

PERMANENT JOBS FOR MAINTAINERS OPEN U. S. HIRING

Seniority Will Count High in NYC

The NYC Civil Service Commission is working out a plan to increase the weight given to seniority in promotion examinations. Under the Rules, record and seniority count 50 per cent. The "record" part has to do with the efficiency ratings, called service ratings. There has been much criticism of service ratings as not being objective, and the plan now afoot, and which in some form or other is definitely slated for adoption, is an attempt to take from the record weight and add to the seniority weight.

This could be done without any change in the Rules, a procedure requiring the approval of the Mayor and the State Civil Service Commission. All that would be needed would be the adoption of a resolution by the NYC Commission.

Apportionment of Weight

The apportionment of weight as between record and seniority is accomplished at present as follows for a rating of Satisfactory:

Record—To a basic 70 per cent add 1 point per year for up to 15 years.

Seniority—Add one-half point per year up to 10 years.

Total maximum 100 (anything over doesn't count).

The weight could be shifted to seniority by giving the 1-point credit there, and the half point to record.

President Harry W. Marsh of the Commission acknowledged that the subject was being given consideration, but said that he could not discuss it for publication at least until the expected report was (Continued on Page 16)



DR. FRANK L. TOLMAN Floyd Adams

DR. TOLMAN ELECTED PRESIDENT OF ASSN.

Special to The LEADER

ALBANY, Oct. 23—The new president of the Association of State Civil Service Employees is Dr. Frank L. Tolman, one of the most revered of all State civil servants. Dr. Tolman took office from his predecessor, Clifford C. Shoro, at the termination of the Association's 35th anniversary annual meeting, held in Albany on Tuesday, October 16. Dr. Tolman was alone in the field, and ran without opposition for the post. Mr. Shoro had previously declined renomination because of the pressure of his duties in the State Health Department. Dr. Tolman is with the State Education Department.

Other officers elected are: Jesse B. McFarland, of the Social Welfare Department, First Vice President. Leo F. Gurry, of Marcy State Hospital, Second Vice President. John F. Powers, of the State Insurance Department, Third Vice President. Janet Macfarlane, of the Mental Hygiene Department, Secretary.

Earl P. Pfannebecker, of the Tax and Finance Department, Treasurer.

Executive Committee The Executive Committee members (Continued on Page 7)

WAR SERVICE APPOINTMENTS NEARING END

By CATHERINE C. BRIGHTON

Opportunities for permanent jobs exist in various titles in the Maintenance service of the U. S. Government, it was announced today. Regular examinations will be held. Appointees will serve probationary periods which, if successfully completed, will result in classified status.

The stoppage of open recruitment after V-J Day, plus the limitation to war-service appointments, made it difficult to fill certain jobs. The Maintainer jobs are among first ones offering a career service since duration appointments were made exclusive in 1942.

The exam notices will be out in a week or 10 days, admitting veterans and non-veterans. Revenue Agent, Pharmacist and Clinical Psychologist (See Col. 4), as well Personnel Officer and Messenger (below) are war service jobs, open to civilians, except Messenger, limited to vets.

PERSONNEL OFFICER

\$4,300 and \$3,640 a year, plus overtime pay

Places of Employment: U. S. Veterans Administration Facilities located at Batavia, Bath, Northport, Saratoga Springs, Sunmount, all in N.Y.

Approximately 100 applications are necessary to meet the needs of the service. When that number has been received no further applications will be accepted other (Continued on Page 12)

Job Drive Opens for U. S. Agent

By EDMOND C. BLAKE

The United States Civil Service Commission today launched a drive to fill the remaining Internal Revenue Agent vacancies existing in the Treasury Department's Bureau of Internal Revenue. In announcing this drive, James E. Rossell, Regional Director of the Commission's Second Region, stated that streamlined procedures were being initiated to cut down the period of time between the filing of applications (Continued on Page 16)

LOOKING INSIDE

Preference Is Explained In One Sentence, 410 Words

By H. J. BERNARD

It is difficult for voters to ascertain just what they are being asked to vote on, when constitutional amendments go to referendum, and the proposed war veteran preference is a convincing reminder of this fact. What the proposal means in fact the protagonists and opponents must explain, spending their own time and money, although it is a governmental function to give the layman a good idea of the meaning of the context.

The Board of Elections of the City of New York made circulars available at the polls on registration days, and is distributing them

otherwise, purporting to set forth the contents of the six amendments and one proposition to the satisfactory elucidation of the voter. (Continued on Page 6)

More State News Pp. 6, 7, 8, 9, 10, 11, 16

Higher U.S. Pay Lags

WASHINGTON, Oct. 23—The bill to increase Federal pay by 20 per cent is having tough sledding, because Senators in particular feel that little progress can be made until President Truman takes a recognizable stand on general wage policy. Committee hearings on the bill were postponed on this account. The President's declaration of policy is expected to speed up passage of the bill.

5,000 Nurses Needed by V. A.

More than 6,000 jobs are now being filled by the Veterans Administration in hospitals and homes throughout the nation. Following is a summary of the openings now being filled. Preference is given to veterans, but

More Jobs To be Given To Disabled

WASHINGTON, Oct. 23—More jobs will be open to the physically handicapped in Federal service, according to the U. S. Civil Service Commission.

In the future, the Commission said, the job-analysis program will include a greater number of jobs of the non-industrial type. During the war, the studies were concerned primarily with jobs in the trades and in manual occupations, because the labor shortage was most acute in those occupational areas. Increasing attention will now be given to the physical demands of administrative, professional and clerical positions. This will mean that a greater number of jobs in Washington, D. C., will be surveyed. The Commission said that the assistance of the employing agencies would be necessary in making these surveys, and urged that each agency begin at once to select jobs for the physically handicapped. Those selected will be studied either by medical personnel of the agency or jointly by the agency and the Commission.

Job Offer Withdrawn For Radio Engineer

The Federal Civil Service Commission has announced that no further applications will be accepted for the position of Engineer, Radio, \$2,320 to \$6,230 at the Army Air Forces Air Technical Service Command, Red Bank, N. J. In making this announcement, the Commission explained that all vacancies have been cancelled.

Funds Ordered Withheld Over Hatch Act Complaint

The U. S. Civil Service Commission announced today that, under the provisions of the Hatch Political Activities Act, it has directed the Federal Security Agency to withhold \$11,000 from its grants to the Board of Vocational Education of Pennsylvania because of failure to remove T. E. Williams from employment within 30 days of the Commission's notice to the Governor of Pennsylvania that Mr. Williams' removal was warranted.

Last February, the Commission announced that several employees of the Pennsylvania Department of Health had violated the Hatch

Act, and that the violation by Mr. Williams occurred when he was Director of the Bureau of Vital Statistics and warranted his removal. The Commission charged that Mr. Williams, after attending a meeting at State political headquarters, called together the supervisors in the Bureau of Vital Statistics, told them about the meeting he had attended, and asked them to send their subordinates to his (Mr. Williams') office under instructions to make contributions to him, or to inform him of contributions already made, or to state their reasons for not contributing. It was also charged that this program was carried out.

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Jobs for Social Workers

Social Workers, medical and psychiatric, earn from \$2,980 to \$5,180 base. Dietiticians, \$2,320 to \$5,180. Junior dietiticians may earn while they learn. Courses last for one year. Pay is at a rate of \$1,704 for the first six months, and \$1,902 for the second term. Those who successfully complete training will be appointed dietiticians at \$2,320. Dentists, \$3,640 to \$6,020; medical officer, \$3,640 to \$8,750; physical therapy technicians, \$2,230 to \$4,300; occupational therapists, \$1,704 to \$4,300, and librarians, \$2,320 to \$4,300 are other available openings.

Material Handlers Needed in Bayonne

The United States Civil Service Commission today announced that men are urgently needed by the Navy Department to serve as Material Handlers for duty in Bayonne, N. J.

These men will be required to load and unload Naval supplies, such as foodstuffs, machinery, etc. The rate of pay is \$32 a week for a 40-hour week. Hours of duty will be from 8 a. m. to 4:30 p. m.

The need is so urgent that all citizens interested in this work are requested to report immediately to Mr. Gregerson at the Labor Board, Navy Yard Annex, foot of East 33rd Street, Bayonne, N. J., or to the U. S. Civil Service Commission, Room 119, 641 Washington Street, New York 14, N. Y.

IRT LIST APPROVED

The promotion list to Car Maintainer, Group E, IRT Division was declared appropriate today by the Municipal Civil Service Commission for promotion to Car Inspector.

Postal Workers Want Deliveries Increased

Post office workers in Manhattan and the Bronx, who recently lost their Saturday overtime pay for "compensatory" time off, have an additional source of complaint. The overtime was cut with the explanation that the return of men from military duty provided ample manpower.

But back in September, 1943, the number of deliveries daily in this section was reduced. The Manhattan business deliveries

were cut from 4 to 3 daily; residential areas were cut from 3 to 2 trips a day. If there is an ample supply of manpower, the carriers feel that their old schedule should be restored. The full program of deliveries calls for a larger number of carriers and supervisors than the reduced plan. With the curtailed deliveries, there is a possibility that former regular carriers returning from military duty may find no routes to service and be placed back on substitute duty.

Some of the local Postal officials share the men's feelings, but there has been opposition from Washington. Some Postal officials feel that New York City is the only section which received four deliveries daily, and that isn't necessary. Local Postal executives point out the tremendous Postal revenues produced in the City and say it justifies the extra service.

Navy Yard Men Protest Overtime Without More Pay

New York Navy Yard employees are peeved at the current policy of asking employees to take compensatory time in payment for overtime work or Saturday work. In a report to its members, the Federation of Architects, Engineers, Chemists and Technicians at the Yard said:

"The Union's analysis of the Federal Pay Act of 1945 shows that the Yard has no legal right to ask an employee to work occasional overtime outside of the basic 40-hour Monday to Friday week and require that the employee take compensatory time off during the week in order not to pay overtime money. The NCPI (Naval Civilian Personnel Instructions) which is the Navy Department's digest of the Pay Act, says that a per annum employee may be furloughed without pay during the "pay week" in order that he may work an equivalent time outside the basic week, but not for the purpose of avoiding payment of overtime money. We contend the following: (1) The practice which has been followed in the Design Office, of asking men in on Saturday—in one case for 16 hours—and asking them to take compensatory time off during the week has been for the sake of avoiding payment of overtime money; (2) The practice of asking a person to take time off for overtime already worked is definitely illegal; (3) When an employee is asked to work occasional or irregular overtime, he is making an unequal sacrifice compared to his co-workers and should be paid at a bonus or overtime rate. Accounting division pay officers are behind the times as far as the new Pay Act is concerned."

DOINGS AT ODB

Elected the most popular girl of the 8,300 employees at the Office of Dependency Benefits in Newark, Eugenia P. Lanno of West New York, N. J., today became the proud owner of a handsome muskrat coat. Miss Lanno won a popularity contest held during a style show presented at the ODB.

The circus came to town! Or at any rate, to the ODB.

Elephants, kangaroos, tigers, giraffes, horses, clowns and the biggest barker who ever barked. These and more attractions were offered ODB employees and their friends who attended the "Circus for Civilians" staged by the Special Inquiries Branch on October 17. All this and a chicken dinner too. And dancing after the show.

One of the ODB's oldest employees in point of service as well as age is Sanford E. Smith, who joined the agency on November 2, 1942, when it was first transferred from Washington, D. C. As a veteran of World War I, Mr. Smith feels that it was only natural that he should aid in the war effort in World War II, even though he was many years too old to fight. Ninety ODB employees are over 65. Forty are between 70 and 80.

With a total of \$13,640.53 contributed already to the United War and Community Chest campaign, the ODB has collected 90.9 per cent of its quota of \$15,000, according to Brig. Gen. Leonard H. Sims, USA, Director. Eighteen of the 26 branches are over the top, with the others nearing the 100 per cent mark, General Sims stated.

Warren Rules On Postal Raises

WASHINGTON, Oct. 23—Mail Equipment Shops employees who, on June 30, 1945, had complied with the 18 months' service, efficiency rating, and other applicable conditions entitling them to automatic salary increase on July 1, 1945, under the act of August 1, 1941, are entitled to have their salaries, as increased, used as a basis for initial salary adjustment effective July 1, 1945, under the Postal Service pay statute of July 6, 1945.

This ruling by Comptroller General Warren was based on the provision that, before applying the base pay adjustment, employees be given credit for earned automatic promotions which would have been effective July 1, 1945, under prior laws.

V. A. Office Staffs Feel Jobs Are Safe

V. A. Day by Day

Charles Reichert and Noel Jeffries are very busy these days. Assistant to the Manager Hartman, who was seen at 2 Park Avenue, seemed to be in a terrific hurry.

Paul Carr has his pet likes and dislikes. Have him tell you them some day.

Isabelle Salisbury, Chief of Adjustment & Refund, is helping several employees get ahead.

Zander Is In Paris; Will Study Groups

Representing the American Federation of Labor as an adviser to the American delegation to the International Labor Organization, which will meet in Paris, Arnold Zander, national president of the American Federation of State, County and Municipal Employees, has arrived in Paris.

Before sailing, Mr. Zander said he felt that his selection by the AFL was a tribute to the growing organization of public employees under the AFL banner. While in Europe Mr. Zander will investigate the organization of public employees and also expects to visit England and study civil employee organization there.

THE ROOSEVELT STAMP

It was nice of the Post Office to use FDR's picture on the new 2-cent stamp issue, but couldn't they get a better design? The mouth has a thin-lipped sneer which the living Roosevelt never possessed; the eyes have a shifty look which is most uncharacteristic; the size of the face in relation to the head is wrong; and Roosevelt had less hair than the P. O. in its beneficence grants him. A re-designing job is necessary.

Despite statements by General Bradley, head of Veterans Administration, that he was dissatisfied with the procedure of civil service when it comes to maintaining efficiency, clerical employees in the NYC offices needn't worry that they'll lose civil service standing. Local V. A. officials explain that the General's blast was directed at conditions in some of the facilities (homes and hospitals) and not at the office staffs.

Like other Federal agencies, Veterans Administration hires through Civil Service Commission observes Commission regulation in personnel procedures.

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MRS. ESTHER BROMLEY

Maria Burdes

Separate Vet Bureau Set Up by C. S. Board

Answering protests of veterans that they get dizzy running from the seventh floor to the sixth, then back to the seventh again and finally are sent downstairs and around the building, the Municipal Civil Service Commission is opening a Veterans Bureau on the Sixth Floor of 299 Broadway.

In a few weeks, when the new bureau is open, the veteran, whether he is a former City employee checking on promotion tests he may have missed; on an eligible list; or merely looking for a City job, will be able to get all his information and fill out his papers in one place.

The new bureau will be headed by David Lachs, Commission employee formerly assigned to the Veterans Service Center at 500 Park Avenue and Abe Schein,

Assistant Examiner, who has just returned from overseas with the American Red Cross Field Service.

Mrs. Bromley's Comment

"The centralized Veterans' office in the Commission," said Commissioner Esther Bromley, who has been in charge of Veterans' affairs at the Commission, "is obviously necessary for us to give the maximum service to veterans with the least confusion.

"The new bureau, when opened, will work closely with the City Veterans Center at 500 Park Avenue," she added. "This will also make it easier for the Payroll and Certification Bureaus to handle the clerical work in connection with the return of veterans. Service to service men and veterans will be stepped up."

Firemen's Wives Poll Council on 3 Bills

The Firemen's Wives Association is polling members of the Council and Council candidates on legislation affecting City firemen. In a letter sent over the signature of Florence Graetz, president, the group wrote:

"At the present time there are several matters before the City Council that we are vitally interested in, and we are concerned at this writing with exactly what your position is on these matters. We refer specifically to:

"261—Local law to make the bonus a permanent salary increase;

"241—Resolution to pay time and one-half to Fire Depart-

ment members required to work hours in excess of the normal three-platoon system;

"238—Resolution which calls for free uniforms for uniformed personnel.

"For sixteen years now, the Fire Department has been paid off with expressions of gratitude from city officials. We feel that gratitude for the services of New York firefighters could be more deeply and honestly expressed, if instead of eulogies at the graves of our dead, we were justly compensated in life.

"We request that you give these modest and just demands your consideration and support."

Seamstresses Get Pay Settlement Offer

Here's the present situation of the 50 Hospital Department seamstresses who are fighting for higher salaries.

They originally filed a complaint with the Comptroller, asking for inclusion under the State Labor Law as skilled craftsmen entitled to prevailing rates of pay.

Then the matter was referred to the Budget Bureau and, it has been reported, the following compromise is being offered by Budget Director Thomas J. Patterson:

1. The women are to be offered a cash settlement of 50 cents on the dollar, payable whether or not payrolls were signed under protest.

2. This back pay is to be com-

puted on the basis that they were entitled to four \$120 increments from January 1, 1941 (a total increase of \$480). From this is to be subtracted any individual increases (\$30 or \$60) granted since January, 1941. Future pay is to be based on the 1941 salary, plus these increments.

However, the women have another issue on the cost-of-living bonus. They have been granted a bonus of \$180 but contend they should have received \$360. This point is still being negotiated.

It is expected that the awards to most of the women will come to about \$500 to \$700 in cash. David Savage is the attorney in the negotiations.

Comptroller's 3-Year Delay On Prevailing Rates Stirs Paul O'Dwyer

The hearing procedures of NYC in prevailing rate cases are far too slow, and the policy of excluding direct evidence is far too rigid, Attorney Paul O'Dwyer said today. He is a member of the law firm of O'Dwyer and Bernstein, which represents 90 of the 160 NYC carpenters who are trying to get approval from the Comptroller of a prevailing rate of \$1.85 an hour.

"These cases have been dragged out by the Comptroller for three years now," complained Mr. O'Dwyer. "Five of my clients have died during this period. At the present rate, the proceedings would drag along at least two more years.

"A workingman is entitled to speedier determination of his rights. Justice delayed is justice denied.

"If a remedy can't be obtained through the city government I'm going to propose to the next Legislature the enactment of a law compelling speedier action. The men are entitled to a prompt determination and I shall do all in my power to see that they get it."

Wants No More Red Tape

Mr. O'Dwyer has even suggested that the men should be permitted to petition for their rights into



PAUL O'DWYER

some other agencies. If the present method of having the City Comptroller hold hearings results in "unconscionable determinations," "All this red tape must go," he declared.

The prevailing rate was \$1.75 an hour from June 1, 1937, to July 1, 1940, and thereafter, to and including the present, \$1.85, by agreement between the contrac-

tors and the NYC District Carpenters Council (AFL), of which Charles Hansen is president.

The city claims that the men it employs don't perform carpenters' work in the strict sense of the word, but are really maintenance men. It relies on this differentiation, plus the fact that the men get pension benefits through NYC contributions to the budget, in claiming that less than the union rate should prevail. In other words, it denies that for the type of work involved, \$1.85 constitutes the prevailing rate.

Mr. O'Dwyer cites projects on which men working under the union agreed rate of \$1.85 an hour, and other men, employed by the city at \$11.20 a day plus \$1 cost-of-living bonus, do exactly the same work at the very same locations, yet there is a difference in pay of \$2.60 a day against the city employees.

"That fact alone," said Mr. O'Dwyer, "kicks a hole in the city's argument about differences in the type of work done. A carpenter is a carpenter, and any attempt to fabricate difference, where none exists in reality, is due simply to a desire to keep the pay of the city-employed carpenters below that required under Section 220 of the State Labor Law."

Some Petitioners Jobless

Some of the men seeking the prevailing rate under the union contract with employers are now superannuated, and out of work, Mr. O'Dwyer explained, hence need the money badly.

"The men shouldn't be required to die to win," he commented bitterly.

Mr. Hansen, who has taken the leading part in the fight for the union contract rate for carpenters generally, is now negotiating with the Comptroller's office on a proposed settlement. Nothing definite can be announced at present, it was explained, but the settlement, if it goes through, would make some allowance for the fact that the city contributes toward the employees' pension payments. However, what both Mr. Hansen and Mr. O'Dwyer insist on is that the Comptroller's office rule what the prevailing rate is, so that in case of appeal the courts will have sufficient facts on which to act definitely.

Hansen's Authority

On the basis of past experience, not too much hope is placed in the possibility that the Comptroller would find wholly in favor of the men, giving them all that they ask. Mr. O'Dwyer's complaint on the procedural factors is that the courts refrain not only from attempting to state what any future rate should be, but even from deciding themselves what the present and past rates should be, permitting to the Comptroller only findings that are to serve as his guide. Thus, Mr. O'Dwyer explains, all the cases—and each one is separate unto itself—would have to be heard all over again. This phase of the delay disturbs him equally as much as the one involving a wait of 5 years or so for any determination from the Comptroller.

Mr. Hansen alone is authorized to speak for all of the carpenters whose claims are involved, in any settlement that may be made, and has held various conferences on the subject. He agrees that the men should not have to suffer the burdensome delay that prevails at present.

70 Appointed Patrolmen Nov. 1

The fifty men who were recently certified to the NYC Police Department from the eligible lists, mainly returned veterans, may not have long to wait before they are called down to Police Headquarters and sworn in as probationary patrolmen. The Department is waiting for more names, but has been advised by the Municipal Civil Service Commission that another twenty names are being cleared for certification. It is reported at Police Headquarters that something may be done about the first of November. Seventy new Patrolmen would be a large enough group to justify sending them through the Police Academy.

In the Fire Department, officials were still waiting for the Civil Service Commission to send in names of eligibles. Earlier certifications were withdrawn and the appointment of new men to the Department was "up in the air," according to one Fire official. The

Department is ready to make the appointments, but has to wait until a sufficient number of men are cleared by the Commission.

5 More NYC Exams Get Clearance

Five promotion and one open-competitive NYC Civil Service examinations were started on the way today with approval of the departmental requests by Budget Director Thomas J. Patterson.

This is one of the preliminary steps in the process of organizing a test. The Municipal Civil Service Commission must now analyze the requests, then draw up advertisements listing the salary range, requirements and eligibility for the examinations. Then the Commission's work must be approved by the Budget Bureau before the examinations can be advertised to the public and applications received.

The group of tests includes: **OPEN-COMPETITIVE** Assistant Mechanical Engineer, Education.

PROMOTION Senior Chemist (Toxicology), Office of the Chief Medical Examiner.

Housing Manager, NYC Housing Authority.

Auto Engineman, Health.

Accountant, Bureau of Real Estate, Board of Estimate.

Stationary Fireman, Sanitation.

New Rates Listed For Asphalt Men Show Increases

The new arrangements concerning asphalt employees, made with Budget Director Thomas J. Patterson, increase the basic pay, as well as the total pay, and are described by the Pavers and Road Builders District Council (AFL) as conforming to the new prevailing rates of wage.

The union committee that negotiated with Mr. Patterson consisted of James V. Barry, President, Road Builders District Council; Henry Feinstein, District Organizer, Hod Carriers International; John L. Vesce, President, Local 1022, Asphalt Workers; Abraham Goldfisher, Secretary, Local 1022, Asphalt Workers, Ab-Walter Gillen, Local 1026, Pavers and Rammers.

The new schedule:

Title	Old Rate	Old Bonus	New Rate	New Bonus
Foreman of Asphalt Workers	\$2,340	\$2,700	\$2,520	\$2,700
Rakers	1,980	2,280	2,100	2,340
Tamper	1,920	2,220	2,100	2,280
Smoother and Top Shovelers	1,800	2,160	2,020	2,220
Asphalt Worker	1,800	2,100	1,980	2,160
Foreman of Pavers	3,500	3,410	3,300	3,480
Paver	3,000	3,170	3,050	3,240
Rammer	2,000	2,770	2,050	2,840

TWO EXAMS SENT TO BUDGET

Two open-competitive examinations were submitted to the Budget Bureau for approval by the Municipal Civil Service Commission. The examinations are Technician (X-Ray) and Dental Hygienist.

Bridge Painters Give City a Tough Problem

Complaints filed with the NYC Comptroller's Office by a group of 30 Bridge Painters have important implications to hundreds of City workers who have made agreements with the City to accept per annum rates in place of prevailing rates.

In the current budget there are 81 Bridge Painters who have accepted a yearly rate of \$2,940 and 45 who receive \$12.60 a day. The 30 men who filed complaints have charged that their rate of pay is below the accepted union scale of \$1.90 an hour and are asking for an adjustment.

Comptroller Studying It This complaint has been report-

ted to the Comptroller for study.

If the men win their plea for a wage adjustment it will have the effect of nullifying the per annum agreements which have been made in recent years between city and groups of skilled workers. The men contend, and some municipal officials share their view, that their right to the prevailing rate of pay is established by State law and that it is a right which can't be signed away. If the Bridge Painters are successful, it will pave the way for other skilled workers who have been placed on a yearly-salary basis to file for an increase whenever the private industry rate for the type of work is increased.



DAMIS McENROE MIGLIORE

These three Sanitation Men received gold medals for deeds of heroism at City Hall. Peter Damis, Sanitation Man C, witnessed a woman hurtling from a high window, caught her in his arms as she fell and saved her from being dashed to the pavement. William McEnroe, Sanitation Man B, jumped into the East River fully clothed to rescue a drowning woman, was subsequently treated at the Metropolitan Hospital for submersion. Patsy J. Migliore, Sanitation Man B, dived into the icy waters of Gerritsen Creek to rescue two boys who had fallen through the ice.

Appointments, Promotions and Reinstatements

Here are the latest appointments, promotions and reinstatements in the NYC civil service. In the following listing, the first number indicates the place on the eligible list on which the action was made; "DV" indicates a disabled veteran; "A" indicates a new appointee; "M" a promotion; "N" a reinstatement from a preferred list.

- 48 A—Playground Director, Parks, Sol Hurewitz. Louis Torminello. 65 855 A—Correction Officer, Sheriff's Office, Anthony A. DiBello. 6 A—Cleaner, City Register, Jack Mintzner. 10 M—Stenog., Gr. 3, Purch. Julia Gruner. DV18 M—Clerk, Gr. 4, Purch., Francis M. P. Dinan. 3 M—Clerk, Gr. 3, Purch., Dorothy Melnick. 13 Cath. E. Duggan. 15 Elsie Schoenfeld. 16 Bernard Cohen. 18 James J. Dolan. 19 Edith Weil. 20 Adele Panitz. 22 Elice Kraus. 23 Elvira C. Baffa. 25 Sarah Sussman. 27 Vincent T. Drexler. 29 Mary Adel. 4 M—Auto Mechanic, Pks., Chas. E. Parker. 637 N—Asst. Gardner, Parks, Alfred Didio. 2289 N—Attend., Gr. 1, Parks, Joseph O'Neil. 238 A—Typist, Gr. 1, Parks, Angela Torrero. 1056 Rich. Lompasano. 2309 Flor. Van Keuren. DV1039 A—Asst. Gardner, Parks, Pat. McGowan. 740 A—Climber & Pruner, Parks, Jas. J. Rawlins. 6 A—Plumber, Parks, Abraham Alexander. 5 A—Plumber, Parks, Math. A. Radigan. 19 M—Stenog., Gr. 3, Parks, Kath. M. Ward. 3 M—Asst. Landscape Architect, Parks, Ed. E. Schubert. 38 A—Public Health Nurse, Health, Susie G. Landum. 4754 A—Clerk, Gr. 1, Health, Doris C. Forde. 9 M—Maint. Man, Health, John Scovelone. 37 A—Stenog., Gr. 2, Educa., W. M. Sullivan. 371 Dorothy Levine. 1 M—Electrician, Educa., James F. Walsh. John Romani. 31 M—Clerk, Gr. 3, Educa., Irene E. Kennedy. 1A M—Junior Counsel, Gr. 3, NYC Housing Auth., H. A. Ehrlich. 10 M—Mate (Quartermaster appropriate), Marine and Aviation, Robt. G. Kullman. George Szarka. 342 A—Tele. Operator, Gr. 1, Health, Helen F. Hogan. 20 M—Stenog., Gr. 3, Health Hannah B. Fuchs. Hen. Goldberg. 24 Ethel Siegel. 25 Mildred Pfeffer. 26 R. J. Lawrence. 28 Max Safir. 3378 A—Clerk, Gr. 1, Health, Helen Jones. 3451 Anna T. Robbins. 162 A—Health Insp., Gr. 2, Health, Phillip Gorlin. 99 N—Auto Engineman, Health, Charles Conti. 571 A—Cleaner, Health, Mary W. Kerrigan. 206 A—Clerk, Gr. 1, Correct., B. Goncherow. 7568 A—Railroad Clerk (Conductor approp.) B. of T., James P. Rooney. DV332 A—Correction Officer, Men, Correction, Timothy F. Kane. 55 Archie Seitzman. 66 J. J. Fleischman, Jr. 70 John T. Croce. 93 A—Correction Officer, Men, Correction, Joseph Farlye. 179 Ed. A. Dougherty. 203 Mich. P. Murphy.

42 Are Promoted In Sanitation

8 Transportation Workers Receive Delayed Bonus

A group of 8 Board of Transportation employees today received salary adjustments to correct inequalities in the bonus distribution of July 1, 1945. The bonus payments are retroactive to that date. In the following listing, the figure in brackets is the base pay, the following figure the salary plus bonus. Accountant: Nathan N. Samuels \$2,401 \$2,520. (\$2,401) \$2,640. Clerk (Grade 3): George J. Murphy (\$1,801) \$1,944. (\$1,801) \$2,040; Doris Harskowitz (\$1,801) \$1,920. (\$1,801) \$2,040. Clerk (Grade 4): Arthur C. Boylan (\$2,401) \$2,401. (\$2,301) \$2,520; Albert C. Jones (\$2,401) (\$2,401) \$2,401; \$2,520; Roscoe VanNewland (\$2,401) \$2,301, (\$2,401) \$2,520. Stenographer (Grade 3): Marie M. Stoll (\$1,801) \$1,920. (\$1,801) \$2,040. Junior Actuary: Murray Kaminsky (\$1,620) \$1,740. (\$1,620) \$1,860.

Forty-two Sanitation employees received promotions in connection with annual awards of the Department at City Hall.

Seven were promotions to District Superintendent at \$3,500 (\$3,850); 15 to Foremen at \$2,460 (\$2,810) and 20 to Assistant Foreman at \$2,288 (\$2,640). The list of those promoted follows:

Promotion to District Superintendent, Department of Sanitation (Promulgated 6-20-45)

- 5 Connell, Philip L. \$2,000
6 Rosen, Oscar \$1,975
7 McGill, Theodore \$1,950
8 Russo, Girolamo P. \$1,820
9 Colbert, John J. \$1,750
10 Hayes, Joseph F. \$1,600
11 Quarry, Peter J. \$1,450

Promotion to Foreman, Department of Sanitation (Promulgated 8-10-43)

- 53a Boylan, Thomas J. \$0.570
54 Soiomita, Anthony \$0.550
55 Gehrsitz, Peter \$0.520
56 Hahl, Henry \$0.500
57 Porpora, Salvatore J. \$0.400
58 Matera, Anthony \$0.375
59 Greco, Charles C. \$0.345
60 Coigan, John A. \$0.210
61 O'Keefe, John F. \$0.150
62 Beddow, William E. \$0.030
63 Leisentritt, William \$0.000
64 Frateiucio, Nicholas J. \$0.960
65 Wagner, Lawrence M. \$0.930
66 Goodwin, Joseph J. \$0.840
67 Russo, Felice P. \$0.780

Promotion to Assistant Foreman, Department of Sanitation (Promulgated 8-12-42)

- 98b McDonald, Raymond J. \$1.050
214a Curtis, Charles F. \$0.7810
290a Hedblad, John H. \$0.460
309 Smith, Howard B. \$0.475
183 Clavin, Edward P. \$0.115
184 Screvane, Paul R. \$0.095
185 Beeman, Anthony \$0.075
187 Paziienza, Daniel \$0.065
188 Gunn, John D. \$0.055
188a Caruso, Louis J. \$0.040
189 Crank, Harry T. \$0.040
190 Gorman, John J. \$0.040
191 Dzialk, Joseph J. \$0.040
191a Muccigrosso, Michael J. \$0.335
192 Ronan, Thomas P. \$0.325
193 Dizeo, Nicholas \$0.325
194 Mazza, Cono T. \$0.315
195 Hohn, William E., Jr. \$0.310
196 Novitzky, Anatole M. \$0.285
197 Carroll, Felix P. \$0.285

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4 PATROLMEN RETURN Four Police Department Patrolmen back from military service have returned to work. They are: Walter A. Casey, Frank A. Cousins, Daniel A. Dillon and Kenneth Gibbons.

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Boro Superintendent Ruling Is Announced

Candidates in the recent examination for Borough Superintendent (Department of Housing and Buildings) were granted experience credit for the time they served in the positions, although the 1939 list was invalidated by the Courts.

The original examination was voided by the Court of Appeals because of irregularities in the holding of the test. Then the incumbents were reappointed to their positions as provisionals. However, the Commission agreed to allow seniority credit up to the date the test was invalidated by the court for services in the Borough Superintendent title.

Sanitation H. N. Dance Set for Nov. 3

The Holy Name Society of the Department of Sanitation, Boroughs of Brooklyn and Queens, will hold its 13th annual entertainment and dance, in the Grand Ballroom of the Hotel St. George, Brooklyn, on Saturday evening, Nov. 3.

The entertainment will consist of 10 acts. Music for dancing will be furnished by the Barry Brothers' Orchestra recently featured at the Waldorf Astoria Hotel.

The executive committee includes the Monsignor Leo A. Arcese, Pastor of the Nativity Church, Woodhaven, L. I., Spiritual Director of the Society; Charles J. Labdon, President of the Society; Andrew W. Mulrain, Vice-President; Joseph W. Connors, and Frank Martarella, Chairmen of the Arrangements Committee.

The proceeds will be utilized for scholarships sponsored by the society and for Catholic charities.

2 Vet Preference Cases Decided

The Municipal Civil Commission today granted one claim for disabled veterans preference and another claim, but only for appropriate positions.

Anthony Lorber on the Promotion to Maintenance Man (general) Department of Parks list was granted full veterans preference.

Dominic A. Ranabare was denied preference on the Sanitation Man A list, but was approved for preference on four appropriate lists: Attendant, Messenger, Watchman and Process Server.

HIGHEST NUMBERS CERTIFIED OR APPOINTED IN NYC

Here is the Municipal Civil Service Commission's latest report on the standing of the larger eligible lists:

Title of List	Last Name	
	Certified	Appointed
BOOKKEEPER		
For permanent appointment.....	417	417
For temporary appointment.....	Exhausted	
As Clerk, Grade 2.....	413	410
CONDUCTOR		
Now used for conductor only.....	5,994	5,924
	(Recanvassed to 2,000)	
CORRECTION OFFICER (MEN)		
For permanent appointment inside City.....	90	60
For permanent appointment outside City.....	343	276
As Investigator (Indefinite).....	288	144
CORRECTION OFFICER (WOMEN)		
For permanent appointment.....	77	62
For temporary appointment.....	127	104
TYPIST, GRADE 1.....	3,484	1,055
MOTORMAN, BMT.....	130	113

St. George Memorial Held for Firemen

The annual memorial service for members of the St. George Association of the Fire Department was held at St. Ann's Church of Morrisania, The Bronx. The service was presided over by the Rev. Dr. Edward C. Russell, assisted by the Rev. Robert A. Brown. Dr. Lissman also participated in the ceremonies.

A reception was tendered, at the conclusion of the Service, in the Parish House of the Church.

A nominating committee was elected by the St. George Association, NYC Fire Department. The committee selected consists of the following: Captain Edward Huber, H. & L. 17, Bronx; Fireman Herbert Marks, H. & L. 120, Brooklyn; Fireman Robert A. McDermott, Engine 7, Manhattan; Fireman Harry Kassel, Engine 302, Queens; and Fireman Charles J. Catuna, Engine 151, Richmond.

Lieut. Thompson told some of his war experiences.

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14 Women Bowlers Join City League

Fourteen new bowlers have joined the Municipal Women's Bowling League, according to Kay Mahoney, of Public Works, president of the league.

The newest members are: Sanitation—Helen Wertheim, Claire Schwartz, Rose Smith and Madeline Sullivan.

Police—Anne Hinckey; Eileen Murphy, Catherine Close, Mae Feely and Anne Vincento.

Housing and Buildings—Beatrice Dockery, Helen Banks, Betsy Madden, Jill Citarella and Mae Daly.

More girls are needed for the Sanitation squad, and girls interested in joining may communicate with Helen Wertheim at the Sanitation Service Rating Office, 7th Floor, 125 Worth Street.

MILITARY CANDIDATES RATE REFUND

Candidates on special military examinations given by the Municipal Civil Service Commission are entitled to a refund of their fee if they don't take the test according to regulation of the Commission adopted today.

The new regulation provides that where the candidate withdraws from a special military test before the date of examination, he is entitled to a refund of his fee.

TWO TEMPS OK'D

Two candidates for temporary NYC positions (V-9-2c appointments) were approved by the Municipal Civil Service Commission after investigation. The men are Louis M. Treveso, Maintenance Man, Department of Hospitals and Richard J. Kane, Laborer, Department of Water Supply, Gas and Electricity.

Preferred Lists Outrank Special Military Rosters

Persons who have been laid-off from City positions rate re-appointment before special military lists may be used, according to a ruling of the Municipal Civil Service, announced today.

The question arose in connection with appointment as Court Attendant. A preferred list (lay-off) for Sergeant-on-Aqueduct and a special military list for Patrolman had both been declared appropriate for the post. The question arose as to which list took precedence over the other.

Legal Opinion Rendered

In an opinion on this matter—which may affect numerous future appointments—Sidney M. Stern of the Commission's Legal Division said:

The substance of this issue as raised is whether the preferred list for Sergeant-on-Aqueduct, which was declared appropriate for Court Attendant by this Commission takes precedence in certification over a special military list for Patrolman, which was also declared appropriate for Court Attendant.

I am of the opinion that the Section 31 preferred list takes precedence over any and all special military lists established pursuant to the provisions of Section 246 of the military law. Section 246 of the military law provides in effect that a special military list shall be certified before certification shall be made from a subsequent eligible list for the same position.

The query is—Is a preferred list which came into being subsequent to the establishment of a special military list subordinate to such special military list in the certification process? I believe

that the answer to that question is no. I base my belief and opinion on the fact that the phrase "subsequent eligible list for the same position" does not have any thing to do with preferred lists under Section 31 as such. A section 31 list is not a true list within the meaning of the term "eligible list." Actually a reading of section 31 indicates very clearly that it is not an eligible list as such at all but it is merely a roster for re-employment of persons who have been laid off in the City Service in the order of their seniority. It has none of the indicia of a recognized eligible list. It is not promulgated or established as such. Persons whose names appear upon it are persons who have already qualified and been employed. The list is not established in any order of competitive merit and fitness such as the ordinary eligible list for open competition or promotion is established. It is a list established on the basis of seniority from among persons who have already qualified. It is merely a re-employment roster of persons whose names appear upon it at different times for different periods of eligibility, depending on when their names originally appeared on it, the seniors appearing first and expiring first, the juniors appearing later on and expiring later on.

Not An Eligible List

That a section 31 preferred list is not an eligible list is further emphasized by the fact that the Court of Appeals has held that disabled veterans whose names appear on a section 31 preferred list do not have preference as provided in section 21 of the civil

service law.

It appears, therefore, that a section 31 preferred list is not considered like any other eligible list for the purposes of granting disabled veterans preference. Likewise a section 31 preferred list is to be distinguished from an ordinary eligible list because persons must be reemployed from it on the basis of position on the list. There can be no one of three appointments which is true of an eligible list, whether open competitive or promotion.

I, therefore, conclude that a section 31 preferred list is always to be preferred over a special military list, even though there be names upon such preferred list which have been placed thereon after and subsequent to the establishment of a special military list as provided in section 246, subdivision 5 and 7 of the military law.

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Sample Questions for FIREMAN EXAM

Following is the sixth installment of study material for the coming NYC examination for firemen, expected to be given by the Municipal Civil Service Commission in the near future. Answers will appear next week. At the end of this article are the answers to last week's questions.

1. To say that intelligence is a

requisite for the fire fighter means that intelligence is, for the fireman:

- A. Incandescent.
- B. Indispensable.
- C. Incisive.
- D. Illicit.
- E. Incidental.

2. A fireman who is lauded for his work receives:

- A. Monetary reward.
- B. Medication.
- C. Condemnation.
- D. Directions.
- E. Praise.

3. The fireman who mounts a ladder in agile fashion is climbing:

- A. Nimbly.
- B. Laboriously.
- C. Carefully.
- D. Carelessly.
- E. Recklessly.

4. The fireman whose reports have the virtue of brevity writes:

- A. Concisely.
- B. Clearly.
- C. Forcefully.
- D. Unintelligibly.
- E. Coherently.

5. "To train firemen in the handling of fire implements increases the efficiency of the firemen." "Implements" means most nearly:

- A. Tools.
- B. Vapors
- C. Companies.
- D. Implications.
- E. Impositions.

6. "Chemical extinguishers have become universally popular." "Universally" means most nearly:

- A. Without cause.
- B. For preventive purposes.
- C. Chemically effective.
- D. Without exception.
- E. Dependent upon use.

Answers to last week's questions: 1, B; 2, D; 3, B; 4, B.

Appeal Is Advanced On Fire Gag Rule

Papers in the NYC Firemen's "Gag-Rule" lawsuit against the departmental rule limiting the right of firemen to discuss departmental matters in public have been filed with the Court of Appeals in Albany and a calendar date is awaited.

In the firemen's suit for overtime pay for extra work under the 2-platoon system, papers are being prepared for submission to the Court of Appeals. David Savage, attorney for the Uniformed Firemen's Association, is handling both cases.

Transit Provisionals' Higher Pay Vexes Board

Eleven matters are on the "problem" list of the Municipal Civil Service Commission—cases which have been referred to various divisions of the Commission, but haven't been reported back to the Commissioners for approval.

The involved matters are: Request of Charles Zoufaly for removal from the disqualified list (October 2).

Request of George J. Northrup for removal from the disqualified list (October 2).

Advertisement for Promotion to Inspector of Fuel, Grade 4, Comptroller (September 25).

Matter of eligibility requirements in six promotion examinations (September 25).

Matter of Provisionals serving in Board of Transportation at higher rates than offered to eligibles (July 24).

Matter of Date of promotion of William J. Owens to Motorman, IRT Division (October 2).

Rule in reference to eligibility for transfer of junior eligibles who take out-of-town appointments (May 5).

Eligibility for promotion to Stationary Engineer of Frank M.

Garca and Leonard Haglund (September 25).

Amendment to Regulations governing fees and refunds for license examinations (September 11).

Establishment of Director of Foods and Markets Investigations in the non-competitive class (July 24).

Reclassification of Stationary Engineers to Stationary Engineers (Electric) (April 3).

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TUESDAY, OCTOBER 23, 1945

Tolman New President: A Congratulation Dilemma

THE election of Dr. Frank L. Tolman as President of the Association of State Civil Service Employees represents a wise choice indeed, for Dr. Tolman is one of the most erudite and masterful men in State service. He possesses both the know-what and the know-how. Under his able leadership much accomplishment can be expected. But only so far as he is enthusiastically supported can that leadership be fully effective.

It is hard to decide whether to congratulate Dr. Tolman more strongly on his election or the Association for obtaining a man of such towering intellectual stature as its head.

Dr. Tolman last June received the Harold J. Fisher Memorial Award, donated by The LEADER but awarded by a select committee unconnected in any way with The LEADER.

"I can't think of anyone who more appropriately deserves this award," were the words of Governor Thomas E. Dewey as he handed over to Dr. Tolman the large silver trophy cup signifying that the pleasant, gentle employee of the State Education Department had won the first of the annual awards. Dr. Tolman, the State Director of Adult Education and the Library Extension Division had been selected by a committee consisting of Charles Burlingham, Howard Kelley and Eliot Kaplan, all of the Civil Service Reform Association. The award goes to that employee deemed to have contributed most effectively to the improvement of the State service. It was set up by The LEADER in memory of the former president of the Association of State Civil Service Employees, who died last year.

Mr. Fisher was an outstanding president. Dr. Tolman is certain to be another outstanding president. It is highly creditable to the Association that it selects men of such high standing.

Merit Man



JAMES E. SIMPSON

After twenty years of service in the State Department of Mental Hygiene, James E. Simpson, Supervisor of Physical Training and Recreation, feels that he has profited by his work for the State.

He says that his work was more than just a job and that he could always feel he was making a valuable contribution to society in his work with those who had to depend on the State in their time of illness.

During his long term of service for the State he has noticed many improvements in the care and treatment of the mentally ill, and has seen a change in the public point of view towards the unfortunate afflicted. Two score years ago mental illness was something to be mentioned only in secret, he recalled, and a mental institution a place with foreboding walls and deep mysteries. Today, mental illness is recognized as being an ailment no different from physical illnesses and responsive to treatment. The institution of today, says Mr. Simpson, is not a place of confinement, but a place of cure, with ultimate goal, the personal improvement of the patient.

His retirement after 20 years is a result of physical disability.

"The State service offers a fine career possibility," he said, "and I am glad to note that conditions and opportunities are improving all the time. The ultimate goal may be far off, but the idea that the employee is a person and not a commodity is already fully recognized."

2 More Promotion Tests Are Planned

The Municipal Civil Service Commission ordered the following two promotion examinations, which, however, must be approved by the Budget Director before the examination notices may be announced.

The tests:
Statistician, Department of Education.
Inspector of Printing, Grade 3, Department of Education.

NYC Employees Total 139,307

The number of NYC employees as of June 30, 1944, was 139,307, the Municipal Civil Service Commission's records showed today. The breakdown follows:

Competitive	110,226
Non-competitive	18,568
Labor	9,733
Exempt	432
Unclassified	348

Total 139,307
Teachers and county officers not included.

12 Policewomen Are Promoted

Promotion of 12 Policewomen to \$2,500 (\$2,920) was announced by the Police Department today. The women advanced to Third Grade are: Gertrude Grunin, Florence M. Keckelssen, Grace L. Kuhls, Katherine R. O'Gorman, Felicia Shpritzer, Rose L. Weisler, Regina M. Epstein, Rose O. Goldman, Reva Lyons, Elizabeth C. Riley, Theresa M. Scagnelli, and Helen Pomykala.

NYC SIDELIGHTS

Persons who call the NYC Budget Bureau are in for a surprise. There the phone is answered with a pleasant "Budget Bureau . . . Good Morning"—if it happens to be morning. Luck is just as sure, though, in the afternoon. In most other City agencies, the greeting is absent.

Looking Inside

By H. J. Bernard



Official Abstract on Preference Is One Sentence, 410 Words Long

(Continued from Page 1)

The "Abstract of Proposed Amendment Number Six" is a re-statement of the contents of the preference amendment, and the only trouble with it is that it consists of a single sentence 410 words long. Now, I'm sure that the average voter hasn't the endurance necessary to complete the reading of a sentence that long, and I protest that if he could reach the end, he would be breathless and staggering from mental exhaustion, knowing scarcely more, or possibly less, than he did when he ventured upon the perilous task.

HERE IS THE PROOF

Lest you have any doubts, here is the 410-word, single-sentence abstract:

"The purpose and effects of this proposed amendment are (1) to alter the provisions for preference in appointments and promotions in the civil service of the state and its civil divisions now existing in favor of honorably discharged soldiers, sailors, marines and nurses of the army, navy and marine corps of the United States disabled in the actual performance of duty in any war, to an extent recognized by the United States Veterans' Bureau, and who are citizens and residents of this state and were such at the time of their entrance into the military or naval service of the United States and whose disability exists at the time of his or her application for such appointment or promotion, without regard to their standing on any list from which such appointment or promotion may be made, to include any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, and who was disabled therein to an extent certified by the United States veterans administration, and whose disability is certified by the United States veterans administration to be in existence at the time of his or her application for appointment or promotion, without regard to his or her standing on any list from which such appointment or promotion may be made; (2) to extend similar preference in appointment and promotion, after such disabled members of the armed forces shall have been first preferred, to any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States and who has been honorably discharged or released under honorable circumstances therefrom, such latter preference to continue until December 31, 1950, but in no event for a period less than five years following such honorable discharge or release under honorable circumstances, and (3) to grant to any such member of the armed forces preference in the retention of any position held by him or her, in inverse order of the preference by said amendment provided, upon the abolition or elimination of positions in the civil service to which such preferences are applicable."

There are six sentences in the proposed amendment itself, of which the first is very long indeed and perhaps caused the abstractor to follow suit. Still, if all a voter had to go by was the text of the existing constitutional civil service amendment, with new matter in italics and omitted text enclosed in brackets, he would know almost as much as if he read the abstract. The existing law is thus printed in the circular also.

SHORTER SENTENCES THIS TIME

Therefore perhaps the best service that can be rendered on this subject at this moment is to inform the public of what the proposed amendment provides:

1. Disabled war veterans get first preference in selection from any list on which their names appear, for appointment and promotion to positions in the State and civil subdivisions thereof. This puts the disabled war veterans at the head of the list, but does not change the disabled veteran preference that now exists in the constitution, except to give the preference to "any member of the armed forces of the United States who served therein in time of war," to take care of the disabled veterans of World War II in the organic law. The Civil Service Law, Section 21, covers disabled veterans of "any war," thus including World War II veterans, so this change adds nothing material. However, the U. S. Veterans Administration is given the exclusive authority to determine if the veteran is disabled, thus applying U. S. law and definitions to the determination of facts material to the State or subdivision, and previously decided by State and city civil service commissions.

2. Non-disabled veterans are given the next preference after disabled veterans in appointments and promotions, until Dec. 31, 1950, but in no event until less than 5 years after discharge. At present there is no appointment-promotion preference to non-disabled veterans under either organic or statutory law in this State. The time provisions in the proposed amendment are minimum. The Legislature has the power to set any larger time limit, or remove all minimum time limit.

3. Upon the abolition or elimination of positions to which all the foregoing preferences are applicable—which means in the Competitive and the Non-competitive classes—"any member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference provided in this section." This means that veterans are to be preferred as against non-veterans in cases of abolition of jobs, thus ending the present practice, under Section 31 of the Civil Service Law, of retention in the Competitive class in inverse order of seniority, and adding the Non-competitive class to the enlarged preference. Also the qualified retention preference to veterans under Section 22, subdivision 1, of the Civil Service Law, now applicable to the Competitive, Non-competitive, Labor and Exempt Classes, is made absolute for the Competitive and Non-competitive Classes. Whether non-veterans must be retained ahead of disabled veterans, as the literal wording of the proposed amendment sets forth, is a question. The retention preference was construed in the September 25 issue of the LEADER as intended to be of the same order as the appointment-promotion preference, the key to which in the proposal is not time but the nature of the positions. The vesting in the U. S. Veterans Administration of sole right to decide disability is incorporated automatically in the retention preference provision.

4. The amendment does not state when it shall take effect, and ordinarily it would take effect immediately, if adopted, but a constitutional provision states that amendments shall take effect on January 1 next following ratification (Article XIX, Section 2).

Don't Repeat This!

POLITICS, INC.

WHEN Mayor LaGuardia was in Washington recently he had a chat with Senator Robert Wagner. They naturally talked politics. They're old friends. The Mayor said that the election of William O'Dwyer as Mayor of NYC would be bad, because Tammany might do something wrong that would hurt the Democratic chances in the Gubernatorial election next year. Senator Wagner showed what he thought of that remark by immediately beginning to campaign for O'Dwyer.

O'Dwyer is looking into the operations of the NYC Civil Service Commission.

Col. Charles Poletti is in town and is expected to be out of the Army by Christmas.

NYC SCENE

Budget Director Thomas J. Patterson gave a brief talk at the convention of the NYC Council of the Federation of State, County and Municipal Employees (AFLE). As soon as he finished he was greeted with a great and enduring outburst of applause. He was flabbergasted. He had recently reported to the Board of Estimate against the present possibility of making the bonus permanent and enlarging the scope and amounts of increments, two pet objectives of the union. This didn't lead him to expect an ovation. But here's the inside: The employees know that Mr. Patterson's heart is in the right place; he used to be one of the low-paid city workers himself; he speaks to the employees' representatives frankly, and they like a man who doesn't kibitz around, even if he must at times report against some of their requests.

WELFARE DEPARTMENT BRIEFS

Center 24

Grace Rosen, Social Investigator, left this office September 28th to complete her work at the New York School of Social Work on a full time basis.

Miss Ray Rappaport, well-known to Welfare Center 24, Social Service Staff, who resigned early in the Spring for a position with the J.S.S.A. was injured while on vacation in New Hampshire. She is now in St. Luke's Hospital and all her friends hope that she will soon leave recovered.

Dorothy Franzblau, Medical Stenographer, is eagerly awaiting the arrival of her boy-friend from the European Theatre of War. He is expected the early part of this month.

Friends throughout the Department have heard with regret of the passing on September 22, 1945, at Flushing Hospital of Investigator Anna Callahan following a serious operation.

Mrs. Callahan entered the municipal service about 1925 as a laboratory worker in the Department of Hospitals. In 1931 she transferred to the Welfare Department and was assigned to Manhattan OAA. She came to the Queens office just prior to caseload integration in 1942. She was a member of the Forum and the Guild of Catholic Social Workers in Civil Service.

Mrs. Callahan is survived by her sons, Vincent, now with the Navy Air Corps in the Pacific, and Edward, recently discharged from the Army after 42 months of Pacific service, and by three sisters, Mrs. Bella Fucella, Mrs. May Newton, and Mrs. Helen Walsh, all of Bayside West.

Interment took place at Calvary Cemetery on September 26, 1945, following a Solemn High Requiem Mass at the Church of Blessed Sacrament, Bayside.

The State Employee

By FRANK L. TOLMAN

President, The Association of State Civil Service Employees

WITH MIXED EMOTION, your President takes his pen in hand to report to the Association of State Civil Service Employees for the first time in his new capacity.

I am deeply conscious of the honor and of the immense responsibilities entrusted to me as President. Without your constant support and active aid I can do little. But you 28,000 members of the Association and its officers and committees, working closely together, can accomplish much.

We need live and active workers within the Association everywhere in State service and 100 per cent membership. Headquarters cannot solve local problems. Only strong local chapters can. We need more and more active committees, both local and State, to study the larger problems of State service and to recommend solutions.

We need a program of progress on which all can agree. I believe the delegates have provided this program in the resolutions adopted at the annual meeting. [These resolutions will be described in *The LEADER* next week.] Any program which we have necessarily rests upon a real merit system and a civil service commission without fear and beyond reproach.

BROAD PROGRAM

Other needs are adherence to the principle of equal pay for equal work. Women should no longer be denied their just desserts.

The creation of real career opportunities in the State Service; salary scales sufficient to fairly reward merit and fitness and to make possible an abundant and wholesome life for all, uneffected price inflation or price deflation; adequate promotion and transfer opportunities and the elimination of blind alley jobs; a fair pension system which will really protect—are other important planks.

The veteran should have equal right to a State job he is qualified to fill. But he should not ask vested rights to jobs he cannot competently hold. Good government should not be jeopardized for selfish interest of any group.

Should the Veteran's Preference Amendment be adopted, there is still important work to be done. Within the limitations and contradictions of the amended constitution, there are many points to be clarified. A constitutional law must be drawn up and this means a law that will preserve the merit system to the greatest possible degree as well as the veterans' preference. The seeming discriminations against disabled veterans will probably have to be incorporated in the new law, but the knotty problem of what constitutes disability must be defined. The Association must take an active part in the formulation of the best and fairest law possible.

My able associates, the executive committee, and the many special committees must of necessity bear the chief burden of building into reality the many reforms you proposed and adopted at the annual meeting.

HE WAS DRAFTED

Without our efficient headquarter's staff, I should be completely sunk. Without our devoted field workers, the Association would disintegrate. I promise every effort to multiply manifold the visits and conferences that have proven mutually so satisfactory.

I shall seek new helpers for important new and old committees. I shall, however, retain the tried and true experienced men who have accomplished so much for all of us.

I have not sought the office. I was drafted. I was not allowed to refuse. I am your servant and I cannot serve you well unless you watch my every act and tell me whether each is well or ill devised.

I have no confidence that I know all the answers. I shall seek the facts and your advice before I act on any matters. I shall not act alone, but I shall act with you.

What State Employees Should Know

By THEODORE BECKER

Promotion Lists Give Clear Field to Preferred Lists

AN ELIGIBLE whose name is on a preferred list as a result of lay-off due to abolition of his position, although entitled to reinstatement upon the re-creation of a similar position, cannot demand that he be appointed to such position if the appointing officer prefers, instead, to transfer an eligible employee thereto. This was the rule recently enunciated by the Appellate Division, Second Department, in a case involving a secondary school Principal laid off in the city of New Rochelle. The holding of the court may be applied to State situations as well.

Court's Ruling

In modifying a lower court decision in the same case, the Appellate Court stated:

"All the relief to which petitioner is entitled is to be recognized as a candidate to fill the next vacancy which may occur in the position of Principal of any secondary school in the New Rochelle public school system. If and when a vacancy occurs in the New Rochelle High School, the power and discretion rest with the board to assign any eligible person to that position. In other words, the board may transfer the present Principal of another secondary school to the New Rochelle High School, and also transfer the present principals of the other secondary schools, but after making such transfers as the board deems proper, there will be one vacancy to which petitioner is entitled to be appointed." (Taylor v Board of Education of the City of New Rochelle.)

By analogy the same principle would seem applicable in cases where the transfers were contemplated between departments rather than between units of the same department. Such is the case in State service.

State Procedure

The rule for State employees was laid down in an opinion of the Attorney-General more than five years ago. The Department of Public Works had inquired

whether it could transfer a telephone operator from one of the State hospitals to the N. Y. C. office building in the face of a preferred list for telephone operators, in view of the Attorney-General's earlier opinion that such a list took precedence over a promotion list for the same position.

The Attorney-General cited the distinction between filling a vacancy by transfer and by promotion, so far as preferred eligibles were concerned. When the vacancy is filled by promotion no opportunity exists for making an appointment from the preferred list. In the case of a transfer, on the other hand, the preferred list can be used to fill the second vacancy created as a result of the transfer. He concluded:

"Thus, the interests of the State are served by filling the first vacancy with an experienced employee (the employee being transferred had been temporarily employed at the N. Y. C. office building switchboard in the past), while preserving to the individuals on the suspended list the right of appointment to a similar position."

Complicates Transfers

Although a transfer may be made in the face of a preferred list so long as the preferred eligible stands to lose nothing thereby (i.e. where the position vacated by the employee transferred is not stated for abolition and the position to which transfer is sought is not in the department from which the preferred eligible was laid off) such transfer may, in State service, be stymied by the existence of a promotion list. Under the State rule, transfer cannot be had in the face of a promotion list. This leads to an anomalous situation, because a promotion list cannot be used in the face of a preferred list. For example, assume that a Senior Clerk in Department A seeks a transfer to the same position in Department B. Although a preferred list containing the name of a Senior Clerk laid off from De-



On the dais at the State Association meeting Laurence J. Hollister, Field Representative, is buzzing the ear off John A. Cromie, Chairman of the Resolutions Committee. William F. McDonough, Executive Secretary, is at the lectern. At right is the retiring president, Clifford J. Shoro, who presided over the session.

State Assn. Session Sets Course for Coming Year

It was the major meeting of the year for the Association of State Civil Service Employees. It was the time for decisions which would guide the great organization for the coming year, decisions which would affect the futures of all those who participated in the convention, and of every man and woman who works for the State of New York.

And it was the time when new leaders took over.

For these reasons not only employees, but officials of the State, were strongly interested in the deliberations which took place on Tuesday, October 16, in the DeWitt Clinton Hotel in Albany. The 200-odd delegates assembled there played an important role in the government of the State, though they might not have realized that the effect of their work was so far-reaching.

Vital Messages Heard

They listened to speakers who had vital stories to convey. There was H. Elliot Kaplan, executive secretary of the Civil Service Reform Association, who made what was probably the most brilliant speech in history upon the question of veterans preference. They heard Miss Mary Goode Krone, head of the Personnel Council, who described the work of this new experiment in State government. They heard J. Earl Kelly, State Director of Classification, who explained his activities which has so intimate a bearing on the salaries of employees. They lis-

tened to Charles H. Foster discuss basic and emergency salaries; to Charles C. Dubuar describe the program for a more liberal retirement system; to Leo F. Gurry and Edward J. Looney discuss, so clearly that there was an almost complete absence of questions, the special problems of institutional employees. They listened to Joseph Schechter, Counsel of the State Civil Service Department, discuss some of the intricacies of promotion. And they heard Clifford C. Shoro, outgoing President of the Association, deliver a lucid, carefully-prepared report on the organization's work for the past year.

Hard Licks Put In

In the large Crystal Ball Room and in the lobbies of the DeWitt Clinton, everyone kept asking: "Where is John DeGraff?" It seemed strange for an annual meeting without John DeGraff. But William McDonough explained that DeGraff was ill. And it was obvious that the absence of the Association's counsel was deeply felt.

There was much work done behind the scenes, important work, to make this meeting the success it was. John A. Cromie, chairman of the Resolutions Committee, had put in many hours and days preparing the resolutions which had come out of the democratic expression of opinion from employees. William McDonough, Executive Representative of the Association, had done an enormous job in seeing that everything ran

smoothly, and he himself read off the resolutions for voting. Christopher J. Fee, a member of the executive board, and Robert R. Hopkins, president of the Buffalo chapter, assumed the role of tutors to chapters in the central New York region who were planning to create a regional conference for closer liaison with Albany. Jesse B. McFarland presided over a meeting of delegates in the Social Welfare Department.

The meeting had been arranged by a committee consisted of Jesse McFarland, Janet Macfarlane, Isabelle M. O'Hagen and Wayne W. Soper.

Cheers and Hand-shaking

The convention acted upon more than 50 resolutions. They acted to raise the annual dues to \$3, described by one delegate as "still the biggest bargain anybody ever got." They acted on resolutions dealing with retirement, with higher pay, with improved working conditions. They agreed to allow the organization to study the feasibility of admitting to membership employees in other than State jurisdiction.

Dr. Frank L. Tolman, the new president, took over the gavel as the final act of the convention. As he and Clifford J. Shoro stood on the platform shaking hands, there was loud cheering from the assemblage. All knew that the welfare of the Association of State Civil Service Employees, largest public employee organization in the United States, was in good hands.

Tolman Elected

(Continued from Page 1)

bers elected to office consist of the following:

Agriculture and Markets—Mildred O. Meskil.

Audit and Control—Martin P. Lanahan.

Civil Service—Theodore Becker.

Commerce—Joseph J. Horan.

Conservation—William N. Foss.

Correction—Leo M. Britt.

Education—Wayne W. Soper.

Executive—Charles H. Foster.

Insurance—Harry S. Deevy.

Health—Charlotte Clapper.

Labor—Christopher J. Fee.

Law—Francis C. Maher.

Mental Hygiene—Gordon S. Carlile.

Public Service—Kenneth A. Valentine.

[Richard T. Purcell, who had run against Mr. Valentine, had requested a recount as *The LEADER* was going to press.]

Social Welfare: Jesse B. McFarland.

State—Isabelle M. O'Hagen.

Taxation and Finance—John A. Cromie.

[Next week *The LEADER* will present biographical sketches of the new Association officers.]

partment C is in existence, the transfer can be had to Department B. However, if a promotion list is in existence for Senior Clerk in Department B, the transfer cannot be had. Nor can the promotion list be used to fill the vacancy, because the preferred list has priority over the promotion list. Therefore, although the vacancy could be filled by transfer if no promotion list were in existence, it can be filled only from the preferred list where a promotion list is in existence. The promotion list, in effect, blocks out the transfer and gives the preferred list a clear field.

Kelly in Talk Foresees Faster Reclassification

Special to *The LEADER*

ALBANY, Oct. 23—J. Earl Kelly, State Director of Classification, Civil Service Department, explained what has been accomplished and what is being undertaken in classification, at a session

of the annual meeting of the State Association. He gave an intimate picture of the heavy work entailed in a reclassification, and in this way explained why the institutional reclassification has been going on for two years. He believed that the reclassification of the Correction service would be more speedily accomplished, especially because of the groundwork laid in the other reclassification. A great deal of interest attaches to the reclassifications, through which employees look forward to new titles or new descriptions of duties, to eradicate what they terms some of the injustices that now prevail. It is no secret that many State employees have been peeved at the delay in action taken on individual appeals for reclassification, as well as at the delay involved in general reclassifications.

Mr. Kelly, discussing "classification problems," gave a full and



J. Earl Kelly

frank explanation and also answered questions. The big question was when action would be obtained, and he answered this hopefully, even expectantly, which resulted in the audience uttering a murmur of satisfaction.

Maj. Tegtmeier Gets Veteran Affairs Post

ALBANY, Oct. 23—Edward J. Neary, Director of the State Division of Veterans' Affairs, announced the appointment of Major Charles E. Tegtmeier, U. S. Medical Corps, of Hamilton, N.Y., as Deputy Director at \$8,100 in charge of the Division's rest camp program and Superintendent of the State of New York Veterans' Camp at Mount McGregor, N.Y.

Major Tegtmeier is on terminal leave from the Army and will assume his new duties immediately, Mr. Neary said. He will have his headquarters at Mt. McGregor.

More Reports Next Week on Assn. Meeting

A complete report of resolutions adopted at the State Association meeting, which had to be omitted from this week's *LEADER* for lack of space, will be printed next week. So will reports of speeches other than those covered in this issue.



The leaders of the Western Conference of the State Association, which recently assembled at the Thomas Indian School, Iriquois, N. Y., are, left to right: Seated: Frederick Millman, Gowanda State Hospital; Lawrence R. Law, Attica; Rev. W. David Owl, Cattagaurus Reservation; Robert R. Hopkins, President of the Buffalo chapter and Chairman of the Conference; State Senator Charles O. Burney, Jr.; Edwin C. Kengott (with soup), Director of the New York State Retirement System; Thelma Pottel, Buffalo. Standing, back row: Dr. A. A. Thibaudeau, Gratwick; Mrs. Joella Clark, Thomas Indian School; Harold C. Dressel, Batavia; Harry B. Schwartz, Buffalo State Hospital; Winifred Miller, Albion; P. D. Harrington, Thomas Indian School; Clifford B. Hall, Industry; Dr. Allexah, Gowanda State Hospital. Floyd Adams

Western State Conference Acts On Preference and Pensions

IRIQUOIS, N. Y., Oct. 23—The Western Conference of the State Association of Civil Service Employees, meeting at the Thomas Indian School, went on record strongly against the proposed

amendment to the State constitution providing unlimited veterans preference; recommended a change in the retirement system, favoring a plan whereby the State would match employee contributions after a 5-year employment period.

Edwin C. Kengott, Director of the State Retirement System, discussed the Retirement System at length. Senator Charles O. Burney, Jr., promised that the Legislature would pay special attention to State employee problems.

NEWS ABOUT STATE EMPLOYEES

CENTRAL ISLIP

We are still welcoming past employees back on duty. This week's welcome is extended to Patrolman Thomas Corcoran.

Week-ending in Scranton, Pa., are Miss Julie Riffon—recent graduate, and James F. Powers of Central Islip. They are visiting Miss Riffon's parents over the holiday.

Miss Margie Silton of "J" is vacationing at her home upstate. Mr. Yuskus, R.N., has recently been put in charge of ward J-3.

The recent graduates are in N. Y. C. taking their State Board Examinations. Good luck, girls! Birthday greetings go to Mr. and Mrs. Walter McGeorge. A party in their honor was held by their friends.

Congratulations to Dr. and Mrs. D. Barber on the recent birth of a son.

Mr. and Mrs. George Eton (nee Weber) are enjoying the first addition to their family.

Best wishes extended to Mrs. Frank Walsh, wife of Patrolman Walsh. She is convalescing.

CREEDMOOR

A barn dance was held in the Assembly Hall of the Creedmoor State Hospital.

Everybody enjoyed the music of Ed. Durlacker and his Top Hands, Congressman and Mrs. Henry J. Latham, Assemblyman Fred W. Preller and John Powers, Vice-President of the Association, took part in the square dances. Everyone wants a repeat performance. It will be given as soon as we are able to obtain the Top Hands again.

A regular monthly meeting was held in the Social Room of the Assembly Hall and much discus-

sion about the 25-year pension took place.

John L. Murphy, President of the Chapter, and Mrs. Helen C. Peterson, Secretary, represented the chapter at the annual meeting.

Joseph Carthy, Staff Attendant on vacation, flew to Portland, Ore. We understand that Joe took all necessary precautions before setting foot in the plane.

The Cadet Nurses are planning to have a Halloween Dance in the Assembly Hall on October 24.

A bowling league of employees was inaugurated a short time ago and anyone watching a match game between the rivals would really enjoy himself.

PSYCHIATRIC INSTITUTE

The organizational meeting of the Psychiatric Institute Chapter of the Association was held at the Institute. Both Laurence J. Hollister, Field Representative of the Association, and Leo F. Curry, President of the Mental Hygiene Association, attended. They answered many vital questions.

The members elected Sidney Alexander, Temporary Chairman, and a Nominating Committee was appointed by him. On Oct. 10 the election was held, with the following results: President, Biagio Romeo; Vice-president, Sidney Alexander; Treasurer, James Carroll, and Secretary, Margaret Neubart.

Delegates elected were: Biagio Romeo, Sidney Alexander, James Carroll, and John Soyke.

ST. LAWRENCE HOSPITAL

The St. Lawrence Hospital chapter of the State Association is having its dinner-dance tomorrow (Wednesday). The speakers will include John Brunham, chapter president; Dr. J. A. Pritchard, director of the institution; and the Hon. Allen P. Sill. The master of ceremonies is Robert Silver-

man. Officers of the chapter include:

President, John Burnham; Vice-president, Ernest Richardson; Secretary, Rosalie Reuter, and Treasurer, Charles Mitchell.

The Executive Council: Amber Huntley, Thomas Fields, Robert Kinch, William Axtell, William Rheome, Edward Costigan, and Irene Cunningham.

Committees: I. Cunningham, E. Costigan, Co-chairman.

Dinner: C. Dawdall, L. LaRose, K. McDonald, and L. McDonald. Dining Room: L. Veitch, C. Akin, P. LaFountain, and V. Stokes.

Dance: J. Brainard, E. Hobbs, R. Kinch, E. Edgerton, B. Spillman, T. Fields, and S. Grennon.

Decorations: M. Howard and F. Erwin.

ALBION STATE SCHOOL

The Superintendent, Mrs. Cecilia Patten, has presented the institute with a Hammond electric organ.

Mrs. C. Leon Whiting has recovered from a serious operation. Mr. Whiting recently became Chapter president.

Mrs. L. Green, the former Ruth Sarason, Psychologist, has announced the birth of a daughter. Miss Helen Sherhan, former Matron, now residing in Philadelphia, recently visited friends at Albion.

Mrs. Winifred Mitter, retiring president of the Chapter, was surprised with gifts of a string of pearls and a Corde bag by her fellow employees.

Miss Olive Blott is enjoying her vacation in NYC and Niagara Falls.

Miss Margaret Hill is on vacation with her family and friends in Albion.

Our USO drive went over 100 per cent, with Miss Loretta Weillhamer, Chief Matron, assuming the collection duties.

At the Western N. Y. Civil Service Conference and Dinner at

How Veterans Should Protect Their Insurance

State employees returning from military duty to active State service can have their Group Life Insurance Policy, obtained through the Association of State Civil Service Employees, which was in force when they entered military service, reinstated without medical examination.

Any New York State employee whose accident and sickness policy in the Group Plan of the State Association was in force when he entered military service may have his policy reinstated by applying, in writing within 30 days of release from military service.

All that is necessary is to apply to the Association within 90 days of return to State service.

Address the Association of State Civil Service Employees, Room 156, State Capitol, Albany 1, N. Y.

Gowanda, the Albion Chapter was well represented.

Mrs. William Bloruet, Matron, is ill in Medina Hospital. She is expecting to go to Strong Memorial Hospital, Rochester.

Mrs. Alice Wagner and Mrs. Wellman attended the State Association meeting at Albany.

Albany Shopping Guide

Schools

STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bldg., Albany 3-0357.

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Where to Dine

TRY OUR FAMOUS spaghetti luncheon with meat balls, 50c. Italian home cooking our specialty. Delicious coffee. **EAGLE LUNCHEONETTE**, 38 Eagle St. (diagonally opposite De Witt Clinton). Open 8 A.M. to 8 P.M.

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Beauty Salon

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Armory Employees Install Officers

Installation of officers of the Armory Employees Association, City of New York, was held at the 17th Regt. Armory.

The installing officer was Major General Walter A. Delamater, New York National Guard (Ret.).

Jim Deuchar, the outgoing president, was presented with a \$100 bill for services he rendered over a period of seven years as president, with a stipulation that a picture be taken of the chair to be purchased, and that Mrs. Deuchar is to sit on his lap and that a print of the picture is to be presented to the association.



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Delegates To Meeting

ALBANY, Oct. 23—The list of delegates to the State Association meeting follows:

Binghamton—C. W. F. Scott, President; Daniel Foley, Albert Launt, James Maney, Capt. Ed-

ward R. Brown, and Frances Reilly.

Buffalo—Robert R. Hopkins, President; Miss Rita Kenney, Mrs. Flavilla Britton, Mrs. Alona Gamble, Miss Thelma Pottel, and Mr. Joseph Waters.

Hornell—Clarence W. Landon, NYC—Charles R. Culyer, President; Michael L. Porta, William K. Hopkins, Joseph J. Byrnes, Kenneth A. Valentine, Eva R. Heller, Edith Fruchthendler, Jas. A. Deuchar, Edmund J. Bozek,

William H. Steinman, Joseph Pitari, and William Teitelbaum.

Oneonta—Miss Mary H. Volwieder, and Miss Anne Tolman.

Rochester—Raymond Munroe.

Syracuse—J. G. Moyer, Doris Le Fever, and Benjamin Ungarten.

Game Protectors—Chester W. Griffiths, President.

L. I. State Parks—Harry W. Lemly, Pres.; and Fred G. Mott.

Albion—Mr. Cleon Whiting and Mrs. Alice Waggoner.

Attica—Laurence R. Law, President.

Auburn—Harry M. Dillon, President; and Thomas Nugent.

Clinton—William B. Meehan, President; and Leon Armer.

Coxsackie—Raymond J. Maron, President; Ralph Carpenter, and Mrs. Viola Dimmick.

Dannemora—Wesley L. Porte.

Elmira—Edward J. Looney, President.

Great Meadow—Frank B. Egan, President; and Lea M. Britt.

Mattenawan—Harry W. Phillips, President; and William McCarroll.

Napanoch—Robert Michel, President; Howard W. Gemmel, and William Paterno.

Sing Sing—Richard Simonds, President.

Walkkill—William Nevel, and Charles, Moore, President.

Westfield—Mrs. Naomi McAdoc, President; and Mrs. Lillian V. Fish.

Woodbourne—Raymond Vandewalker.

Batavia School for the Blind—Harold C. Dressel.

Biggs Memorial Hosp.—Miss Mildred Patterson, and Mrs. Veda Lawson.

Gratwick (Buffalo Health Inst.)—Eugene M. Burke, and Dr. Walter T. Murphy.

Ray Brook—Emmett J. Durr, President; Harry Sullivan, Mrs. Marguerita Sweeney, alternate, and Herbert G. Neal, alternate.

Have straw Reconstruction Home—Miss Mary Elizabeth Baker, President; Mrs. Elizabeth Clark, Miss Regina Parrish, Thomas Guilfoyle.

Brooklyn State Hosp.—Lida Macdonald and Catherine Sullivan.

Buffalo State Hosp.—Harry B. Schwartz, President.

Central Islip—W. Wallace McCrone, Jr.; and Frank Walsh.

Craig Colony—J. Walter Mannix, President; and Glenn M. Green.

Creedmoor—John L. Murphy, President; and Mrs. Helen C. Peterson.

Gowanda—Frederick Milliman, President; Joseph Casey, Vito Ferro.

Harlem Valley—Gordon O. Carille, and Miss Mildred Adameic.

Hudson River—Guy de Cordova, President; Dennis O'Shae, and R. Eitzen, and Mrs. Mae McCarthy.

Kings Park—James Lavery, Michael Long, alternate.

Letchworth Village—Hiram Phillips, President; David Roche, Mina Hardt, and Lyda B. Blanton.

Manhattan—Patrick Gerafhty, President; Dennis O'Shea, and Robert Martin.

Marcy—Leo F. Gurry, President; Mrs. Lucy Baumgras, Kenneth Hawken, and Glenn Brennan.

Middletown—Howard Shumake, President; and Frederick W. Walters.

Newark State School—Harland Craver, President.

Pilgrim—Francis H. Neitzel, President; Charles D. Burns, and Leo V. Donohue.

Rochester State Hosp.—J. Gerald Zugelder, President; and John McDonald.

Rockland State Hosp.—Arthur J. Clifford, George Cornish, and Kathaleen Hennessey.

Rome State School (Ft. Stanwix)—Howard W. Van Scoy, President; and Mrs. Ruth C. Stedman.

St. Lawrence State Hosp.—John A. Burnham, President; Robert D. Silverman, and Janet Brainard.

Syracuse State School—Frederick J. Krumman, President; and Charles Ecker.

Utica State Hosp.—Miss Helen B. Ernenwein, President; and Miss Marget Fenk.

Wassaic State School—John O'Brien, Carl Sabo, Herbert Nelson, President; and Ethel West.

Willard—Edgar E. Fritts, President.

Public Service Motor Vehicle Inspectors—William B. Pitkins, President; Clarence J. Atkinson, and John S. Frawley.

Barge Canal Chapter—T. J. Connors, President; and E. J. Foster.

Public Works No. 4—Rochester—Earl J. Bullis.

Public Works, No. 8—Poughkeepsie—E. E. Adrean, President.

Chatauqua Co. Pub. Works—Robert Bessey.

Industry—Clifford B. Hall, President; and Joseph P. McMahon.

Hudson Training School—Mrs.

Westchester to Hear Debate on Preference

"Do You Believe That All Veterans Should Receive Absolute Preference In Civil Service Appointments, Promotions and Retention." will be the question debated in the Little Theatre of the County Center, White Plains, on Thursday at 8:30 p.m.

The meeting is to be held under the auspices of the Citizens' Committee on Veteran Preference, composed of 26 civic and civil service employees' associations, actively campaigning against the Downey-Sherman Amendment (Amendment No. 6 on the voting machine).

The purpose of the meeting is to enlighten the voters of Westchester County as to the merits of this Amendment. The sponsors hope that the Westchester County American Legion will have an official representative present to speak in behalf of the Legion-sponsored proposal.

The Citizens' Committee believes that the Downey-Sherman Amendment would (1) discriminate unjustly among veterans; (2) wreck the civil service in New York; (3) lower the standards of vital public services upon which all citizens—including the hun-

dreds of thousands of returning veterans—depend.

The Committee is not opposed to all veteran preference. It advocates a fair point-credit system such as that adopted by the Federal Government and many other states.

Ordway to Speak
Captain Samuel H. Ordway, Jr., USNR, a veteran of both World Wars, recently placed on the inactive list, will speak against the Amendment. Captain Ordway, a graduate of Harvard College and Harvard Law School, was formerly U. S. Civil Service Commissioner and a member of the N. Y. C. Civil Service Commission.

William Dean Embree, Lieutenant-Colonel Remount Division, ORC, U. S. Army, and a member of the law firm of Milbank, Tweed and Hope, will serve as chairman of the meeting. He is President of the New York County Lawyers Association, a member of the American, New York State, and New York City Bar Associations, a member of the Executive Committee of the Civil Service Reform Association, and a member of the New York County Republican Committee.

Gurry Again Heads Mental Hygiene Assn.

ALBANY, Oct. 23—The meeting of the Association of Employees of the Department of Mental Hygiene was held in the State Office Building. The first session was called to order at 1:30 p.m. A general summary of the past years activities was given by President Leo F. Gurry. This was followed by a discussion of the current problems confronting the Mental Hygiene employees. Eighty-five delegates from the various institutions were present and participated in an enthusiastic manner.

Daniel Shea, Personnel Director of the Mental Hygiene Department, was the guest speaker. Mr. Shea discussed in detail the subject of service ratings and the manner in which they were established. He then dwelt upon the subject of service ratings and the manner in which they were established. He then dwelt upon the subject of service ratings and the manner in which they were established. He then dwelt upon the subject of service ratings and the manner in which they were established.

Election Results
The evening session opened at 7:30. The following were elected:

Laura L. Schutt, John Deyo, Miss Emma Finn.

Thomas Indian School—Mrs. Joella Clark, President; and Norman A. Pullen.

Warwick—Elbert L. Fletcher, President.

Troop D, State Police—R. W. Mansfield.

Troop G, State Police—Sgt. E. T. Hanchett.

Troop K, State Police—George Corsilia.

General—Frank Kokoski, Jeanne Smith, and Bette Cullunan.

Ithaca College of Agriculture—Frederick F. Horton, and Mrs. B. Beasley.

Palisades Interstate Park Commission—Angelo J. Donato.

Special Representatives
Wm. Greenauer, Public Works District 10, Babylon; Gerald F. Fenner, Public Works, District 2, Utica; T. R. Temple, Saratoga Springs Authority; D. L. Alloway, Chief Engineers and Assistants; T. A. Regan, Troop L, Babylon State Police.

Executive Committee
Mrs. Mildred O. Meskill, Agriculture and Market; Martin P. Lonahan, Audit and Control; Marie Hess, Banking; Mrs. Helen H. Dunn, Civil Service; Joseph J. Horan, Commerce; William M. Foss, Conservation; Leo M. Britt, Correction; Wayne W. Soper, Education; Charles H. Foster, Executive; Thomas C. Stowell, Health; Harry S. Devey, Insurance; Christopher J. Fee, Labor; Francis C. Maher, Law; Leon P. Spaulding, alternate for F. C. Osborne, Mental Hygiene; William Hunt, Public Service; Edward J. Ramer, Public Works; Jesse B. McFarland, Social Welfare; Isabella M. O'Hagan, State; and John A. Cromie, Taxation and Finance.

to office; President Leo F. Gurry; vice-president, Frederick Wathis; Executive Committee: William Farrell, Ethel West, Cathryn Jones, Frederick Kruman, Leo Donohue, and Arthur Gifford.

Resolutions adopted pertained to: 40-hour week, 5 days; extra pay for hazardous words; permanent retention of war bonus; prompt settlement of pending appeals, uniform vacation rules or 22 days, uniform sick leave rules, meal tickets for all employees, 25-year retirement, abolishment of N. S. group, restoration of nurses to professional group, five-year service raise, low rental housing project.

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 - 2 Tall, Eric G., Ogdensb'g. 90000
 - 3 Everett, A., Dover Pls.. 89728
 - 4 Sheffer, Wm. Wingdale. 89454
 - 5 Wilbur, E., Cent. Islip.. 89200
 - 6 McInerney, L., Or'geb'g. 89059
 - 7 De Vaney, M., Bellerose. 88791
 - 8 Conover, W., Staten I.. 88775
 - 9 Hentschel, Wm?, Bklyn.. 88472
 - 10 Sammis, Ed., Northport. 88062
 - 11 Vanhuben, L., Rochester. 87911
 - 12 Scott, I., Orangeburg... 87845
 - 13 Campbell, G., Orangb'g. 87281
 - 14 Horak, Jos. F., Amenia.. 87216
 - 15 Gurbacki, M., Buffalo... 87179

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Equipment.....

Condition of Tires..... Your Own Appraisal:.....

Your Name.....

Type..... Mileage.....

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Make of Car..... Year.....

Equipment.....

Condition of Tires..... Your Own Appraisal:.....

Your Name.....

Type..... Mileage.....



Delegates from the NYC chapter of the State Association of Civil Service Employees at the Albany meetings: Joseph J. Byrnes, Treasurer, Public Buildings; Eva Heller, Recording Secretary, State Housing; James Deuchar, Armories; William Teitelbaum, DPUI; William

Steinman, Audit and Control; Kenneth Valentine, Financial Secretary, Public Service; Edith Fruchthendler, Public Service; James Pittari, Taxation and Finance; Michael Porta, 1st Vice-president, Industrial Board; and William Hopkins, 2nd Vice-president, Law.

Shoro in Report Reviews Gains

One of the most significant civil service documents within the past year is the Report of the President, prepared by Clifford C. Shoro and read by him at the October 16 annual meeting of the Association of State Civil Service Employees at Albany. Carefully documenting the problems and achievements of the employees, it constitutes "must" reading for all State public workers. Mr. Shoro read his report as his final act in the Presidency of the State Association.

Report of the President

The following review of the activities of our association during the year that ends tonight constitutes the annual report which, as your president, I have the privilege to make.

The year started with misgivings in the minds of many of us as to the possibility of accomplishing some of the major objectives of the program which you had outlined by means of the resolutions presented and adopted. We had already realized the need for co-operation with the administration in the persons of the Governor and his assistants and members of his Cabinet, and with members of the legislature in working out our problems and obtaining solution by legislation where needed and by administrative regulation where that would suffice.

The first and major difficulty that faced us was the proposal to amend the salary schedules in the Field-Hamilton law by deleting the occupational groups and salary grades then in the law and substituting a schedule of all salary grades now in the law plus such new ones as were deemed necessary to improve the administration of the law and allow for many upward salary adjustments that were recommended but which could not be made under the salary scales then included in the law. While we agreed that sub-salary grades were needed in some occupational groups, we also

were adamant in our determination that the occupational groups must be kept in the law.

HOW WORK PROGRESSED

Accordingly, we entered into a series of conferences with members of the staff of the Director of the Budget, the staff of the Department of Civil Service, and some of the members of the temporary Salary Board, with Judge Conway, President of the Civil Service Commission acting as chairman and by this means proposed amendments to the Civil Service Law were written into a bill which passed the legislature and became law upon signature by the Governor. You all know the contents of those amendments and it is not my intention to detail them here. I am sure that this legislation was the biggest single accomplishment of the Association since the Field-Hamilton Law itself was passed. I cite this as an example of the many problems that were worked out and successfully settled by cooperative effort and frank discussions of the principles involved. I believe it is safe to say that this year has been the most fruitful in accomplishment, particularly through legislation, that we have had since the Field-Hamilton Law was enacted.

EMERGENCY PAY

In the most serious period of our national history when just wage and price adjustments were difficult to chart, your Association, by its constant and intelligent presentation of the State employee's needs, obtained a cost of living bonus for the present fiscal year equal to the most favorable paid in any other public jurisdiction of which I have record.

The over thirteen million dollar increase in pay, ranging from 20 to 10 percent above basic scales and reaching to all pay levels, more than double the adjustment of the previous fiscal year, was, I am sure, heartily appreciated by very many State workers. We all know that this emergency increase did not offset the increase in prices or the increase in taxes. These facts were pointed out to the appropriating authorities. The emergency pay was the best the State of New York would do.

We face a greater challenge in permanent salary planning. The Association with its unselfish will to raise the living standards of its members, its outstanding record along this line, its splendid contacts and its honorable standing with the citizenry of the State, is of course the only medium offering promise of successful progress in the future. You must keep it strong with your loyalty to its ideals.

PERSONNEL COUNCIL

Today you heard of the Personnel Council from its chairwoman. We have great hopes that this new agency, which is an answer to Association appeals for the establishment of overall uniformity of action with relation to sound employment practices, will become the means of resolving favorably countless major and minor grievances in a constructive way.

The Association has nurtured the merit system and made it strong in law. It has sought and obtained in the State Classification Board, the State Salary Standardization Board and the Personnel Council, the most progressive and modern machinery known to deal with employment matters. It remains to be seen, in large measure, if there can be recruited by successive administrations men and women possessed of the wisdom, the sympathy and the moral courage to establish successful employer-employee cooperation in New York State civil service.

The machinery to do this is ready to their hands and its establishment is the result of the strong spirit of employee co-operation present in your Association.

Not all of our efforts met with success, however. We have failed in our many efforts to obtain consideration of employee problems by the chairman of the Public Service Commission. Here we have an instance of complete disregard of cooperation in maintaining good employment conditions. It seems that our only recourse in that department is through court action.

DELAY ON HEALTH LEAVE AND HOURS OF WORK RULES

The President of the Civil Service Commission, in spite of many promises to me personally to promulgate rules and regulations on vacations, sick leaves, hours of work and other matters of conditions of employment, has failed to put such rules into effect. I am frank to confess that I know no reason for such procrastination. Several officers of our Association, including the chairman of our committee on this subject, sat in conference at least three times with Judge Conway and members of his staff to discuss the contents of such rules. We were given to understand that at least those relating to institutions were in form for submission to the Governor for approval. That was months ago. Where these regulations are now, and when they will be promulgated is a question that I cannot answer.

FINANCIAL STATUS

The report of the Treasurer will show that our net assets at the close of the year are \$26,720.34. This compares most favorably with last year's report which showed total assets of slightly in excess of \$20,000.00. Last year, after reviewing the financial transactions of the Association, which totalled over \$100,000, I realized the necessity for setting up a financial plan at the beginning of the year, which plan would be in the form of a budget, showing estimated receipts and a plan of activities reflected in anticipated expenditures that would necessarily be kept within the anticipated receipts. Accordingly, on May 1 at a meeting of the Executive Committee, I appointed a special committee of which Mr. Charles H. Foster is chairman, for the purpose of studying the financial records, working out a planned budget for next year and to install a modern system of accounts. Mr. Foster and his committee have done an excellent job and the new system of accounts is installed as of October 1. The budget that has been prepared and which has the approval of the Executive Committee, is based on the supposition that you will, at this meeting, adopt an amendment to the by-laws increasing

(Continued on Page 11)

State Promotion Examinations

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms write to the Civil Service Commission, State Office Building, Albany, N.Y., or 80 Centre Street, New York City. Enclose a large, self-addressed envelope with six cents postage. Refer to the title and examination number below.

No. 1159. Senior Stenographer (Law), New York Office, Department of Law. Salary \$1,600 to \$2,100 plus bonus. One vacancy at present. Closes October 25.

No. 1160. Senior Statistics Clerk, Department of Civil Service. Salary \$1,600 to \$2,100 plus bonus. At present one vacancy in the Salary Standardization Board. Closes October 25.

No. 1161. Principal Stenographer, Department of Health. Salary \$2,000 to \$2,500, plus bonus. One vacancy in the Division of Tuberculosis. Closes October 31.

No. 1162. Principal Stenographer (Law), Albany Office. Salary \$2,000 to \$2,500. One vacancy at present. Closes October 31.

No. 1801. Director of Personnel, Division of Placement and Unemployment Insurance, Department of Labor. Salary \$5,200 to \$6,450 plus a war bonus. Closes October 30.

Hollister's Itinerary

ALBANY, Oct. 23—The itinerary of Laurence Hollister, Field Representative for the Association of State Civil Service Employees, for the week beginning Monday, October 22, follows:

Monday, Oct. 22—Syracuse State School, Syracuse Psychopathic Hospital, College of Forestry.

Tuesday, Oct. 23—Auburn Prison.

Wednesday, Oct. 24—Hornell City chapter, annual meeting and dinner-dance.

Thursday, Oct. 25—Elmira Reformatory.

Friday, Oct. 26—Albion State School.

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DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.)—5:30 and 7:30
CONFESSIONS—At all times.

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SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—5, 6, 8:30, 7, 8, 8:30, 9, 10, 11:15
(11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

(Continued from Preceding Page)

the annual dues to \$3.00. I feel sure that this financial planning through the means of a budget adopted by the Executive Committee at the beginning of a fiscal year, is a marked improvement in the general administration of the affairs of the Association.

MEMBERSHIP

The final membership as of the close of the year, September 30, is 28,723. As compared with last year, this shows an increase of approximately 1500 paid members. Considering the fact that over 7000 State employees are in the armed forces and also the fact that very few permanent appointments to vacancies were made, I feel that this is concrete evidence of the stability of the Association and the increased interest of State employees in their own welfare.

INTERNAL AFFAIRS

The Executive Committee spent a considerable amount of time in considering certain activities of the Association in the light of the need for increased revenue in order to carry on an active program. It is felt that a renewal of our contract with the publisher of the Civil Service LEADER is desirable in order to continue this medium of constant dissemination of Association news when it is news. This is particularly important before and during the legislative session. We feel that it is the best means of prompt contact between the headquarters of the Association and its members throughout the State. It has been felt also that our own publication, "The State Employee," should be expanded both in the number of issues per year and in the type of material. Accordingly, the Editorial Committee, of which Mr. Thomas Stowell is chairman, have actually taken over preparation of the material and I am sure that their first effort, which is the September issue, shows a marked improvement in the magazine generally.

In order to continue a publication that will be a leader in the field, the editorial board needs assistance from every chapter and every member. They rely on you to furnish them with news of chapter activities that will be of interest to the membership and that will serve as incentives to other chapters to enlarge their activities on reading of the accomplishments of chapters.

I am afraid that we do not always appreciate the long hours of effort and the expenditures of money required to maintain the publicity of factual information which the Association supplies its members. I can say without any doubt that our membership is the best supplied with information of any worker group anywhere.

During the year, charters were granted to three new chapters. Here again we have the best kind of evidence of an ever growing interest in Association organization and membership. When we see a small group of members in an institution or in a locality willing to give their time and energy to the organization of a chapter, we know that local interest will be stimulated and the entire organization will benefit therefrom. I urge upon chapter officers and members that they seek to develop strong committees to promote locally the projects of the Association and particularly that they maintain close contact with their representatives in the legislature.

We have done more field work this year than ever before and this helpful service to chapters and members should doubtless be increased as funds are available. While there is evidence of a good degree of success in regional chapter organization in the Western counties of the State, we must wait upon further activity in other three proposed regional set-ups to judge the value of this plan.

The group life insurance plan and the accident and sickness insurance plan continue to be a major service activity of the Association. They are sound economic helps to members. Your continued membership support has made them possible. They afford an opportunity for State employees to obtain the benefits of low cost insurance with premiums paid through the convenient payroll deduction plan. The group life insurance also offers an opportunity for new employees to obtain life insurance without medical examination, and possibly, this affords an opportunity for some employees to obtain insurance that are not otherwise insurable.

In Albany, Buffalo and many other places, the Association has made possible the Blue Cross plan to many State workers and saved them substantial premiums.

The credit unions are another service which only strong and loyal membership cooperation could foster.

We are proud of the leading part the Association has taken throughout the State in charitable and civic matters. All of these extra curricular activities are a credit to organized workers everywhere.

VETERANS' PREFERENCE

I can add very little to what our guest speaker, Mr. Kaplan, has said. We all know how we feel about it and I am sure that we will all do our utmost between now and November 6 to convince the voters of this State that this proposed constitutional amendment should be rejected at the polls at that time.

RETIREMENT

Last year we agreed, after conferences with the State Comptroller, that proposed legislation to provide liberalization of our retirement plan would not be pressed for passage in order to allow additional time for the several proposals to be studied and to obtain the facts as to the cost both to the State and to employees. Several conferences have been held by the officers of the Association at which Charles Dubuar, chairman of our State Committee on Insurance, and John De Graff, our Counsel, have discussed these proposals with the Assistant Comptroller in charge of the administration of the Retirement Law. We shall see to it that during the next session of the legislature important proposals will be written into bills and we hope to secure executive and legislative support of such measures.

CIVIL SERVICE

I believe we all realize that the Department of Civil Service is faced with what is probably the most difficult situation that they have ever experienced. New examinations must be called; problems of reinstatement of veterans with protection of their rights, both under the law and as a matter of justice, will present themselves in countless numbers; and replacement of temporary or war duration employees with permanent employees, will cause an unprecedented work load which the Commission, with its presently depleted personnel, will find difficult to handle. I believe we should be very careful in our reaction to the situation which is sure to develop and be slow in criticism of delays in handling these problems. We should,

however, be ever on the alert to recognize any attempt to deviate from the merit system in its application to State service.

CONCLUSION

I wish to extend to all of the officers of the Association, the officers of the chapters, the Executive Committee and special committees, and to the central office staff my sincere appreciation for their unselfish efforts on behalf of the Association and their assistance to me. This report would not be complete without extending to all State employees in the service of our country our humble gratitude for their unselfish service. We believe that the efforts of their fellow workers at home in obtaining amendments of the law protective of their status will meet their approval. We shall welcome their return to active membership and advice in all Association affairs.

I leave the presidency of this, the greatest of all associations of Government employees, with sincere regret. Only extreme pressure of the work of my civil service job dictated my decision not to seek re-election. I intend to offer my services to our new president in any way that he may feel I can be of assistance, and, in this way, to continue my extreme interest in the affairs of State employees.

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Latest Revised List of Government Openings

(Continued from Page 1)

than from veterans who are eligible to have the examination reopened. Applications will only be accepted when submitted by mail.

Salaries and Workweek

Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is more than \$2,980, the overtime hourly rate is less than 1½ times the basic hourly rate and varies according to the basic salary.

Annual salaries for these positions are as follows:		
Basic Overtime Salary	Pay	Total Salary
\$4,300	\$396 44 hours	\$4,696
	\$792 48 hours	\$5,092
\$3,640	\$421 44 hours	\$4,061
	\$843 48 hours	\$4,483

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

Duties

Under general direction of the manager of a Veterans Administration Facility the Personnel Officer is responsible for the administration and supervision of all phases of the personnel management program. In the \$4,300 position, he may personally perform the more responsible duties in connection therewith; in the \$3,640 position, he personally performs the responsible duties in connection with classification and utilization of personnel. Specifically, he is responsible for the following functions:

(1) **Recruitment and Placement**—Directs, coordinates and supervises all activities in connection with employment, recruitment, and placement of personnel, involving appointments, placements, promotions, separations, transfers, etc.; authorizes new and additional positions within current regulations, etc.

(2) **Employee Relations**—Supervises handling of employee grievances, directs employee welfare programs, directs personnel counseling program, supervises provision of emergency medical treatment, etc.

(3) **Classification**—Supervises the allocation of positions, job analyses, standardization of duties of positions, etc., and acts as chairman of the Efficiency Rating Committee.

(4) **Personnel Management Improvement**—Directs the personnel

utilization and training program, analyzing management practices, coordinating training activities, determining training needs, and organizing and directing training programs.

In addition the Personnel Officer acts as representative of the Central Office in special inquiries, etc., and maintains liaison with the Civil Service Commission.

Minimum Qualifications Experience

Applicants must have had, for the \$4,300 grade at least five years, and for the \$3,640 grade at least four years, of progressively responsible personnel or administrative experience in a public or business organization which has a comprehensive program of personnel administration. A substantial part of this experience, for the \$4,300 grade, must have involved participation in or close familiarity with one or more of the specialized fields of personnel administration. One year of the required experience, for the \$3,640 grade, must have been in the analysis and evaluation of jobs for the purpose of allocating them to salary levels.

The experience must have been of a scope and level of responsibility sufficient to demonstrate the ability to plan and administer a program to an extent comparable with the duties of the position. Applicants must have demonstrated the ability to deal satisfactorily with associates and the public.

Substitution of Education for Experience

Applicants may substitute study in a college or university of recognized standing for the experience requirement on the basis of one year of education for six months of experience up to a maximum of four years of education for two years of experience. Education may not be substituted for the special experience requirements of the \$3,640 grade.

Types of Employment in Which Qualifying Experience May Have Been Obtained

1. Personnel Officer in a Federal agency or field establishment whose duties have involved participation in broad phases of a personnel program.

2. Head of, or in a responsible position in, a state or municipal personnel agency.

3. Personnel director or assistant in a large business or industrial establishment having a comprehensive program of personnel administration and using modern techniques.

4. Personnel specialist in a Federal agency, or in a state or local government, or in a large business or industrial concern having a comprehensive program of personnel administration, who has been responsible for one or more of the main phases of personnel work, e.g., classification, placement, etc.

5. Administrative officer or assistant in a Federal agency, or in a state or local governmental agency, or in a large business or industrial concern having a comprehensive program of personnel administration, who is familiar with modern techniques of personnel administration.

6. Administrative analyst in a Federal agency with experience in the design and installation of personnel systems or methods, and responsibility for conducting surveys or investigations and preparing constructive recommendations for improvement of personnel procedures.

7. Consultant or staff member of a research, survey, management engineering, or similar organization whose duties have included the performance of work of the type described above.

8. Head of, or in a responsible position in, an employment service which has a program of extensive qualifications analysis.

9. College teacher of public administration, with experience as a personnel consultant, who has also had responsible administrative experience.

10. Military experience which has involved responsibility for civilian personnel activities.

Types of Employment in Which Specialized Experience Required for the \$3,640 Grade May Have Been Obtained

1. Position classifier in the central personnel agency of a Federal, State or local government.

2. Position classifier in an operating agency of a Federal, State or local government.

3. Wage rate analyst in an agency of the Federal Government who has been engaged in the analysis and evaluation of jobs for the purpose of allocating them to salaries or levels.

4. Personnel specialist in a large scale private organization who has been engaged in the analysis and evaluation of jobs for the purpose of allocating them to salaries or levels.

5. Military experience which has involved the analysis and evaluation of civilian jobs for the purpose of allocating them to salaries or levels.

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

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in part time or full time occupation.

General Information

1. Appointments will be known as War Service appointments. Such appointments generally will be for the duration of the war and in no case will extend more than six months beyond the end of the war. Persons receiving war service appointments do not thereby acquire a classified (competitive) civil service status.

2. Appointments in the Federal service, to positions which are subject to the Civil Service Rules and the War Service Regulations, are made through the U. S. Civil Service Commission. No fee is charged. It is not necessary to secure the services of a private employment agency in order to seek Federal employment. Apply directly to the civil service office issuing this notice.

3. There are no age limits for these positions.

4. Applicants must be citizens of or owe allegiance to the United States.

5. **Physical Requirements**—Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or endanger their fellow employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties described above are invited to apply.

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

7. No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of sworn statements as to their experience, and on corroborative evidence secured by the Commission.

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

9. **Assignment of Grade**—Applicants for the higher grade who are found not qualified therefor will be considered for the lower grade if otherwise qualified for the lower grade. Persons who are found eligible for the higher grade will also be rated for the lower grade if they have expressed a willingness to accept the lower salary and are otherwise eligible for the lower grade.

10. **Selective Service Status**—Selection will not be made of an eligible who is subject to induction in the military or naval service within a short time after his name is selected for appointment. This is in view of the fact that no deferment can be given and it would not be feasible to make the appointment and be forced to terminate the services of such appointee within a short time.

11. Preference in certification will be given to eligibles residing in the area served by the Veterans' Administration Regional Office within whose jurisdiction the U. S. Veterans' Administration Facility at which appointment is desired is located.

How to Apply:

1. Applicants must file the forms and material listed below, by mail, all properly executed, with the Director, Second U. S. Civil Service

Region, Federal Building, Christopher Street, New York 14, N. Y.:

A. Application Form 57. All applicants who have had military service should file Form 4719 (Veteran and Supplemental Form).

B. Card Form 4007-ABC.

C. Form 4008.

D. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.

2. The necessary forms may be obtained from the Director, Second U. S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., or at any first- or second-class post office in which this notice is posted.

Announcement No. 2-16 (Assembled)

MESENTER

Salary—\$1,440 a Year, Plus Overtime Pay

Under the Veterans' Preference Laws only those who have the right to veterans' preference may apply for this position.

Closing Date:

Five hundred applications are necessary to meet the needs of the Service. When that number has been received no further applications will be accepted other than from veterans who are eligible to have the examination reopened. Applications will only be accepted when submitted by mail.

Places of Employment: Various Federal Government agencies in New York City and vicinity.

Salary and Workweek:

Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the overtime hourly rate is 1½ times the basic hourly rate.

Annual salary for this position is as follows:

Basic Salary	Overtime Pay	Total Salary
\$1,440	\$216—44 hours	\$1,656
	\$432—48 hours	\$1,872

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

Duties:

To perform simple, routine office work or light manual and mechanical tasks, such as carrying messages, runnings errands, distributing stationery and other office supplies, answering call bells, assisting in the receipt and dispatch of mail, assisting in the operation of office appliances, sorting documents for filing, arranging card files, and assisting in opening, stamping, sorting, and distributing mail.

Minimum Qualifications:

Written Test—Competitors will be rated on the basis of a written test, on a scale of 100, which will require approximately one hour. (No sample questions are available.)

The examination will be held at a place as convenient to the applicant's residence as can be arranged. Applicants who are to be admitted to the examination will receive admission cards stating specifically the time and place of examination.

General Information:

1. Appointments will be known as War Service appointments. Such appointments generally will be for the duration of the war and in no case will extend more than six months beyond the end of the war. Persons receiving war service appointments do not thereby acquire a classified (competitive) civil service status.

2. Appointments in the Federal service, to positions which are subject to the Civil Service Rules and the War Service Regulations, are made through the U. S. Civil Service Commission. No fee is charged. It is not necessary to secure the services of a private employment agency in order to seek Federal employment. Apply directly to the civil service office issuing this notice.

3. On the date of filing applications, applicants must have reached their 16th birthday (except that persons who have not passed their 18th birthday may be employed only in accordance with State laws). There is no maximum age limit for this examination.

4. Applicants must be citizens of or owe allegiance to the United States.

5. **Physical Requirements**—Applicants must be physically capable of performing the duties of the position and be free from such

defects or diseases as would constitute employment hazards to themselves or endanger their fellow employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties of the position are invited to apply.

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

7. Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. The veteran on whose service a preference claim is based must have been honorably separated from active military service.

8. **Selective Service Status**—Selection will not be made of an eligible who is subject to induction in the military or naval service within a short time after his name is selected for appointment. This is in view of the fact that no deferment can be given, and it would not be feasible to make the appointment and be forced to terminate the services of such appointee within a short time.

9. **Certification**—In filling vacancies, certification will be made of preference eligibles readily available for employment; that is, of those who live in the place or in the immediate vicinity of the place of employment. Preference eligibles who do not reside in such place, or its immediate vicinity, will be considered for appointment only in the absence of such local preference eligibles.

How to Apply:

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

A. Application Card Form 4000-ABC.

B. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.

2. The necessary forms may be obtained from the Director, Second U. S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., or at any first- or second-class post office in which this notice is posted.

8 Win Sanitation Tall Story Prizes

After reading over 400 entries, a committee of the Honor Relief Fund of the NYC Department of Sanitation, headed by Harry R. Langdon, selected eight winners to receive \$10 prizes in a "Tall Story" contest open to 1,100 employees on military leave. Winners are:

- Harry Tretola, A.M.H. 1/C, Dist. 63—Manhattan Driver.
- Jacob Marsh, S.C. 1/C, Dist. 10—Manhattan Driver.
- Pfc. Santo S. Barbarino, Dist. 60—Queens Sweeper.
- Robert Leo Meeks, S. F. 1/C, Dist. 4—Manhattan Driver.
- M. Mannie King, Sk. 1/C, Main Office—Clerk.
- Pfc. Francesco J. Bondi, Dist. 9—Manhattan Driver.
- Pfc. Michael A. Matteo, Dist. 13—Manhattan Sweeper.
- Pvt. William J. Hart, Clinic—Manhattan Sweeper.

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CLERKS - TYPISTS To Accurate, Alert Young Women Prentice-Hall, Inc. Offers: PERMANENT POSITIONS REGULAR ADVANCEMENT PROFIT SHARING PLAN VACATION WITH PAY SOCIAL AFFAIRS APPLY Monday through Friday 9 A.M. to 5:15 P.M. Prentice-Hall, Inc. Room 201 75 VARICK ST., NEW YORK Convenient Canal St. Station of West Side IRT and Ind. Subway

SUMMONS WITH NOTICE, Supreme Court of the State of New York, County of New York. Plaintiff designates New York County as place of trial. Action for Absolute Divorce. JAGURTHA BARNETTE, Plaintiff, against MADIE BARNETTE, Defendant. To the above-named Defendant: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated June 21st, 1945. AMOS E. BOWMAN, Attorney for Plaintiff, Office & P. O. Address, 200 West 135th Street, Borough of Manhattan, City of New York.

period as the surviving partners may determine. IX. The share of the profits or the other compensation by way of income which the limited partner, Rebecca D. Whitehill, shall receive is six per cent. (6%) upon her cash contribution and in addition thereto not in excess of seven per cent. (7%) of the net profits of the partnership. X. No right is given to the limited partner to substitute an assignee or contributor in her place. XI. No right is given to admit additional limited partners. XII. The right is given the general partners to continue the business on the death, retirement or insanity of a general partner. XIII. A limited partner shall not be entitled to demand or receive property other than cash in return for his contribution. XIV. Said partnership shall take effect on the 1st day of September, 1945, and shall continue until the 31st day of December, 1945, provided that it may be dissolved at any time during the term of this agreement. If any of the general partners hereto elects so to dissolve it and serves written notice of such election on all the other parties hereto, fixing the day upon which said partnership shall be dissolved, which day shall be at least sixty (60) days after the service of said notice on all parties hereto, a letter mailed or delivered by hand to each of said parties at the New York office of the partnership shall be proper service. IN WITNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals this 31st day of August, Nineteen Hundred and Forty-five. Subscribed and sworn to before me this 31st day of August, 1945. Edythe Chapman, Notary Public. C. E. HAYDOCK General Partner (L.S.) FRED H. JORGENSEN General Partner (L.S.) OTTO A. SCHREIBER General Partner (L.S.) ROBERT PRODDOW, JR. General Partner (L.S.) HENRY B. BJORKMAN General Partner (L.S.) REBECCA D. WHITEHILL Limited Partner (L.S.)

Wright; Anna Z. Wright; Mary M. Kuhlen; Chessie Y. Burt; Elizabeth B. Venable; David Reiser; Mary A. A. Spichard; Carolyn Colby Morris; Louise Adkins; Grace S. Colby; Douglas Bostwick; Harold D. Wright; Douglas E. Anderson; James D. Burt; Helen J. Haffey; Dorothy J. Curd and Olla P. Johnson, as distributees of SAMUEL G. JOHNSON, deceased, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of Douglas Wilson Johnson, deceased, who at the time of his death, deceased, who at the time of his death was a resident of New York County. SEND GREETING: Upon the petition and supplemental petition of Frederick A. Goetze residing at No. 460 Riverside Drive, Borough of Manhattan, New York City. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 30th day of October, 1945, at half-past ten o'clock in the forenoon of that day, why (1) the account of proceedings of Frederick A. Goetze, as Executor of the Estate of Douglas Wilson Johnson, also known as Douglas W. Johnson, deceased, should not be judicially settled; (2) why the Court should not fix and determine the amount of intestate share distributable to decedent's widow, Edith S. Johnson, and the pro rata share which each legatee named in decedent's will must contribute to make up said intestate share. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable William T. Collins, Justice of the Supreme Court and Acting Surrogate of said County, at the County of New York, the 21st day of September, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GRAND ARTIFICIAL FLOWER, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

To the above-named Defendant: The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. McCall, one of the Justices of the Supreme Court of the State of New York, dated the 1st day of September, 1945, and filed with the summons and complaint in the office of the Clerk of the County of New York at the office of said Clerk in the City of New York on the 1st day of September, 1945. AMOS E. BOWMAN, Attorney for Plaintiff, Office & P. O. Address, 200 West 135th Street, Borough of Manhattan, City of New York.

Edythe Chapman Notary Public, Bronx County Bronx Co. Clk's No. 161 New York Co. Clk's No. 976 Commission expires 3-30-46. (Seal) DAVIES, LOUISA.—Citation.—The People of the State of New York, by the grace of God free and independent, to Maria L. Davies, Edward Goodman, Ensign Frank F. Goodman, Lieut. Rowland D. Goodman, 2nd, Gladys Iseman, Donald B. Iseman, Jules A. Menkin, Maryland Casualty Company, being the persons interested as creditors, distributees, or otherwise, in the estate of Louisa Davies, deceased, who, at the time of her death, was a resident of New York County, New York, and grantor: Upon the petition of Rowland D. Goodman, residing at 159 Eagle Rock Way, Montclair, New Jersey. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 9th day of November, 1945, at half-past ten o'clock in the forenoon of that day, why the intermediate account of proceedings of Rowland D. Goodman, as successor trustee of the trust created under paragraph "second" of the last will and testament of Louisa Davies should not be judicially settled, and why he may not reserve his right to commissions until his final accounting. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Justice of the Supreme Court and Acting Surrogate of our said County, at the County of New York, the 24th day of September, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court, of the said County of New York

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SECAVE DAIRY & LUNCHEONETTE, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LITTLE LADY LINGERIE CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

HAYDOCK, SCHREIBER & COMPANY Certificate of Limited Partnership STATE OF NEW YORK ss.: COUNTY OF NEW YORK We, the undersigned, being desirous of forming a limited partnership, pursuant to the laws of the State of New York, and being severally duly sworn, do hereby certify: I. The name of the firm under which said partnership is to be conducted is HAYDOCK, SCHREIBER & COMPANY. II. The character of the business intended to be transacted by said partnership is as follows: Carrying on as members of the New York Stock Exchange, or otherwise a general stock brokerage business and all things thereto belonging and appertaining, including the buying and selling for customers on margin or otherwise of stocks, bonds or other securities and including the business of acting as investment advisers with or without charge to clients. III. The location of the principal place of business is to be at 120 Broadway, Borough of Manhattan, City, County and State of New York. IV. The name and place of residence of each general partner is as follows: Name Address Charles E. Haydock 165 East 83rd Street, New York City. Fred H. Jorgensen 117 Park Avenue, Crosskill, N. Y. Otto A. Schreiber Newtown, Pennsylvania. Robert Proddow, Jr. 2331 California St., N.W. Washington 8, D. C. Henry B. Bjorkman 141 East 88th Street, New York City. The name and place of residence of each limited partner interested in said partnership is as follows: Name Address Rebecca D. Whitehill 50 North Broadway, White Plains, New York.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SHEEHAN'S BAR & GRILL, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CHAS. FINK & J. J. KRUEGER, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FOX & ESSNER, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 21st day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

V. The time at which said partnership is to begin is the first day of September, 1945, and the time at which said partnership is to end is the 31st day of December, 1945. VI. The amount of cash and a description of and the agreed value of the other property contributed by the limited partner, Rebecca D. Whitehill, is \$7,500 in cash and no other property. VII. No additional contributions are agreed to be made by the limited partner. VIII. The time agreed upon when the contribution of the limited partner, Rebecca D. Whitehill, is to be returned is on the 30th day after the termination of the partnership, except that on the death of Rebecca D. Whitehill her capital contribution shall remain as such for a period of ninety (90) days or, for such lesser

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GLOVER MEATS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BERLIL REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LENNY'S MUSIC SHOP, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

period as the surviving partners may determine. IX. The share of the profits or the other compensation by way of income which the limited partner, Rebecca D. Whitehill, shall receive is six per cent. (6%) upon her cash contribution and in addition thereto not in excess of seven per cent. (7%) of the net profits of the partnership. X. No right is given to the limited partner to substitute an assignee or contributor in her place. XI. No right is given to admit additional limited partners. XII. The right is given the general partners to continue the business on the death, retirement or insanity of a general partner. XIII. A limited partner shall not be entitled to demand or receive property other than cash in return for his contribution. XIV. Said partnership shall take effect on the 1st day of September, 1945, and shall continue until the 31st day of December, 1945, provided that it may be dissolved at any time during the term of this agreement. If any of the general partners hereto elects so to dissolve it and serves written notice of such election on all the other parties hereto, fixing the day upon which said partnership shall be dissolved, which day shall be at least sixty (60) days after the service of said notice on all parties hereto, a letter mailed or delivered by hand to each of said parties at the New York office of the partnership shall be proper service. IN WITNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals this 31st day of August, Nineteen Hundred and Forty-five. Subscribed and sworn to before me this 31st day of August, 1945. Edythe Chapman, Notary Public, Bronx County Bronx Co. Clk's No. 161 New York Co. Clk's No. 976 Commission expires 3-30-46. (Seal) DAVIES, LOUISA.—Citation.—The People of the State of New York, by the grace of God free and independent, to Maria L. Davies, Edward Goodman, Ensign Frank F. Goodman, Lieut. Rowland D. Goodman, 2nd, Gladys Iseman, Donald B. Iseman, Jules A. Menkin, Maryland Casualty Company, being the persons interested as creditors, distributees, or otherwise, in the estate of Louisa Davies, deceased, who, at the time of her death, was a resident of New York County, New York, and grantor: Upon the petition of Rowland D. Goodman, residing at 159 Eagle Rock Way, Montclair, New Jersey. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 9th day of November, 1945, at half-past ten o'clock in the forenoon of that day, why the intermediate account of proceedings of Rowland D. Goodman, as successor trustee of the trust created under paragraph "second" of the last will and testament of Louisa Davies should not be judicially settled, and why he may not reserve his right to commissions until his final accounting. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Justice of the Supreme Court and Acting Surrogate of our said County, at the County of New York, the 24th day of September, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court, of the said County of New York

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SHEEHAN'S BAR & GRILL, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of October, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FOX & ESSNER, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 21st day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FOX & ESSNER, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 21st day of September, 1945. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Plea Made That Vets Should Keep U. S. Jobs

Here is a letter I received:

"There are 60,000 disabled veterans of World War II now in the Federal Civil Service, according to figures released by Commissioner Arthur Flemming. All were appointed after Oct. 1, 1942. They are all serving as war appointees, which means that they all must be released not later than 6 months after the official end of the war. It is only a question of time when Congress declares the war at an end legally.

"The Civil Service Commission boasts that it has given these men preference in employment. It has induced them to take the exams with the implied promise of a steady job if they are qualified. Even now, when most exams are limited exclusively to veterans, the appointees are for war service duration only. I believe that three-quarters of the veterans applying for and taking these exams are unaware of this fact. They believe that they will get

a permanent Civil Service status as soon as they are appointed.

"I firmly believe it is the duty of the Commission to justify its claim that it is aiding disabled servicemen, to seek Congressional action to insure that all disabled veterans of this war who are now serving under war appointments in the Federal Service have their predicament changed to a permanent classified status, after they have served a probational period of one year, if they have an efficiency rating of good or better.

I believe this is only fair and proper, as they would have justified the fact that they are capable of filling and holding the position permanently. Otherwise the whole program of veterans' aid and preference in civil service is just a farce.

"I can imagine the feelings of these disabled veterans when they are given their release notices and are dropped.

"SAMUEL ROSENBERG"

F.O.W. JOBS FOR VETS

Any job held by a prisoner of war is immediately available to any veteran or other American civilian who wants it.

There are about 140,000 prisoners of war working for private contractors on essential work, such as that of a crop-saving nature, and the armed forces were using about 164,000. None of these men may be retained on work either for the private contractors or the armed forces if there is a civilian available to replace him, the War Department states.

OVERTIME BILL OFFERED

The Council's Finance Committee is considering a bill to pay time-and-half to Firemen for all work over the normal three-platoon system. The measure was introduced by Councilman Quill.

AUTUMN VICTORY DANCE
AMERICAN JEWISH CONGRESS S.D.
Young Men's and Women's Division
SUNDAY 7:30 P.M., OCT. 28th
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Mark Towers and His Socialites
Orchestra
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DAYton 3-9475 Prudence Black, Mgr.

U. S. Jobs

(Continued from Page 1)

and the certification of eligible candidates to Appointing Officers. Under the revised procedures, applicants bearing completed applications may call in person at the Commission's offices, Christopher and Washington Streets, Room 204, where they will be given an immediate personal interview, have their applications rated on the spot and, if rated tentatively eligible, will be scheduled for an oral examination to be held within the next 48 hours.

Those successfully passing this oral examination will be immediately referred to the Bureau of Internal Revenue.

Applications will still be accepted by mail, but no personal interviews will be held on mailed application prior to oral examinations. The other streamlined procedures, however, will be applied in the handling of these mailed applications.

Open to General Public

While open to the general public, these positions, paying from \$2,980 to \$3,640 per annum for a 40-hour week, with the grade assigned depending on the length and quality of the applicant's experience, offer a splendid opportunity for immediate and gainful employment to qualified veterans of World War II. Such veterans, and all other persons, are urged to apply who have had either a minimum of at least two years of responsible and successful practical accounting experience in accounting positions requiring a knowledge and application of commercial accounting principles and practices or a minimum of 18 semester hours of study in Accountancy successfully completed in a resident school above the high school level.

Pharmacists, Psychologists Needed

The Commission also announced new examinations for positions as Pharmacist and Clinical Psychologist. Because a sufficient number of eligibles cannot be obtained from among veterans entitled to reopen examinations, these examinations have been opened to the general public, and all persons who qualify may apply.

Licensed Pharmacists are needed in various government agencies throughout the United States. To qualify for positions paying \$2,320 a year, applicants must have had at least 3 years of appropriate experience or must hold a bachelor's degree in pharmacy; a combination of experience and education is also acceptable. Applicants for positions paying \$2,980 a year must meet the above requirements and must also have had 1 year of experience as a drug store manager or as a pharmacist in charge of a prescription department. All applicants must pass a written test on pharmacy, chemistry, physics, and related subjects. Applications will be accepted for Pharmacist positions until December 3, 1945.

Clinical Psychologist positions

RADIO CITY MUSIC HALL

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ROCKEFELLER CENTER

"Thoroughly Entertaining."—Cameron News.

Xavier Cugat and his Orchestra
Ginger Rogers Lane Turner
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"WEEK-END AT THE WALDORF"
Edward Arnold Phyllis Thaxter
Kennan Wynne Robert Benchley

Directed by Robert Z. Leonard
Produced by Arthur Hornblow, Jr.
An M-G-M Picture

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"GOLDEN HARVEST"—Spectacular revue produced by Leonidoff, settings by Brun Maire, with the Rockettes, Corps de Ballet, Glee Club and Symphony Orchestra.

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PHONE NEW HAVEN 9-2340
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773 Lexington Ave. N. Y. C.

Amusement

By J. RICHARD BURSTIN



ANN BLYTH

The sizzling screen drama, "Mildred Pierce," starring Joan Crawford, Jack Carson and Zachary Scott, with Ann Blyth, continues at the Strand Theatre for another week. Russ Morgan and his Orchestra headline the stage show which spotlights singer Tommy Dix.

Disappointing is the word for the new film at the Criterion Theatre, "Guest Wife," which co-stars Claudete Colbert and Don Ameche. A wearisome marital farce—in

which Miss Colber's considerable talents are wasted.

The Danny Kaye starring film, "Wonder Man," has settled down for a stay at the Astor Theatre.

Gracie Field has gone "dramatic" in the film in which she co-stars with Constance Bennett—"Paris Underground." It's an effective film—if a bit dated and is currently playing at the Gotham Theatre.

"Duffy's Tavern," the super-musical featuring Ed Gardner as host and a galaxy of stars, holds on at the Paramount for another week. The in-person show is headed by the Andrew Sisters and Vic Schoen and his orchestra.

The Winter Garden Theatre repeats for another week the sly comedy "Blithe Spirit."

Ernie Pyle's "Story of G.I. Joe" is worth a return visit to the Globe Theatre.

"The House on 92nd Street," the dramatic expose based on FBI records, continues to make history at the Roxy Theatre. On the lighter side is the stage show with Carl Ravazza, Monte Proser's Copacabana Revue and the Rolly Rolls as an extra-added attraction.

The Jennifer Jones-Joseph Cotten co-starring drama, "Love Letters," holds for another week at the Rivoli Theatre.

Progress Report On State Exams

OPEN-COMPETITIVE

Senior Civil Service Investigator, Department of Civil Service, 338 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience is completed. Interviews have been held.

Junior Administrative Assistant, Labor Department: 91 candidates, held November 18, 1944. Rating of the written examination is completed. Interviews have been held. Clerical work in progress.

Editorial Assistant, Department of Education: 45 candidates, held May 26, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work is in progress.

Assistant Administrative Director of Civil Service, Department of Civil Service: 20 candidates, held July 21, 1945. Rating of the written examination is completed. Interviews for rating training and experience are being held.

Assistant Purchasing Agent (Drugs), Executive Department, Division of Standards and Purchase: 29 candidates, held July 21, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

Personnel Assistant, Department of Civil Service: 193 candidates, held July 21, 1945. Rating of the written examination is in progress.

Director of Classification, Department of Civil Service: 9 candidates, held July 28, 1945. Rating of the written examination is completed. Interviews for rating training and experience being held.

Conservation Publications Editor, Conservation Department: 6 candidates, held October 6, 1945. Rating of the written examination is in progress.

Registrar, Department of Education, State Teachers College, Buffalo, N. Y.: 35 candidates, held October 6, 1945. Rating of the written examination is in progress.

QUESTION, PLEASE!

Who Gets Preference

Please state who gets Federal veteran preference. Where do I apply for a job?—A. C.

The United States preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. The veteran on whose service a preference claim is based must have been honorably separated from active military service.

Appointments to Federal positions which are subject to the Civil Service Rules and the War Service Regulations are made through the U. S. Civil Service Commission. Apply to the United States Civil Service Commission, Washington 25, D. C. Forms may be obtained at 641 Washington Street, Manhattan.

Previous State Exams

Where can I get past State examination papers? —J.I.S.

The State Civil Service Commission does not release previous examination papers.

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Zachary Scott
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Russ Morgan AND HIS ORCHESTRA
THREE STOOGES Tommy Dix
BROADWAY & 47th ST. STRAND Air Conditioned

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Jobs in 100 Titles Open To Vets

Veterans get first chances at jobs with the Federal Government, and a list of about 100 different titles are restricted to those who formerly wore the uniforms of the fighting forces.

Where to Apply

Applications for these, and the other positions in the listing, may be obtained by veterans at the office of the U. S. Civil Service Commission, 641 Washington Street, Manhattan. Call at Room 119. Bring along discharge papers so that you can establish veteran preference. Men and women still in service may also apply, but won't be certified for appointment until they have been discharged.

Disabled veterans may apply for any of these positions without time limit. Non-disabled veterans have until August 16, 1946, to apply, or until one year from their date of discharge, whichever is later. All appointments are war service. No applications are accepted from non-veterans for these positions.

Recently added titles, supplementing the listing already printed in The LEADER, follow:

Aircraft Communicator (Trainee), Civil Aeronautics Administration, Basic Salary \$1,800 a year.

Technical Aid Ordnance Development (Trainee), Basic Salary \$1,620.

Operators (Trainee), Power Sewing Machine Operation (Women), \$3.68 per day.

Scientific Aid (Various Optional Branches), \$1,970 to \$2,655 a year.



SAMUEL H. GALSTON

Maris Bardees

SENIORITY WEIGHT TO RISE

(Continued from Page 1) submitted. He did remark, however, that some persons complain that under the present method employees with very little seniority in the city service often outstrip employees of high seniority, in promotion examinations. He left it to inference that such complaints had a considerable bearing on inducing action by the Commission.

U. S. Took Similar Action

He admitted, also, that the service record system has a lot of faults, and declared that years of city service can be considered ob-

jectively in rating an employee in a promotion examination. He did not say that with service ratings the same degree of objectivity was possible.

He believes that when an employee is longer in a job he should be able to do that job better and be given higher credit on that fact.

It was learned that the Board of Examiners has held sessions on this subject and that it has not yet been able to agree on a solution. The Board is keeping in touch with Commissioner Ferdinand Q. Morton and Samuel H. Galston, Executive Director, on the subject.

Deputy Collector Recruiting Ends

The U. S. Civil Service Commission has announced that no more applications will be received for the position of Zone Deputy Collector, Treasury Department, \$2-, 320 a year, as sufficient applications have been received to meet the needs of the service.

However, the register will be reopened indefinitely for 10-point preference veterans, and for non-disabled veterans of World War II, until August 16, 1946, or until one year from the veteran's date of discharge. Applications may be obtained by veterans in Room 119 at the U. S. Civil Service Commission, 641 Washington Street, Manhattan.

Hearing Dates Set On Prevailing Rates

Hearings on complaints of 5 groups of NYC employees under the State Labor Law have been scheduled by Morris Paris, Assistant Deputy Comptroller. The men, all skilled craftsmen, contend that they are earning less than the prevailing private-industry rate for their type of work.

The following hearings will be held in Room 636, Municipal Building, Park Row, on the dates indicated:

Maintenance Men, Hospitals, 2 p.m., Oct. 24.

Stationary Enginemen, 2 p.m., Oct. 26.

Hose Repairers, 2 p.m., Oct. 29.

Elevator Mechanics and Helpers, 2:30 p.m., Nov. 7.

State Account Clerk Exam

(Last date for filing is tomorrow, Wednesday, Oct. 24)

A promotion examination to Principal Account Clerk, Division of the Treasury, State Department of Taxation and Finance, has been announced by the State Civil Service Commission.

The salary for the post is \$2,400 to \$3,000 a year plus a war emergency bonus, and the application fee \$2.

When writing for application form, specify the position by number and title, together with the word "promotion" and enclose a 3/8 in. by 9 in. or larger self-addressed return envelope bearing 6 cents postage.

Address requests for applications and send completed applications with the required fee to State Department of Civil Service, State Office Building, Albany or New York City.

Duties: Under general supervision to do highly difficult and responsible clerical work requiring a knowledge of accounting principles in connection with the complete servicing of all investment portfolios in the various funds in the sole custody of the Commissioner of Taxation and Finance together with the investments for the Teachers' Retirement Fund of which the "head" of the Division of the Treasury is custodian, and 22 sinking funds and otherwise named accounts of the State Comptroller. Examples (Illustrative only): Maintaining the files and records of all securities owned by or in the custody of the State;

examining securities for validity of registration; collecting computed interest and payment of principal when due; forwarding maturing bonds to banks for collection when pre-payments are not received; making daily report of money received; maintaining a complete ledger record of every receipt of cash; withdrawing securities from vault when they are sold and delivering them as directed; preparing sheets for the annual audit of all securities; reconciling bank account of the Teachers' Retirement Fund; handling correspondence in connection with duties.

Minimum Qualifications: Candidates must be permanently employed in the Albany Office in Promotion Unit F which includes Local Assessments Bureau, Transfer and Estate Tax Bureau, Division of the Treasury, and Unemployment Insurance Benefit Section of the Division of the Treasury of the Department of Taxation and Finance, and must have served on a permanent basis in the competitive class for one year preceding the date of the examination, either (a) in Service 3, Grade 2, as Senior Account Clerk, or (b) in any other position in Service 3, Grade 2, and must have had three years of satisfactory experience in the maintenance or checking of financial records or accounts, including the preparation of financial exhibits and reports.

UFOA Briefs

Swinging into the second year of its existence, the NYC Uniformed Fire Officers Association has found it necessary to move into larger meeting rooms. The big meeting on November 8 at 7 p.m., when nominating petitions for the 1946 elections will be received will be the first in the new quarters in the Hotel Pennsylvania.

One feature of the new organization which appealed to many Fire Officers is the democratic manner in which the group operates. Nomination of officers on the Executive Board is from among the membership by petition. When elections are held, the vote is counted by an outside organization which also supervises the election.

A current objective of the officers' group is a change of the representation on the Fire Department Pension Trustees Board to provide for representation of the officers by election among the various officer ranks. The UFO feels that the present setup under which officers of the "old line" organizations sit on the Board no longer represents the officers.

Even before the UFOA had departmental recognition it made itself felt in an important Fire Department situation. Councilman DiFalco had introduced a bill into the City Council to provide for a 45-day penalty for infraction of the Department's rules in place of the existing 10-day limit. Taking a poll of its members, the UFOA found 67 or 70 opposed to the measure and the group sent individual protests to the Councilman. This action was an important factor in inducing Councilman DiFalco to withdraw the measure.

The organization has also kept an eye on the interests of Fire Officers. Recently when the Fire Lieutenants who are working as firemen due to manpower shortage were afraid that their status was in danger, the UFOA took immediate action to gain them reassurance that their appointments were secure. One avowed purpose of the association is to maintain a watchful eye on the observance of Civil Service Law in departmental promotions.

A four-member committee has been named by the Executive Board of the Association as the "Civil Service and Promotion Committee." UFOA members on this committee are: Deputy Chief Henry Wittkind, 15th Division Battalion Chief John Broderick, 7th Batt.; Capt. Albert P. Whittle, Engine 33, and Lieutenant John Golding, Truck 17.

In addition to its organizational functions, the group enjoys the lighter side of life and officers who attend meetings are provided with refreshments and light features to relieve the tedium of business.

A News Letter issued by the Executive Board keeps the membership in touch with current events and the officers extend full cooperation to the public press in publicizing the activities of the group.

An active worker is lost to the UFOA with the retirement of Battalion Chief James Duffy, 12th Batt., who is leaving the Fire Department after 25 years of service.

How Extra \$60 Bonus Is Granted

In response to many requests, here's a further explanation of just who gets the \$60 bonus adjustment recently approved by Budget Director Thomas J. Paterson.

This grant applies only to those employees who reached the maximum of their grade on January 1 or July 1, 1945, and received an increment of \$60 at that time (instead of the regular \$120 increment bonus).

For example: An employee earning \$1,980 was increased by a regular \$120 increment to a base pay of \$2,100 on July 1, 1944. The salary at that time became \$2,100 (\$2,340 with bonus).

Then on July 1, 1945, an additional increment of \$60 became due, to lift the employee to the maximum of the grade—\$2,160, but no bonus was granted. That made the salary \$2,160 (\$2,400). Now, such an employee is entitled to receive an additional \$60 bonus to bring him in line with others in the same salary group, or \$2,460 in salary and bonus combined.

Not affected are the large group of employees who received a \$120 increment on July 1, 1945, were therefore excluded from the January 1, 1945 bonus grant. Their plea that they lose a half year's bonus benefit hasn't been recognized by budget officials.

Housing Shortage Protested by Vets

County Commander Robert I. Queen of the Bronx County Disabled American Veterans and State Senior Vice-Commander Albert Lambert of the Military Order of the Purple Heart made public their organizations' protest on housing conditions for servicemen and veterans in the NYC area.

Both organizations, it is reported, have recently received a flood of protests from servicemen and veterans who are dependent upon friends and relatives for shelter.

Dunlop Aids D.V.A. In Its Entertainment

A program of entertainment will feature an open meeting of the Bronx County Chapter, Disabled American Veterans, tonight (Tuesday), at the Bronx County Court House, 161st Street and Walton Avenue.

Through the courtesy of John J. Dunlop of the Treasury Department, guests at the meeting will enjoy popular stage and radio entertainers. Robert I. Queens is Bronx County Commander of the DAV.

Pipe Caulker Exam To Be Rerated

The recent Promotion to Pipe Caulker examination held by the Municipal Civil Service Commission will be rerated according to an announcement today by the Commission.

Candidate Charles Cono had protested a question regarding the operation of hydrants. The Commission accepted his criticism that some hydrants operated in reverse and accordingly ordered rerating of all candidates who had made 68 percent or better in the examination.

18 TITLES OPEN TO NON-VETS

Eighteen titles offer Federal jobs to veterans and non-veterans. The 18 represent the only examinations open to non-veterans. A disabled veteran gets a 10-point preference, a non-disabled veteran 5 points. There are no written tests for these positions and all appointments are war-service.

All applicants will be accepted until the needs of the service have been met.

The titles follow:

Revenue Agent, \$2,980 up.

Personnel Officer, \$3,640 and \$4,300.

Pharmacist, \$2,980 up.

Clinical Psychologist, \$2,980 up.

Staff Dietician, \$2,000 and \$2-, 320.

Stenographer, \$1,704 and \$1,902.

Typist, \$1,704 and \$1,902.

Radio and Radar Instructor, to \$4,300.

Laborer, 53 to 81 cents an hour.

Hospital Attendant, \$1,620.

Mess Attendant, \$1,500.

Accountant and Auditor, \$3,163-, \$7,128.

Auditor (Contract Terminations) \$7,128, \$6,228 and \$5,228.

Internal Revenue Agent, \$3,828 and \$3,163.

Special Agent, \$4,483 and \$3,874.

Substitute Mail Handler, \$1,500.

Laundry Worker, 62c an hour.

Training Officer, \$3,640 a year.

Candidates for Stenographer or Typist should apply to the U. S. Civil Service Commission, Room 214, at 641 Washington Street, Manhattan.

All candidates, except for stenographer and Typist, should apply in Room 119.

NEW YORK CITY POLICE DEPARTMENT											
SCHEDULE OF PATROL DUTY CITY OF NEW YORK 1945											
1945	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
424	13	525	14	424	13	323	12	121	1131	20	1030
525	14	626	15	525	14	424	13	222	12	121	1131
626	15	727	16	626	15	525	14	323	13	222	12
727	16	828	17	727	16	626	15	424	14	323	13
828	17	929	18	828	17	727	16	525	15	424	14
929	18	1030	19	929	18	828	17	626	16	525	15
1030	19	1131	20	1030	19	929	18	727	17	626	16
1131	20	12	121	1131	20	1030	19	828	18	727	17
12	121	13	222	12	121	1131	20	929	19	828	18
13	222	14	323	13	222	12	121	1030	20	929	19
14	323	15	424	14	323	13	222	11	121	1030	20
15	424	16	525	15	424	14	323	12	222	11	121
16	525	17	626	16	525	15	424	13	323	13	222
17	626	18	727	17	626	16	525	14	424	13	222
18	727	19	828	18	727	17	626	15	525	14	424
19	828	20	929	19	828	18	727	16	626	15	525
20	929	121	1030	20	929	19	828	17	727	16	626
121	10	222	11	121	1030	20	929	18	828	17	727
222	11	323	12	222	11	121	1030	19	929	18	828
323	12	424	13	323	12	222	1131	20	1030	19	929

Chart of the NYC Patrolman's working schedule. Each cop, on regular assignment, is given a number from 1 to 20. When the number appears on the chart above, it means that he's at work. Circles designate beginning of 32 hours off. It all adds up to a workweek of 50 hours. Many Police feel that with the end of the war the schedule should be revised to provide for a normal workweek of 40 hours.