't affect civil service title, grade, or class.

grade, or class.

The third bill (S. Int. 234) provides that any employee of the Board in military service will, upon his return, find his vacation and holiday time accumulated, and waiting for him to take (with pay) when he can, Vacation in the Board of Transportation is two weeks a year and holidays come to 6 days a year.

#### FIRE DEPT. The Legal Tangle

The struggle between the uni-formed firemen and the administration over longer hours (See letter from firemen on page 3) hinges on an interpretation of the City Administrative Code which Supreme Court Justice Charles B. McLaughlin is being called upon to settle this week.

To review the situation briefly:

The Mayor offered the firemen a bonus of \$420. Fire Commissioner Patrick Walsh ordered a new working schedule which added 24 extra hours of work in every 20 day period. This compared unfavor-ably with the police, who re-ceived the same \$420 bonus, but



Vincent Kane, V.F.A. head: His men can't agree that there's an

only 8 extra hours work in 20 days The firemen turned down the work-schedule, the Mayor with-held the bonus. Then David Sav-age, attorney, representing the Uniformed Firemens Association wens to court for an order to re-strain the Commissioner from putting the longer hour schedule into effect.

That's the issue which the Court is now deciding.

The Argument
The firemen have put up the following argument:

The Administrative code pro The Administrative code provides for a 3-platoon system, with tours changing at midnight, 8 a.m., and 4 p.m. The Code provides that the men may work longer hours in an "emergency," but defines an emergency. According to the statutes, they maintain, an emergency consists of "riots consenses of "riots conse

mention any schedule of longer hours on a long-term basis.

As further proof of lack of any state of emergency, they say, the action of the Fire Commissioner in failing to ask deferment for more firemen is an indication that things can't be in any chaotic

"There is an emergency, insists the Corpora ion Counsel's Office in its statements to the Court. The City feels that the large stocks of war supplies in the City consti-tute a fire hazard; that the war is an emergency in itself.

Mayor La Guardia is expected to enter the case again this week, when he will submit an affidavit to the Court, upholding the "emer-

By a strange coincidence, the Judge's father was a fireman. Civil Service &

Government Employees If Hearing is Below Test Requirements AUREN The High Fidelity Vacuum Tube Hearing Aid will supply "the difference" A Home or Office Demonstration Under Text Conditions

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#### Study Material For Firemen

The Rules and Regulations for the Uniformed Force, as prepared by the Fire Department of the City of New York contains a chap-ter relating to Lieutenants. Sec. 180 to 183 state "that lieutenants shall obey and enforce all orders and instructions of their respec-tive Captains." . . "They shall prepare, sign and promptly for-ward reports of fires; meritorious acts; deaths of members; accidents and unusual occurrences happening while they were in command"..."They shall assume the responsibilities of Captains during an extended absence."

"In addition to his other duties, the Lieutenant in his Company is responsible for the care and con-dition of library books and shall co-operate fully with the librar-ians of the Public Libraries of the City."

This direction to the lieutenants is fully reciprocated by the librarians. The Municipal Reference Library, 2230 Municipal Building, New York City, places particular attention on having available for the firemen every book relating to fire facts. These

book relating to life lacts. These books and magazines are loaned to the firemen at all times.

At this time when firemen may be preparing for examinations which will win them a promotion to Fire Lieutenancy, the Library has prepared a list of books to help them in this study.

#### **Exams Comprehensive**

Promotion examinations for fire officers are very comprehensive in scope. The tests for the posi-tion of Lieutenant include a session devoted to objective-type items and one or two sessions devoted to essay-type questions. The questions are designed to test the candidates' knowledge of such topics as: Rules and regulations and administration of the Department, Official Action Guide, and pertinent sections of the State Labor Law and Multiple Dwelling Act. and the City Administrative Code; apparatus and equipment. Code: apparatus and equipment, theory of fire-fighting and protection. hydraulics, sprinkler and standpipe systems, methods of building inspection, fire alarm signals, methods of fire prevention, and special fire hazards.

Next week The LEADER will carry a listing of valuable study material prepared by Miss Remarks.

material prepared by Miss Re-becca B. Rankin, that will be of aid to firemen studying for promotion.

#### HEALTH **New Appointees**

The Department of Health recently went to town with a large group of appointments. They fol-

group of appointment of the control of the control

tours changing at midnight, 8 a.m., and 4 p.m. The Code provides that the men may work longer hours in an "emergency," but defines an emergency. According to the statutes, they maintain, an emergency consists of "riots, conflagration, or other civil emergency," None of these conditions apply at present, they hold.

In addition, it is pointed out that the Code contains the words, "shall be continued on duty" in case of emergency, but does not mention any schedule of longer

Temporary Medical Inspectors at \$1.801. Econard Ferber, Ausbone P. Keily, Edmund A. Bumas, Derothy Williams, Temporary Institution at \$1.50, Corinne S. Ediy, M.D., Temporary Junior Health Officer at \$200 a month, Hearietta Haratz, Temporary Medical Inspectors at \$5.50 a session: Isidore Bernstein and Max Delinsky. Health Inspectors at \$1.801. Leonard Ferber, Ausbone P. Keily, Edmund A. Bumas, Derothy Williams, Temporary Health Edward Ferber, Ausbone P. Keily, Edmund A. Bumas, Derothy Williams, Temporary Junior Statistician at \$1.801. Temporary Medical Inspectors at \$5.50 a session: Isidore Bernstein and Max Delinsky. Health Inspectors at \$1.801 per annum: Frank E. Orenstein, George Samber, David Ropenbush, Da

Temperary Office Appliance Operators at 140 W. 42nd. L 51,301: Eunice Foster, Beatrice Shapiro.

Shirley Devote, T. Stett porary Orderly at \$1,500. Temporalic Health Nurses at \$1,500. Patrician and Real Plankett, Florence Goldstein, Mitzler, Temporary Stenographer at Temporary Typists at \$1,200. Mi Hils, Sarah Monroe, and Sadie Shi

#### Relax!

City employees at the 125 Street Building may now with music during their hours. The Department of is providing two-hour pro of recorded music daily, so at noon.

All City employes are w to sit in the second floor of ence rom and enjoy the me On Thursdays, half-hour shorts are shown during the od.

Buy The LEADER every

LIBERA CIVIL SERVE EMPLOYEES.

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CASH ON SIGHT FROVIDENT TICKET PRICES UP Top Prices Diamonds, V

# SAVINGS!! For Civil Service Empl

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MEETING ROOMS

Make our new enlarged and completely modern meeting rooms your Headquarters. Afternoon metings are given special consideration.

ACADEMY HALI

COR. 14TH STREET

to increase the salaries of the jobs.

Welfare permission to hold the

promotions in abeyance until the Budget comes through with the

raised from \$1,920 to \$1,801, and

two section stockmen would have been promoted with a cut from

HOSPITALS

The New York City Department of Hospitals likes to get paid when

it takes care of people, and it has a special section, The Division of Compensation and Liability,

which handles the business of collecting bills. No one is refused

treatment because of inability to pay, but in cases where there

are compensation or liability pay-

ments, the City makes sure that

of C and L are experts on com-pensation law and laws concern-ing liability for accidents. They work closely with the Corporation

The employees in the Division

Sometimes, a patient refuses to

assign part of his recovered dam-

ages to the hospital which has treated him. In such cases, the hospital refuses to divulge any

information from its records re-

garding the injury, and it's a case

Last year, over half a millon dollars was collected by this divi-sion, and went into the general

Head of this bureau is Beatrice

Rosenberg. A staff at Central of-fice at 125 Worth Street works in

conjunction with the Hospitals each of which has its own em-ployees assigned to this task,

PARKS

Playground directors in the

they're entitled to another \$300 a year after a recent court decision. Two weeks, ago, the Court of Appeals held that the Board of

Estimate didn't have the power to

reduce maximum salaries by itself and that the proper procedure would have been for the reduction

to go through the City Civil Serv-

ice Commission, then to the State

Commission, then to the State
Commission. This was in the Case
of Burri vs. New York City, and
involved a group of nurses.
Nevertheless, the Board of Estimate reduced the salary of playground directors from \$2,400 to

that

Playaround Men

Parks Department think

\$2,040 to \$1,801.

it collects.

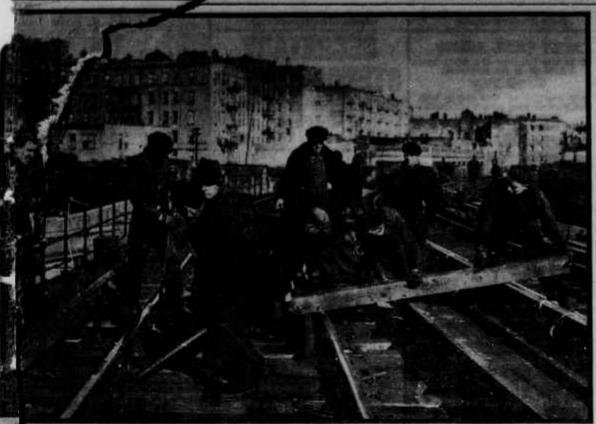
of "sign-or else."

City treasury.

Seek \$300

D of C and L

Civil Service Commission gave



ose are N.Y.C. subway employees at one of their jobs. 6000 of these men are facing 1-A cards. The is fighting to hold them. See page 4 for the details of the city-draft board dispute.

# the NYC Departments

#### WELFARE erit Raises

n lucky people in the Departnt of Welfare are due for raises it week. These are all merit "to reward them for extra ch which they are performing." ie raises are going through the utine at the Budget Office and Il be announced shortly. Among those getting the raises

one man at \$1.920, who is perming a job which was formerly eried on by a man at \$3,500, as 1 assistant at \$2,600 and an-

#### e Sick Leave

ditional 6 days sick leave ar has been asked by the r's Association of the nt of Welfare.

g for a return to the day annual sick leave, ers point out that their them out in inclement as a result, colds and ints use up their stek rapidly. eal was made to Mrs. ander, director of Staff

Mrs. Alexander was alof changes in the emanization

Bozzomo has been ap-

pointed acting secretary to take over the duties of Jack Stack-house, now in the Navy, Martin was elected a member of the executive board, replacing Mr. Sparks, who is on leave.

#### To The Wars

It's all Army this week at Welfare. The three employees who are leaving for service are due for khaki uniforms. One WAC and 2 soldiers make up the contingent.

Constance L Angustin, Social Investiga-tor, W.C. No. 34, W.A.C. Corrado C. Fontana, Anto Engineman, Div. of Building Mgott, Procurement and Service, Ann.

Div. of Building Service Army,
Mowbrey O. Riley, Social Investigator,
Div. of Building Mgmt, Procurement &
Service; Special Service Section, Army,

#### Promotion At Reduction

Things were slightly messed up in Welfare lately.

A number of certifications were made for promotions in the Division of School Lunches.

But, it was found that the promotions couldn't be made without cutting the salaries of those being promoted. They were being pro-moted to fill jobs held by provi-sionals. The provisionals were earning less than they were, and the Budget Bureau has been asked

## ADWAY at 70th STREET

### SALE! LARGEST USED CAR STOCK IN NEW YORK

16 Chrysler Sedan \$95 17 Pismouth Tudor \$175 17 Packard 6 Sedan \$215 17 La Salle Sedan \$275 18 Fard Del. are Sed. Radio \$295 18 Fard Del. are Sed. Radio \$395 19 Francoth Sedan \$475 29 Dodge Sedan \$475 20 Dodge Sedan \$475 24 Lamousine Radio Heater \$575 38 Burch Special, I-door, Radio Heater \$693 Pigmouth Cour. Sedan.	Bairk Super 4-dr. R&H . \$1375 '97 Pontine Chieftan "40", 4-door, Radio, Heater . \$1425
Radio, Heater 5675	'42 Pontiae '8' Chief Sedan-
Dila S. Sedan, Hydromatic 5525	ette, Radio, Heater \$1475
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Radio, Heater	Conpe. R&H. 10.000 ml Spec.
FIME PAYMENTS ARRANGED.	Us. DOWN, BALANCE 15 MONTHS.

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Borrow at Bank Rates

When it's good business to borrow, it's good sense to borrow at BANK rates.

Phone, write or call at any of our offices Convenient Branches

AIN OFFICE hird Ave. at 148th St.

TRafalgar 4-2630.



A number of these employees, members of the Greater New York Parks Employes Association, brought court action, but their case was laid aside until the nurses' suit was settled.

Now that the nurses have won, the Parks people have asked their attorney, Richard Maloney, to undust the papers and start some action. A special meeting of the play

SANITATION Income Tax Class

There's a story that one tax-payer sent his whole salary to the Internal Revenue Bureau and told them to figure out how much they wanted, and to send him the Increment Bills balance.

In order that Sanitation men shouldn't have to do this, the de-partment is holding an "Income Tax School" to acquaint the employees with the intricate forms the Government wants filled out.

On Wednesday Evening, Jan-uary 26, at 7 p.m., Sanitation workers will gather at the Con-ference Room at 125 Worth Street, and get the low-down from a representative of the tax department

'A large number of Sanitation says Harry Langdon chief of the Finance office." have never before had to file income tax reports. We are holding this class to limit confusion, and to cut the number of phone calls we'll get asking what to do."

#### CORRECTION **Physical Test** For Women

Following are the physical and medical requirements for the New York City Correction Officer — Women, examination. These tests As it first came out, a Clerk Grade 1, making \$1,320 would have been promoted to \$1,201. A bookkeeper, making \$1,440 would have been promoted to \$1,201. A junior accountant would have been will be given between February 2 and 21. Candidates will be noti-fied by the City Civil Service Commission when to appear for the examinations. This portion of the examination, for which 233 women are eligible to compete, counts for 20 percent of the total score. A total of 655 filed for the test originally.

#### Medical Standards

Minimum height. 5 feet 2 inches in bare feet.

2. Vision, Not less than 20/40. each eye, no glasses. 3. Oral hygiene. The presence

of one or more decayed teeth causes rejection. 4. Disabilities of either extremi-

ties (arm, hand, finger, leg. foot, toe.)

5. Hearing. Must be normal in each ear.

6. Hernia. Causes rejection, and no truss is acceptable. . 7. The mere history of con-

finement for mental illness in an institution or, 8. the mere history of epilesy causes rejection.

9. Unsatisfactory heart responses; 10. Lung diseases; 11. Vari-cose veins; 12. Hemmorroids; 13. Paralysis: 14. Overweight: 15. Underweight; 16. Anemia or other blood diseases; 17. Deformities of the spine; 18. Speech impediment: 19, High blood pressure; 20. Diabetes; 21. Venereal disease; 22. Goitre; 23. Ulcers—all cause retection.

24. Discharge from the armed forces for physical or mental reasons will nearly always cause re-

jection. 25. Other medical reasons which impair the health or usefulness, may cause rejection.

#### Competitive Physical Examination 70 Per Cent Required

1. Dumb-bell lift: 35/35 pounds. 100 percent; 20/20 pounds, 70 per-

High jump: 100 percent. 2 feet 6 inches; 70 percent.

3. Abdominal muscles lift. Candidate from a recumbent position must assume a sitting position carrying up behind her neck a bar bell. Her feet are held down. 20 pounds, 100 percent; 10 pounds,

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#### SUBWAY EXAMS

B'T FOREMAN (Power Distribution, ractures). FOREMAN (Power Cables, ractures). Asi'l Supervisor (Signals), apatcher, Yard Muster.

Drafting, Design, Blueprints, Math., WENSES ... Prof. Engr. Architect, Bur-oper, Stationary, Electrician, Marine.

MONDELL INSTITUTE

ground directors has been called for Tuesday evening, January 25, at the Capitol Hotel, 51st Street and 8th Avenue to discuss the business of the \$300.

Higher Jobs Two employees is ment of Purchase work absence from the Two employees in the Department of Purchase were given leave of absence from their jobs to enable them to step into higher paid positions in the department on a provisional basis.

John A. McManus, senior storekeeper was elevated to Assistant Director of Stores at \$4,500. Stephen Eich, storekeeper, was pro-moted to Senior Storekeeper at

# In City Council

Two bills sponsored by the State, County and Municipal Workers of America, CIO are in

the hopper at the City Council.
One, introduced by Councilman
Cacchione, provides for extension
of annual increments to persons in the Labor Class who do not receive mandatory increase at pres-

Another, which was introduced last year by Councilman saces, was reintroduced this session. It provides 4 annual increments for gardeners and assistant gardeners in the Parks Department.

Both these bills have been re-ferred to the Committee of Civil Employees and Veterans and the union says that it expects passage of both measures.

### FIRE LIEUT, ELIGIBLES TO MEET JAN, 28

All eligibles on the list for promotion to fire lieutenant are invited to attend the next meeting of the Fire Lieutenant Eligibles Association on Friday evening, January 28, at 8 p. m. The meet-ing will be held in Room 413, Pulitzer Building, 63 Park Row.

# CORRECTION OFFICER

(WOMEN)

PHYSICAL Preparation Classes Meet Three Times Weekly, Monday, Wednesday and Fri-day, at Convenient Hours.

#### POLICE FIRE PROMOTION

CLASSES NOW IN SESSION Fingerprinting

Clacs Forms Monday, Jan. 31 at 7:30 P.M.

 Secretarial Courses Switchboard Oper't'r

Study Material Available for License Exams.

Electrician Stationary Engineer Master Plumber

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DRAFTING

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10% DISCOUNT FOR CITY EM-PLOYEES and MEN IN SERVICE

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Arsenal of communications equipment

#### Mechanics Men with machine or tool shop experience

**Electrical Testers** 

For all types of com-munications equipment

APPLY: Employment Department 11th Ave. & W. 54th St., N.Y.C.

Mon. through Sat. 8:30 A.M. to 5 P.M. Evenings: Mon. Wed. Fri. ull 9 P.M. Release statement & U.S.E.S. consent needed

# MEN (100)

WITH CARS OPA Allows Extra Gasoline Pull-part time delivering TELEPHONE DIRECTORIES

IN QUEENS Write Mr. John H. Lundberg Personnel Manager

The Reuben H. Donnelly CORPORATION 305 East 45th St., N. Y. 17, N. Y.

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#### MANUFACTURING WORK

WILL TEACH YOU

70c per hour start; average weekly wage \$40; good chance for advancement; day and night work.

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WANTED Part time and Full time **STEVEDORES** 

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Toolmakers Machinists Test Set Technicians Meter Repairmen Millwrights Janitors

Vacuum Tube Shop Employment Office SOOM 807 403 HUDSON ST., N. Y. C.

Mon. through Sat. 8:30 a.m. to 5 p.m. Release statement & USES consent needed

Part Time or Full Time

SODAMEN GOOD APPEARANCE

PORTERS

HOURS-6 P.M. TO 15 MIDNIGHT

NO EXPERIENCE NECESSARY

Essential workers need release statement

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APPLY ALL DAY 56 WEST 23d ST.

P.M. to 8 P.M.

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Help Wanted-Male

MEN WITH SOME IECHANICAL EXPERIENCE Essential work—good post-war future Good starting rate and Good starting rate and
\$41.60 MINIMUM
for 48-hour week after 30 days
fanufacturing of insoluted wire, Apply
ACORN INSULATED WIRE CO., INC.
76 Bullivan St. (Eric Basin), Brooklyn.
letween B A.M. & 4 P.M. Mon. to Pri.
Statement of availability required.

> PORTERS WHITE OR COLORED NIGHT WORK LARGE MODERN FACTORY MINIMUM SALARY \$80.25
> APPLY EMPLOYMENT OFFICE DO NOT PHONE

#### LOFT CANDY CORP.

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#### MEN

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50c PER HOUR Defense experience unnecessary Proof of citizenship PHILIP SIEVERING, Inc. 109 LAFAYETTE ST., N. Y. C. (Release and USES required.)

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### MAN

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Pleasant Working Conditions

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DRAFTSMEN TESTERS MACHINISTS TOOLMAKERS

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Hazeltine Electronics Corp. 58-25 Little Neck Pway,Little Neck,L.L. Sesential workers need release statement

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* Help Wanted-Female

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WOMEN

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APPLY PERSONNEL OFFICE

#### GIRLS

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EXPERIENCED OR INEXPERIENCED

#### WESTERN ELECTRIC CO.

Essential workers need release statement

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Personnel Manager

The Reuben H. Donnelly CORPORATION 305 East 45th St., N. Y. 17, N. Y.

# **CLERK - TYPIST**

Permanent Position

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PAUL MULLER & CO. — NOTICE — On December 31, 1943, a limited partnership upder the name of Paul Muller & Co. was formed by Paul Muller of 111-45 76th Drive, Forest Hills. L. L. scneral partner, and Ida Muller, of 111-45 76th Drive, Forest Hills. L. I., scneral partner, and Ida Muller, of 111-45 76th Drive, Forest Hills. L. I., innited partner, to conduct business of baying and seling raw furs, to continue during life of partners and terminable at will of sither partners and terminable at will of sither partners and terminables at 251 West 199th Street, New York City, Limited partner contributed 210,000,00 in cash, to be returned as termination of partnership and she shares 35% in and losses; except her losses are to amount of a street of the second contributed 210,000,00 in and losses; except her losses are

Help Wanted-Female

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#### **FULL TIME**

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Essential workers need release statement

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**Employment Office** 3rd Floor

#### The NAMM STORE

452 Fulton Street Brooklyn

#### GIRLS-WOMEN

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#### Sesential workers need release statement Western Electric Co

Vacuum Tube Shop Employment Office ROOM 607, 403 HUDSON ST., N.Y.C. Mon. thru Sat., 8:30 A.M. to 5 P.M.

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Apply between 10-12

3rd Floor

Namm Store ON STREET

County Clerk's effices more by the The name of the part he county but Bros. engaging in suprobable manufacturing fur each and such skins, creating fur styles, assess shell existed as the general party too itself animously arree upon. The fiveness of business is 333 Seventh A party too itself animously arree upon. The fiveness of business is 333 Seventh A party too itself animously arree upon. The fiveness of business is 333 Seventh A party of business after first year. The minated by unanimous consent of a party of a pa

STATE OF NEW YORK, DEPARTME

OF STATE, 58::

I do hereby cartify that a certificate of dissolution of CIFY STEEL DOOR CORPORATION has been filed in this department this day and that it appears then from that such corporation has compile with section 105 of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand as official scal of the Department (Seal) of State at the City of Albanthis 6th day of January, 1944.

Thomas J. Curran, Secretary of State By FRANK S. SHARP, Deputy Secretary - State.

STATE OF NEW YORK, DEPAL
OF STATE, as.:
I do hereby certify that a cert
dissolution of SALOVIN &
INC., has been filed in
pariment this day and that it
therefrom that such corporation
piled wik section one hundred in
the Stock Corporation Law, and
tasolved.
Given in duplicate under my
official seal of the
(Seal) of State, at the Cit
inia 13th day of Je
THOMAS J. Ch.
Secretary

STATE OF NEW YORK, DE OF STATE, SE.

I do hereby certify that a dissolution of ROY WRAVIN. been filed in this department that it appears therefrom II poration has compiled with of the Stock Corporation Let it dissolved.

Given in duplicate under official seal of the (Seal) of State, at the Cithie 31st day of Determined the Corporation of State and State

STATE OF NEW YOR MENT OF STATE as

I do hereby certify that disselution of NATIONAL Follow, in this day and that it appet that such corporation has section 105 of the Stock Cor and that it is dissolved.

Given in duplicate under and official seal of (Seal) ment of State at Albany, this 12th nary, 1944.

TROMAS J. C. Secretar.

By FRANK S Deputy Secreta

STATE OF NEW TORIS

MENT OF STATE ss.:

I do hereby certify that a
dissolution of SCHOEN HATs
been filed in this dopartment
that it appears therefrom the
poration, has compiled with
of the Stock Corporation La
it is dissolved.
Given in duplicate unds
and official seal of
(Seal) ment of State at
Albany, this 8th day
1844.

THOMAS J. CU
Scorestary
By PRANK S.

By PRANK S Deputy Secretar

For intelligent int of Civil Ser ten uew

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# THE JOB MARKET

The Job Market is designed to help readers and jobs get to-gether. The positions listed are gathered from advertisements of all the newspapers, periodi-cals and communication with personnel managers. These personnel managers. These jobs are analyzed and arranged in categories which will be most helpful as a basis for selection. However, it is wise to read the entire column rather than limit yourself to any one

Trainees
Aircraft Trainees. Acctylene Welders.
Jensen Machinery Co., Bloomfield, N. J.
Trainees, Age 17-69—Aero Spark Plug
Co., Inc., 422 Hodeon St.
Assemblers, no experience necessary.
Ages 18-40. Horn Signal Co., 73 Variek
Street.

Street.
Machinist learners to work on lathes.
milling machines, grinders, etc. Advance
Tool, 682 Broadway (at 3rd St.).

Factory Work
General Factory Work, Austenal Laboratories, 224 E. 39th St.
Engineers Tunz Sol Lamp Works, Inc., 370 Orange St., Newark,
Girts and Women—E. A. Laboratories,
Inc., Spencer St., and Myrtle Ave., Bklyn.
Assemblers, Operators, Inspectors, Waldes
Robi-inoor, Inc., 47-10 Austel Pincs, L. I.
City.

War Plant-Morganite Brush Co., 33-10 War Frant-Morganite scuss Co., 33-19
47th Ave., L. I. Clty.
Cosmetie Manufacturer, \$28.60, 40-hr.
weekt, Hanchard, 50 W. 17th St.
All types factory jobs, Crucible Steel,
Harrison, N. J.
Operators—Lily of France, 1115 Brond-

Light factory work, boys, men. E.Z.Do o., 100 Imlay St., Brooklyn.
Men and Boys, 526 for 48-hour week,
R. Heywood Co., 263 Ninth Ave.,
Men for processing and packing toods,
naker Maid Co., 45 Washington Street,

Quaker Maid Co. 45 Washington Street, Brooklyn, Men, mechanical experience. 541.60, Acorn Insulated Wire Co., 178 Sullivan

Acorn Insulated Wire Co., 178 Sutlivan St.
Light factory work, women, Julius Resnick Inc., 133 East 135d St.
Women, produce war materials American Cyanamid Co., 159 Greenwich St.
Girls, 835-845 and more Bulova Watch Co., 62-10 Woodside Ave., Queens.
Girls-Women Essaultal Industry, Universal Camera Corp 32 West 23 St.
Girls and Men to do plating—Philip Sicivering, 199 Lafayette St.
Girls, 19-35, 826 week. Acro Spark Plug Co., Inc., 432 Hudson St.
Girls, war work, Henry Hoide, Inc., 84 Vandam St.
Schlopard workers, \$44-350 por week.
Bethlehem Steel, 102 Chambers St.
Alaminum workers, No experience, Overtime, Men, 38 or over, Aluminum Co. of America, Edgewater, N. J.
Part Time

Part Time

Part Time

Boys, part time, 9 to 1 or 1 to 6., N.Y.
Public Library, 42nd St., 5th Ave.

Women, 25-45. Part time, S. Kiein.
Union Square.
Comptometrists—Evening work, 4 hrs.
Murray Hill 2-0707.
Cafeteris Help — Male and female.
Kollsman Mfrs., 80-06 47th Avenue, Elmhurst. L. I.
Boys—16 or over: mornings, afternoons, week-ends. Western Union, 127 West
40th Street.
Restaurant Help—All kinds. Exchange
Buffet Restaurants., 44 Cortlandt Street.
Freight Handlers—68c to 78c per hour.
U. S. R. R. Retirement Board.
Housewives and Schoolgirls—no experiance necessary, Cushman's Sons, Inc.,
1819 Broadway.

Clericals

Mail and Messenger Girls. \$20. Inter-endeal Corp., Empire State Bidg. Girls—Generally useful, Hattie Carnegie,

Girls—Generally useful, Hattie Carnegie, 2 East 49th St.

2 East 49th St.

High School Graduates, Home Life Inurance Co., 250 Broadway.

Cashlers—Harm's, 10th Floor, 14th 
treet Fifth Ave.

Cashlers—A. S. Beck Shoc Co., 25 W. 
3rd St.

Page Girls—Hotel Bilimore, 44th St., 
randerbilt Ave.

H. S. Geads, typing and clerical work, 
toma Life Insurance Co., 250 Broadway. 
Stock Clerks, no experience, Grossett & 
Dunlap.

Dunlap.
Girls. Messengers, Metal & Thermet
Corp., 120 Broadway.
Mail Clerks, 17-25, Phone WI, 7-4209

Mail Clerks, 17-20, Fanne Ext. 17.
Bays, Men, Jr. Stock Clerks: S95 month. Colomial Afrines Inc., Room S164, 630 Fifth Avenue.
Men or Bays, Stock Clerks. Arnold Constable, 5th Ave. at 40th St. Office Personnel, all types. Banger Aircraft, Farmingdale, L. I. Typists. Liggett Drug Co. and Bush's Jewelry Stores. Miscellaneous

Girls and Womes.—No experience. Peter enderson, 35 Cortlandt St.



#### NYC LISTS Recent Action

Following are certifications made by the Municipal Civil Service Commission to various City de-partments with vacancies for new appointments or promotions.

Board of Transportation

The promotion list to Assastant Train Dispatcher, at \$2,280, promulgated on October 18, 1942 was sent to the Board of Transportation for the first time to make 2 promotions. The first 4 names were submitted for permanent po-sitions. Also from this list, numbers 16-23 were certified for temporary promotions. Others above 16 on the list had declined the offer of temporary posts.

One appointment as Claim Ex-

aminer, Torts, will be made by the Board of Transportation, 12 names reaching number 174 were sent in for the \$1,200 job, from the open competitive list

Public Works
The Cleaner Women list was
sent to the Department of Public Works to make permanent ap-pointments in all boroughs at the new salary of \$1,040. 87 names reached number 400.

Law Three Title Examiners, Grade 2, at \$1,801, probably permanent, will be appointed in Law Department. Twenty names were sent in

from the open competitive list reaching number 121. Law is also making one appointment from the Typist, Grade 1 list at \$1,200, 21 names reached number 2690.

Queens College
The regular list for Cleaner,
Men, was sent to Queens College
to make permanent and temporary (military replacement) ap-pointments at \$1,320. 63 names reached number 1005.

Hospitals
The Clerk, Grade 1 list was sent to Hospitals Department for appointments in The Bronx, Queens, and Welfare Island, 53 names were submitted for the \$1,200 jobs. reaching number 4895.

Health Department is making one promotion to Junior Bacteriologist—temporary—at \$1,681, 22 names were submitted from the promotional list.

NYC Tunnel Authority

Two promotions to Tunnel Cap-tain are being made by New York City Tunnel Authority at \$4,000. Four names were sent in from the open competitive list: Disabled veterans, Louis Doran and Parker A. Wilson, and Ernest Black, number 3 on the list.

Board Water Supply The Assistant Gardener list was sent to Board of Water Supply to make appointments as laborers at Lackawack, N. Y. at \$5 a day, 79 names reached number 724.

Triborough Bridge Authority Triborough Authority is appointing 2 male telephone operators for a 5 p.m.—9 a.m. shift, 47 names were sent in for the \$1,320 posts.

Last reached was number 389. Two women telephone operators will also be appointed at \$1,220. 15 names from the female list reached number 976.

Women, laundry work, Pullman Co., 48-09 34th Street, L. I. City, Porters for Cosmette Factory, 522, Revion Products, 619 W. 54th St. Porters, Hearns, 74 Fifth Ave.: Loft Candy Corp., 251 W. 42; Finlay Stranss, 25 W. 14th; Bickfords, 456 W. 50, Hotel Help, all kinds. Hotel Paramount, 46th St., Hotel Lexington, Lexington at 48th St., Waldorf Astoria, 56th St., Beekman Tower Hotel, 49th St. Car Cleaners—The Pullman Co., Room 2612, Grand Contral Terminal, N. Y. C. Giris and Women—Learn food retailing; 884.30 (5-day week). A & P. Super Food Marant, 141st Street and Southern Boulevard.

od Market, 141st Street and Southern mievard. Cashlers. Days, nights. Rudley's, 1117 Optical Wockers, Experienced war work, merican Cystoscope Makers, 500 E. 63rd

Airplane Cleaners. 59c hour. American trines, 103 E. 41st St. Counter Girls, Chock Full O Nuts, 250 .54 St.

W. 54 St.
Cooks. Housemen, Klichen Help, all kinds. Hotel New Yorker, 316 W. 55 St.
Savoy Plaza Hotel, 6 E. 59 St. Savarin Restaurants. Hotel St. Reris, 2 East 55th St. Hotel Paramount, 46 St. Broadway.
Soda Men. Loft Candy Corp., 251 W. 43 St. Exp. unnecessary. Permanent. Uniforms furnished.
Foundry Labor, 544,26—18 hour week.
Wright Aeronautical, 1560 Bway.

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YOU MUST COME IN SOMETIME
and enjoy our delicious
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Sandwiches - and, of course,
YOUR PAVORITE DRINK, JUST
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MEET YOUR GENIAL HOST
JIMMY BRUCE

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Lucky (Moonlight Cocktail) Roberts

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# Civil Service

America's Largest Newspaper for Public Employees

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

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, January 25, 1944

# State Employees And Living Costs

EITHER Governor Dewey nor any other member of his administration has yet revealed how State employees are to fare this year in the matter of salaries. The Governor is an astute man, and need not be informed that soaring prices and stationary salaries don't make for efficiency in the State service; he need not be informed that State pay scales-even providing that last year's bonus is continued-don't equal the pay that employees earn today in private industry; he need not be reminded how difficult it is to recruit new employees at the present scales. These things he knows. Mr. Dewey has shown that he possesses an understanding of the work and problems of public employees.

The State of New York is wealthier today than it has ever been. The treasury is in excellent condition. The Governor wants the Legislature to lock up a \$140,000,000 surplus for post-war public works construction. There can be no objection to his thinking ahead. However, the new fiscal year should produce an operating surplus of \$40,000,000 to \$60,000,000, according to the best estimates. Moreover, in this year's budget, which expires March 31, there is an appropriation of \$5,000,000 for highway construction, most of which is still in the treasury, unspent.

So the money is there, quite enough to provide salary increases-if the will is there, also. The amount that would be needed to make equitable adjustments is relatively small—and the returns, in more efficient produc-tion, happier employees, and better relations, would be

These are the objectives which must be attained: All employees now working below the minimum of their grade should be brought up to the minimum.

The wartime bonus instituted last year must, of course, be continued, but at a higher figure. The cost-ofliving index for food now stands at 137.3; for clothing, 133. It is not too much to ask that the bonus be scaled to at least 15 percent for employees \$2,500 or less. Those between \$2,500 and \$4,000 might be scaled at 10 percent; and those earning over \$4,000 at 71/2 percent.

A higher basic minimum pay scale is required. The overtime provision which prevails in private industry-time-and-a-half-should apply in State employ-

What Happens

agree with you.

settled.

but here is the story:

To Subway Complaints

Sirs: Some time ago you pub-

lished an article concerning the

work of Deputy Comissioner Ma-

guire in handling complaints and

grievances of transportation em-

ployees. In your article you praised

the work of Deputy Comissioner

Maguire and in this I heartily

What seems to have escaped

your attention is the final disposi-

tion of some cases. I cannot

state if what I have to tell is the

exception or a common occurance,

In July, 1943, another employee

and myself submitted our griev-ance to the deputy comissioner.

After investigation, he decided in

our favor, and recommended to the Board of Transportation in

mid-August that our grievance be

To date the Board of Trans-portation has not acted in the matter. Letters to the Board and

## letters

#### Sanitation Man Cites Pay Figures

Sirs: I recently read a letter in The LEADER about the different pay rates in the Department of Sanitation for assistant foremen. I would like to bring attention to the fact that they are not the only ones in that category.

I accepted a job as a Junior Sanitation Man, at \$1,500 a year on June 14, 1943. That July, I received a raise of \$120, making my salary \$1,620 a year.

Then, on November 16, 1943, I received an appointment as "B" man. "B" men were earning \$1,920 year before July 1, 1943. that date they received \$180 a year more, making their salary

Now, when I received my "B" appointment I lost my \$120 raise. And I also did not get the \$180 that went with the "B" title. At present I am being paid at the rate of \$1.930

Incidenally, I am not the only

one in this particular situation. I believe the total number is about 150 men.

I do not doubt that we (of the 150) would all like to be on equal terms with fine rest of the men of our denomination. of our denomination. GUNTHER TRANSPORTATION EMPLOYEE

Repeat This!



Governor Dewey has a remarkable memory of people's names. He can rattle off the names of people-little, unimportant people -whom he hasn't seen in years. And he remembers their most salient characteristics. If they've ever worked with him, he's still interested in them as individuals and often urges and inspires them to go out on their own and make good. He'll keep a fatherly eye on them . . . Dencey, of course, doesn't believe in nepotism. However, he's amuzed how well a number of judges and officials-who got their jobs because they have influential relatives-are doing . . . Paul Lockwood, Dewey's sec, has a little "magic" bottle. He takes it out of his pocket, mutters 'abacadabra', whispers your name, and lo, the bottle lies down for him. When you try it, however, it won't work . . . Dr. MacCurdy, head of the State Mental Hygiene Department, is hesitant when asked to explain how Dunninger does his tricks. MacCurdy, a famed psychiatrist, says "Part of it is trickery." He won't go any further . . Deputy Commissioner Picirillo, of the NYC Welfare Department, says that his boss, Commissioner Leo Arnstein, isn't going to quit. But Edward Rhatigan, who used to be in the department and is now with UNRRA, has been brought back (leave of absence) as acting commissioner. Arnstein is said to be very ill . . . Max Menscher is working for OPA for free. For how long, Max—and what's the gimmick? . . J. Edward Conway, State Civil Service Commissioner, is left-handed. He's proud of it, too! . . . Francis G. Stapleton, Examiner of Accounts for the NYC Investigation Department. ment, was recently dropped from his \$4,000-a-year position. Next day, he was appointed Deputy Commissioner of the same department at \$4,500. . . . The NYC Budget Bureau suffered its first war casualty last week, when word was received of the death of Ser-geant John G. Dempsey in Aus-

#### Odds and Ends

Note to NYC employees: Service ratings are due March 31. That leaves two months more to make a good impression on the supervisor. . . . 18-year-old Paul Lewin, Jr., son of State Minority Leader Steingut's clerk, has re-turned to the State Maritime Academy after spending 6 months at sea on an oil tanker. has seen three major battles and been wounded once. Lewins 16-year-old son Harold is now a page-boy in the State Assembly, while attending Albany High School. . . . Rumors that Harry B. Mitchell will resign as chairman of the United States Civil Service Commission have pretty well died down. . . . Good place for a job with a post-war future: Veterages Administration. It is ex-Veterans Administration. It is ex-Veterans Administration. It is expanding rapidly. In fact, it expects to build up in '44 to about 75,000 employees. And, of course, after the war, it will have to build even more. . . . Goodhue Livingston, newly-appointed Executive Secretary to Mayor LaGuardia, used to he an explorer and hig-game hun-ter. Livingston has had an amaz-ingly dramatic career. When he left his post as Secretary to the NYC Health Department, no one NYC Health Department, no one there—including the Commissioner—knew where he had gone. He turned up in South Africa, doing a diplomatic job . . . In Germany, they still maintain what they call a "civil service", and they've the front of merit system regulation. regulations . . . Actually, govern-ment jobs are political plums which are filled through the local Nazi gauleiter, or party chief.

# Merit M



"I BELIEVE," says Miss Janet acfarlane "that one of the Macfarlane "that one of the greatest needs of State service is Macfarlane the establishment of closer contact between the heads of depart-meats."

From that precept Miss Macfar-lane proceeds to build up a power-ful argument for improving state personnel relations and practices

personnel relations and practices. Her argument is worthy of the serious attention of New York state's alert Civil Service Commission and is commended to that group for study.

Miss Macfarlane be it said, knows whereof she speaks, for she is a career "gal" who has been working for the state for 16 years and is now principal account clerk in the Mental Hygiene Department.

Moreover, she is not only an serious attention of New York state's alert Civil Service Commission and is commended to that group for study.

Miss Macfarlane be it said, knows whereof she speaks, for she is a career "gal" who has been working for the state for 16 years and is now principal account clerk in the Mental Hygiene Department.

Moreover, she is not only an able and bright young lady but with department heads a Civil Service Department possible much broader fle promotion while bringing the promotion while bringing the surface and to solution. "Needless to say the per administrator in each unit is be chosen solely upon the of character, training, expended and bright young lady but

she deems to contentious by

problems of State It's a Scien

"While practically all ments," she said, "have some sonnel direction, the close cooper tion which should exist between management and workers has a been fully a light of the cooperation. been fully achieved."

She says that a capable pe sonnel administrator must ha the full and sympathetic know edge of each worker and group of workers, "as well as complete familiarity with the larger, mot general problems."

Good morale, Miss Macfarlan believes, is possible only who there is uniformity of practic with respect to promotion, over time, sick leave and vacation among other traings.

What about the "trouble-maker or the unbounded."

or the unhap takes up with "Transfers of

ployees on a mu basis is possible tegrated personnel plan ing all departments and tions is in operation.

"Properly chosen unit pe administrators maintaining with department heads a

# General Bradley's Brigadier General John J. Bradley Column

John J. Bradley (Ret.)

#### What Kind of Preference For Veterans of World War II

WHAT KIND OF PREFERENCE should tended to veterans of World War II who desi civil service examinations? The New York State is wrestling with that problem at the present ses

A variety of proposals have been suggested. C the bi-partisan Hampton-Devany measure, propo all veterans, male or female, preference both in of pointment and promotion in the public service.

This resolution provides that disabled veterans shall continue to go to the top of any civil service list for which they qualify. This is, and has been, a provision of some leg of the State Constitution for many

The Hampton-Devany resolution then goes on to provide that every war veteran who achieves a passing mark minimum or better in any test shall take precedence in appointment or promotion over any non-veteran, no matter how high the mark of the non-veteran.

As it would work out, a dis-abled veteran would come first; then all other veterans in the order of their passing marks; and

then all non-veterans. Edward N. Scheiberling of Albany, past State commander of the American Legion, and chairman of the Legion's Postwar Planning Comission which sponsors the legislation, an amendment to the Constitution, said the proposal this year has behind it "a power-ful lobby that means business." The Legion tried in 1938 to get such a proposal through the Con-stitutional Convention but was balked by a narrow vote,

The Background In 1942 the Legislature adopted the Page resolution to give all veterans preference in appointment and retention when jobs were abolished.

In 1943, a similar resolution was

a provision which includ firemen along with war It's a Long Rou

Proposed constitution ments must pass two ENT Legislatures before sion to the people. If proposal had been adding passed in 1942, it been submitted to the

November, 1943.

The Legion feels con it can drive through lature this year the p ature this year the ited exclusively to all veterans. Unde stances, say the will they permit the proposal to inc volunteer firemen.

If the measure it must be submitted to Legislature (which will ) this fall) and if adopte will be submitted to t in November, 1945, for proval or rejection at Two alternative a

have been made conce matter of veteran i One is to persuade ei ernor Dewey or the to create a special con study the whole probl eran preference; the

(Continued on pa



# The State **Employee**

By HAROLD J. FISHER

resident, The Association of State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of The LEADER, Harold J. Fisher will discuss 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.

Mr. Fisher has had long experience in the problems of State Government, which he understands from the insid. Today Finance Officer of the Department of State, he began his career 32 years ago as a page boy in the Secretary of State's office. For the past 13 years he has been active in the affairs of the ASCSE, and is now president of that organization. The LEADER feels that Mr. Fisher's contributions will go far toward enlightening employees, administrators and legislators.

I AM DEEPLY CONCERNED about the economic and social status of salaried workers. The matter is important to the general welfare. It seems to me that all of the people have a common interest in maintaining an equilibrium between wages and living costs of the over 80 percent of our citizens who work for salaries or wages. a common interest also in promoting the health and efficiency of workers. The solution to the problem must appeal to students of economics in government as ranking among the top needs of war-time and of peace-time. The problem of the State employee in this particular is not apart from the problem of other salaried workers,

IT IS FUNDAMENTAL to social and political welfare in every land

IT IS FUNDAMENTAL to social and political welfare in every land that name and sensol and church standards be maintained on a high level. These are the institutions of civilization that build morale—that priceless ingredient of military and civilan success of which we hear so much. Sound salary planning is intimately tied up with the maintenance of all human institutions, social and political.

I feel that personnel problems should be analyzed from the bottom up as well as from the top down. To get the worker's viewpoint, to get his cooperation and good-will so that he will render intelligent, cheerful and enthusiastic service day in and day out, the worker must be consulted. And to consult the worker is only respect for a recognized democratic principle. The worker is more than a cog in the wheel of a business or civil government unit—he is part of the whole wheel. To keep the wheel whole and strong, the worker must be satisfied that his services are properly evaluated and rewarded.

THE ORKERS can speak intelligently of their ideals and aspirations on through their own organization where their program and leadershift processes. In this State, the workers are so organized. They pay no tribute to buy individual or leader—they levy no tribute on anyone who seeks to work—they outlaw strikes—and they believe that if they stand for what is right in labor relations, they will secure just attention.

I believe that human dignity must be recognized at the outset in all employer employee relations. The employer has a responsibility to respect this dignity. He gives proof of such respect by fair evaluation of the worker as a man and the value of his services to the whole task at harld. And the employee, by rendering a high quality and a quantity of service, indicates recognition of his responsi-

E THE STATE WORKER has always the same employer ens of the State—executive, legislative and administrative changes more or less frequently. This is the reason that ciples established by the people in the laws of the State e at all times regardless of the changes in officer perhe merit system meets the needs of the citizens and of cs. Needless to say, laws relating to human conduct, if not livly and fearlessly, fail to attain their maximum worth. system plan has suffered from lack of the will and the apply it. This has been costly to the State and to the

ssociation, of which I have the honor to be President, the highest aspirations of public workers, and its appeals bor relations between the civil government of New York he civil service employees of New York State have the single advancing the interests of both. Recruitment on the crit and fitness along has not always here. erit and fitness alone has not always been observed. Proed on efficiency and character are not yet the rule comect attention to sound salary plans are not yet accepted appropriating bodies. We should be rid of the practice mic degradation of workers in order to decrease budgets.

LY, there seems to be growing in this State the realization erit system is the key to efficient and economical governthat the civil service employee is a valuable asset and the State Civil Service Department is actively reorganizing, cated that it will go forward to meet the problems of perninistration with preventive measures, thus discarding an old waiting for ills to develop. It is inviting the cooperation ny persons who must deal with personnel. It is inviting the cooperate. The Commission sees its role as one that must ough with employment practices from recruitment to retirecivil Service Department must have an active interest in a sick leaves, vacations and in-service training as well as ments, transfers, demotions and lay-offs. I see in its re-ay meeting, at which Civil Service Department commissionficers conferred with personnel officials of departments and is, the beginning of a liaison vitally necessary to the up-

#### estion: State d Pay Pension ployees in Army

n the State Senate which that the State pay penributions of its employees ned forces who are not lifferential pay, was des-John T. DeGraff, coun-e Association of State ce Employees, as one of es which carry out re-ased by that organiza-

> introduced by Sen-n and Assemblyman s been referred to the n Military Affairs. e progress of other efore a meeting of the

Association's Legislative Commit-tee last week, Mr. De Graff re-ported also on the following meas-

A bill by Senator Coughlin, referred to the Committee on Civil Service, extends the life of preferred eligible lists which would ex-pire between January 1, 1940 and May 31, 1942, until June 1, 1946. This would increase the chances of reinstatement for persons laid off through no fault of their own, Mr. De Graff said. The Comittee favored passage of this bill. The Committee urged some minor changes in the wording of

the Wicks bill in the Senate which would protect the status of civil service workers who might be drafted for civilian war work un-der a national war service act.

(Cont. on page 11)

# Writing Your State Salary Check

'Salary Standardization' Is a Big Phrase, But It's Worthwhile to Learn What It Means

By DR. FRANK TOLMAN
Director, Division of Adult Education and Library Extension
State Department of Education.

the OPA, in a recent address included public employees among those who suffer from "sticky" or in-flexible wages. The public wage structure frequently places government workers at a disadvantage, particularly in times of rising prices and rising wage scales in private industry.

Under such conditions it is important that all New York State employees learn more of the fi-nancial and wage-determining machinery of the State and just how each agency operates to produce the salary received by its

First, the Department of Civil Service determines the qualifica-tions for each job in the State

Second, on the basis of the requirements and job descriptions set up by the Civil Service Com-mission, the Temporary Salary Mission, the Temporary Salary Standardization Board determines what salary is to be paid for each distinctive type or "class" of position, as Junior Architect, Senior Statistician, etc. The Background

Perhaps the best way to under-stand just how the Temporary Salary Standardization Board operates is to review briefly its hisory and achievements

Prior to the establishment of the Temporary Salary Standard-ization Board, salaries of State employees were in a sad state. There was unequal pay for equal

Advancement was slow and un-

even, frequently was by favor rather than by merit. Inequalities between Depart-

nents had grown to such an extent that certain departments could ob-tain only the leavings after other departments had taken the pick of the eligibles, and their best clerks and minor employees transferred to other departments as promptly as possible. The Legislature finally appoint-

Joint Legislative Committee in 1930, to study the problem. Job-Titles Standardized

As had happened before, noth-ing came of the Committee's work except that standard job-titles recommended by the survey used in part in the Budget. Titles of many positions were standard-ized but salaries were not.

What was to be done? Salaries continued to get more and more out of line as time elapsed. Must the State wait for another investigation by an outside body of experts? Salary standardization and adjustment were continuing needs and required constant attention. Then somebody had a bright idea. It was proprosed that the State set up its own agency for establishing proper salaries and keeping them in line.

The Governor and the Legisla-ture liked the idea. And the Tem-porary Salary Standardization

Chester Bowles, chief of Board was estblished June 3, e OPA, in a recent 1937. The life of the Board has been continued until December

Employees Represented The law provides that the five members of the Salary Board be appointed by the Governor—one at large; one each from the Division of the Budget and the De-partment of Civil Service; two from the employees as such, one from the competitive and one from the non-competitive class. Thus employee representation was for the first time incorporated into the wage-determining struc-ture of the State.

The "Services"
The Legislature also provided a general framework for the operation of the Salary Board by estab-lishing twelve broad "services" or areas of employment, such as the Clerical service, the Statistical service, the Professional service, etc. Services were roughly defined by indicating a few typical kinds of positions to be included in each

For each service, the Legislature established a series of salary grades with minimum and maximum salaries and annual incre-ments. The salary grades were designed to correspond generally with the grades of positions as established by the Civil Service Commission, as Junior, Assistant, Senior, Principal, Head, Chief, etc.

In other words, the Legislature provided certain norms and limits but did not attempt to designate the salary to apply to each kind of position or to each employee.

The first Big Job
The first big job of the Salary
Board was to determine the proper service and the appropriate salary grade for each particular kind of position in that service (except part-time and exempt positions and positions already having mandatory selary scales). This, of course, was equivalent to deter-mining the salary, but it implies that salaries be set on the basis of civil service classification and promotion structure, not arbitrarily. An example will

Suppose you are a senior clerk in the Department of Taxation and Finance. Your job is assumed to be the same as that of all senior clerks in all the departments, All clerks are in the Clerical Service. which has the designation III. The salary grade is determined by the Salary Board on the relationship in duties, responsibility and lines of promotion with other clerical positions, both higher and lower. The Salary Board has determined grade 2 to be "appropriate" for all positions of Senior Clerk in the State Service so the allocation is Service III grade 2 (III:2) Salary \$1600—\$2100, annual increment

The second big job of the Board was in hearing appeals from de-partments and employees. This occupied months and resulted in the correction of many inequalities and injustices

All new positions created in the competitive and non-competitive class are allocated to salary services and grades by the Board.

Mental Hygiene Comes In The Career Law originally covered about one half of the total state civil service. The largest Department (Mental Hygiene) was not included chiefly because it alnot included chiefly because it al-ready had a salary plan establish-ed by law. This salary law, how-ever, has been repealed and some 16,000 additional State employees are thus placed under the new salary plan. In the personal opinion of the writer, the story of the de-lays and makeshifts, the tempor-ary expedients and substitutes used in dealing with the classi-fication and salary allocation of the Mental Hygiene employees is not a proud page of administrative efficiency. But there is now, final-ly, some hope of speeding up the machinery of hearings and ad-

The Temporary Salary Stand-ardization Board must, I think, be held to its full share of responsibility for the present situation and the general skepticism of the average institution employee as to career opportunities in the State

#### Wartime Wages

What about wartime wage adjustments? The Temporary Salary Standardization Board has taken the position that these can best be made by cost-of-living ad-justments of a temporary nature to be added to the regular salaries, permanent postwar may well be required, but the na-ture and extent of the adjustments cannot be determined until the general post-war price and wage levels become settled. The Board has joined in recommenda tions to the Legislature for the necessary legislation. The Legislature granted some measure of relief in the lower salary brackets this year. If this cost-of-living adjustment is not continued and extended, the Board will face serious demands for a revision up-ward of the entire salary struc-

Must Not Be Under Budg

During the first five years the Director of the Budget was an active member of the Board. The Budget did not one salary ad-justments but as a part of the single agency charged with salary determination. There were, of were, of course, occasional differences in points of view, but the vote of the majority prevailed. Unless such cooperation prevails, the Tempo-rary Salary Standardization Board is reduced to a mere agency of the Budget with little independence or authority.

A new member of the Board must now be selected. Governor Dewey faces a real challenge in selecting a new member of the Board equal in ability and devo-tion to Henry F. Lutz, William J. Maher and Joseph E. Sheary.

For those employees and administrators interested in the de-tails of salary standardization, the annual report of the Temporars Salary Standardization Board in-cludes full information and tables of the official salaries for the State Service as determined by the Board.

# Unemployment Insurance

ALBANY — Unemployment insurance for State employees who should be so unfortunate as to lose their jobs -that's the gist and purpose of a measure scheduled for early introduction in the State Legislature. In the State Senate, the bill will be handled by Senator Seymour Halpern, of Queens, chairman of the Civil Service Committee.

Far from being revolutionary in its content, the proposed bill merely extends to employees of the State the provisions of the Un-employment Insurance Law which now protect employees in private

industry.
While State employment is reputed to be relatively stable, em-ployees who lose their jobs have the same need of unemployment insurance, to tide them over until they can find a new job, as do employees in private industry. This bill gives them the same protection as private employees un-der the same procedure and upon the same terms.

How It Would Be Handled

From the fiscal standpoint, unemployment insurance would be handled in much the same way that Workmen's Compensation

State. The State does not pay workmen's compensation pre-miums. Compensation insurance is carried by the State Fund under an arrangement whereby State reimburses the Fund for the actual awards paid to injured State employees, plus a charge of 5% for administrative expense, The new bill provides for exactly the same procedure, except that there is no charge for administrative expense. The Federal authorities have agreed, after conferences with the Association of State Civil Service Employees State Civil Service Employees and the Division of Unemploy-ment Insurance, to absorb the administrative expense. The administrative expense. The ASCSE is acting as sponsor of the measure.

This bill contemplates that Insurance is now handled by the State employees who lose their songs.

jobs shall be entitled to make claim for unemployment insurance benefits on the same basis as private employees. The awards to which they may entitled would in the first insiance be paid from the Unemployment Insurance Unemployment Fund. The Division would then bill the State annually or semiannually for the benefits actually paid out during a given period and the State would then reimburse the Division for such expenditures. In this way, a needed coverage would be extended to State employees at a minimum of expenses to the State

of expenses to the State.

Cost Small Today
It is difficult to make an accurate estimate as to cost because of the uncertainty as to the num-ber of State employees who lose their jobs from year to year. In times like the present, the cost would be very small. In normal times the cost probably worst not exceed \$50,000 per annum.

NYC WELFARE CHORIS TO HIT THE AIR WA

The Choral Group, N songsters, are hitting songsters, are methods, soon. Next month, the uled to appear on will be given a date entines day, and ley of patrioti



Small, lithe, dynamic Judge Edward Conway, President of the State Civil Small, lithe, dynamic Judge Edward Conway. President of the State Civil Service Commission, reminds one in appearance of the early New England settlers. . . . His policy is to create a strong agency. Once, when he issued an order affecting State employees, an irate department head rushed in, spluttering: "You can't do this! Our rules say otherwise. Did the Governor give you the right?" To which Conway blandly answered: "Why ask me? Better ask the Governor. Meanwhile, you'll change your rules or follow my order." The agency head obeyed. P.S. The two men are good friends now.

#### Institutional Employees

# **Should Maintenance Cost** Be Exempt from U.S. Tax?

ALBANY - Superintendents of State institutions (Mental Hygiene, Correction, Health, etc.) are confronted with a plea that they exert their influence to exempt from the rederar winnivities income tax the value of maintenance furnished and paid for by the State.

The problem is this: employees who live in institutions get a gross annual salary under the Feld-Hamilton Act less the cost of their maintenance, which includes quarters, food, laundry and other items. The employee earning a gross salary of \$1.200 to \$1,500 may return from \$250 to \$400 or \$500 a year to the State for living costs provided by the State. The question is whether those employees should pay a federal income tax on the gross or total income tax on the gross or total amount of salary, or the net amount, that is an amount less what they pay for maintenance.

Whose Convenience?

Attorney General Goldstein has ruled in brief: "Maintenance furnished for the convenience of an employee is subject to Federal income tax; if furnished for the convenience of the employer (in this case the State), it is not sub-

He held further that: "The test of convenience of the employer is satisfied if the employee is required to accept such maintenance in order to properly perform his duties

It is contended that they are required to "live off the institutions" as part of their duties. It is claim-ed that exemption of maintenance from the withholding tax would mean a considerable aggregate saving for the employees.

Opponents say that since the employes are permitted an original basic deduction of \$600 a year the issue is trivial.

It is argued in opposition, also, that such a situation would establish class distinctions among State workers, that if the exemption were allowed, the person living in an institution, and paying for his keep, would have the advantage over the employee who lives out-side the institution and gets the same salary, but is not permitted an exemption on his living ex-The argument is made that one policy ought to cover all.

This, then, is the situation confronting the institution superin-tendents who have been requested to confer, study, and report to their respective department heads.

The answer probably will rest It is held on behalf of thousands with the Treasury Department and of institution employees that this whatever the Internal Revenue is "test" enough to exempt them. Bureau says will prevail.

State Budget-What Will It Do For Employees?

170

ALBANY—Hope that Governor Dewey's budget will contain pro-visions for increased rate of war emergency bonus to State employees; will extend coverage to employees on all levels; and will include legislative and judiciary ployees who were omitted from

year's emergency appropria-vas expressed by the Execu-mmittee of the Association Civil Service Employees,

ast week.

DeGraff, counsel of the ined its legislative proviewed the bills alred in the Legislative dint that the budget that the budget in the legislative above supposes. above appromittee was advised that special legislation is ready for introduction. Other recommendations made

by the committee:

That all State employees should be brought to the minimum of their grade.

That employees of Mental Hygiene institutions brought under the career law on October 1, 1943, be protected against loss of their April 1, 1944 increment by reason

of any reclassification.

That the career service law be amended to safeguard the salary status of employees passing from one class to another in changes or promotions.

A revision of the civil service statutes so that veterans who are unable to perform the duties of the position which they left in the State service, because of in-juries received, may be transferred or appointed to jobs which they can fill, was proposed.

(Continued on page 12)

Ideas Flow As **Conway Meets** Agency Men

Taking advantage of the op-portunity afforded by the State Civil Service Commission, which called a two-day conference on civil service law and procedure, personnel representative of the operating departments and State institutions met at Albany re-cently to exchange views with members of the State Department of Civil Service staff on ways and means of improving civil service methods.

methods.

The conference, over which Howard G. E. Smith, Civil Service Commissioner, and Charles L. Campbell, Administrative Director, presided, was featured by a luncheon talk by J. Edward Conway, President of the State Civil Service Commission.

Representatives of the Depart.

Representatives of the Department of Civil Service, of the Comptroller's Office, and of the Director of the Budget were on Director of the Budget were on hand to explain the provisions of the laws and rules governing civil service which necessitate much of the work with which personnel officers are burdened. They also offered suggestions and new forms designed to speed up the entire process from the time a vacancy exists until it is filled and the new appointee paid.

and the new appointee paid.

In their turn the personnel officers took up the various problems which hampered efficient personnel transactions and urged changes in the Civil Service Law and procedure to eliminate sour-ces of difficulty.

Suggestions

Among the many suggestions offered by the personnel officers

Qualifying, rather than competitive, promotion examinations for key employees whose positions are reclassified.

2. Fewer forms to report per-sonnel changes. 3. Better system of dissemin-

3. Setter system of disseminating information about the latest laws, rules, and determinations relating to civil service.

4. Direct canvass of promotion lists by appointing officers without certification by the Civil Service Department.

The obvious success of the conformace as evidenced by the en-

ference, as evidenced by the en-thusiasm of the participants, points to the calling of similar assemblies in the future. It indicates, too, an acceptance of the Civil Service Comission's new role as a powerful central personnel

For the returning soldier— there's nothing better to keep him up-to-date on Government job opportunities than the Civil Service LEADER.

STATE CIVIL SERVICE BRIEFS

By THEODORE CECKER

Too Late Too Often

Too Late Too Often
EMPLOYEES with a tendency
toward tardiness should take
warning from a recent opinion of
the Supreme Court of Albany
County in a case involving the
removal of a State employee who
was late 34 different times from
August, 1942 to February, 1943.
Deciding that it could not grant
reinstatement to the employee
(who had also been found guilty
by his appointing officer of other
charges, including absence without leave or sufficient excuse, and out leave or sufficient excuse, and of offering false statements to excuse his absence without leave) the Court ruled that it wouldn't say as a matter of law that such a record of lateness was insuffi-cient justification for removal.

Incompetency v. Misconduct

HOW YOU conduct yourself after hours and off public property may still be your department head's business. That is, if your actions reflect discredit upon the public service or tend to impair your standing as a public em-ployee. Thus ruled the Albany County Supreme Court in a case involving the removal of a guard in a State corectional institution who struck a woman during a property dispute outside the in-stitution grounds and was con-victed of assault as a result. The removal was based on charges of "misconduct" rather than of "in-competency." The Court sustained the removal, holding that incompetency related to inadequate performance on the job, whereas "misconduct" covered acts per-formed off the job as well as on the job which reflect on the character of the employee and upon the public service he represents. Septuageranarians Barred

UNLESS the New York State Retirement Law is changed, it will be impossible, despite the current manposer shortage, for per-sons over 70 years of age to get permanent jobs in State service for which competitive or qualifying examinations are required. The Attorney-General has recently ruled that persons over that age may not receive original appointments to non-competitive positions covered by the State Retirement System, inasmuch as retirement under such system is compulsory after a member reaches age seventy. This ruling also covers competitive class positions which are likewise under the mandatory provisions of the State payable to the State Petirement Law. It follows from of Civil Service.

years of age can receive orig appointments only to exempt o positions, including laborer p tions, for which no examinat are required and in which m bership in the State Retiren System is not compulsory.

Laws, Rules, Regulatio

The latest edition of the 8 Civil Service Law, Rules Regulations, which brings up date the provisions of the law rules relating to such subjas appointments, probation terms, transfers, promotions, ciplinary actions, lay-offs, let of absence, reinstatement, in ments, salary adjustments, classification of positions has come off the press and copies come off the press and copies now available for distribution

Among the features of this page publication of the State ( Service Commission are:

1. the sections of the S Military Law dealing with the service status and rights of sons in the federal armed for 2. provisions of the Feld-Hilton Law, applicable to thousa of Mental Hygiene employ since October 1, 13;

or Mental Hygiene employ since October 1, 3; -3, special statutes provicing ditional war emergency comper tion, minimum salaries for 11 1944, temporary salary increa for certain institutional employ

and voluntary overtime paly:

4. rules relating to special duration leaves and appointme classification and reclassification positions, and service recognitions.

ratings;
5. regulations for establish disabled war veteran's prefers in appointments and promotions.
6. the Fite civil service existence in a special districts for the state;
7. the statute authorizing appointment of temporary polymen and temporary formen;
8. a key-word index.
Copies of the publication

Copies of the publication fifty cents each and may be tained by calling at the office the State Department of Service, 26th floor, S Building, Albany, or to Mr. Harry G. Fox a address. Copies may al chased at the New Yor fices of the department 576 at 80 Centre Street tan. Mail orders must

# State Civil Service Plans Streamining

ALBANY-Members of the State Civil Service Commission are considering a 12-point program for early submission to the Legislature.

A few bills will be introduced this week, it was said, and more of them later, as their drafts are completed.

Main objectives of the preliminary legislative program, which will be followed later by other proposals, are to bring the Civil Service law up to date by repeal.

A more flexible transfer policy for the service would for the service would for the service would be a provision. provision; to tuate organization changes in the department; to remove apparent inconsistencies of the Fite Law provisions; and to clarify and review provisions of the law that are confusing, outmoded or un-

New Proposals

Amendments or new law to accomplish objectives in the 12point program will include these proposals:

Correction in all sections where reference is made to employes of the Commission by titles that are not standard.

Reference to civil war veterans to be deleted as obsolete.

Present provisions with reference to exceptions from competitive examination, particularly with reference to four months limitation on provisional appointments "needs study and revision on a realistic basis."

More specific provisions with reference to emergency temporary appointments should probably be incorporated in the law.

The present cumbersome pro-cedure of a 15-day posting before machinery is started for developing an open-competitive list needs modification where it is known

for the good of the service would seem to be desirable.

The decision in the Doering case making a resignation a complete severance of all previous rights, even though the person may be reinstated after a short period, should be modified. The right of an employee to

salary increment when promoted or appointed to a Field-Hamilton position from a position not subject to Field-Hamilton, needs to be clarified.

Mental Hygiene Employees

The eligibility of employees in mental hygiene institutions whose positions were reclassified October 1, 1943 should be brought more nearly into line with the pro-cedure that has applied to other positions in other parts of the service.

Consideration should be given to certification of payrolls in the state service on an annual instead of a semi-annual basis.

In a number of places the law refers to state service where it should refer to Municipal service also, since the extension under the Fite Act.

The Bontecou bill of 1943 should be revived, its defects remedied, and resubmitted.

Commission Personnel M

The inauguration of licy of distributing to officers digests of phases of civil service was announced by Campbell, Director of A tion, State Departmer Service, at the recent representatives confere Albany under the ausp State Civil Service Com Transfer Policy
A more flexible transfer policy subject of "Probationa It contained the law, and regulations, and decisions affecting Then came a me

then came a mesheaded—
(1) The probationary is work test part of an examin if the appointes can carry or successfully. It is, therefore importance in the selection player.

importance in the selection ployee.

(2) The supervisor has a relocate to the probationer and to to instruct and observe the cand to critically evaluate the pability to perform.

(A) The appointing officer sist on objective reports from visor on the quality of work a of a probationer. If a poor tains permanent status throng the appointing officer has belame.

(4) If the probationers as not satisfactory, he may be

(4) If the probationers not satisfactory, he may be the exact end of his term-tained beyond his term, he manent status.

canent status.

(5) No charges are noce orion is dropped at the exacotationary form. Once perdicular hardwards for a persent charge.

(6) Removal of a perset a probationary term forted on Form CS 20. If a this department is required. The Civil Service, algrented in the reasons for ropped, particularly sinety may be restored to eligible cation elsewhere. The orm CS 20, state briefly probationer is being different control of the probationer is being different controls.

# an Albany Affects Employees ...

atroduced in the State d local employees. Each the "Introductory num-The bill carries these the Legislature. In addi-e name of the Senator or The LEADER will keep you informed

all State legislation.

Senate

int B-Mr. Wieks-Permits N. T.
oway employees with one year as the first sick leave of not less fear for other employees, subject to physical examination; leave shall not be cumulative for more than two years and shall not run concurrently with vacation. Referred to Public Service Committee.

Int. 4. Print 4 — Mr. Wicks — Provides for presentation of grievances by em-ployees of N. Y. City Board of Trans-portation and determination by the Hoard after hearing. Referred to Pub-lic Service Committee.

Sat. 5. Print 5—Mr. Wicks—Permits civil service employees to organize, select representatives to present grievances singly or collectively, without interference; the right to strike, not to be construed thereby. Referred to Civil Service Committee.

but. 6. Print 6—Mr. Wicks — Preserve rights at person in classified civil service who may be directed by U. S. to enter war work provides for leave of absence, restoration to position if applied for within 60 days after war work ends, and for amointainent of substitute during absence; period of absence is to be allowed in computing service for pension purposes; pension rights are protected. Beforest to Civil Service Committee.

let. 7, Print 7—Mr. Wieks—Extends to June 30, 1943, provisions for allowing under optical conditions, prior cervice credit for new members of N. Y. City employees' retirement system. Referred to Pensions Committee.

employees retirement system. Referred to Pennique Committee.

Int. 8. Frint S.—Mr. Wicks—Gives employees of N. T. City Board of Transportation leaves of absence with pay in them of brail holidays, such leaves to be in addition to sick and vacation leaves and not to interfere with necessary operation of transit facilities. Referred to Phy. Service Committee.

Int. 19. What to—Mr. W. J. Mahoney—Provides that hearings on charges forcemoval of civil service employees shall be held by officer or body having power of removal or by deputy or employee designated who shall make record of hearing will, h, with recommendations is to be referred to officer or body for review instead of appeal. Referred to Civil Service Committee.

Int. 14. Frint 11.—Mr. Greenberg—Pro-

Int. 14. Print It-Mr. Greenberg-Pro-vides that lall promotion examinations shall consist of two parts of equal weight, first to be a written test and second of crafts for seniority and record in grade or rank and leasth of con-tinuous service. Referred to Oivil Ser-vice Committee.

lat. 31, Print 31.—Mr. Heller—Provides for paymer to state officers and employees for services from J.n. 1, to March 31, 1044, additional was emergency of the major of \$100, has other such emergency of the major of a payable under Chan, 187 of 1988; additional pay is not to be considered for pension purposes or promotion. Referred to Finance Committee.

that person demoted in or separated from civil service for cause and whose name was placed upon preferred list streets due to the country of but, 67, Print 67-Mr. Coughlin-Provides

Int. us, Print us.—Mr. Courbila—Provides
that salary shall not be paid to provisional appointes holding office for
longer than four months. Referred to
Civil Service Committee, (Sume as A.
124.)

Int. 23. Print of Mr. Baum — Exempts salaries of the poyens of state and public corporation of reducation boards from gardishes proceedings. Referred to Codes Committee.

Committee. (all interpret to Codes Committee. (all int. 75, Print inn. Mr. Halpera Provides that public adelorees belonging to pension or resche cut system and receiving no civil con Sensation, or compensation less than or Juried contributions to pension system shall, if in armed forces, have contributed to him by state or musticly if in which he held position. Referred to Military Affairs Committee.

Int. 87, Print 87-Mr. Greenberg-Technica service after April 28, 1941, in U. S. merchant sarring in definition of milltary duty be purpose of allowing bene-fits during absence of civil service em-ployees, befored in Military Affairs Committe, (Same as A. 117.)

at. 98. Peht 98—Mr. Caughlin—Pixes salary scat a in safety inspection serv-ics of state insurance fund. Referred to Civil Service Committee.

Int. 90, Print 39—Mr. Coughlin—Allows momber of J. Y. City employees' retirement system after are 45, instead of 50, and with 20 years of allowable service additional pension canal to 50 per cent of difference between regular pension and pension to which he would be entitled had he attained minimum are of service retirement. Referred to Pensions Committee.

NU.

Int. 190. Print 100—Mr. Caughtin—Pro-vious for allowance on superannuation retirement to employees in state civil service at aninimum interest are, in-steed of age do, and for additional pen-sion based on years of service, Referred to Pensions Camputte.

Int. 17. Print 101— Mr. Bowner—Previous that archite is engineers, technical inscentive and assistants couplayed in N. Y. Citi agencies, shall be appointed in accordance with Civil Service Law; excepts scientific workers of exceptional qualifications in a vivory canacity. Referred to Civil Service Committee. (Same as A. 123 fat. 192, Print 122—Mr. Bowner—Provides that civil Orvice amployee restored to position by surveine cours order after removal shall receive reasonable costs, counted free and expenses paid or incurved or which shall becoafter be paid or incurred by him in the proceeding. Referred 10 Civil Service Committee, Change & A. 64.

Int. 109. Print 109—Mr. Halpern—Provides that an employee of a city or town who is fired from his job may appeal to civil service commission having jurisdiction, in same manner as is permitted state employees. Referred to Civil Service Committee, (Same as A. 87.)

Int. 114, Print 114-Mr. Heller-Provides Int. 114. Print 114—Mr. Relier—Provides for retirement allowance to permanently disabled employee of N. Y. City Sanitation Dept. uniformed force after 10 years of service, of not less than 14 annual salary, and after 25 years of service whether continuous or rendered during different periods. Referred to Pensions Committee. (Same as A. 108.)
Int. 110, Print 119—Mr. Condon—Provides that persons appointed to positions for organization or operation of police communication system or erionical information statistics in municipal police dept. shall be members of the uniformed force. Referred to Citics Committee.

Int. 120, Print 120-Mr. Condon-Prinnt. 120. Frint 120—Mr. Condon—Fra-vides for optional retirement of police-men who are members of state em-ployees' retirement system and who elect an or before July 1, 1945 to con-tribute on basis of retirement after 25 years of service or at age 60, numer-palities to make additional contributions for increased pensions. Referred to Pen-sions Committee. (Same as A. 193.)

Int. 128, Print 128—Mr. DiCostanzo—Provides to regular classified civil services employees of state, civil division or city, sick leave with pay at rate of 18 working days a year, leave to be consulative but not to exceed 6 months in any year; employees shall be subject to physical exumination by dept, head without expense; policemen and fireness are excepted. Referred to Civil Service—Committee, (Same as A. Sl.)

net Committee, (Same as A. 64.)
Int. 130, Print 130—Mr. DiCostanzo—
Provides that employee in State and local welfare depts, holding position in lower grade shal not be barred from promotion to next higher grade to fill vacancy, by failure to meet educational requirements. Referred to Relief and Welfare Committee, (Same as A. 55.)

#### Assembly

Int. 13. Print 13-Mr. Butler-Pravides Int. 13. Print 13—Mr. Butler—Provides for payment of additional was emergency compensation of 15 percent for state officers and employees from Apr. 1, 1944 to Mar. 31, 1945, aggregate pay not to exceed \$5,000 a year. Referred to Ways and Means Committee.

Int. 17, Print 17—Mr. Crews—Defines final compensation for N. Y. City retirement purposes to mean average annual compensation during any 5 consecutive years of city strying, instead of 5 years since employee hast became member. Referred to N. Y. City Committee.

it. 18. Print 18—Mr. Crews—Provide that minimum names rate of pay fo state employees in classifical service shall not be less than \$1,500. Referred to Ways and Means Committee.

Int. 19. Print 19—Mr. Crews—Provides that state employees who work in ex-cess of 8 hours a day or 40 hours a week shall receive time and a half for extra hours. Referred to Ways and Meuna Committee.

Means Committee.

Int. 29, Print 26—Mr. Crews—Provides
for additional war emergency compensation for state employees and officers,
of \$400 a year beginning age. 1, 1944.
None of this sum is to effect an increase in pension or rethrement benefit
or constitute promotion or increase pay
of employee in military or naval service: appropriates \$20,000,000. Referred
to Ways and Means Committee.

Int. 25. Print 23—Mr. Dware. Same as

Int. 23, Print 23,-Mr. Dwyer. (Same as S. 24)

Int. 33, Print 53-Mr. Austin-(Same as S, 130.)

Int. 34, Print 34-Mr. Dalrell- (Same as S. 102.)

Int. 58, Print 58—Mr. Morse—Authorizes pursons receiving N. Y. City pensions to hold office for which compensation is paid for the duration, without for-feiting pensions, Referred to N. Y. City Committee.

Int. 61, Print 61-Mr. J. P. Quino-(Same as S. 128)

(Same as 8, 128)
Int. 80, Frint 80.—Mr. Andrews—Requires
that public officers who pass over
higher-graded cligible applicant for competitive civil service position in favor of
lower graded cligible shall make sworn
cettheation of trassus therefor with
statement that service not done because of race, color or religion. Civil
Service Committee.

Int. 82. Print 82-Mr. Archinal-Same as S. 75.)

as S. 75.)

Let. S5, Frint S5—Mv. Crews—Provides
for increase in salary of members of
N. Y. City empervising, traching, administrative and ensteading salfs of relucation board, of 5500 after April 1, 1944,
and for an increase of not less than
S3 a day for a member who is a subsitute or on a per clem basis. Referred
to Ways and Means Committee.

Int. 87, Print 87-Mr. Morgan-(Same as S. 109.)

Int. 165, Print 165 Mr. Crews Provides that laborers, workings and mechanics that laborers, working and mechanics couployed by state, municipal corporation or commission shall receive rate of pay not less than that er diese applies were contracts. Referred to Labor Committee,

Int. 108, Print 108, Mr. Crews (Same

Int. 190, Print 100—Mr. Crews—Pro-vides that civil service employee holding competitive class position in loser grade shall not be barred from grantellar to fill vacance by failure to met adica-tional requirements. Referred to Civil Service Committee.

Int. 110, Print 110—Mr. Gan. Provides that employees appointed from lists promulgated by municipal givil service commissions shall receive all rights, privileges and benefits in positions to which they have been appointed, as granted to employees of specific oily

in which commission is authorized to act. Referred to Civil Service Committee.

Int. 112 Print 113—Mr. Glancy—Repeals provision which suspended for one year salary increments for certain state employees and provides for computing salary or wages of labor dept, inspectors on basis of facal year commencing April J. 1944, and thereafter in accordance with salary increase laws. Referred to Ways and Means Committee.

Int. 117, Print 117-Mr. Steingnt-(Same

Int. 133, Print 135-Mr. Dalzell-(Same 8, 101.)

Int. 124, Print 194-Mr. Cluney-(Same as S. 68.)

as S. 68.)

Int. 128. Print 128—Mr. Owens—Allows
payment upon death of member of state
retirement system to beneficiary from
pension accumulation fund, of additional
amount equal to 50 per cent of raise
of compensation after 10 years of allowable service. Civil Service Committee.

Int. 131. Frint 131.—Mr. Wachiel.—Includes service after April 28, 1941, in U.S. maritime service, in definition of military duty for purpose of allowing benefits during absence of civil service employee. Referred to Military Affairs Committee.

Int. 139. Print 139—Mr. Gans—Provides every officer and corplores of state, municipal or other political subdivision who is drafted shall be entitled to all vacation, promotion and re-employment rights; shall receive compensation provided absence in any one year does not exceed 30 days, otherwise the difference between his civilian salary and army pay. Referred to Military Affairs Committee.

Int. 163, Print 163-Mr. Jack-Extends coverage of unemployment insurance to employees of state or any municipality or governmental subdivision other than those persons employed in civil service competitive class and having lenure of employment, Referred to Labor Com-mittee.

that employees appointed from municipal civil service lists, except education and transportation employees shall receive all rights, privilege and benefits including salary increments as are granted to city employees. Referred to Civil Service Committee. Int. 196, Print 166-Mr. Moritt-Provides

Int. 167, Print 167-Mr. Morits-(Same

as S. 31.3
Int. 171, Print 171.—Mr. Watchtel—Provides that person whose name is on eligible list for civil service appointment or promotion shall while on military duly retain his rights and status; appointing officer may appoint him even though he is absent if his name is reached for certification. Referred to Military Affairs Committee,

Miliary Affairs Committee.

Let. 182, Print 182—Mr. Crews—Provides that appointing officer shall promote public employee legally eligible and reached on cligible list for promotion to any vacancy netwithstanding the absume of employee in military duty. Referred to Military Affairs Committee.

Let. 192, Print 192—Mr. Lamule—Requires that S. Y. City Bd. of Education establish rules for and employee for case of buildings, now employed indirectly by contractors, positions to be in non-competitive class: municipal civil service commission after hearing may

#### Death Claims Paid Under Insurance Plan

Payment of the 500th death claim by the Group Life Insurance plan of the Association of State Civil Service Employees was an-nounced by the Executive Committee of the organization last week.

This brings the total of death benefits paid by the plan up to \$865,000 since the inception of group insurance by the State Employees organization in 1939, De-scribing their insurance plan, ASCSE officials said:

"An easy feature of the insurance setup is the fact that new employees may enroll within 90 days of their entrance into the State service, without physical examination."

Other features are automatic payroll deductions for premium payments, and low cost as compared to other forms of life insurance. The payment of insurance claims to beneficiaries is usually made within a few hours after a death is reported.

Term insurance, with broad coverage and easy payments, are credited for the large number of participants in the plan.

> SPECIAL GROUP MEMBERSHIP RATES

now available for POLICENIEN

PHEEDWEEN \$16.00 A Year

Full Sembership with use of physi-cal privileges, from 6 a.m. to 10:30 p.m. (except Sunday) CENTRAL BRANCH

YMCA

on HANSON PLACE, B'klyn, N. Y. One Minute from Flatbush Ave. L. I. R. B. Station For Information Phonet Mey-Serably Dept. STerling 3-1000

remove employee not of good character or who failed to prosecute application for citiamship; salary schedules shall be fixed by bourd at not less than those received on Jan. 1, 1944, under indirect system. Referred to Education Com-mittee.

Int. 193, Print 198-Mr. Bapp-(Same as

Int. 195, Print 195—Mr. Orews—Exempt salaries of employes of state and public corporations from garnishee proceedings. Referred to Codes Committee.

Int. 183, Print 183-Mr. Crews-Includes
U.S. merchant marine service in definition of military duly for determining rights of public employee during absence. Referred to Military Affairs Committee.

184-Print 184-Mr. Crewspublic employee who is member of pen-sion or retirement system right to con-tinue membership during absence on military duty, contributions to fund during absence shall be paid by state or numicipality but shall not be sub-ject to loan or withdrawal; act shall be retroactive to Oct. 16, 1050, Referred to Military Affairs Committee.

leal inspector, dentist, supervising et elinic physician after appointment or promotion following examination and who was employed on June 30. 1980, and paid on per annum beals, shall continue in such position on per annum basis, salary increments and privileges and retirement rights not to be less than those employed on that date. Referred to Wars and Means Committee.

ahout State

#### ASCSE Looks At Laws

(Continued from page 9) However, approval of the bill was

Members of the Legislative Committee, who were appointed by President Harold J. Fisher of the State Association of Civil Service Employees, will meet again on Tuesday, January 25. The follow-ing persons make up the Comittee:

or municipality but shall not be subject to loan or withdrawal; act shall be retroactive to Oct. 16. 1040. Referred to Military Affairs Committee.

Int. 180, Print 180—Mr. Crews—Provides that state or municipal employee may absent himself from duties, during service as member of state guard without loss of vacation or holiday privileres or promotion, reappointment or re-subployment rights. Referred to Ways and Means Committee.

Int. 180, Print 180—Mr. Crews—Provides that person holding city position in competitive class as physician, med-



from

# THE BATTERY THE FALLS

News About State Employees

WILLARD STATE notes that . . . Mrs. Martha H. Parker is about to beginer 29th year in service; has a ved under 4 superintendents . . . Edgar E. Fritts, Alphonsus P. Driscoll, Lester E. Steen, Justin Keady and Anne T. Hassey attended an employee mass meeting at Syracuse State School . . . They're still talking about the dance held on January

NEWARK STATE SCHOOL reports a new slate of ASCSE offi-Harold Och, president; Harland Craver, vice-president; Charles Emerson, Jr., secretary; Frederick Coomber, treasurer; members of Executive Council-Melanie C. Purdy, Viola Verbridge, Zardon Munn, William Verbridge, George Benjamin, Doris Fortmiller, Dorothy Dilcer, Donald Sigsby and-Walter Dennis . . . Ex-Newark employee, Master Sergeant Paul Popeck, is now in the Hawaii . . . another, Staff Sergeant Chester Palis, now a proud father . . . it's a boy . . . Pfc. Francis R. Condit is home on furlough from Maryland. . . . Let's hope for speedy recovery to the following ill employees: Mrs. Ruth Roberts, Caro-lyn Howley, Betty DeVille, Mrs. Marie Peck, Mrs. Eva Burditt, to comply with Sec. 168 and 169a

MATTEAVAN HOSPITAL sa-lutes Miss Rose Marges, entering the WAC . . . A Committee is raffling a \$50 bond for the boys in service. Frank Vassalo, chairman of the drive, is working with Jane Macewicz and Joseph Seifts. . . .

LETCHWORTH VILLAGE obtained 500 signatures on the peti-tion asking Governor Dewey for thorough and immediate consid-eration of the Feld-Hamilton Act as it applies to them . . . Is still receiving acknowledgments of the cigarettes sent to servicemen Reports \$548.70 raised in the War Loan Drive . . .

WARWICK STATE SCHOOL elected a new slate of Association chapter officers for 1944. Reginald F. DeLade, new president, is assisted by William F. Kotzenberg, vice-president, and: Michael J. Fitzgerald, treasurer: Florence K. Smith secretary Delegate to the Smith, secretary. Delegate to the State Convention, M. J. Fitzgerald, and alternate, Lawrence Zuccolo Staff team lost a basketball game to the boys' squad . . . February 8, set as date of season's first social event, a card party . . . PFC and Mrs. Nicholas Tyrpack have a new \$350 exemption . . . Word has been received from Cpl. Clarence E. (Dutch) Lucha that he is now in Sicily after having been through the African campaign . . .

DANNEMORA HOSPITAL ASCSE chapter has announced its objectives for 1944: Prison pay scales for Dannemora employees; optional maintenance regulations; recognition of farm labor person-nel as part of the Farm Guard

of the Labor Law . . . Secretary Howard J. St. Clair, and treasurer Thomas Cummings, recovering from germs.

MANHATTAN HOSPITAL employees at a meeting this month concluded that numerous resignations in the institution and the hiring of new workers is main reason for concentration of so many employees at low points on the salary chart,

CLINTON PRISON reports 78 members in armed forces . . . A group attended funeral services for mother of Warden Jackson.

ST. LAWRENCE HOSPITAL Association chapter looking forward to an election next month ... A new secretary will be chosen . . Present officers are Lee Keyes, president; Ernest Richardson vice-president; Charles Mitchell, treasurer . . .

SING SING was represented at Albany by Morris Diamond. He was picked to talk for the prison at the Civil Service Conference of representatives of Correction Department. . . D.P.W., ROCHESTER has also held an election. The new officers: Roy C. Hutchinson, president; Dominic A. Manusch des presidents of the president of succi, vice-president; Grace M. Yacono, secretary; William H. Saunders, treasurer; and Earl J. Bullis, delegate, will lead the Asso-ciation chapter for the year.

ATTICA PRISON also installed new officers: Lawrence R. Law heads the slate. Thomas Ander-son is vice-president; Alva Haskins, treasurer; John R. Smith, recording secretary; and Kenyon Ticen, financial secretary. . .

MORE NEXT WEEK!



Conomos Marie
Dooman Mary
Nickelsborg Libbie
Torre Lens
Lampert Lillian
O'Neill, L. A.
Kavkewitz Sarah Grengiass Della Botte Hyacinth Rosenthal Rose Hausner Rose Cohn Selma Hand Beatrion Berman Helen Weiner Pearl Young Edith Demoyan Mary Donovan Macy

Shan.
Horn 1.
Nims Sy.
DeCiceo An.
Hager Edith
Hannon Jos.
Rosenberg Irer
Turner Thyra
Christian Iola
Howard Bernis
Tirer Solma
Lasner Betty

Account Clerk, Westchester County, Open-Competitive

Coyne Ethelyn
Linchberg Edna
Sima Frances
Hoyt Theron B.
Hughes Anna
Engstrom Irene
Sangiovanni Maica
Mazzeo Emma J.
McGrath Anna
Perrara J. E.
Mecca Jean

Youngs C. R.
Klienschnitz M.
Latimer Gladya
Cucciarre A. F.
Kinaman D. S.
Duhir Denia
Amodio R.
Bakach O.
Borlean A.

County, Promotion

Page Frederick Staronin Eather Jacobus G, R. Spahn Marion Thum E.

Asst. Statistics Clerk, N. Y. Off. State Insurance Fund. Promotion.

Skulka, Bertha Pokotk, Yetta Polytik, Yetta Hedile, Norma Yomtov, Estelle Sullivan, Buth Wedes, Rosalyn Ehrenberg, Jean Huser, Marie Schauman, S. Buser, Marie Schauman, S. Lorum, Helen Schachter, Adels Harmalen, Harriet Levine, Betty Glutin, Dorothy Heffler, Lillian Cella, John F. Weinberg, Louis Cooney, Helen Lovine, Antomette London, Marioa Spencer, Gloria Grossman, Judith Enstein, Harry Spencer. Spencer. Grossman, Judith Epstein, Harry Kinofsky, Rachel Lowenbrann, Ruth Silverman, Henry Nucent, Splvia E. Johnson, Elaine Miller, Minnie Lunsford, Helen

Freeman, Ella Asarch, Fannie Brandes, Fannie Wiener, Rose Farrell, Marie D. Farrell, Marie D. Weiler, Prederica Weinsbenker, Ame, Dorion, E. V. Zucker, Nettie Anderson, Helea Reegan, Dorothy Meyerberg, Ralph Taylor, Mildred B, Romanoff, Helena Lamendola, Lucy Levy, Sarah Ellia, Geneviere Elia, Genevieve Dropkin, Clara Dropkin, Clara
Pacey, Ruby G.
Shevrin, Gertrude
Becker, Rebecca
Sayewitz, Sarah
Chinehauck, Mollie
Weiss, Lenore
Brathwaite, Heloa
Wagner, Dorothy
Papierno, Eather
Davis, Bernice
Zehner, Muriel

Intermediate Account Clerk, Westchester County. Promotion Coyne, Ethelyn M., Muzzeo, Emma J. Hoyt, Theron B

Stenographer N. Y. Office State Insurance Fund. Promotion

Basta, Frances Weisbrod, Goldie Wovenniaer, Ruth Sporn, Hose Tentone, Yola Karpf, Ethel Karpf, Ethei Alterman, Harriot Warske, Mabol Purman, Pauline Prisenda, Charlotte Levinson, Heisen Schweisberg, Edith Goldman, Sylvia Greenwald, E. Greenspan, Ida Smith, Claire Moskowitz, Heien Lurabee, Lota Piwowarski, Entih Blatt, Minnie Blatt, Munic Bosenson. Eather Ceppos, Victoria Hilliard, C. T. Holland, Anna Newburn, Anna Navrooe, Mary Lamanna, Teresa Brathwaife, Heien

#### Fisher Announces **New Service**

Beginning with this issue, all members of the Association of State Civil Service Employees will receive the CIVIL SER-VICE LEADER regularly. The publishers .. The LEADER have entered into an arrangoment with the Association whereby members will receive the publication as part of their annual dues.

The LEADER will cover each week the pertinent news affecting employees in all parts of the State. Under the new plan, Association members will be kept in week-to-week touch with the facts as to all civil service happenings, legislation, directives, action on lists, Association news, activities and

The LEADER is happy to make this announcement. The publishers feel it marks an opportunity to perform a real news-service and to aid in extension of the merit system.

Harold J. Fisher, President of the Association, in making the announcement, stated: "The members of our organization, in receiving The LEADER regularly, are fortunate in that they will have not only extended coverage of State activities, but will profit by this fine opportunity for complete expression through such an outstanding newspaper. The meri system and the employees whoth profit thereby."

Dann Mattea

2. Callin. Commission of the ently unfair in. sick leave rules in partment of Public Service, at o seek res-toration to employees of any money taken from them by reason of such interpretations.
3. Asking President Roosevelt

and Congress to take geps to exempt from Federal tax's pen-sions paid to New York State employees under the New York State Retirement System and other

State pension systems . Further action was also lurged by the Committee with reference to increasing allowances to employees required to incur travel ployees required to incur travel and other expenses in connection with their work. The increased cost of living and the increased costs of operating automobiles have not been recognized by the State, the Committee asserted, and as a consequence, many workers are severely penalized. Another suggestion was an amendment to the State Finance Law to permit the State to pay the costs where a State employee is required to move his home and family to a new location in the course of his location in the courge of his employment.

Harold J. Fisher, president was presiding officer. Others in attendance:

tendance:
Cifford C. Shore. Health; John A. McDonald, Montal Hygiene: Milion Schwartz,
Insurance: Janet Macfarlane. Secretary;
Earl P. Pfannebesker. TreasaNct; John T.
DeGraff, Counsel; Mildred O. Meskil. Azriculture and Markete: Ehizabeth Staley,
Banking; Helen' H. Honle, Civil Service;
William M. Foss. Conservation: Leo Britt,
Correction: Wayne W. Sopert Education:
Charles H. Foster. Executive? Christopher
J. Fost. Labor: Francis C. Maher, Law;
Prank O. Osborn, Mental Hyricane: Edward
J. Ramer, Public Works: William Hunt,
Public Service: Jesse H. McFurland, Social
Welfare: John A. Crowie, Caxation and
Finance: William F. M. bugh, Executive Representative.

#### Veterans and Promotion Tests

A ruling affecting NYC employees in military service was issued by the City Civil Service Commission. iast week.

"An honorably discussive per manent City employee who is elimanent city employee who is eliible for a promotion examination
or part of a promotion examination which is to be given within
60 days of his discharge need not
participate in this examination.
He may elect to tag the special
promotion examination if he takes
the regular promotion examination. the regular promotion examina-tion, he shall lose all rights to a special promotion examination."

This procedure means that the returning serviceman won't be forced to take a test without hav-ing time to prepare for it. He is entitled to a "special examina-tion within one year of his dis-

#### Progress on State Exams OPEN-COMP

MOTOR VEHICLE INER, Department of nance: 8260 candidates. 1942. Rating of the in completed. Rating purionce is complete completed.
JUNIOR STENO
IOR TYPISTS, All
dates, held in Octo
cember, 1943. F
cramination is

ASSISTANT Supreme Co late Division 1943. Rath is completed of rusing been completed pose of ray



# What kind of a house would you put here?

ATER THE WAR, somebody's going to put up a new house on that pretty rise of ground that overlooks the river bend just outside of the town line. Nothing elaborate. Just a pretty little house anuggled into the trees as though it belonged there.

se may buy to There should be many a good day's hunting in those rolling fields and back through the woods over to the State road. Fixed up a little bit—and it shouldn't take much money would be a livable place for a man and his

Yes, somebody's going to buy it. Some-body's alway oming along, with a dream and a little money and doing the things we'd promised ourselves we'd do someday.

But this time, why can't that "somebody' Look . . . Suppose you put 10% of your pay into War Bonds. At least 10%—more if you possibly can. And keep putting it away—putting it away—putting it away. Wook after week-payday after payday. Here's what happens:

Before you know it, you get so you hardly miss that money. And if you do miss it, you've got something better to replace it—the knowledge that you, personally, are helping to insure a steady flow of planes and tanks and guns to the men who fight. The knowledge that you, personally, have toed the mark and are belping to win the war.

come again, the money you've put away starts coming back to you. And bringing more money with it—you get four dollars for every three that you put in!

Then, one of these days, when peace has

When that day comes, you can get out your pencil and start figuring just what kind of a house you'll put on the river bend.

But to be sure that day does come, you'd better do this: You'd better get out your poncil right now and start figuring how you can save at least 10% of every single pay check with U. S. War Bonds!

SAVE WITH U.S. WAR BUNDS EVERYBODY ... EVERY PAYDAY ..



ace is a contribution to America's all-out war effort by

MARY JANE LEE, INC. LEATHER TRADING CORP. COASTAL CAPTERIA, INC. WEINS O'D & HOLTZMAN, INC.

M. COLABELLA CO, HARRY J. ROSHTI J. DURANDO & SONS

STATE PLUMBING & HEATING BOND ROOF & INSULATION CO. GEO. MASSABNI G. DANZIS CO.

# **POLICE CALLS**

New Working Chart

The new 20-squad working chart was promulgated last week and from where we sit it looks like there was very little grumbling over it. The General Order accompanying it—and a good job it was, too, by the Bureau of Orders, indicative of much thoughtful preparation—contained a number of pleasant surprises.

of pleasant surprises.

What the men liked most about the new set-up is the provision for two one-hour meal periods during the extra-length tours. This actually cuts down the number of course to the length of the extra hours on the long tours from four to two and one-half. Especially considerate were the

provisions compensating patrol-men for time lost in court after an arrest. A patrolman who makes an arrest on his first 4-12 tour or his 4th late tour following which he is compelled to attend court on his own time will be excused from berforming the extra hours at the ollowing tour. Also a patrolman who makes an arrest during one of his overtime tours and is stuck or court on his own time will be excused for four hours on the fol-

owing tour.

Cushioned by these provisions for extra meal times and compensatory time off for court attended to the second seem that the administration will tiance it would seem that the additional time that policemen will work is rather liftle. One wonders, then, why the Mayor made such a fuss over it. Was it to make the \$420 bonus palatable to the tayponess? Or was it to show the taxpayers? Or was it to show the cops "who's the boss"?

#### Will Estimate Board OK \$2,000 Pay?

At last week's Council meeting, one bill affecting a group of City employees was passed unanimously. Introduced by Councilman Joseph Sharkey, it provides that the salaries of probationary policemen start at \$2,000, for the irst six months. The present law provides a minimum probationary provides a minimum probationary alary of \$1,320. Board of Estimate approval is necessary before the measure becomes part of the Ad-ministrative Code. That approval

far from certain. Text of the bill follows. aterial in brackets is deleted

evial in brackets is deleted in the law.

a annual pay or compensation of hembers of the police force who atrolmen as aforesatif, shall be as as: For members of the first grade, a rate of not less than three thought of the sach; for members of the lawade, at the rate of not less than housand seven hundred fifty dollars for members of the third grade, at ate of not less than two thousand hundred lifty dollars caeds; for era of the fourth grade, at the rate less than two thousand five hundlars arch; for members of the grade, at the rate of not less than housand two hundred fifty dollars for members of the sixth grade, at for members of the sixth grade, at

#### . MARY'S HOSPITAL

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parate building; an aipment; large recreation om; course 3 years, "Colge affiliation." parate building; all new

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#### Purgatorial Society A MASS LEAGUE r the Living and the Dead

BOY-To give you an easy means provide spiritually for your dear

iceFITS—Eight High Masses cele-led Daily for intentions of Living for Souls of Departed Members. Obligation Assumed in Perpe-by the Redempterist Fathers) ATIONS - Yearly membership, Oc: Perpetual Membership, \$10. iterature Sent en Request

DEMPTORIST FATHERS . 150th St., New York 55,

CARD PARTY OMINICAN SISTERS THE SICK POOR r. AFT., JAN. 29, et 2.30

MOTEL PLAZA

100. and 50th St. N. Y.

105. Federal Tax Incl.)
109. (Federal Tax Incl.)
Y TOCONVENT
Clst Street, N. Y.

dollars each, fexcept that the annual pay or componsation of mombers of such seventh grade shall be at the rais of not less than one thousand three hundred twenty dollars each during the proba-tionary period of their service.] 2. This local law shall take affect im-mediately.

#### Pre-Election Stuff

PBA elections don't come off until next June but already there's a considerable amount of jockeying for position. A cleavage between PBA President Pat Harnedy and Vice-President Jack Carton definitely exists, according to a number of delegates.

During the negotiations with the Mayor, Harnedy is reported to have told Carton his presence at the meetings with the Mayor was no longer necessary. That looked to some as though Harnedy wanted to grab all the credit for watever agreement was finally reached. Carton complained about

reached. Carton complained about

STATE OF NEW YORK, DEPARTMENT
OF STATE, 18...

I do hereby certify that a certificate of
dissolution of AYWON PLEATING
& STITCHING CORP, has
been filed in this department, this day
that it appears therefrom that such
corporation has compiled with section one
hundred and five of the Stock Corporation
Law, and that it is dissolved.
Given in duplicate under my hand and
official soal of the Department
(Seal) of State at the City of Albany
this 10th day of January, 1944.
THOMAS J. CURRAN,
Secretary of State.
By FRANK S. SHARP,
Deputy Secretary of State.
STATE OF NEW YORK, DEPARTMENT
OF STATE, 181...
I do bereby certify that a certificate of
dissolution of SHAPIRO & TANTELL,
INC., has been filed in this department
this day and that it appears therefrom
that such corporation has compiled 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
(Seal) of State, at the City of Albany,
this 19th day of January, 1944.
THOMAS J. CURRAN,
Secretary of State.
By FRANK S. SHARP.

STATE OF NEW YORK, DEPARTMENT
OF STATE, 181...
I do hereby certify that a certificate of
dissolution of S. JOLLOPSKY & SONS,
INC., has been filed in this department this
day and that it appears therefrom that
such corporation has compiled with section
one hundred and fire of the Stock Corporation Law, and that it is dissolved.
Given in duplicate under my hand and
official seal of the Department
(Seal) of State, at the City of Albany,
this 19th day of January, 1944.
thousand mine hundred and fortythree.

TROMAS J. OUBRAN,
Secretary of State,
By FRANK S. SHARP,
Deputy Secretary of State,
By FRANK S. SHARP,
Deputy Secretary of State,
By FRANK S. SHARP,
Deputy Secretary of State,
By FRANK S. SHARP,
I do hereby certify that a certificate of

By FRANK S. SHARP.

Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE as.:

I do hereby certify that a certificate of dissolution of LONE VOICE PUBLISHING. CO., INC. has been filed in this department this day and that it appears therefrom that tuch corporation has compiled 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 (Seal) of State, at the City of Albany, this 19th day of January, 1944.

THOMAS J. CURRAN,

Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby certify that a certificate of dissolution of FINDLAY COAT CO. INC. has been filed in this department this day and it appears therefrom that such corporation has compiled 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 (Seal) of State, at the City of Albany, this 17th day of January, 1944.

TRIOMAS J. CURRAN

Secretary of State, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby certify that a certificate of dissolution of MANOR MANUFACTURING CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with section one hundred and five of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official scal of the Department of State, at the City of Albany, this 17th day of January, 1944.

THOMAS J. CURRAN,

Becretary of State.

Ry FRANK S. SHARP,

Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby certify that a certificate of dissolution of J. W. B. CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with section ene hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official scal of the Department (Scal) of State, at the City of Albany, this 17th day of January, 1944.

THOMAS J. CURRAN,

Secretary of State.

By FRANK S. SHARP,

Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby exists that a certificate of the corporation has completed with section one hundred and five of the Stock Corporation.

STATE OF NEW YORK, DEPARTMENT
OF STATE, se.:
I do hereby certify that a certificate of
dissolution of TENNY PHARMACY,
INC., has been filed in this department
this day and that it appears therefrom
this day and that it appears therefrom
that such corporation has compiled with
section one hundred and five of the Stock
Corporation Law, and that it is dissolved.
Given in duplicate under my hand and
official seal of the Department
(Seal) of State, at the City of Albany,
this 14th day of January 1944.

THOMAS J. CUERAN,
Secretary of State,
By WALTER J. GOING,
Depuis Secretary of State,
STATE OF NEW YORK, DEPARTMENT
OF STATE, as.:
I do hereby certify that a certificate of

being eased out in this fashion at one of the delegate meetings.

The surest indication of the existence of differences between the two top PBA nabobs is that Harnedy made the strongest efforts to have the delegates accept the Mayor's proposal for the \$420 bonus and the 20-Squad chart. Carton voted against it. Carton voted against it.

#### Martin's Case

For the second time, the City Civil Service Commission denied the claim of Raymond C. Martin for veteran preference on the pro-motion list to Lieutenant, Police Department. He is number 88 on the list.

Sergeant Martin notified the Commission that he expected a final examination from the Veterans Administration in about two months. At present, Veterans Ad-ministration does not recognize his claim for war service disability. He was advised to return to the

Commission with another application for veteran preference if the Government adopts his claim.

dissolution of RUSSIAN TEA ROOM RESTAURANT, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official seal of the Department (Seal) of State, at the City of Albany, This Tth day of December, 1643.

THOMAS J. CURRAN, Secretary of State.
By FRANK S. SHARP, Deputy Secretary of State.
By FRANK S. SHARP, Deputy Secretary of State.
STATE OF NEW YORK, DEPARTMENT OF STATE, 88.:
I do hereby certify that a certificate of dissolution of HAV A. BISCUIT CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with section 105 o fithe Stock Corporation Law, and that it is dissolved.

Given in duplicate under my band and official seal of the Department (Seal) of State at the City of Albany, this 7th day of January, 1844.

THOMAS J. CURRAN, SHARP, Deputy Secretary of State.

By FRANK S. SHARP, Deputy Secretary of State.
By FRANK S. SHARP, Deputy Secretary of State.

FIGURE S.J. CURRAN, STATE, M.:
I do hereby certify that a certificate of dissolution of The Stock Corporation Law, and that it is dissolved.

Given in deplicate under my hand and official seal of the Department this say and that it appears therefrom that one of the Stock Corporation Law, and that it dissolved.

Given in teplicate under my hand and official seal of the Department Law and that it dissolved.

Given in teplicate under my hand and official seal of the Department Law and that it appears therefrom that of the discolved.

Given in teplicate under my hand and official seal of the Department Law, and that it appears therefrom that the non-progration has complied with section 100 of the Stock Corporation Law, and that it dissolved.

Given in diplicate under my hand and official seal of the Department (Seal) of the Stock Corporation Law, and that it dissolved.

Given in diplicate under my hand one official seal

Given in dublicate under my hand the afficial and of its Department (Seal) of State at the City of Albany this 12th May of January, 1944.
THOMAS J. CURRAN,
Southlary of State,
By FRANK S. SHARP,
Desmits Decretary of State,

Scoreiary of State,
Dy Frank S. SHARP,
Described State of State of New York, Demartment of State.

STATE OF NEW YORK, DEMARTMENT OF STATE, ss.:
I do bereby certify that a certificate of dissolution of ART JEWELRY CASE.
CORPORATION, has been sled in this department this day and that it appears therefrom that such corporation has compiled with section 105 of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and official soal of the Department (Seal) of State at the City of Albany, this 12th day of January, 1944.

THOMAS J. CURRAN,
Socretary of State,
By FRANK S. SHARP,
Deputy Scoretary of State,
By FRANK S. SHARP,
OF STATE, ss.:
I do bereby certify that a certificate of dissolution of BRENTPINES REALITY COMPANY, INC., has been filed in this department this day and that it is dissolved.

Given in duplicate under my hand and official seal of the Department (Seal) of State at the City of Albany, this 18th day of January, 1944.

THOMAS J. CURRAN,

this 18th day of January, 1944. THOMAS J. CURRAN,

THO MAS J. CURRAN.

Secretary of State.

By FRANK S. SHARP.

Deputy Secretary of State.

STATE OF NEW YORK. DEPARTMENT OF STATE So:

I do hereby certify that a certificate of dissolution of WHITE PEARL SHIPPING COHPORATION has been filed in this department this day and that it appears therefrom that such corporation has compiled with section 105 of the Stock Corporation Waw and that it is desolved Given in duplicate under my hand and official scal of the Depart(Seal) ment of State at the City of Albany, this 15th day of January, 1944.

THOMAS J. CURRAN,
Secretary of State.

THOMAS J. CURBAN,
Secretary of State.
By FRANK S. SHARP,
Dobuty Secretary of State.
STATE OF NEW YORK, DEPARTMENT
OF STATE, as.:
I do berety certify that a certificate of
dissolution of Hiffer & Elsenberg.
INC., has been filed in this department this day and that it appears
therefrom that such corporation has complied with section 105 of the Stock
Corporation Law, and that it is dissolved.
Given in daubleats under my hand and
official seat of the Department
(Seal) of State at the City of Albany
this 13th day of January, 1944.
THOMAS J. CURBAN,
Secretary of State.
By FRANK S. SHARP,
Deputy Secretary of State.

For the returning soldier— there's nothing better to keep him up-to-date on Government job opportunities than the Civil vice LEADER.

#### General Bradley

(Continued from page 8)

proposal to give disabled veterans a 10 or 15 per cent point advan-tage in any civil service test and other veterans five or more points.

Some are for continuing the present requirement of putting every disabled veteran at the top of the list with a minimum point advantage for other, non-disabled veterans.

Veteran representatives scoff at the comment of opponents of vet-eran preference when they say it would "wreck and ruin" the merit system. The Legion's spokesmen say they are determined to win constitutional sanction of its plan and to make all-veteran preference mandatory in every aspect of civil service.

The proposal for a legislative committee to study the whole

problem of vete likely to be int State legislatus ture. It is not ture. It is not proposed comm up, will have sthis: 3 members ate, 3 members plus 10 or 11 m community at lar American Legion Women Voters, Reform Associal tives of employe tatives of other izations.

That's the ver

SPANS
Se — 7-10 P.
Three Native B
Hestinnesses

BOW

New York Franciscan Fathers-Holy Name Provi

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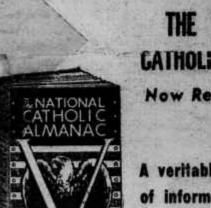
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WEEKDAYS—5, 0, 0.30, 7, 8, 8.50, 9, 10, 11.15 (11 Tuesdays)

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EVERY DAY OF THE YEAR PROM 6.00 A.M. TO 10 P.M.

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SUNDAYS-Question Box and St. Philomena Devotions: & P.M. MONDAYS—Our Lady of the Miraculous Medal Devotions: 11:14
19:15, 5:30, 6:15, 8 P.M. Sermons at 5:30 and the following

TUESDAYS—St. Anthony Devotions: 8, 9, 10, 11, 11:30 A.M., 13:1 13:30, 3:30, 4:45, 5:30, 5:45, 6:30,8 P.M. Sermons at 11 and massive thereafter. WEDNESDAYS-St. Joseph Devotions - 11:15 A.M., 12:15, 5:30, Sermons at 5:36 and 8.

THURSDAYS-Holy Hours: 12 M to 1 P. M., 5:15 to 6:15, 8 to 9 FRIDAYS—Our Serrowful Mether Devotions—16:50 A.M., 12:45, 5:30, 6:30, 8 P.M.

## Third Order of St. Fra.

MEETING AT 4 P. M. ON THE FOURTH SUND OF EACH MONTH

# nment Openings

information which you should know about serament employment. (1) Applicants must be citance to the United States; (2) Applicants must be of performing the duties of the position and must its which would constitute employment hazards, sons who feel their defects would not interfere with reform the duties of the positions, are urged to apply the preference is granted to honorably discharged armed services. Wives and widows of honorably discharged armed services, with generally be for the duration for preference cointments are made under war service regulations, by will generally be for the duration of the war and extend more than six month's after the war's end; we employed in essential occupations must receive valiability in order to be eligible for Federal jobs, osition will be accompanied by instructions advising the in order to secure the necessary clearance; (6) ake in order to secure the necessary clearance; (6) is noted, apolication forms are available at the Sec-Office, Federe,! Building, Christopher & Washington ork 14, New York.

ions Officer

b A Year, Plus he Pay New York District— nties of Bronx, Dutch-New York, Orange, chumond, Rockland, Suf-cr in the State of New

the direction of the Dis-lions Executive is respon-fective operation of the and rationing boards as-responsible for recom-District Board Operations of for administrative ser-selection and training of columteer aides, and cleri-es and appraises the per-effe program operations es and appraises the per-cific program operations evaluates the emphasis ogram and the effective-cution; sees that Board roperly representative of a whole and that mem-satisfactority; evaluates one by boards and makes on the basis of this an-listrict Board Operations

EFFICATIONS: hirications; the have had four years of the and progressively impaid experience in an adicity, involving such administ as the supervision of the planning, organizated coordination of their is entire experience must be a mature and extent as drate shifts to plan or strate shifts to plan or strate shifts to plan or notes a nature and extent as unstrate ability to plan, or and manage business or an extent comparable with is position. Applicants must ted ability to meet and deal with the public, and to sepont of a presman or pretthe community, ago limits for this position, test is required. Applications will be a the conference commission.

Enforcement Analyst
IDNAL BRANCHES
on and Steel
aste Paper and Pulp
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(—\$3300 A Year, Plus
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the account region—Comprisres of Delawars, Maryland,
New York, and Pennsylvania,
riot of Columbia, Regional
New York City,
Sater Applications must be
Director, Second U. S. Civil
on, Federal Building, Chris-

topher Street, New York 14, New York, not later than JANUARY 28, 1944.

topher Street, New Tork 14, New Tork, not later than JANUARY 28, 1944.

Buties: Conducts highly technical investigations of industrial or commercial firms in the iron and steel or waste paper and outpor non-ferrous metals industries which are subject to complex regulations of the Office of Price Administration in order to disclose any violations of those regulations; audits the ledgers or the correspondence, invoices and other records of the firm under investigation, or attempts to trace violations to that firm through audits of the records of other firms distributing the commedity, and compares the results of the audit with the quality of the merchandles in order to disclose any violations of the price ceilings by practices involving a misrepresentation of the type or quality of the merchandles; reporte disclosed violations with recommendations as to proper action to be taken on the case; supervises investigators or graders assigned to assist in investigation; testifies as an expert in court proceedings to substantiale alleged violations.

MINIMUM QUALIFICATIONS:

MINIMUM QUALIFICATIONS:

MINIMUM QUALIFICATIONS:

Applicants must have had as a seneral requirement at least five years of progressive responsible experience in investigations, the practice of law, or in positions where the duties require, a thorough famillarity with the business records or trade practices of industrial or commercial concerns including or supplemented by the special requirement of at least two years of responsible supervisory experience in positions requiring a thorough knowledge of the trade practices and merchandising problems of firms emarged in manufacturing, processing or distributing one or usors of the commodities in one of the optional branches disted above.

Citizenship, age and physical requirements:

1. Applicants must be citized of arowe allegiance to the United Siglos. Forelga-barn applicants must furnish proof of citizenship.

2. There are no age limits for this position.

B. There are no age limits for this pos-tion.

3. Applicants must be physically cap-pable of performing the daties of the posi-tion and a second confurm apployment hazards to themselves or danger to their fellow employees. Persons with physical hundleage which they believe till not pre-vent their satisfactors performance of the duties stated above we invited to apply. No written test is required from a va-view of sewire statements as to their re-perience, and on corroborative evidence ac-cured by the Commission.

Regional Personnel Officer

SALARIES: \$4000 and \$2300 A Year,
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the States of New Jersey and New York.
Closing Date: Applications will be re-

pelved until the needs of the service have

colved until the needs of the service have been met.

Duties: For the \$4000 Grade: Secures names and records of clisibles from the Civil Service Commission; with the prior approval of, and in cooperation with, the Civil Service Commission, conducts joint recruiting programs when needed. Makes necessary investigation of the prospective appointers. Processes the required papers of those selected and supervises the maintenance of the necessary personnel records. Develops and maintains a position classification program; advises operating officials on the development or adjustment of organization structures. Promotes, initiates and conducts programs for training of, employees, and ishor relations program. Assists employees in the organization and conducts of recreational, welfare, and mutual aid programs. Develops and supervises standard procedures for the transfer, promotion, demoniton, superation, or termination of employees; supervises a salary change policy consistent with proper and acund administration.

For the \$5800 Grade: Confers with division and section heads of the regional office. Makes recommendations for changing the procedures of processing personnel actions. Acts as Italiaen officer in matters relating to personnel functions within the agency. Performs Insison with the Civil Service Commission, to formulate recruitment programs and to facilitate processing on cases requiring Commission action. Primarily responsible for the coordination and internation of the various personnel functions performed in the Regional Offices and those under its jurisdiction. Initiates correspondence to public officials regarding all phases of the personnel program. Interviews applicants who have been referred by the Civil Service Commission, Receives and acts upon requests for allocation of positions and serves as classification advisor; conducts classification surveys.

MINIMUM QUALIFICATIONS:

Applicants for the 54000 grade must have had at least six years, and for the Si8500 grade, at least fix years, of successful suc

(Continued on page 16)

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LEGAL NOTICE

TOPAZ PROCKS.—Notice is hereby yen that the following is the substance of a certificate of limited parinecatip, and December 22nd, 1943, duly signed and acknowledged by all partners and suly sized in the New York County Clerk's office on the 3rd day of January, 1944, pursuant to Section 91 of the Parinership Law. (1) The name of the parinership shall be TOPAZ FROCKS. (2) The character of the business to be conducted by the said partnership shall be the buying, manufacturing selling, vending, exporting and importing of finished piece goods, trey piece goods, dresses, suits, frecks, and allied raw and finished goods, wards and merchandise and accessories. (2) The principle place of business shall be 1375 Broadway, Rorough of Manhattan, City. Capity and State of New York, (4) The and places of residence of sach hal and limited partner are as follows; ham D. Finkelstein, General Partner, Sheridan Avenue, Mt. Vernon, New C. Abraham Finkelstein General Partner, Ellwood Avenue, Mt. Vernon, New E. Essle Finkelstein, Limited Partner, Ellwood Avenue, Mt. Vernon, New Ar. Abraham D. Finkelstein as Trustee under indeature of trust, dated 22nd of, December, 1943, for the benefit of the principle in the state of trust, dated 22nd of, December, 1943, for the benefit of err Finkelstein limited partner, 205 idan Avenue, Mt. Vernon, New York, Jaham D. Finkelstein as Trustee under indeature of trust, dated, 22nd day of ember, 1943, for the benefit of err Finkelstein limited partner, 205 idan Avenue, Mt. Vernon, New York, Jaham D. Finkelstein as Trustee under an interest of the partner of trust dated the 22nd day of ember, 1943, for the benefit of entry the finkelstein as Trustee under indeature of trust dated the 22nd day of ember, 1943, for the benefit of entry the limited partner, 205 idan Avenue, Mt. Vernon, New York, Jaham D. Finkelstein as Trustee under an interest years from January 1st 1944.

\*\*Topic Law Schools\*\* Schools

The limited partners shall not be enjis' to receive any other compensation, 'No right exists of any limited property of the substitute an assignee as comported of the substitute an assignee as comported (11.) No right exists to the advance of the substitute and the substitute of th

NATIONAL FUR COAT CC
The following is the substant tificate of limited partnershi cutted and asknowledged by all filed in the New York Count. See on January 3rd, 1044. The the partnership is National Fur Chepany, its business is the manufactur, cale of basics for ceats and its prince, place of business is at 1933 Seventh Avenue. New York City, The general partners are Barrey Marcus residing at 3128 56th Str., Weedsde, L. L. and Rebreca R. Schain, residing al. 552 Lefferts Avenue, Rrocklyn N. Y. The Hubber 1984 Avenue, Rrocklyn N. Y. The Hubber 1984 Countributions and share of profits are: Ruth Lasser, 1461, 56th Street, \$21,690, 26 2/3%; Gussie Winkler, 1925 East 3rd Street, \$10,800, 13 1/195; Selma M. Needle, 3749 Lyme Avenue, \$19,500, 16 2/3%, all of Brocklyn, N. V. The term of the partnership is for one year from January 2nd, 1944, and from year to year thereafter unless terminated by notice six months prior to expiration of year, Limited partners may not substitute an assignee as contributor and upon dissolution or termination limited partners shall have right to cash or equivalent in other property in return for their contributions.

CARLOS ASCHNER & CO. The following is the substance of a certificate of limited partnership subscribed and acknowledged by all the partners and filed in the New York County Clerk's Office of January 4, 1944. The name of the partnership is CARLOS ASCHNER & CO. 18 business is buying selling dealing in, experting and importing of all types of goods, wards and merchandise. Its principal phace of business is 280 Mailson Avenue, Rorough of Manhattan, New York ity, Names and residences of General Partners: CARLOS ASCHNER, 147 Hamilton Avenue, New Rochelle, N. Y.; NELLIE MARIE ASCHNER, 147 Hamilton Avenue, New Rochelle, N. Y.; NELLIE MARIE ASCHNER, 147 Hamilton Avenue, New Rochelle, N. Y. Name and address of limited partner JOSEPH F. ASCHNER, 8019 Renwood Avenue, Chicago, Illineis, Partnership term: January 1st, 1944 to December Hat, 1948 subject to renewal for equal five year periods at the option of the partners. Contribution of limited partners, 15,000,00, with right to make additional contribution up to \$15,000,00 whomever uncessary or desirable. Contribution of limited partner to be returned alpon terminations or dissolution. Limited Partner alsall feaceive Gly% of net profits plus 1% for each additional 1,000,00 contributed Limited partner to be returned appent terminations or dissolution. Limited Partner alsall feace No additional limited partners shall have priority in return of contribution over general partners. Partnership shall terminate on death, retirement or law you gardener. Limited partners and leave priority in return of contribution of any partner. Limited partner shall have priority in return of contribution of any partner. Limited partnership shall be admitted. Elevited partnership shall be admitted. Elevited partnership shall be admitted. Limited partnership shall be

STATE OF NEW YORK, DEPART
HENT OF STATE A:

1 she bereaty certify that a certificate of dissolution of PRICE/POLLY'S BOOTERY.

INC. has been filed in this department that such correction has compiled with section 105 of the Block Corporation Law, and that it is dissolved.

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THOWAS J. CURRAN.

STATE OF NEW YORK DEPARTMENT OF STATE, as.

I do hereby certify that a certificate of dissolution of Fon P. C. CO. INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled 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 (Seal) of State at the City of Albany, this 18th day of January, 1944.

THOMAS J. CURRAN.

STATE OF NEW YORK, DEPARTMENT OF STATE, as.

I do hereby certify that a certificate of dissolution of URBAN PROPERTIES INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and cofficial seal of the Department of the Stock Corporation Law, and that it is dissolved.

Given in duplicate under my hand and cofficial seal of the Department (Seal) of State, at the City of State.

By FRANK S. SHARP, Deputy of State.

By FRANK S. SHARP, Leputy 1944.

THOMAS J. CURRAN.

Secretary of State.

By FRANK S. SHARP.

Deputy Secretary of State.

By FRANK S. SHARP.

Deputy Secretary of State.

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given to applicants, then a trainand that it is dissolved.

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Secretary of State.

By FRANK S. SHARP.
Deputy Secretary of State.
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I deflexely certify that a certificate of
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By FRANK S. SHARP.
Deputy Secretary of State.

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Given in duplicate under my hand and
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Stock Corporation Law and that it is dissolved.

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Stock Corporation Law and that it is dissolved.

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(Continued from page 14)

(Continued from page 14)

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BESOC.
Ristroad Brakeman (M). See to
Bi 96 per hour.
Sith. General Auto Machanie
(M). 70c per hour.
Plate Printer (M). Std. 20 per