

HIGH-PAY JOBS

FOR CLERKS, UNSKILLED MEN, WOMEN

ALSO COMPLETE JOB LISTING FOR PROFESSIONALS,
BUSINESSMEN, SKILLED WORKERS —See Pages 2, 12

U. S. Issues New Rules Telling How Layoff Will Work After the War

By CHARLES SULLIVAN

WASHINGTON—Civil Service Commission has revised and simplified its regulations on how Government employees will be laid off after the war.

The revision has shifted emphasis from employees who are first to be separated, to those who are to be retained longest. Although no basic change has been made in the values assigned to the various factors making up "retention preference"—tenure of appointment, veteran preference, seniority, and efficiency ratings—a new plan for classifying the various types of retention preference is introduced. This, it is hoped, will make the whole pro-

cedure simpler and more workable.

The Groups

The new classification plan provides that an employee whose present service in a war-service or permanent position is a continuation of a permanent or indefinite appointment, is ranked highest in retention preference—in group "A." An employee serving under a war-service appoint-

ment is ranked in retention group "B." An employee whose appointment is limited to one year or less, or who is serving on a when-actually-employed basis, or who is beyond the automatic retirement age, is in the lowest retention group—"C."

Sub-Groups

Within each retention group there are four sub-groups:
1. Veterans with efficiency ratings of "Good" or better.
2. Non-veterans with efficiency ratings of "Good" or better.
3. Veterans with efficiency ratings lower than "Good."
4. Non-veterans with efficiency

ratings lower than "Good."

A temporary sub-group, "A-1-plus," is provided for veterans and former merchant seamen during their first year after restoration to permanent or indefinite civilian positions.

Cuts Not Expected

The Commission has warned that there is no implication in the release of the revised regulations that cuts are expected soon. It is merely advanced planning.

Retention Credits

Employees in the higher retention groups and sub-groups will be retained over those in lower retention groups who are doing the same type of work. In any

sub-group in group "A" or "B," retention order is determined by retention credits, which correspond to the reduction credits of the earlier regulations.

Retention credits are computed by giving a numerical value of 80 for a "Good" efficiency rating, 88 for a "Very Good" rating, and 96 for an "Excellent" rating, and adding one credit for each full year of service with the Federal Government, including active military service.

The largest group of Federal employees most materially affected by the revision are those persons who had been with Government a long time ago, came back because of the war, and now want to stay. Under the old regulations these persons were classified as career employees. Under the revision they are classified as temporary war service appointees.

Employees who are affected by reductions must be notified of the (Continued on Page 16)

Here's Latest News About NYC Clerk Promotions

While the many New York City employees on the new promotion lists to Clerk, Grade 3 and 4 are waiting for January 1, and the next promotion period, the City Planning Commission has been able to rush through its promotions.

A special budget certificate made possible the Planning Commission boosts. Following are the names of the Clerk, Grade 4 eligibles in this agency who were certified for promotion by the NYC Civil Service Commission last week, at \$2,401 and over:

1. Sylvia Barash
2. Esther Harellick
3. Sarah Simon
4. Milton Houben

Earlier promotions, which were previously announced in The LEADER, were made to meet legal requirements that any provisionals serving in Clerk, Grade 3 or 4 positions must be dropped within ten days after promulgation of the new lists.

Such promotions were made in the New York City Transit System, where three grade 3 eligibles were certified to replace provisionals. They are: Peter J.

Planagan, Nathan Kaufman and William Donlon.

Welfare Tied Up

Meanwhile, the Clerk, Grade 3 list in the Department of Welfare is tied up in red tape. Four candidates on that list have applied for disabled veteran's preference. If their appeals are granted, they automatically move to the top of the list. Until the situation is cleared up and Veteran's Administration reports of their status received, the Welfare promotion list cannot be used.

Additional Clerk Lists

Additional lists of successful candidates in Grade 3 and 4 promotion examinations were released by the NYC Civil Service Commission last week. These lists appear in full on page 4.

Some lists were promulgated—in other words, are ready for use. Others were published—in these

cases, there are old lists still in existence, the new lists may not be used until the old are exhausted, or ended by a Commission ruling.

The published and promulgated lists are indicated below; Other lists will be released in the future.

Promulgated

Promotion to Clerk, Grade 3, Board of Transportation—Construction Division, IRT Division, N. Y. C. Transit System; Department of Markets; Municipal Court; Department of Taxes; Department of Health.

Published

Promotion to Clerk, Grade 3, Board of Transportation—IND Division, N. Y. C. T. S. and General Administration, N. Y. C. T. S.; Department of Purchase; Fire Department.

Promotion to Clerk, Grade 4, Municipal Court.

For More State News
Pages 6, 7, 8, 9, 11, 16

State Refuses To Recognize Salary Assignment

ALBANY—In response to an inquiry from Henry A. Cohen, Director of the Bureau of Contracts, Public Works Department, the Attorney General has declared that an assignment of salary by a State employee to a personal loan company is invalid.

Attorney General Goldstein then added: "It is invalid as against public policy pursuant to Section 41 of the personal property law."

In his opinion to Mr. Cohen, the Attorney General said:

"You ask if you should recognize the assignment and the request."

"Section 41 of the personal property law provides, in part:

"Transfer of claims.
"Any claim or demand can be transferred, except in one of the following cases:

"Where a transfer thereof is expressly forbidden by a statute of the State, or of the United States, or would contravene public policy.

"Among the claims which are made non-assignable by Subdivision 1 of Section 41 are those where assignment 'would contravene public policy.' This provision continues the rule of the common law which has always refused to

enforce, even as between the assignor and assignee, the assignment of salary by public employees upon the ground that such assignments are detrimental to the public service. The Legislature has recognized and perpetuated that rule.

"In my opinion, the purported assignment is invalid and should not be recognized by you."

MEMO TO OFFICIALS

Important!

THE LEADER'S PUBLIC ADMINISTRATION section (see page 10) deals with news, plans, programs of States, counties, cities, towns and villages; it presents the problems of some communities, and relates the solutions to problems by other communities; it records new ideas by public officials and employees and by others whose work and talents are important in government.

HOW A VET CAN GET A LOAN

BY GENERAL BRADLEY—See Page 4

Agencies Asked To Restrict Leave Dec. 15 to Jan. 8

WASHINGTON.—Office of Defense Transportation is asking all Federal agencies to restrict annual leave from December 15 to January 8, to keep Government workers from jamming transportation facilities during the holidays.

According to ODT, the transportation situation is worse now than it has ever been. If too many Federal employees decide to go home during the holidays, the result would be that thousands of men in uniform—many about to go overseas—would be unable to travel.

Agencies will be permitted to deal with the matter individually. The same appeal was made last year by ODT and there was a wide variance of observation. It is hoped by ODT that this year no leave will be granted if the person is going to use any form of inter-city transportation.

Post Office Employees Start Theatre Group

The New York Post Office employees have formed a new organization known as the Post Office Players. This organization will produce and enact plays, and will also attempt to bring together employees of the Post Office interested in acting, script writing and entertainment work.

Officers of the new group are: Zackary Isaacs, Director; Charles Zaken, Associate Director; Hy Juviller, Associate Director; Steve Stevens, Associate Director; G. Reicher, Secretary, and Nat Eisner, Treas.

A meeting has been called for Friday evening, November 24, at the General Post Office, Room 4500. Interested Post Office employees, actors, script writers, musicians should use the 33rd Street entrance, adjacent to Ninth Avenue.

American Legion Charters Post of Labor Dept. Workers

Hugo F. Wohlhagen Post No. 1258, American Legion, all the members of which are civil service employees of the United States Department of Labor, was recently chartered, with headquarters in the Parcel Post Building, 341 Ninth Avenue, Manhattan. The newly inducted officers are: John R. Brauner, Commander; Vincent J. Redmond, 1st Vice Commander; Raphael Brown, 2nd Vice Commander; Jacob I. Bellow, 3rd Vice Commander; George E. Trotter, Adjutant; Leo J. Daly, Finance Officer; John Kerr, Chaplain; William E. Hanley, Judge Advocate; Milton Riesenburger, Historian; Enell Simpson, Sergeant at Arms. Executive Committee: George Lawson, Elliott Whitefield, James O'Neill, Arthur J. Connelly, Moses C. Abuza, and Maurfee Perlstein.

Nation-Wide Survey Reveals Shocking Wage Scales Paid to Local Employees

The plight of public employees came before recent hearings of the War Labor Board, when Joseph Mire, AFL economist, presented material showing that civil employees were receiving smaller increases than those permitted under the Little Steel Formula.

From January, 1941, to January, 1943, earnings of municipal, State and county employees were increased only 9 per cent. In Texas and Oklahoma, State employees have received no increase since 1941. In Mississippi, salaries of State employees were reduced about 20 per cent during the depression, and with a few exceptions, there have been no changes since then.

Salaries of these workers are far below the national average, according to Mr. Mire. When em-

ployees in manufacturing industries were earning an average of \$175 a month, public employees averaged only \$117. In many areas their salaries are below the level which the Government has set as sub-standard. Some public employees are earning as little as \$70, \$80, \$90 or \$100 a month. Working conditions of highway employees, nurses, attendants, guards and librarians were listed as "distressing."

As one reason for the underpaid employees, Mr. Mire described the processes required to change salary scales. Most State and local governments operate on appropriations or budgets fixed by law. In most States, wages can be adjusted only by the Legislature, which meets every two years. In some States, wage adjustments based on merit are provided for, but no provisions exist for adjustment of salaries to meet unusual rises in the cost of living. Such adjustments can be made only by the Legislature. In many counties and cities budgets are made up in the fall, and this is often the only time to make salary adjustments.

Government Offers \$40 a Week to Clerks

WASHINGTON.—Civil Service Commission has issued an emergency appeal for clerks to work at the Census Bureau at Suitland, Maryland. Its statement said:

"The Census Bureau, Suitland, Maryland, has an urgent need for more than 1,000 Statistical Clerks CAF-3, \$1,971 per annum, including overtime. Some of these clerks are needed at once; others during the first months of 1945.

"There are also vacancies in the Bureau for Accounting Clerks, Mail Clerks and Typists, \$1,971 per annum; Clerks, \$1,752 and

\$1,971 per annum; Telephone and Teletype Operators, \$1,752 per annum; and Stenographers, \$1,971 and \$2,190 per annum. All salaries include payment for overtime.

Possibility of Extension

"All positions are temporary for one year's duration with the possibility of an extension at the end of that period.

"Obtain information at the Information Office of the U. S. Civil Service Commission, 801 E Street, N.W., Washington, D. C."

Navy Yard in Need of Inexperienced Trainees

More than 2,000 skilled and unskilled workers from New York are needed immediately in West Coast Navy Yards and at Pearl Harbor to help Uncle Sam keep his warships in the Pacific in tip-top fighting shape.

Many of these jobs require no mechanical experience and offer valuable training as helpers to boiler-makers, coppersmiths, electricians, machinists, sheet metal workers, shipfitters, blacksmiths and other skilled mechanics.

These are civil service jobs, and provide credit for 26 days of annual leave and 15 days of sick leave for each year of service, in addition to pensions under the federal retirement system for specified age and service qualifications.

Up to \$1.52 an Hour

Rates of pay vary from 88 cents

to \$1.52 an hour depending upon the type of job, experience and ability. Time and one-half is paid for all work over 40 hours a week.

First-class transportation and meals on trains are provided by the employer. Living quarters are available near the places of work at reasonable rentals. Hospital and medical care are also furnished.

Applications for these jobs may be made at the following USES offices: 87 Madison Avenue and 44 East 23rd Street, Manhattan; 165 Joralemon Street and 205 Schermerhorn Street, Brooklyn.

Seen and Heard In Vet Agency

VETS employees were granted three hours off on Official Leave on Armistice Day in order to participate in Memorial Ceremonies. . . . And speaking of ceremonies, how about Vets getting together and putting the Sixth War Loan over the top? . . . The Chief who is so courteous to employees when she enters the elevator at 346 Broadway, was identified to this reporter as Chief Fruman. . . . That blonde Assistant to the Chief doesn't like Arthur's new car. . . . yep, he was around the building again. . . . guess there's no accounting for tastes! . . . Joe (Big Boss) Harley is still wondering where his promotion is. . . . What's this about Chief Chester (Efficiency) Healey being slated for Herbert A. Hutson's former job? . . . does that mean Chester will soon be the next Corridor Commando? . . . There's something missing on the 12th Floor.

NO SMOKING: Seems that

many Vet employees at 346 Broadway are still wondering why they aren't permitted to smoke while smoking continues at some of the other buildings, 2 Park Avenue, for example.

JOTTINGS & STUFF: Vets has certainly been picking some purty gals lately. . . . Veteran Kleinman is pushing the United World War II Vets at 350 Broadway and has some interesting comments upon the situation, if anyone is interested. . . . After a bawling out on the 5th Floor the other day, a poor employee was overheard to mutter, "I worship the ground that's coming to that Chief!"

ASSISTANT TO THE MANAGER, Hartman, is going "great guns" on the sale of Bonds during the Sixth War Loan Drive. . . . His speech at 2 Park Avenue the other postmeridian was somepin' to hear!

Fire Dept. 'Gag' Argued in Court

Enforcement of the "gag" rule on NYC firemen was described as "dictatorship" at a hearing before Justice Isidor Wasservogel in the Supreme Court last week. David Savage, Uniformed Firemen's Association attorney, presented the smoke-eaters' arguments against the rule which subjects them to departmental discipline for speaking or writing about anything which might be considered departmental business.

Now the firemen are awaiting the judge's decision.

In the firemen's fight for restoration of the 8-hour day, the court battle will be resumed in Albany on November 27 before the Court of Appeals.

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CIVIL SERVICE LEADER

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Ex-GI's Start NYC Jobs With Paid Vacations

The Law requires ex-service men to report back to their New York City jobs within 60 days of their discharge from military duty. Some City departments give the man a vacation, so he can start well-rested, and with a chance to get readjusted to civilian life. Other departments just put him right back to work. If he wants any time off, he can take it, but at his own expense.

Following are how some of the larger departments handle the situation:

Comptroller's Office

The returning service men gets a 12-day vacation. The Department feels that this is a good way to start the ex-GI on the right foot.

Sanitation

The Department of Sanitation has a generally liberal vacation policy. Returning veterans receive a minimum of two weeks paid vacation before they start work; longer periods depend on length of service before leaving for military duty.

Hospitals

Rules of the Hospitals Department provide that the returning "vet" is entitled to a vacation during the year in which he returns from service. An employee returning in December rates a 44 vacation, but it doesn't generally come before he starts work.

Correction

Both the office workers and uniformed staff of the Correction Department start off their return to the job with a vacation. The length of the vacation depends on the employees' previous service with the department.

Police, Fire "NO"

Police and Fire Department veterans don't get this break. Fire Department rules provide that no more than one man in a company may be on vacation at the same time. If the fireman has vacation time pending from the period previous to his military service, he may request it soon after his return. Police Department veterans may start off with a vacation if they have vacation time owing them. Otherwise, No.

Health

The City Health Department takes the view that during the employee's absence on military duty, he hasn't been earning any vacation time, so he doesn't rate any.

Housing & Buildings

If an employee of Housing and Buildings has vacation time coming to him from his civilian days, he may start off with a vacation. Otherwise, he either goes right to work, or may get a leave without pay.

Public Works

"We treat the returning employee exactly as if he had stayed on the job regarding vacations," says the Department of Public Works. He gets vacation credit for the time in service, and if he wanted to take his vacation before starting to work, he undoubtedly could."

Borough Offices Differ

At the Borough President of Manhattan, the returning worker gets vacation time, if he asks for it, and has time coming to him from the period before he put on his uniform. Otherwise, No.

But at the Borough President of Brooklyn, the returning veteran gets a two-week vacation with pay, on the house.

Out in Queens, the policy is to credit the ex-service man with any accrued vacation time, that's all.

NYC Housing

At the NYC Housing Authority, the question of granting vacation time to returning veterans is being considered, but no decision has been made yet.

Welfare "Reviewing"

Commissioner Harry W. Marsh is "reviewing" this question. That's the only word available from the Department of Welfare on the status of veterans who return and their vacation situation.

Parks

Veterans who return to the Parks Department get a break. The department treats them as though they had worked during the last year they were in service, and they get a year's vacation credit. They can take it right away, or save it for future use.

EFFICIENCY RATING CONFERENCE IN D. C.

WASHINGTON — The second Conference on Efficiency Administration will be held on November 21 and 22, 1944, at the Department of Aud-

Job-Swap

Asphalt workers for the Borough President of Manhattan earn an extra \$60 a year if the work they are performing is particularly difficult. Last week two asphalt workers swapped jobs.

Anthony Iannone decided the extra labor wasn't worth the \$60 and took a cut from \$2,160 to \$2,100; Paul Bellavia figured that he'd like some additional cash, so he took the assignment and was upped from \$2,100 to \$2,160.

Seely to Meet Bridge Tender Representatives

In an effort to straighten out a complex employee situation, Commissioner Irving V. A. Hule, of the NYC Department of Public Works, has appointed Deputy Commissioner Homer R. Seely to meet with representatives of the AFL municipal employees' local in the department.

The topic of discussion is the case of the bridge tenders and operators, who can't even get one day off in seven because of their working schedule, have to eat on the job, and face 18-hour stretches at work if one man takes sick or is absent.

The bridge men want more appointments and promotions to make it possible for them to enjoy normal working hours.

Bill Before Council Takes Fire Pension Control Away from Commissioner Walsh

MEASURE PROPOSES HALF-PAY FOR DISABLED WAR VETERANS

Changes in the Fire Department Pension laws to provide half pay retirement for members of the department who are disabled while in military service, are provided in a bill passed by the City Council last week.

The new legislation, which must get the approval of the Board of Estimate and the Mayor, takes the power to pass on the retirement of disabled veterans from the Fire Commissioner (Patrick Walsh) and places it in the hands of the trustees of the Fire Department Pension System.

The proposed law says: "The Board of Trustees shall have the power to retire from membership in the Fire Department and thereupon to grant an annual pension to any member of such department, who, while in military, naval, or marine service of the United States has become permanently disabled physically or mentally, so as to be unfit to perform the full duties of his employment in such department. Such pension shall be one-half of the annual compensation earned by such member at the time of his retirement."

At present, the Fire Commission may retire such disabled Fire veterans, but the law fixes their maximum pension at half pay.

War I Vets Included

Veterans of the last war who were retired from the Fire Department, are also included in the bill, which provides: "Board of Trus-



COMMISSIONER PATRICK WALSH'S powers over pensions would be curbed if a bill now before the City Council, dealing with this matter, should become law. The probability that the Board of Estimate and the Mayor would go along with such a slicing of Walsh's powers, is considered remote.

tees may increase the pension of any member of the department who has been retired prior to the sixth of May, 1921, by reason of disability, physical or mental, sustained while in the military, naval

or marine service of the United States. Such pension as increased shall be one-half of the annual salary earned by such member at the time of his retirement."

Subway Union Accuses Transit Board Of Refusing to Settle Old Grievances

Charging John Delaney, chairman of the New York City Board of Transportation with a "sit-down strike," the Transport Workers Union, representing employees of the City-owned transit lines, is waging a campaign for final settlement of workers' grievances.

The TWU wants Mayor LaGuardia to put into effect the provisions of the Wilkinson Report, issued in 1943, which recommended that deadlocks between

tributed to the public, explaining the transit employees' position; petitions, addressed to Mayor LaGuardia, are being signed by transit workers, asking the City's Chief Executive to appoint an arbitration committee.

As explained by the TWU, the union two years ago presented a 10-point program "to bring conditions for our members in line with those of employees of other transit systems."

Only One Point Accepted

Of the ten, only one point has been settled: a request for extension of the half-hour lunch period with pay to include car equipment, maintenance of way and motive power departments. The following nine improvements in working conditions are still pending, and the Union says it is unable to get any response from the Board.

1—Increase in wages for increased productivity, burdens and responsibilities, and elimination of inequities.

2—Extension of the increment system to include all employees, and the maximum rate in each title to be reached within two years. (At present, trackmen and towermen do not get increments. It takes trolley and bus operators five years to go from 75 cents an hour to a maximum of 95c. In most other transit systems, the Union contends, the maximum is reached in one or two years.)

3—Establishment of proper quota rates in titles where required by special duties and skills. (Now the "quota" system retards the advancement possibilities of men in many categories by limiting advancement to 50 per cent of those in the lower grade.)

4—Payment for all swing time of over an hour. (Some em-

ployees now work four hours on, four hours off. The in-between periods are without pay. Generally, says the union, swing time for over an hour is paid for at the regular hourly rate.)

5—Time-and-a-half overtime for supervisory employees. (The union says the system of time-off instead of overtime pay is unfair and unsatisfactory.)

6—Modification and improvement of working rules and conditions in the light of experience since the recent adoption of uniform rules. (The Board won't consider suggestions to change the rules.)

Retirement Changes

7—Retirement rules under BMT and IRT to be changed. (The old IRT and BMT systems were geared to Social Security, provided retirement at age 65. The TWU wants uniform retirement to permit retirement at 55 as provided in the NYC Employees Retirement System, and enjoyed by IND employees who started their jobs with the City.)

8—Improvement of sick leave rules and regulations.

9—Extension of collective bargaining and union security. (Deputy Commissioner Edward C. Maguire is in charge of employee relations, but his powers are strictly limited. Many of his suggestions have been vetoed by the Board. His cooperation with the employees is limited by the fact that he has no power to oblige the Board to follow his recommendations.)

The Union sums up its arguments in these words: "We ask only one thing, that our demands, which Mr. Delaney arbitrarily rejected, be passed upon by an impartial board as provided by the Mayor's Transit Committee. We are convinced that our requests are justified and we are willing to have impartial persons pass on their merits."

Council Takes Action

Last week, the City Council stepped into the transit picture, when a resolution was introduced by Vice Chairman Joseph T. Sharky and Councilman Louis Cohen.

The resolution requested the Board of Transportation to grant to all of its employees a salary commensurate with that granted by the City to its employees.

The resolution pointed out: 1. The cost of living has increased during the past three years by between 26 and 44 per cent.

2. Federal, State and City Governments have recognized the necessity of granting increases to meet, or to partially meet, this

Changes in Fire Pension Board Are Proposed

Changes in the make-up of the NYC Fire Department's Pension Board are proposed in a bill introduced at last week's City Council meeting.

The present setup is this: Six votes are controlled by the administration. The Fire Commissioner, Comptroller, City Treasurer, and a representative of the Mayor each has 1½ votes. The other six votes are divided as follows: Four to officers of the Uniformed Firemen's Association; one-half vote each to the presidents of the four officers' Associations (Chief Officers, Captains, Lieutenants, Officers').

The bill, if passed, would take away the half-votes of these organizations and instead provide that each rank of officers would elect one representative to the Board.

Some of the Fire officers feel that the new setup, which would give all officers a chance to vote for the Pension Board Representative, is more democratic. Many Fire officers are not members of the organizations represented on the Board, and thus have no representation on the Board. In addition, the present situation allows two captains to serve (one representing the Captains' Association, the other the Officers' Association.)

Election by Ballot

The bill provides for election of Board members by written ballot under regulations to be issued by the Fire Commissioner; the election would be held within thirty days after passage of the bill.

Fire Officers To Meet Nov. 30

Claiming a majority of the Fire officers, and the largest enrollment of any New York Fire Department officers' organization, the new Uniformed Fire Officers Association is now out for a goal of "100 percent membership."

The organization will adopt a constitution and hold a regular meeting on Thursday, November 30, at American Legion Hall, 35 West 43rd Street. All Fire Department officers are invited.

SANITATION DIVISION 100 PER CENT BLOOD DONOR

They're 100 per cent in the blood-donors ranks, is the boast of the inspectors in the NYC Department of Sanitation.

Headed by Chief Inspector James E. Pettit, the 35 inspectors have all signed up to give blood in the current drive. Inspector William R. Rickerty is a member of the "Gallon Club." Others are



JOHN H. DELANEY has tussled many times in the past with the representatives of employee organizations in the Board of Transportation. Now he has another battle on his hands. Born 1871, Commissioner Delaney is one of the oldest, and at the same time one of the most energetic, public officials of New York City.

the Board and its employees be settled by the appointment of an impartial arbitration committee. A million leaflets have been dis-

Welfare Firing Upheld

An employee of the NYC Department of Welfare, who had been brought up on departmental charges, then a whole year later was dismissed, lost her appeal for reinstatement in the Supreme Court last week.

In his decision, Justice Bernard L. Shientag held that postponement of the date of dismissal did not give her a right to reinstatement, as she might have been legally dismissed at the time of the hearing and did not suffer by being kept on the job for an extended period afterwards.

Decision Will Be Appealed

torney for Hazel Keenan, the dismissed social investigator, said that an appeal would be taken from Judge Shientag's ruling.

"It would set a precedent," said Mr. Drumm, "under which an employee of the City could be brought up on a minor charge, and then fired any time in the

Additional NYC Clerk Grade 3 and 4 Promotion Eligible Lists

1 James V. Giusti 2 Solomon G. Wolf 3 Harry Cohen 4 Max L. Kantrowitz 5 Arthur Guttman 6 Jacob Jacobs 7 Edward J. Lynch 8 David Hauptman 9 Henry L. Lederman 10 Jacob H. Goldstein 11 Harry G. Haiman 12 Abraham J. Efrin 13 Harry Bergman 14 Harry G. Greene 15 James P. Lynch 16 Louis Baumann 17 Albert J. Magioncalda 18 Florine L. Conn 19 Wilfred J. Waring 20 Meyer Weinstein 21 Abraham C. Lusthaus 22 Samuel Ehrlich 23 Oscar L. Kaufman 24 Alfred Zwoden 25 John S. Van Voorhis 26 Irving Saltzman 27 Myron M. Leral 28 Jacob N. Broudy 29 Harry Chasin 30 Reuben Blank 31 David P. Novick 32 Otto D. Strass 33 Nathan Rubin 34 Miriam B. Loewenthal 35 Edward Glickman 36 Barrett Sellman 37 Sigmund Rubin 38 John V. Posner 39 Edward F. McCarthy 40 Harry Greenspan 41 Bernard L. Schwarz 42 Morris B. Asbel 43 Abraham H. Adelman 44 Irving L. Kremer 45 Jacob Kaufman 46 Arthur Fidler 47 Abram F. Sackheim 48 Noah H. Neuer 49 Isadore W. Sparac 50 Leo Linker	51 Julius J. Lubell 52 Jack Feldman 53 Benjamin Klein 54 Samuel Ketcher 55 Michael Duniels 56 David Nitzberg 57 Nathaniel J. Plunkett 58 Edward Hayman 59 Franklin S. Keller 60 Harry Wineta 61 Samuel W. Corwin 62 Harold E. Rose 63 Harry Farbman 64 Louis Jaffer 65 Morris H. Kurlander 66 Jacob Essner 67 Irwin P. Blum 68 Edward J. Fitzpatrick 69 Samuel Greenberg 70 John J. Weber	83750 83650 83150 83150 83000 82500 82450 82350 82100 81950 81950 81350 81350 81350 81250 79300 79250 71150 75500 73900	4 George Freidel 5 John Gaffney 6 Robert F. H. Mercoe 7 Charles B. Hall 8 John J. Healy 9 John Daly 10 Henry Hasselbring 11 Patrick L. Murphy 12 Michael McGourty	79870 79450 79300 79000 78700 78440 78320 76890 76800	Promotion to Clerk Grade 4 Municipal Court 1 Moe I. Arouson 2 David Flinder 3 Samuel Camen 4 Harold M. Rosen 5 Joseph L. Mapelli 6 Edward McInerney 7 Vincent Scordley	83725 83200 82425 80875 80450 79775 75525	Promotion to Clerk Grade 3 Dept. of Taxes 1 Eileen A. Hughes 2 William Rudolph 3 William J. Murphy	84025 83125 81350	Promotion to Clerk, Grade 3 Dept. of Markets 1 Thomas J. O'Brien	83050	Promotion to Clerk, Grade 3 Municipal Court 1 Seymour Rabinitsky 2 Sam J. D'Arata 3 Leon Brown 4 William Rosenfeld 5 Belle Mund 6 Nelson Plutzer	85750 81900 81075 79050 73425 76000	Promotion to Clerk, Grade 3 Fire Dept. 1 Rode Lippman 2 Catherine Gribbin 3 Susie Finley 4 Mary McGuire 5 Loretta T. McGrath 6 Samuel Schwartzman 7 Fanny Cohen	80825 83250 79325 77875 77225 77175 76350	Promotion to Clerk, Grade 3 Board of Transportation NYC Transit System 1 William P. Carey 2 Robert Seiffinger 3 Geraldine Brady 4 Morris Cohen 5 Anthony Liguori	89425 86900 83775 83700 83000	6 William Milligan 7 Frank H. Cohen 8 Mary A. O'Neil 9 Samuel J. McLernon 10 Vito Currier 11 John J. Scully 12 Harold L. Rubin 13 Vero Saccaro 14 Thomas De Fortuna 15 Francis X. Norris 16 Rph C. Olesen 17 Irving Rein 18 Mary L. Meehan 19 Charles J. Hillen 20 John J. Porter 21 Edmund J. Bath 22 William Hilbetstein 23 Stanley J. Saktunik 24 Bernard L. Caldwell 25 Arthur L. Reece 26 Sidney G. Bosswick 27 Sidney Antopol 28 Norman L. Felder 29 George J. Murphy 30 Helen Minkoff 31 Rita C. O'Meara 32 Charles Malam 33 Josephine E. Soldner 34 Elizabeth M. Connors 35 Joseph Palminteri 36 John V. Viglione 37 Irving Sobin 38 Ruth Schutman 39 Boris Block 40 Pearl Carol 41 Annette Shapiro 42 Sylvia Kaplan 43 Alvin S. Chapeau 44 Valerie T. Kanowski 45 Eleanor M. Miles 46 Rita M. Gels 47 Dorothy Wasserman 48 Thomas C. Murtha 49 Mabelle E. Wagner 50 Lucille V. Siegel 51 Raymond McHale 52 Martin P. Kerwick 53 Vivian C. Rose 54 Herbert M. Ballweg 55 Walter P. McCarthy 56 Walter A. Traversa 57 Rhylia B. Miller	82900 82775 82350 82150 81275 81150 80675 80525 80475 80350 80325 80325 80175 79900 79900 79075 79450 79250 78875 78850 78800 78550 78450 78225 77450 77375 76975 76825 76775 76575 76575 76500 76200 76075 75750 75625 75075 74800 74875 74625 74500 74500 74075 73950 73750 73150 73050 72725 72650 71925	8 Marian Reinhardt 9 Frances Ochshorn 10 Ella E. Horstein 11 Frank Infortuno 12 Morris Burakoff 13 Joseph H. Steinhil 14 Helen Band 15 Anna Elterman	81150 81075 80505 79725 79525 78940 78550 78150	Promotion to Clerk, Grade 3 Board of Transportation N. Y. City Transit System 1 Peter Flanagan 2 Nathan Kaufman 3 William Donlon 4 John E. Barrett 5 Margaret Giansone 6 Edward Hoffman 7 Joseph M. O'Keefe 8 Wilbur E. Stember	79350 79225 78325 77950 76250 76000 75675 74800	Promotion to Clerk, Grade 3 Department of Purchase 1 Edith Poeschner Promotion to Clerk, Grade 3 Board of Transportation NYC Transit System, Ind. D 1 Jacob J. Rosen 2 George Strong 3 Frank W. Jiles 4 William J. Kaiser 5 Seymour Wasserberg 6 Selma Weisaltz 7 William J. Crane 8 Julia Shikowitz 9 Isabelle Muehlfield 10 Helene Yerganian 11 Abraham Neinstein 12 Caleb A. Adams 13 Lillian S. Rempel 14 Abraham Leibowitz	80655 80650 85700 84425 83500 82675 81325 80650 20000 79800 79775 79700 79615 75075 74000 73050	Promotion to Clerk, Grade 3 Board of Transportation Construction Division 1 Mollie R. Eckhaus 2 Louis Benares 3 Julius Friend 4 Charles A. Keller 5 Howard V. Valinoti 6 Michael Levinger 7 Ruth Lev	80200 84490 84075 83550 82775 82500 82325	9 Max Leventhal 10 Dorothy Molnick 11 Harold N. Kalish 12 Lillian Schwartz 13 Jonas B. Ruthledge 14 Celia Sparac 15 Ella E. Walker 16 Jacob Resnick 17 Miriam Greenhut 18 Henry A. Osterlitz 19 Beatrice Freiser 20 Catherine E. Duggan 21 Rose G. Osterlitz 22 Elsie Schoenfeld 23 Bernard Cohen 24 Irving Morse 25 James J. Dolan 26 Edith Weil 27 Adele Panitz 28 Rita M. Farrell 29 Alice Kraus 30 Elvira C. Baffa 31 Joseph Lanzo 32 Sarah Sussman 33 Sylvia Kammernian 34 Vincent T. Drexler 35 Hilda Danelson 36 Mary Adel 37 Myrtle Keeling 38 Murray Weingarten 39 Minnie Riegelhaupt 40 James A. Intrieri 41 Joseph A. Solomito 42 Gertrude M. Duggan 43 Edward Rosomando 44 Leo M. Tambar 45 Violet B. Smith 46 Dora Sosnowitz 47 Geralkins J. Riso 48 Edward Charpentier 49 Louis W. Rehberg 50 Howard A. Miller 51 Frances M. Kearney 52 Gertrude Emsig 53 Anna Rubin 54 Lillian R. Sorgan 55 Helen Hirsch 56 Flora K. Harris 57 Beulah A. Sarac 58 Abshalde S. Levy 59 James A. McDonald	80200 80855 85840 86225 84775 84670 84670 84420 84380 83750 83450 83320 83130 83030 82915 82845 82600 82475 82325 81925 81600 81570 81505 81500 81425 81325 81300 81205 81160 80740 80735 80650 80575 80375 79720 79345 78950 78895 78270 78050 77790 77170 77025 75730 74140 73275
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General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Loans for Homes, Business, Farm Available to World War II Vets



Among the rights available to veterans are loans for homes, farms, and business. I have been asked by many of the returning GI's for information about such loans. Here is the official information, from the important House Document No. 62, 78th Congress, 2nd Session.

To veterans who served on or after September 16, 1940, and before the present war and who are discharged or released under conditions other than dishonorable, after active service of 90 days or more, or because of service-incurred injury or disability. Applications must be made within two years after discharge or separation, or two years after the end of the war (which-

ever is later), but in no event more than five years after the end of the war.

The Administrator of Veterans' Affairs will guarantee up to 50% of any such loan or loans, provided the amount guaranteed does not exceed \$2,000. Loans guaranteed by the Administrator bear interest of not more than 4% per year and must be paid up within twenty years. The Administrator will pay the interest on the guaranteed amount for the first year.

Although the conditions vary somewhat for each type of loan, the general requirements are that the loan must be used for the purpose specified, that the terms of payment bear proper relationship to the veteran's anticipated

income and expense, that the purchase price not exceed a reasonable normal value, that the property be useful and reasonably necessary, and, for farms or business loans, the veteran have such ability and experience as to provide a reasonable likelihood that he will be successful.

Detailed information concerning these loans is available at any facility of the Veterans' Administration.

Information concerning other opportunities in farming, including kind of farms, cost of farms, sound farming methods, and sources of credit can be obtained from your county agricultural agent. A booklet on this subject is also available upon request to the U. S. Department of Agriculture, Washington 25, D. C. Ask for "Shall I Be A Farmer?" (AWI-105.)

If you had a business of your own before you went into service and had to close it up or turn it over to someone else when you left, you may be able to get a loan to reestablish your business or a similar one, through the

small-business loan program of the Reconstruction Finance Corporation.

You must show prior business experience and have some capital to put into the business yourself, and there must be sound economic

Non-Citizen Nurses Not Ok'd To Work for NYC

The NYC Civil Service Commission last week told off the City Council—municipal legislative body.

The Council, considering the shortage of doctors, nurses and hospital employees, passed a bill which waived citizenship requirements and allows the hiring of such persons as have declared their intentions of becoming citizens; also waiving residence requirements.

Covered under new bill are: internes, nurses, hospital helpers, hospital attendants, resident physicians and per-session physicians in the Hospitals; nurses and per-session physicians in the Health Department.

However the Payroll Bureau of the Commission notified the Health Department that it couldn't appoint non-citizen nurses. The bill, according to the Commission, violates State Law as it applies to the Health nurses, who are competitive civil service employees. If the Health department appoints any, the Commission won't O.K. the payroll and they won't be paid.

Other employees listed above are O.K. if they're non-citizens; only the Health nurses got the Commission's ban.

Memorial Mass Conducted by IRT Holy Name Group

A Memorial Mass for deceased members and members in the armed services was held by the Holy Name Society, IRT Division, New York City Transit System on Sunday, November 19, at Holy Innocents Church, West 37th Street.

Members and friends attended the services and heard an address by Reverend George A. Kelly, of the Catholic University of America. The Reverend James W. Keeling is Spiritual Director of the group, Edward J. Tobin is president. Other officers are: vice-president, Denis J. O'Leary; treasurer, George B. Milward; and secretary, John Barry.

4 SUBWAY MEN FIRED FOR ABSENCE, TARDINESS

Excessive absences and lateness were reasons given by the Trial Board of the New York City Board of Transportation in ordering the dismissal of several employees last week.

Those discharged: Raymond C. Lalor, Car Inspector, IRT; Carlton Eaves, Railroad Clerk, BMT; and Thomas F. McAlpine, Street Car Operator, BMT.

need for the business. Apply through a bank or other financial institution; if the bank cannot make the loan, file your application directly with the Reconstruction Finance Corporation through its loan agencies.

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Wanted: Talented Public Employees To Be Actors

"Three Shades of Blue," an amateur musical show, featuring talented Federal, State and City employees, is now being whipped into shape under the direction of Miss Mary R. Waldron of the Army Transportation Corps. The first public performance will be given on December 8, at a military post in the New York area.

Miss Waldron formerly produced "Eyes Right" and "At Ease," both under the auspices of the ATC.

Among New York City employees in the show are Eileen Doody and Ida Feitelberg of the Sanitation Department.

Other employees who would like a part in the production may call at Roseland, 51st Street and Broadway, where rehearsals are held on Thursday evenings.

Firemen's Wives Go All Out Against 'Gag Rule'

Wives of NYC Firemen have started their all-out drive against the department's "gag" rule which prevents their husbands from speaking up about Fire Department matters; and has resulted in the exile to the sticks of those firemen who do say anything.

They report that thousands of post-cards have been printed and handed out to the public. The cards, addressed to Mayor LaGuardia, protest against the "undemocratic section of the department's Rules and Regulations."

The wives have also formed a "Citizens' Committee to Defend Firemen's Rights." Among members are listed: Mrs. Elinor Gimbel, Congressman Donald O'Toole, Charles A. Buckley, State Senator Seymour Halpern, Mrs. Mary Rittenhouse, Rabbi Hyman Rabinowitz, Judge Nicholas Pinto, Assemblyman John Devaney, Jr., and Lauritz Melchior.

Commissioners Have Salary Troubles, Too

New York City clerks and other low-paid workers aren't the only municipal employees who are complaining that they want equal pay for equal work.

The question of salaries is disturbing the calm of the weekly get-togethers of the City Commissioners each Wednesday.

Fire Commissioner Patrick J. Walsh and Police Commissioner Lewis J. Valentine each earn \$12,500. Their deputies earn \$9,350. That doesn't make the other Commissioners happy when

they consider their paltry \$10,000 a year paychecks.

And to make it worse, Parks Commissioner Robert Moses gets \$13,000 a year; an executive officer in his department, \$10,000.

Some deputy commissioners rate as little as \$3,500. However, there is no union for the underpaid executives of the City.

Feinstein Presides As Head of NYC Employee Group

Henry Feinstein, newly elected president of the City District Council of the American Federation of State, County and Municipal Employees, will preside at the first meeting of the group on November 29.

Among the subjects which will come up at the meeting are:

1. Action to make the cost-of-living bonus a permanent increase.
2. Improvement of working conditions in the Board of Transportation.
3. Pending changes in the classification of Fire Telegraph Dispatchers in the Fire Department.

Welfare Workers Get Half-Day For Shopping

Employees of the NYC Department of Welfare received their annual gift of a half-day for Christmas shopping. But the gift followed the usual practice and required the employee to sacrifice a lunch hour on the day that the time-off is taken.

To take off a morning, an employee must report back at 1:15, with no subsequent time for lunch. Those who select an afternoon work until 1:15, then are excused.

Ralph E. Gossage Retires From Municipal Library

Ralph E. Gossage, Assistant Librarian of the Municipal Reference Library has retired. Mr. Gossage began his library work with The New York Public Library in 1914, and after a few years at the Information Desk he left to enlist in the Service during World War I, remaining after the Armistice on the staff of the American Library in Paris. Back in the United States, he was appointed Assistant Librarian at the Municipal Reference Library in 1924.

The members of the Municipal Reference Library Staff gave a farewell dinner-party in Mr. Gossage's honor. The Librarian, Miss Rebecca B. Rankin, publicly thanked Mr. Gossage for his loyalty and cooperation. Mr. Gossage resides with his family in the Borough of Richmond. He has two sons in the Marine Corps, and a daughter in the Cadet Nurse Corps.

Subway Claims Examiner Resigns Under Charges

Another claim examiner (torts) of the New York City Transit System resigned last week under charges that he had falsified expense accounts; obtained money from the City of New York under false pretenses; and then converted the money to his own use. Ralph Lawson had resigned, but at a hearing, the Trial Board found him guilty of the charges, and order a transcript of the hearing to be sent to the Municipal Civil Service Commission.

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MANCINI, ZUNILDA — CITATION.—The People of the State of New York, by the grace of God free and independent, to Marcellin Duchaille, if living, or if he be dead, his executors, administrators, heirs at law, and next of kin if any there be, whose names and places of residence are unknown and cannot be ascertained; Marguerite Duchaille Lebel, if living, or if she be dead, her executors, administrators, heirs at law, and next of kin, if any there be, whose names and places of residence are unknown and cannot be ascertained, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of Zunilda Mancini, deceased, who at the time of her death was a resident of County of New York, Send Greeting:

Upon the petition of Octave V. Monory, residing at 139 East 52nd Street, City, County and State of New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 5th day of December, 1944, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Octave V. Monory as sole surviving executor should not be judicially settled.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Foley, a Surrogate of our said county, at the County of New York, the 19th day of October, in the year of our Lord one thousand nine hundred and forty-four.

GEORGE LOESCH
Clerk of the Surrogate's Court.

***DARK HAMMOCK COMPANY.**—The following is the substance of the Certificate of Limited Partnership, subscribed and acknowledged by all partners and filed in the New York County Clerk's Office on November 18, 1944. The name and location of the principal place of business of the partnership is: **DARK HAMMOCK COMPANY**, 119 West 57th Street, New York City, and its business is producing the play **DARK HAMMOCK**. General Partner: Meyer Davis, 101 West 55th Street, New York City. Limited Partners, their cash contributions, profit share and residence, all of which is New York City unless otherwise specified, are as follows: Abraham M. Sotnabend, 337 Buckminster Road, Brookline, Mass., \$1,500, 2%; Joseph B. Simon, St. Georges Road, Chestnut Hill, Pa., \$3,000, 5%; Emanuel W. Winkman, 6708 McCallum Street, Philadelphia, Pa., \$1,500, 2%; Gerald C. Heller, 4 Slade Avenue, Pikesville, Md., \$600, 1%; Frederick B. Mann, Rittenhouse Plaza, Philadelphia, Pa., \$1,800, 3%; Charles Miller, 15 Dolma Road, Scarsdale, N. Y., \$3,000, 5%; Reginald Douham, 100 Central Park South, \$3,400, 4%; Low Barnoff, Orchard Hill Road, Katonah,

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Civil Service LEADER

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

19 MEMBER AUDIT BUREAU OF CIRCULATIONS
97 DUANE STREET NEW YORK CITY Cortlandt 7-3665

Why Must NYC Employees Work at Pre-War Pay?

IN NEW YORK CITY, two employees can be working side by side, performing precisely the same tasks, having precisely the same rights and privileges—yet one will be earning \$120 to \$240 a year more than the other. The LEADER has found that new employees aren't being granted the cost-of-living bonus; are expected to work at pre-war salaries. The Budget Bureau has advised the departments that future appointments must be made at base pay, without the bonus. There are exceptions, but these are few.

We don't think this is a wise policy. It's hard enough for an employee to get along on present salaries, which don't begin to approach the rise in living costs, even with the bonus. That bonus, by the way, is far below the Little Steel Formula, which itself is considered already antiquated by unions in private industry.

Both the State and Federal Governments have worked out means of adding to basic pay; and the prospects are that Federal pay will go up in the very near future. The higher rates in these services are for everybody within the affected wage ranges. There's no picking and choosing.

The City suffers because the number of posts it can fill is tiny. People just won't take jobs. Declinations from those on eligible lists are alarmingly high. All departments are understaffed; important City work isn't getting done. The City can't blame the manpower shortage for this condition; it can blame only its own wage policies.

POLICE CALLS

PBA and Pension Forum Relations Enter a New, Improved Stage

The PBA is now in the odd position of sponsoring PF (Pension Forum) legislation. At its delegate meeting last week the PBA went on record in favor of sponsoring a specific amendment to the pension law covering new patrolmen. The proposed law would reduce by one-third the pension rates of all patrolmen appointed since 1940—i.e. all under the new pension set-up.

The resolution that the PBA sponsor this law was introduced by PBA delegate Dan O'Sullivan and was passed unanimously. O'Sullivan is also vice-president of the PF.

It is a conservative statement that PBA delegates and officers do not like the PF. Whether it is because they believe the PF represents a threat to the PBA or whether its existence is an uncomfortable reminder of the deal whereby the new patrolmen had foisted upon them what they consider an inequitable pension system, the fact remains that PBA delegates would be happier without the PF.

Must Support Him

But the PBA finds itself in a peculiar situation with regard to the young men's organization. It can oppose the PF but it has to support its aim—that of revision of the pension law.

The reason it has to support the aim of the PF is obvious enough, although a couple of months ago it wasn't so obvious to some PBA delegates. At that time, hot under the collar over the success of the PF in securing legal recognition in spite of PBA opposition, PBA delegates ordered an inquiry into the membership status of the new patrolmen—numbering about two thousand. The idea, apparently, was to see what could be done about younger men and the PF in case it was found that most of them were not PBA members. But on learning that 80% of the new men were PBA members, delegates subsided.

Can't Remove Lt. Fay

Delegates were subdued, too, on learning that the PBA constitution—ordinarily an instrument capable of pretty wide interpretation—forbids the removing from membership of PF President, Lt.

David A. Fay, even though he had been out of benefit for years.

Opposition to the PF, no matter how keenly felt, will be restrained after the experience of Jack Carton. Carton, said PF officers and members, pulled no punches in his opposition to the PF, and PF retaliated with a blistering attack upon Carton that many believe was instrumental in defeating him in his race for the PBA presidency. PF leaders refused to listen to Carton's explanation that he had the interests of the younger men at heart. PBA President Pat Harnedy opposed the PF too, but evoked no personal animosities in the process. As a matter of fact, one PF officer told this column that the younger men felt Harnedy had handled the ticklish situation well and some of the young men believe that Harnedy is better able to bridge the differences between the younger and older men than anyone on the scene at present.

Credit Not Involved

Once the proposed law is introduced and sponsored by the PBA, you can look for a high-pressure campaign on the part of the PF to put it over. The PF cares little who gets credit for the passage of the law. But they are going to use every possible means to get it over, taking full advantage of the fact that 1945 is an election year in New York City.

The lowering of their pension rates is but one of several aspects of the pension law that the PF will seek to change. But it is the one on which they will concentrate their activities now, on the theory that if this can be put over the other problems become relatively minor ones that can be handled much more easily.

New Leave Rules For Postal Subs

WASHINGTON—A recent order from the office of the Postmaster General changes the sick-leave and annual leave regulations for temporary substitutes who were changed to a war-service status. Under the new set-up, they are required to serve 2,448 hours from

October 23, 1943, or the date of their appointment, whichever is later, before they begin to earn annual and sick leave. If advanced to regular status, they will begin to earn this leave from the date of their advancement.

Previously, they began to earn annual and sick leave from the date when they were appointed. But a ruling of the Comptroller General changed the date to October 23, 1943, or later.

Merit Man



Leon H. Keyserling

ONE OF THE MOST forward-looking men in the Federal service, destined to take a lead in shaping the post-war relationship between Government and business, is Leon H. Keyserling, General Counsel for the National Housing Agency.

His career is marked by sensational strides. At Columbia University he was graduated (1928) a Phi Beta Kappa. At Harvard Law School he made a brilliant record, finishing in 1931.

From 1933 to 1937, as aide to Senator Robert F. Wagner, he figured prominently in the drafting of much of the enlightened social legislation adopted. Going to Agriculture Adjustment Agency, he soared to the job of Deputy Administrator for the U. S. Housing Authority, eventually reaching his present position.

Post-War Employment Plan

His place in the post-war world is proved by his winning a \$10,000 award from the Fabst-Brewing company for his plan for post-war employment.

He concludes his prize-winning essay by saying:

"Americans should not fear planning aboveboard. They should fear the confusion and dissent which enable evil groups to plan secretly."

Role of Government

Mr. Keyserling envisions Government as playing an ever increasing role and the Federal service commensurately enhanced. No matter what party is in power, he says, its basic programs will continue to be expanded.

Brightest future is in the extension of social security to 20,000,000 additional persons in the United States, he predicts. The inevitable trend, according to him, is in this direction.

Mr. Keyserling, nevertheless, is one of the staunchest supporters of the principles of private enterprise. It is here that hope lies for 50,000,000 jobs after the war, he claims. But the task of accomplishing this, he says, will be determined by how well Government can work with private industry.

An immediate dropping of all war-time controls when peace comes would result in chaos, he thinks. Evidence is what happened after the last war.

Congress Research Staff

Speaking as one who knows the workings of Congress intimately, Mr. Keyserling advocates much larger Congressional research staffs to cope adequately with the tremendous complexity of the present problems. This would result in closer and better cooperation with the executive side of Government.

He feels that the presence of thousands of industrialists and private businessmen in Government to help the war effort has resulted in a better comprehension on their part of the problems in the Federal service. "The result will be abandonment of the old attitude that the Government worker is a 'bureaucrat' and loafer."

Personally Mr. Keyserling presents an affable in-born good-naturedness that belies his dynamic intellect. His rise has been marked by native ability to get along with people and a keen understanding of the viewpoint of others. He exudes energy and shows a well-tempered aggressiveness.



Don't Repeat This!

NEW YORKERS OFF GUARD

How they take to the "mike": At NYC's radio station WNYC, officials are divided into two groups, the "uppers" and the "downers" . . . The "uppers" like to stand while talking into the microphone. The "downers" like to sit . . . Borough President Edgar J. Nathan and Council Prexy Newbold Morris are leading "uppers." Among the sitters: Commissioner Irving V. A. Huie of Public Works, Edwin A. Salmon, City Planner. Mayor LaGuardia is impartial, will talk either standing or sitting. Other broadcasting-eccentricities: Salmon sorely misses his cigar when he's on the air; Grover Whalen likes an audience. . . .

John H. Delaney, head of NYC's Transportation Board, who has so often had trouble with subway unions, used to be a printer and a big shot in the Typographical Union himself . . .

When Teddy Roosevelt was NYC Police Commissioner, the famed newspaperman Jacob Riess once said to him: "If you keep up the way you're going, you'll be president of the United States some day." TR blew up. "I know it," he roared, "I know it. But don't remind me. It interferes with my work!" . . .

POLITICS, INC.

Assemblyman John Lamula, who lost by a nose, is squat on top of Governor Dewey's patronage list. If the State should set up a commercial rent bureau, he's slated to head it. Those who know Lamula say he's a good man . . .

State Senator Seymour Halpern, who was re-elected by an overwhelming majority, may not return to head the Senate Civil Service Committee. He might get the more important Excise or Insurance Committee . . . Ellis Ranen, head of the AFL municipal employees union, will run for City Council . . .

POLITICAL GUIDE TO NYC MAYORALTY ELECTION

You can lay a bet that the Democratic nominee will be one of these names: Brigadier General William O'Dwyer; Former Supreme Court Justice Jeremiah T. Mahoney, who ran Senator Wagner's stupendous campaign; Supreme Court Justice Ferdinand Pecora; Bklyn. Borough Prexy John Cashmore; Supreme Court Justice-elect James B. McNally; Appellate Division Justice Joseph Callahan, of the Bx.; Supreme Ct. Justice John McGeehan of the Bx. Among runner-up possibilities: Col. Charles Poletti; Borough Prexy James Burke of Queens; Judge Jonah Goldstein . . .

Political dope is that if LaGuardia should decide to run for re-election, it'll be tougher for the Democrats to win, but not tough enough. Hizzoner beat O'Dwyer by a small vote. A 60,000 change would have given the election to the Brooklynite. And it's a plain fact that not all of the Democratic leaders really went to town for O'Dwyer; his own headquarters had a big defeatist complex and little cash. That's not likely to happen again. Moreover, a man like LaGuardia gets weaker with each run . . .

Another angle is the conflict between Fiorello and the GOP. He and Tom Curran, Republican Manhattan boss, are bitter foes. LaGuardia couldn't get Curran's endorsement; nor could he get the OK of GOP bosses Warren Ashmead of Queens, John Knewitz of the Bronx, Crews of Brooklyn, or Ruppel of Richmond. So, the only way he could win a GOP nomination would be to run in the Republican primaries with the leaders against him. . . . Still another factor: With the rift between the ALP and the Liberal Party, if Marcantonio should engineer an ALP endorsement (which is likely) it is not certain the Liberal Party would go along with the Mayor. Particularly is this true if the Democrats should put up a strong candidate . . . On the other hand the Little Fellow has a faculty for combining behind him political groups having divergent interests, and if anybody could get the ALP and Liberal nominations in NYC, he's the one . . .

Another complication: It's rumored that LaGuardia may enter the Democratic primaries, which might conceivably cause an upheaval in Democratic ranks in New York County, but not elsewhere . . . One personality whom City-wide democratic bigwigs fear in a primary is General Sessions Ct. Judge Jonah Goldstein, who has proved an effective fighter in previous campaigns in which he has participated . . .

Letters

The Seniority Of U. S. Employees

Sirs: Your valued civil service liberal organ has recently carried some interesting complaints from senior Federal employees, with 20 to 30 years service, NOT getting the automatic within-grade promotion; due to prejudiced and inexperienced supervisors. I note, too, the strange phenomenon that official Efficiency Regulations do not breathe a solitary word of giving even a fraction of a decimal point credit for long years of service.

Could your paper do something about having this matter brought to the attention of the Civil Service Commission in Washington, the federal employee organizations, and others? Seniority is always given some consideration in the marine trades, various unions, shops, in the Army and Navy,—how come it was not even breathed in formulating these Efficiency Regulations? I understand the law left it to the agencies, etc. to arrange the detailed regulations, but somebody missed seniority by a mile.

Federal senior employees should really get the same longevity automatic raises system that Army officers do, so much after every so many years served. Lacking such a law, meanwhile, no 20-to-30 year senior employee should have to lose out on a within-grade

promotion because some supervisor doesn't favor him.

JAMES V. BARRETT.

She's All For Automatic Increases

Sirs: I would suggest that you keep on writing about automatic increases, as there are quite a few people interested in this and would like to see something done about it.

Through no fault of mine, I have been a 2nd Grade Stenographer for 20 years, although I am holding a responsible job which calls for a 3rd Grade Stenographer.

I took the 3rd Grade Promotion examination some time ago and passed second highest. At that time nobody was appointed. In fact, some were dismissed on account of the Economy Act. Since then, there have been other examinations and newcomers who were fresh from school passed and were appointed.

As I have had responsibilities since I took the last examination, it has been utterly impossible for me to find time to study for an examination. The fact that I have been selected to do a 3rd Grade job shows that the Department thinks I am efficient enough to hold it, although they cannot give me a raise, as I get the maximum of the grade.

RUTH SAUDERS.



The State Employee

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

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

Picayune Policies of Public Service Commission

INFORMATION has come to me that the Public Service Commission has promulgated a regulation (I understand it is verbal and has not, as yet, been put in official typed or printed form) which has to do with the procedure to be followed by employees of that department in discharging their duties as citizens in serving on juries. The verbal directive, as I have had it explained to me, requires all employees to turn in to the department all fees received by them for services performed as jurors in courts of law. There will, of course, be no charge against the employees for time spent while serving as jurors and they will receive their full State salary.

Pending the promulgation of standard regulations covering all leaves of absence by the Civil Service Commission, there appears to be no basis on which we can make a demand on the Public Service Commission for cancellation of this narrow policy. In reading from the regulations promulgated by the Committee of the Governor's Cabinet in 1933, which regulations are at the present time in effect in most departments, I find the following: "LEGAL ABSENCE FROM DUTY.—Absence from duty will be granted with pay when caused by jury duty, court service, required temporary service in the National Guard. . . . Such absences will not be charged against annual leave."

This regulation certainly anticipated no charge of any kind against the employee for these absences.

An Opinion of Attorney General

FURTHERMORE, there is an opinion of the Attorney General, dated September 29, 1937, addressed to the Comptroller, which states with regard to the point involved: "Not only should there be no question of loss of salary when absence is caused by jury service duties, but State employees should in no way be deterred from rendering such service. No deductions should be made."

Picayune Policies at Public Works

THIS NEW policy is not too surprising as it comes from the Public Service Commission, which is notorious for its picayune policies in connection with its employees. I cannot appreciate the objective that motivates the Public Service Commission in promulgating regulations governing the administration of the personnel of that Department. Certainly they seem to have reached a high point in arousing discontent among their employees. As other examples, I am advised that legal action is contemplated on the part of an employee to recover salary deducted for what was termed "unexcused absence in the form of excessive sick leave" brought out by a search of records of nearly fifteen years ago. It is not enough that the employee should be put on leave without pay for time granted as sick leave more than a decade ago, but the actual money loss was at the present rate of salary instead of at the rate of salary that was being paid at the time the leave was taken. A number of employees are reported to have suffered from this unusual procedure.

Reimbursement for Meals

AN APPEAL was recently made to the Association by employees and referred to the Public Service Commission which involved the promulgation of a rule denying certain field men of the Public Service Department reimbursement for meals taken while absent from their base, a rule which could actually reduce salaries ten to twenty dollars per month. No such rule is reported for any other department.

Again, certain field employees are not credited with the time spent in traveling from their headquarters to the point of work, although such employees may actually be on call at headquarters for many hours.

Employee Morale

SEVERAL MONTHS AGO, this column was devoted to the subject of employee morale. I wonder when morale among the employees of the Public Service Commission will be reduced to the point where it will practically disappear. This is indeed a deplorable condition and one to which the Executive Branch of the State government should give some prompt attention. The Association is pleading continuously for an enlightened State employment policy which will recognize the dignity of workers and their intelligent, progressive, patriotic cooperation with executive, legislative and administrative heads. All workers seem entitled to a policy under which employer and employee have an opportunity to discuss personnel problems before decisions are made instead of the arbitrary establishment by appointing authorities of questionable rules and directives which impose upon civil service workers undue and inequitable sacrifices.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Service Record Ratings

IF YOU ARE a State employee in the competitive class or in the non-competitive class, you know the importance of service record ratings. If you receive an unsatisfactory rating (i.e., below 75 per cent) you cannot receive a Feld-Hamilton salary increment. For competitive class employees, an unsatisfactory service record rating has an additional, and often more serious, consequence. A service record rating of less than 75 per cent prevents an employee from passing State promotion examinations.

The recognized importance of service record ratings has led to the enactment of laws and the promulgation of rules to cover the administration of a service record rating system.

Covered by Military Law

Even the New York State Military Law contains provision for service record ratings. It provides that a public employee who is absent on military duty must be credited with the average of the efficiency ratings which he received for the three rating periods immediately prior to his absence on military duty, but such rating must not be less than a passing grade for the period of such absence. This guarantees that Feld-Hamilton employees in military service will not lose increments by reason of their military duty.

Under the Civil Service Law,

The State Civil Service Commission was required to promulgate suitable rules covering service record ratings for State employees. These rules, approved by the Governor, form the basis for the existing service record rating system.

Provisions of the Rating Rules

The Service Record Rating Rules contain the following important provisions:

1. Employees must be rated upon the quality, quantity and other factors of their performance, with due consideration being given to attendance records.

2. Special credits for exceptional performance and demerits for unsatisfactory service may be granted on the basis of written reports submitted by departments, provided they are approved by the State Department of Civil Service.

3. The Civil Service Commission will notify employees when they have received special credit or demerits. An employee who receives demerits is entitled, upon request, to receive an account of his unsatisfactory performance from the Commission, and may file with the Commission a written appeal.

4. The Civil Service Commission may also allow employees to appeal to it for special credit which may have been disallowed.

5. A personnel board to assist the Civil Service Commission must be appointed by the head of each State department or agency or may be selected by the employees

State Assn. Seeks Creation Of Permanent Salary Board

Executive Board Deals With Wide Variety of Employee Problems

ALBANY—The Association of State Civil Service Employees will sponsor legislation for the creation of a permanent salary standardization board.

At a largely attended regular monthly meeting on November 15, the Executive Committee of The Association dealt vigorously with a long list of employment problems. Clifford C. Shoro, President, presided, and the newly elected Vice Presidents, Jesse B. McFarland, John F. Powers, President of the New York City Chapter, and Leo F. Gurry, President of the Marry State Hospital Chapter, were in attendance.

In accord with unanimous thought of the Association as expressed at the Annual Meeting, the Executive Committee, adopted a resolution urging adoption of a law creating a permanent Salary Standardization Board with sufficient appropriation of funds for personnel and facilities to permit the Board to function as an independent body.

Higher Pay Sought

Officers and Legislative Committee were directed to take "all possible steps to secure a cost of living salary adjustment to meet adequately and fairly the increase of 25 per cent in costs of the necessities of life." The plight of the white collar worker, which has been the subject of campaign talks by both parties in the recent election, was discussed in a realistic way.

Liberalized Retirement

Legislation to effectuate the liberalization of the State retirement system in accord with the recommendations of the Association's Special Retirement Committee, headed by Charles Dubuar, was directed by the Executive Committee following full cooperation with Comptroller Frank C. Moore, who is engaged in a study

of revision of the Retirement Act. To Contact Dewey

Officers were directed to contact Governor Thomas E. Dewey and other officials of the Executive Department to bring about a sound plan of dealing currently with all employment problems. Particular attention was directed to the action of the Salary Board which has rejected many appeals of workers in the Mental Hygiene Department, the appeals of workers in Dannemora and Matteawan, and other appeals including one by the Barge Canal Employees group. In the case of the latter group a refusal by the Board to give the reasons for the rejection of their appeals will be brought to the attention of the Governor and the Legislature.

Feld-Hamilton

The matter of amending the Feld-Hamilton law to meet reported minor difficulties, proposed by Budget Director John E. Burton, also received the attention of the officers and Legislative Committee. An effort will be made to secure proper allocation of the positions in the Mental Hygiene Department and elsewhere where it is apparently felt by Mr. Burton that new schedules are needed. The Committee expressed itself as completely out of sympathy with any action by budgeting authorities which would delay adjustments of the income of thousands of employees solely on the basis of awaiting legislation over what may be a long period. The employees concerned are impatient of technical delays and the injection of reorganization moves into classification and allocation of their positions.

Opposition was manifested, in

line with the unanimous action of the delegates at the Annual Meeting of the Association, to any change in the principle of mandatory services and grades with annual increments and fixed lines of promotion, established in the Feld-Hamilton law.

Hampton-Devaney

Reports of the widespread opposition among civic groups to the Hampton-Devaney constitutional proposal for unlimited veterans preference, were welcomed by the members of the Executive Committee, who see in the unlimited preference proposals the destruction of the merit system and of all semblance of career opportunity in public service.

Classification Board

A resolution was adopted requesting the Civil Service Commission to appoint a representative from the employee body on the Classification Board in accord with the provisions of the statute governing the Board. It was pointed out that although the Board has been exceedingly burdened with the classification of employees in the Mental Hygiene Department and has been called upon to hold many hearings, the Commission has failed to fill the position on the Board. The vacancy on the Board was caused by the retirement from State service in October, 1943, of William F. McDonough, who was looked upon as the representative of the civil service body as a whole.

Resolutions empowering the President to set up all necessary headquarters, publicity, and other facilities for the intensive prosecution of the many employee problems detailed in the broad program approved at the Annual Meeting were adopted. The President reported tremendous interest in Association activities among employees throughout the State.

Big Program of Civil Service Measures Coming Up Before State Legislature

ALBANY—While it is hoped that State Senator Seymour Halpern, Republican, will continue in the 1945 Legislature as chairman of the Senate Committee on Civil Service, there probably will be a change in the Assembly Civil Service Committee's chairmanship.

Assemblyman William MacKenzie, Republican, who has been chairman of the Civil Service Committee in his house for years, will have an opportunity of shifting to some other committee in the re-assignments due to be made in the next few weeks. Mr. MacKenzie is in line for chairman of the powerful Assembly Insurance Committee and also the Committee on Banks. He could give up Civil Service for either of the other committees.

A vast amount of civil service legislation appears in prospect. Not only will the employee groups and individuals have substantial programs but the Civil Service Department itself will submit a program. In addition, departments other than Civil Service likely will submit legislation bearing upon civil service, and of course the municipalities will have their programs.

G. O. P. in Strong Control

The Republican party again will

be in control of both houses, this time with a majority larger than in previous years.

As a result of the November 7 election, the new Assembly will have 94 Republicans, 56 Democrats, with 76 votes necessary for passage of most legislation. This year the membership was 90 Republicans, 59 Democrats, one American Labor Party member.

There will be three women in the new Assembly, one of them Mrs. Mary Gillen, Kings County Democrat, having been re-elected. The other two women are first-term Republican members: Gladys E. Banks, of Bronx County, and Genesta M. Strong, of Nassau County. Miss Jane Todd of Westchester County did not seek reelection this year. She sought, but was denied party designation for Representative in Congress.

Houses to Reorganize

Although both houses will reorganize after they convene next January, it is almost certain that Speaker Oswald D. Heck will be re-elected to that office for his ninth and 10th years, the term now being two years. It is probable too that Assemblyman Irving Ives will be re-designated as Majority Leader.

There'll be 27 new Republican members in the Assembly and 19 Democratic or a total of 46, one-third of the entire house. Of the 36 Assembly Committees, nine will have chairmanship vacancies and there may be other shifts on other committees since the chairmen of some will make a bid for the existing vacancies. The committees that will get new chairmen are: Agriculture, Banks, Cities, Claims, Insurance, Penal Institutions, Printed and Engrossed Bills, Social Welfare, and Commerce and Navigation. None of the chairmen of these committees is coming back next year.

Quinn Likely Democratic Leader

In the Senate, the line-up will be 35 Republicans against 21 Democrats, with 29 votes necessary for passage of a bill. There'll

be 18 new members. This year's Senate has 31 Republicans, 20 Democrats. It is probable that Senator Benjamin F. Feinberg will be re-elected by the Republicans as their majority leader. The Democrats probably will elect Senator Elmer F. Quinn of New York, who holds seniority of service among members of his party. Defeat of Senator John J. Dunningan by a Republican at the polls means that this veteran since 1915 will not return.

The Committees

There are 31 standing committees in the Senate or four less than there will be members of the majority party. Whether the Senate leadership will increase the number of committees so as to provide a chairmanship for every Republican is uncertain. In the Assembly, with its increased enrollment of GOP members, it is probable that Speaker Heck will change the membership of many committees so as to include many new GOP members and reduce the number of Democrats on such committees rather than increase the number of committees by inventing new titles and duties.

New Chairs

Because the size of the Senate, under the reapportionment act, was boosted from 51 to 56 seats, five new desks and chairs were required. These handsome, hand-carved mahogany pieces of furniture have already been delivered and will be placed in December. There will be 28 seats on each side of the main aisle, which means that seven Republicans will be seated on the Democratic or minority side, not to vote with the Democrats but merely to be seated with them in order to maintain the artistic balance of the seating arrangement.

It is expected that Governor Dewey, as in the past, will furnish his party with the more important part of its legislative program. Paul E. Fitzpatrick, Democratic state chairman will, it is expected, play the leading role in drafting a Democratic legislative program along with the party leaders in the Legislature. Under Mr. Fitzpatrick's leadership the Democrats hope next year to display in the Legislature a more aggressive, militant, and cohesive program of action than in the last couple of years.

An Explanation of the Group Plan Of Accident and Sickness Insurance

By C. A. CARLISLE, JR.

This is the second part of a complete explanation of the Group Plan of Accident and Sickness Insurance. This plan is available to New York State employees through the Association of State Civil Service Employees.

Sickness Benefits

COVERAGE—Complete coverage, without requiring house confinement, except during a vacation period or leave of absence, payable up to one year, for any one sickness, is afforded under this policy. The sickness may be occupational or non-occupational and the coverage is effective 24 hours a day under all policies.

Please remember that it is possible to submit more than one sickness claim in any one year or period of years, because recurring sicknesses are recognized under this plan.

Accident Benefits

For all State employees engaged in strictly clerical work, the policy covers accidents on the job up to a limit of one year, and accidents off the job (non-occupational accidents) up to five years.

For all persons not in strictly clerical positions, the policy affords five years non-occupational accident insurance unless occupational coverage is purchased at a higher rate as shown on the back of the application. Every person may purchase occupational coverage at an increased rate if he desires. This supplements and is in addition to the Workmen's Compensation Insurance to which he is entitled if injured on the job.

Accidental Death or Dismemberment

This policy provides in accordance with its terms, accidental death benefits as well as coverage, for loss of eyes, hands, feet, etc., in addition to the monthly indemnity.

Medical Expense—Non-Disabling Injuries

In addition to the other broad coverages provided by the policy, it also pays the actual expenses to you of medical or surgical treatment or attention required in connection with any non-disabling injury covered under this policy. This Medical Expense benefit is limited to an amount not exceeding one-fourth of your monthly Accident Indemnity—in other

words, if you should cut your hand, and went to your doctor for medical attention, or if you slipped and fell and hurt your leg or ankle and had to have an x-ray, if that accident were covered under the terms of your policy, you could collect your doctor's bills up to one-quarter of your monthly indemnity providing you were not disabled by the accident. If you could not work (in other words if you were totally disabled) because of this accident, you would then of course receive your full regular monthly indemnity under this insurance, payable from the first day.

Miscellaneous Information Concerning the Policy

The premiums are collected on the majority of policies on a payroll deduction basis. But for those persons who do not desire payroll deduction, it is still possible to pay the premium on a semi-annual or annual basis direct to the office of Ter Bush and Powell, Inc., 423 State Street, Schenectady, N. Y. However, any person who is not on a payroll deduction basis, whether in a clerical position or not, cannot have occupational coverage under any circumstances—they can have only non-occupational Accident Insurance and full coverage sickness insurance.

Advantages of This Plan

There are many advantages of this plan of insurance over individual policies offered to State employees and even over other forms of group insurance occasionally offered to small groups of State employees. In any plan whatever that is offered to you, compare these advantages—

(a) Your Group Plan Policy requires house confinement only during leave of absence or vacation periods. Individual policies usually make house confinement necessary for all sickness.

(b) All diseases are covered, whether they are common to both men and women or not, and

the policy DEFINITELY states that it PAYS for pregnancy and childbirth. Some individual policies eliminate certain women's diseases and, in some cases, certain men's disabilities. They usually cover just illnesses common to both sexes. Your Group Plan Policy does not carry these restrictions.

(c) Should you develop heart trouble, arthritis, diabetes, or any other chronic disease, the Group Plan would cover your disability, and when you go back to work you will still have your coverage, provided you have paid your premiums throughout your disability. If you should be unfortunate enough to have a recurrence of your previous sickness, as is often the case, you can collect again, since no restriction is made as to the number of claims you may have. This is one of the exceptional advantages of your policy. It cannot be terminated by the company as long as the group remains in force, your premiums are paid, your dues to the Association are paid, you remain in active State Service and you have not reached age seventy.

(d) Your Company is not a Mutual Company, so you are not liable to assessment. It is also not a Benefit Association, so the premiums you pay for this insurance are the only premiums that you can be required to pay. No additional assessment at any time can be made for this insurance. You MUST of course keep up your dues to the Association at all times.

(e) All mental or nervous diseases are covered under the Group Plan Policy, while in many individual policies you will often find that such disabilities are excluded.

(f) The Broad Form Accidental Bodily Injury insuring clause protects you against disability resulting from any injury. Many individual policies require accidental means as the cause of the accident, which means all accidents are not covered. Check this item, as it is very important to you.

(g) Your Group Plan Policy pays for five years' coverage for non-occupational accidents, and will pay for one year for occupational accidents when properly applied for, while many individual

policies pay accident indemnity for only twelve months.

(h) Your Group Plan Policy covers all disabilities unknown to you at the time the application was taken, although such disability might have had its inception before the application was signed. Individual policies usually pay for disabilities having their inception or commencement thirty days or so after the policy becomes effective. This is certainly a very broad point in favor of the Group Plan of Accident and Sickness Insurance.

(i) Your period of disability begins when you become disabled and not after your first visit to the doctor, as is often required in many individual policies. This point is very important as you are often sick or injured several days before you may be able to get or need medical attention.

(j) Note that your rates are not increased, nor are the benefits reduced, after age forty-five or fifty, as in the case of practically all individual policies.

(k) The convenient payroll method of paying for the Group Plan Policy is one of its greatest advantages. A small deduction may be made from your pay each pay day; you do not then have a large

premium to pay quarterly, semi-annually, or annually, as in the case of individual policies.

So often a policy is lapsed unintentionally as the notice may be mislaid or lost. When small deductions are made each pay day, there is NOT that danger of an unintentional lapse of this very valuable coverage, because, of course, there is always that chance that your health condition has changed and you may not be able to get coverage again.

Limited Policies

Watch out for the so-called cheaper policies which are frequently sold by mail or through newspaper advertising. They only pay for limited illnesses and specified accidents under certain conditions, and have a great many technical restrictions in them. These policies can not begin to compare with the broad low-cost coverage afforded you under this Group Plan. So many of these cheap policies are written by unlicensed companies which are not supervised by the New York State Insurance Department. In your Group Plan you can get very broad coverage at so low a cost and take no chances of getting very limited coverage.

(To be Continued)

NEWS ABOUT STATE EMPLOYEES

Syracuse

THE SYRACUSE Chapter of the Assn. has received word of its first casualty in World War II. Samuel Klotz, 34, Investigator, in the Department of Labor, Syracuse Office, has been killed in action in Holland. He is survived by his widow and son, Allan. He has been in the Army Infantry Div.



LEO BRITT, popular executive committee representative to the Association of State Civil Service Employees, from the State Correction Department.

for 1½ years, and in Europe for four months. His loss is keenly felt by all his co-workers; his earnestness and willingness to help were deeply appreciated.

Central Islip

CENTRAL ISLIP reports: A fine weekend was had by Loretta Cenjatelli, first year student, when she visited her home in Erie, Penna. Also Julie Riffan, who visited her home in Scanton, Penna. . . . The Student Body is attempting to formulate plans for a big Christmas Dance. Watch the column for definite news . . . Miss P. Jones, with Mrs. D. McLoughlin, attended the meeting of the National Committee for Mental Hygiene at the Pennsylvania Hotel, November 9. The first year class with Mrs. Fortunato went to the city on a sight-seeing tour . . . Victor O'Toole is back in the old town again for a well-earned rest after having spent over two years in the Pacific area. He was wounded in action . . . The progressive recovery of Frank McTiernan, former Supervisor at this hospital, is a source of much pleasure to his many friends in the community.

Industry

MEMBERS of the Association Chapter at the State Agricultural and Industrial School are all set for a banner year with a new slate of officers. Clifford B. Hall is the new president; Clyde Brignall, vice-president; Florence La Pierre, secretary; Stuart Adams, treasurer; Joseph McMahon, representative, and Florence La Pierre, alternative representative.

New York City

UP IN ROOM 905, on the top floor of the State Building in New York City, Mrs. Evelyn Lane, is back in charge of the Chapter's Office every weekday from noon

to 4 p.m. Officially, she's secretary of the Chapter Office, but in fact she's a female Dr. Anthony . . . Members are popping in at all times to ask her about promotions or transfers; to pay dues, or inquire about some matter taken up at the Association meeting. Often two members will be in the office at the same time, each with a different point of view about the same subject. Then she has to act as referee . . . Often she has to soothe new Association members who want their membership cards immediately. They don't feel like real Association members until they get the ticket, and they get impatient with the ten-day or two-week wait till the card comes from Albany . . . Other members come in and ask her to draw up their complaints in fancy language so they can be presented at the meeting. . . . But Mrs. Lane had four month's experience at the job last year—now she's here on a permanent basis—and she takes it all in her stride . . . Members of the Chapter were grieved last week at the loss of Nora Gillette, of the Department of Social Welfare, Bureau of Service for the Blind. Had she lived till November 17, she would have completed 20 years of State service. She was the first blind dictaphone operator in the Social Welfare Bureau, was a graduate of the New York State School for the Blind, and active in affairs of the Batavia Alumni. Despite her handicap, she was deeply interested in the work of the Association and was a charter member of the New York City Chapter.

Albany Employees Doing Big Job In 6th War Loan

ALBANY—Thousands of State Employees in Albany last week participated in the Sixth War Loan group rallies, with the object of selling more than \$100,000 of bonds in cash over the counter.

"The present campaign has nothing to do with payroll deductions for bonds in which thousands of State workers are taking part," said William L. Pfeiffer, executive assistant to State Comptroller Frank C. Moore, who is in charge of the bond drive.

"Our State employees in Albany bought bonds totaling \$86,480 in the Fourth War Loan campaign and \$95,925 in the Fifth Loan drive, exclusive of what they bought through payroll deductions which run through the year," Mr. Pfeiffer said.

Under a schedule worked out by Mr. Pfeiffer, State workers are meeting in the State Office Building, the Assembly Chamber and other places. They listen to war-bond talks and watch a 20-minute movie produced by Edward J. Mallin, head of the film division of the War Council, then they step forward to buy bonds, for cash, over and above the amount for which they have subscribed under the payroll deduction plan.

KEEP ON
Backing the Attack!
WITH WAR BONDS

A SPECIAL LOW COST GROUP PLAN Health & Accident Insurance

Read the four articles in The LEADER, November 14, 21, 28 and December 5, for the complete story on this amazing insurance offered to you.

Sponsored by The Association of State Civil Service Employees of the State of New York, Inc.

Offered By **TER BUSH & POWELL, INC.** 423 State St., Schenectady, N. Y. Written Through **COMMERCIAL CASUALTY INSURANCE CO.** 10 Park Pl., Newark, New Jersey

Here's What This Good, Low-Cost, Accident and Health Insurance Will Do For You

1. IT WILL PROVIDE YOU WITH READY CASH when illness or accidental injury comes your way.
2. IT WILL RELIEVE YOUR MIND OF FINANCIAL WORRY—the kind of worry that eats at a man's heart when he is prevented from working . . . when his income stops . . . when bills keep piling up.
3. BY RELIEVING FINANCIAL WORRY IT WILL HELP HURRY YOUR RECOVERY—and when a man's mind is at ease . . . when he knows that his bills are being taken care of—nature and medicine can work wonders.
4. IT WILL HELP PROTECT YOUR FAMILY by giving them that extra protection they need if misfortune should befall you.

\$1,500,000.00 BENEFITS PAID TO STATE EMPLOYEES SINCE 1936

INSURE NOW!

AT PRESENT LOW RATES
MAIL POSTAL CARD TODAY FOR FULL INFORMATION

C. A. CARLISLE, Jr.
TER BUSH & POWELL, Inc.

423 State Street

Schenectady, N. Y.



Do Your Christmas Shopping Early!

Let Us Make This A MERRY CHRISTMAS AND A HAPPY NEW YEAR

"Keep Alive the American Spirit"

Let us remember those who are dear to us. On this page you will find stores within walking distance where you will be assisted in selecting your Christmas gift.

Remember the sailor, soldier and marine; the wac, the wave, or the lady marine. Then there is your father, husband, brother or son, moth, wife or sweetheart.

We recommend the merchants whose advertisements appear on this page. We hope you will enjoy "giving" this year and many years to come.

NYLONS!!

THE FOLLOWING 4 ITEMS ARE PRICED FOR QUICK FINAL DISPOSAL

1. Ladies 100% spun nylon stockings, Sizes 8 1/2 to 9 only fall shades, ribbed sport hose, resemble like in appearance. \$1.35 pair; 3 pair \$4. Limit 6 pairs.
2. Plastic knives, beautiful colorful, heavy saw tooth knives attractively mounted on card. 3 for \$1.00.
3. Genuine leather wallets, card and picture pockets, embossed and gold stamped, 3 for \$1.00 (Tax included).
4. Stuffed toys, a big (14") soft cuddly teddy bear (pink or blue) with moving eyes! \$1.50 each.

Check or Money Order—No C. O. D's

RUSH YOUR ORDERS — QUANTITIES LIMITED
JANS Co. MAIL ORDER SURPLUS EXPEDITORS
ELIZABETH, N. J. Dept. C
725 RAHWAY AVE.
BUY ANOTHER WAR BOND—TODAY

Recent N Y State Eligible Lists

Stenographer, Albany Area, Open-Comp.		
Rodgers, Elizabeth, Albany	1	90775
Kavanaugh, Frances, Troy	2	90100
Hasselbach, Emma E., Albany	3	95823
Post, Mildred E., Potsdam	4	95650
Tappen, Helen, Albany	5	95500
Fennette, Helen M., Albany	6	95250
Jones, Edith L., Albany	7	95205
Conley, M., Mechanicville	8	94900
Goldman, Julia, Bronx	9	94875
Morris, Lena W., Watervliet	10	94875
Alber, Marian E., Cohoes	11	94625
Vanalstine, Bette J., Rensselaer	12	94600
Lawrence, Marietta, Albany	13	94550
Hoose Dorothy E., Albany	14	94525
Gimson, Helen, Albany	15	94505
Hegey, Alice, NYC	16	94400
Moldenhauer, Ruth, Albany	17	94400
Anderson, Janet, Schenectady	18	94225
Gaylor, Mildred, Albany	19	93948
Burke, Mary Ann, Albany	20	93575
Colburn, Doris L., Albany	21	93550
Vandenbergh, G., Albany	22	93500
Gleason, M. H., Glens Falls	23	93450
Ciolek, Sophie, Buffalo	24	93425
Quinn, Jane M., Rensselaer	25	93080
Kane, Louise M., Rensselaer	26	92930
Benson, Yvette H., Albany	27	92925
Rodriguez, Aurelia C., Troy	28	92875
Brittain, Grace L., Schenectady	29	92840
Auerbach, Evelyn, Albany	30	92810
Rowan, Margaret O., Cohoes	31	92775
Rix Lois T., Ballston Lake	32	92775
Hurley Maura, Rensselaer	33	92725
Walsh, Mary, Albany	34	92650
Murdock, Norma, Hornell	35	92640
Howell, Marcia, Cohoes	36	92600
Bross, Dorothy R., Albany	37	92595
Kirilen, Frances, Cohoes	38	92575
Mulhern, Marion A., Albany	39	92535
Best, Jean, Albany	40	92480
Hynds, Frances A., Troy	41	92450
Boyl, Muriel M., Troy	42	92410
Schouten, Martina, Castleton	43	92358
Shaver, Ann M., Fleischmanns	44	92350
Hamme, Bernice E., Albany	45	92325
Roberson, Helen L., Albany	46	92250
Tenhagen, E. M., High Falls	47	92250
Lemieux, Rita M., Green Isl.	48	92215
Seller, Clara M., Albany	49	92100
Ghezzi, Katherine, Albany	50	92060
Huntzinger, Norine, Buffalo	51	92050
Purcell, Helen A., Troy	52	92025
Kohle, Harriet, Albany	53	91975
Fennelly, Ann P., Troy	54	91975
Matthews, Margaret M., Troy	55	91910
Dobbs, Amy A., Albany	56	91825
Brigham, Jean E., Albany	57	91800
Kurtis, Edwin S., Albany	58	91775
Colby, Anne T., Albany	59	91675
Shields, Marian R., Albany	60	91600
McEnroe, Betty Ann, Albany	61	91500
Lacy, Edna M., Delmar	62	91455
Jallie, Margaret J., Albany	63	91450
Meersand, Florence, Albany	64	91375
Martino, Louise, Albany	65	91375
Metzger, Dorothy, Albany	66	91325
Hogg, Ruth L., Whitesboro	67	91175
Burgess, Marie, Elmere	68	91175
McGlynn, Kathleen M., Cohoes	69	91165
Staff, Eleanor, Albany	70	91100
McGlynn, Grace B., Cohoes	71	91025
Shorts, Martha L., Menands	72	91025
Page, Elsie A., Schenectady	73	91000
Finley, Christine D., Albany	74	90975
Charlesworth M., Ogdensburg	75	90950
Cleary F. Marie, Troy	76	90925
Lloyd, Edith, Albany	77	90900
Reedy, May, Albany	78	90875
Dia, Josephine, NYC	80	90725
Bourke, M., Kaiblen, Troy	81	90725
Rehyan, Kathryn W., Albany	82	90725
Crystal, Molly, Albany	83	90575
Kirby, Francis J., Albany	84	90550
Pendergast, Mary A., Troy	85	90525
Cassidy, Gladys, Poughkeepsie	86	90475
Clarke, Ruth A., Albany	87	90455
Oatpikouich, Olga, Green Isl.	88	90375
Kindlen, Lillian M., Cohoes	89	90375
Becker, Aloyce A., Rensselaer	90	90350
Ginsburg, Metika H., Brooklyn	91	90300
Handley, Carrie, Poughkeepsie	92	90195
Appleton, Jane, Rensselaer	93	90150
Carabella, Gloria, Albany	94	90110
Maxwell, Dorothy, Albany	95	90100
Hausmann, Helen, Albany	96	89950
Pleat, Geraldine, Albany	97	89950
Brunner, Anna, Albany	98	89900
Conedon, Lillian, Troy	99	89890
Conley, Betty, Mechanicville	100	89825
Tenevok, Grace H., Albany	101	89780
Gochran, Ellen L., Albany	102	89750
Clarke, Virginia, Glens Falls	103	89750
Rosenberger, M. M., Watervliet	104	89715
Makuk, Helen M., Wassie	105	89650
Fino, Rose A., Hudson	106	89650
Seligman, Irene, Albany	107	89625
Coyle, Mary, Albany	108	89575
Gibbons, Helen M., Troy	109	89550

(Continued on page 11)

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.

Flowers

ALBERT'S FLOWER SHOP—Bridal bouquets, funeral designs, beautiful corsages, fresh cut flowers; high quality, low prices. 58 Columbia St. (off N. Pearl). Albany 5-0936.

For The Ladies

TRIXY FOUNDATIONS and Health Support. Free figure analysis at your convenience. **CAROLYN H. VAN ALLEN**, 45 Maiden Lane, Albany, N. Y. Albany 3-3829.

Furs

CUSTOM AND READY MADE FUR COATS. Good work OUR HOBBY. Remodeling, Repairing, Cleaning. Insured cold storage. A complete fur service on premises. **BECK FURS**, 111 Clinton Ave., Albany 5-1734.

Hobbies

AIRPLANES, Stamps, Boats, Railroads. Bought and sold. **Idyde Wyldie Hobby Shop**, 11 Stubben Street, Albany.

Hotels
HENNING HALL—Attractive rooms, running water; bath every floor. Conveniently located. Reasonable. Capitol Park, Henning Hall, 150 State St., Albany 3-8123.

Optician

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

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

Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00. Over 1,000 hats to select from. **THE MILLINERY MART**, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 120 Main St., Gloversville, N. Y.

Bicycles Repaired

BIKES, TRI-CYCLES repaired, baby carriage wheels repaired and re-tired; toys, games, skis, sleds, skates, toboggans, snow shoes. **Charles Klarsfeld**, 67 Hudson Ave. Albany 3-7392.

Specialty Shop

LARGE SELECTION—SLIK and house dresses. Sizes 18 1/2 to 60 24-28 up. Specializing in hosiery, flannel gowns and pajamas; snugish. At low prices. **K's Specialty Shop**, 178 South Pearl St., Albany.



YOU, TOO, CAN SERVE IN THE DEFENSE FORCES

If You Are 38 to 45 Old . . . 17 Years Old or Draft Deferred

The N. Y. State Guard Needs Men

THE State Guard is the first line of internal defence against any disaster, be it man-made or an act of nature.

GOV. THOMAS E. DEWEY, by recent legislation, has decreed that members of the New York Guard employed by State agencies or municipalities will lose no pay or vacation time because of time spent in the service of the State through the Guard up to thirty days a year.

Join now! Do your bit!

For information call your nearest Armory or The LEADER office

LEGAL NOTICE

PLAUT, HERMAN, CITATION—P2691, 1944. The People of the State of New York by the grace of God free and independent, to **LINA HEINEMANN, HOWARD W. PLAUT, HARRY OSTWALD, HANS HERBERT PLAUT, MARIAN PLAUT**, the next of kin and heirs at law of **HERMAN PLAUT**, deceased, send greetings: Whereas, **RENEE BIGEON PLAUT**, who resides at 539 Park Avenue, City of New York, and **HERMAN G. KOPALD**, who resides at 940 Park Avenue, City of New York, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date May 24, 1944, relating to both real and personal property, duly proved as the last will and testament of **HERMAN PLAUT**, deceased, who was at the time of his death a resident of 630 Park Avenue, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 15th day of December, one thousand nine hundred and forty-four, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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, Hon. James A. DeLahanty, surrogate of our said County of New York, at said county, the 8th day of November, in the year of our Lord, one thousand nine hundred and forty-four.
GEORGE LOESCH
Clerk of the Surrogate's Court.

LEGAL NOTICE

are agreed to be made by any limited partner. The time when the contribution of each limited partner is to be returned is on the dissolution of the partnership, or the contribution shall be returned to a withdrawing limited partner within six months after his withdrawal. The compensation which each limited partner shall receive by reason of his contribution is 13 1/2 per cent of the net profit of the partnership. No right is given a limited partner to substitute an assignee as contributor in his place, nor may the partners admit additional limited partners. No right to priority is given either limited partner over the other as to contribution or as to compensation by way of income. In case of death of a general partner, the partnership shall terminate. In case of death of a limited partner, the partnership shall be continued and his capital may be retained in the partnership or paid off at the option of the surviving partners. The certificate referred to above has been sworn to by all the general and limited partners.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **THE FOURTH AVENUE TOBACCONISTS, INC.**

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 18th day of November, 1944.
Thomas J. Curran, Secretary of State.
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 **STERN-MAHLER EXPORT 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 30th day of October, 1944.
Thomas J. Curran, Secretary of State.
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 **LARES 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 30th day of October, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

LALOR SHOES
275 Broadway, New York City
Here's good news for you! At last—A shoe that really fits the most important part of the foot . . . the Bottom.
Thousands of men and women in every walk of life find that long hours "on their feet" seem shorter, much less tiring, thanks to the fatigue-free comfort of LALOR SHOES.
Remember, the fit is the thing—it combines comfort and appearance.
D. J. LALOR

NEW YORK ELBEE FURRIERS
200 WEST 135th ST. Room 215A
NEW YORK ED 4-8300
We specialize in the remodeling of old fur coats.

Lovely Women Shop At
MARLENE'S
61 NASSAU STREET
Near Maiden Lane
Dresses, Coats, Suits
"For Those Who Care"

JOHN EMANUEL
Telephone CHickering 4-1010
Fine Furs
205 W. 29th St.
New York City
Furs Made to Order
Remodeling and Repairing
10% Discount to All Civil Service Employees Upon Identification

FOR FALL AND WINTER
Suits and Coats of Your Dreams
LOMAR'S Quality & Prices Can't Be Beat
Styles and Colors Are the Latest
SIZES 10 to 50
Come in and be convinced — You are buying direct from the manufacturer.
LOMAR'S Manufacturers Outlet
1547 FLATBUSH AVENUE
At Nostrand Ave. Junction
BROOKLYN, N. Y. MANfield 4-9698

SUTPHIN FUR SHOP
"Furs For The Thrifty"
90-83 SUTPHIN BOULEVARD
(Opposite L. I. R. Station)
COMPLETE LINE \$78 50
Fur Coats & Jackets Up
We invite comparison! Terms arranged. FREE storage and repairs for one year. Remodeling, Repairing, Glazing, Dyeing. Plus 20% Federal Tax

Shop Early For Xmas
BUY NOW AT POST!
DIAMONDS — WATCHES
JEWELRY — GIFTS
"You Always Get the Most at Post"

LEADER RADIO BUY'S
SMALL RADIO SETS
HIGHEST PRICES PAID
935 Coney Island Ave.
Brooklyn, N. Y.
BUckminster 4-1910

Post Jewelers
427 Flatbush Ext.
Brooklyn, N. Y.

FURS REPAIRED . . . REMODELLED
New Mouton Lamb Coat . . \$79
Tax Included
WOLFF FURS
393 BRIDGE STREET
(Near Fulton) BROOKLYN

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 **SNA'PY-HAT 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 14th day of November, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

Newest HOTEL
STOP at the
BEWITT CLINTON
a KNOTT hotel
in ALBANY
They all speak well of it...
JOHN J. HVLAND, Manager

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

LUMINOUS
Lowest Prices — Largest Assortment
Luminous Flowers — Religious Figures
Complete Stock of Religious Items
National System Studios
54 CENTRAL AVE., ALBANY, N. Y.

WANTED
DIAMONDS AND ANTIQUE JEWELRY
WE PAY YOUR PRICE.
UNCLE JACK'S LOAN OFFICE
82 Green St. Albany 4-8923

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **ENCO PAINTING COMPANY, 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 2nd day of November, 1944.
Thomas J. Curran, Secretary of State.
Frank S. Sharp, Deputy Secretary of State.

PUBLIC ADMINISTRATION

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER
 AMERICA'S LARGEST WEEKLY FOR PUBLIC EMPLOYEES

DEVOTED TO THE ACTIVITIES OF ALL COMMUNITIES, AND TO PLANS, PROGRAMS AND TECHNIQUES OF OFFICIALS, EXECUTIVES, ADMINISTRATORS AND PERSONNEL IN ALL PUBLIC AGENCIES

New Sources of Municipal Revenue

By W. J. MINSCH

Director of Revenue and Finance, Montclair, N. J.

TO A BUSINESSMAN it seems a rather upside down approach first to figure out how you are going to spend instead of earning your money before you spend it. Nevertheless the financial problems of a public corporation, just like those of a private corporation, all get back to the fundamental question of revenue.

First let's touch on economy. That's a subject we all like to talk about but not one that we like to do much about. We all say we want our taxes to come down, but as a matter of fact we don't want them to, at any rate, not by the economy route. To be sure, we would like our own individual tax bill to be lower, but to reduce it through economies means giving up something in the way of town services, and up to now our citizens have made it abundantly clear that there is nothing in the way of town services they want to give up.

In normal times we expect the building of new homes at least to keep pace with the increased expenses of a growing commu-

ity, and with the end of the war we will look for this natural process to resume.

New Remedies

However, the burden on our real estate is now higher than it should be, so as businessmen and property owners we are forced to do some very hard thinking along the lines of remedying the situation. Unless we do find and apply remedies, we are going to be like the farmer who is so shortsighted that he runs a farm year after year, taking fertility out of the soil, but doing nothing to restore it.

There are two main courses of action which we may pursue in restoring fertility in the tax field; one is by additions to our ratables and the other is by uncovering new forms of taxation. If we can pursue both of these methods successfully, then we may be optimistic about our future.

In addition to the building of new homes, probably the most interesting method of adding to ratables is through building of

apartment houses. In the town of Montclair, N. J., we have lately had two excellent examples of what this can do for us. One apartment house has an assessed valuation of \$575,000 and pays us over \$24,000 a year in real estate taxes; the other has an assessed valuation of \$228,000 and pays us \$9,600 a year. When it was built, it replaced three old houses upon which, I suppose, the total assessment must have been substantially less than \$30,000.

Another opportunity for pulling up our ratables is through improving properties in the business section.

New Sources

Now I want to go on and suggest other possible sources of revenue through the imposition of new forms of taxation. To be sure, any public official who utters the words "new forms of taxation" is leading with his chin and is almost certain to be misunderstood in some quarters. Let me therefore make it very emphatic that in suggesting these new forms of taxation, I am merely hoping that discussion and thought will be stimulated.

Well, let's begin with the idea of a tax on admission to the

movies. You have probably noticed that recently you have been paying something additional for your tickets. This "extra" goes to the U. S. Government. It would seem that the matter of taxing admissions to the movies is very much a local and domestic matter, but whereas the Federal Government is able to come in and take a nickel out of everyone who goes into the local movie houses, we can't do it in New Jersey. The State law does not permit it. Looks like we need a little service from the lads we send to the State Legislature.

Tax Public Property?

The Legislature passed a couple of bills which removed Federal Government property from tax exemption within the State, and one which directly permitted the taxing of Federal Government property within the State. In view of the very large amounts of Federal property now located in some of our communities, it seems there is justice in such a step; but if it is fair for the State to tax Federal property within its boundaries, why isn't it equally fair that a local municipality should tax State property within its boundaries? It

may be impossible to get relief from the Legislature on this, but it is worth a try.

Now, one last idea, and this too, touches on the matter of giving away service.

Sewerage Service

According to the way books are kept, our town and other towns show a profit on the sale of water to the citizens. But for some strange reason, municipalities have never kept their books correctly on their water system. True enough, we show a profit on the delivery of water to the houses, but nobody ever figures the cost of taking the water away from the houses. What I refer to is the fact that sewerage service is rendered without charge and the cost added to the general expenses of the town. We have many people in town who rent their homes. They pay the town directly for delivery of water. They should likewise pay for taking it away. We have a few cases where the water supply is obtained from artesian wells, so we make no profit on selling them water, but we give them free sewage disposal.

Information

The Civil Service LEADER will be happy to provide, without charge, any of the information-items listed below which may be requested by readers. Simply send in the coupon at the bottom of this column, to the Public Administration Editor, Civil Service Leader, 97 Duane Street, New York City.

116. PERMANENT JOINTS

Water mains are buried beneath the earth's surface to be forgotten permanently. Not only must the pipe be dependable and long-lived, but the joints must also be tight, flexible and long-lived—else leaky joints are apt to cause the expense of digging up well-paved streets. Their product is absolutely safe, say the manufacturers of "Leadtite." Information from the Leadtite Company, Girard Trust Company Building, Philadelphia, Pa.

117. SEWER DIG-UPS CAN BE AVOIDED

Sewers clogged with sand, roots and other debris are a menace to health. New installations lose their efficiency due to sand seepage. The OK Champion is suggested by the maker as the cleaner that does the entire job from the street level. Three different models are available, and are described in literature of the Champion Corporation, 4730 Sheffield Ave., Hammond, Ind.

1 WATER WORKS EQUIPMENT

A complete catalogue of water works and sewage treatment equipment has been prepared by the Caldwell-Wilcox Division, Krajewski-Pesant Manufacturing Corporation, 227 Fulton St., New York City. Among material described are: check valves, sludge air lifts, trash and bar screens, hydraulic and pneumatic valve operating equipment, pneumatic ejector systems, revolving fine screens, mechanical and hydraulic sluice gates, other equipment.

119. NEW SAND SPREADER

A new sand spreader attachment that spreads sand faster from the thinnest surfacing up to two-inch layers has been developed by the Plink Company, 500 Vermillion St., Sreator, Ill. Descriptive bulletin is available on request.

120. INLETS AND MANHOLE COVERS

Varied types of street, sewer and water castings are listed in a catalog issued by the South Bend Foundry Company, Lafayette Boulevard and Indiana Ave., South Bend, Ind. Also included are manhole covers, water meter covers, adjustable curb inlets, valve and lamp-hole covers, ventilators.

121. DUPLICATOR SUPPLIES

A complete catalog of duplicator supplies, including material which will be available after January, 1946, has been prepared by the Hoyer Corporation, 101-111 West Jackson Boulevard, Chicago 7, Ill. Gelatin rolls, a portable microscope, heliograph supplies, stencil, gelatin and spirit type duplicators are listed.

122. F-M 3-WAY RADIO

Motorola FM 3-Way radio installations are standard equipment in many police departments. Instant communication is reported to cut needless cruising, saving gas, rubber and repair bills. Full information as to the workings of the Motorola Police radiotelephone system is available from the Galvin Manufacturing Corporation, Chicago, Ill.

123. 1000-HOUR LAMPS

Catalog 42-B of the Inru Test Corporation, North Bergen, New Jersey, describes a line of traffic and street series lamps. Fully backed with a 1-year free replacement guarantee, these lamps should save manpower, tires, gas by reducing replacement work.

124. TO FIND THE RIGHT PIPE

Pipe should be ordered by specification, says the Hill-Hubbell Division of the General Paint Corporation, Cleveland, Ohio. The "Book of Pipe Protection," issued by this company is a complete guide for the pipe purchaser.

125. VALVES AND HYDRANTS

Valves and hydrants, made to standard specifications, and a complete line of pipe accessories are listed in catalog No. 34, of the M. & H. Valve and Fittings Company, Anniston, Ala.

126. CHLORINE, AMMONIA AND CHEMICAL FEEDERS

All types of feeders are manufactured by Wallace and Perman, Newark 1, N. J. Information is available on hypochlorinators, reagent feeders, dry chemical feeders, chlorinators and ammoniators, in all sizes for feeder chemicals used in sanitation practices.

127. PHOTO-COPY SAVES TIME

Copies of receipts, bids, contracts, personnel records, etc., can be had without the bother of retyping and proofreading by use of photo-copy equipment made by the American Photocopy Equipment Co., 2849 North Clark St., Chicago 14, Ill. Transcription errors are thus avoided; confidential papers reproduced without leaving the premises.

'Tiny Items' Prove Big in Financing Local Airports

The importance of terminal services and the small miscellaneous items in financing an airport is illustrated in the 1944 fiscal year statement of the Washington National Airport issued recently. Out of a gross income of \$516,470, the airport took \$90,968 from the sales of food, tobacco, newspapers, locker space, paper cups, conducted tours, napkin dispensers and other odd items. Sales of food in the restaurant, coffee shop, hangar cafe, public rooms and employes cafeteria, and in the form of box lunches and meals aloft brought in \$79,632. Other revenue items in general classifications during the 1944 fiscal year were rentals, \$120,116; landing fees, \$30,675; ramp service, \$17,042; charter and sight-seeing service, \$2,000; gasoline concession, \$150,000; taxicab and bus concessions, \$15,850; sale of utilities, \$75,458.

Brooms Available For Sanitation Department Use

Hints on the purchase of brooms by Sanitation departments for heavy duty are provided by the Otto Gerda Company of 82 Wall Street, New York City, importers.

Fibre brooms: Sherbro and Calabar grades, imported from West Africa, are the best in quality. Sherbro has finer strands and is recommended for smooth pavements. Calabar is wire-like and tough and is suggested for use on rough stone streets and brick and cobbled construction. Both grades do not readily absorb water to soften them, or lose stiffness.

Palmyrah stalks: Imported from India are tough-wearing, efficient and economical. This grade has been used by the government in air-field sweepers.

Hickory fibre: A product of North-Carolina is popular because of its low cost, as compared with imported fibres.

Gutter-broom steel wires: Steel wire brooms are still available, although the supply may be varied because of war conditions.

Cities Now Stepping Up Postwar Planning Tempo

Evidence that the nation's cities, as a whole behind schedule in their postwar planning, are stepping up the tempo in their preparations for the future is contained in reports to the Municipal Finance Officers Association. In one recent report, the association cited postwar planning activities in the following communities:

Everett, Mass., has a postwar rehabilitation fund of \$406,732 to be increased at least \$100,000 during the current month. By the end of 1945 Everett expects to have \$700,000 on hand for postwar spending purposes, which includes plans to complete a nurses home, an addition to the city hospital and a new city hall. The city does not intend to issue bonds nor ask federal aid to finance its postwar construction.

Wide Construction in San Diego

San Diego has \$6,033,000 on hand in cash and investments for postwar construction, with present plans calling for a variety of projects including sewers, a library, water extensions and harbor developments.

Portland, Ore., has already sold a \$12,000,000 sewerage disposal bond issue at 150 per cent and will invest the money for use when materials and manpower are available. Other projects of a less urgent nature amount to approximately \$10,000,000, which include parks, street improvements, bridge repairs and water works. In addition to the bond money, Portland has \$750,000 on hand in reserve funds.

Sewage Disposal Plant

Among other cities, Camden, N. J., plans the construction of a

sewage disposal plant as its No. 1 postwar project; cost will range from \$6,000,000 to \$10,000,000 and may be financed as a utility. Hartford, Conn., has set aside about \$750,000 for postwar uses, and in addition has \$80,000 specifically earmarked for a new fire station; the city does not anticipate a bond issue prior to the end of the war, says it will not rely on federal grants to construct other improvements. Houston, Tex., has a five-year plan involving expenditure of \$31,000,000 which, city officials say, will not increase the city's taxes; part of the money would come from issuance of revenue bonds, including an issue of \$14,000,000 awarded October 26, the balance to consist of bonds issued as older bonds are retired.

Smaller Cities

Among the smaller cities, Owatonna, Minn., reports several reserve funds in various units; the utilities have \$310,000 in bonds and cash, the hospital has a postwar reserve of \$27,000 toward a \$100,000 addition, \$20,000 is available for sewer construction, a bond issue of \$65,000 for an airport has been approved and a special election will be held to vote on a civic center to cost \$125,000.

Redwood City, Cal., proposes to issue \$360,000 in bonds soon, with other issues to follow, to finance a postwar planning program which already has been approved and published in booklet form; Red Deer, Alberta, reports surplus funds of \$100,000 in Victory bonds for extension of sewer and water services, street paving and other capital expenditures.

NYC Fire Dept. Orders 20 New Modern Pumpers

Twenty new pumpers for the New York City Fire Department have been ordered from the Ward La France Truck Division of Great American Industries, Inc., Elmira, N. Y. It was announced last week by Harold W. Harwell, president of the company. The pumpers, each of 750 gallons capacity, will be specially designed for use in New York City. They will have open cabs to provide better vision for the drivers and their equipment will

include safety nets and mounted deck guns.

In addition to the pumpers just ordered, other Ward La France equipment operated by the New York Fire Department includes hose wagons, rescue units and flood lights, as well as pumpers already in use.

NAVY FIREMEN HELP OUT A COMMUNITY

The Fire Department of Miami, Florida is suffering from a manpower shortage because many of the firemen have left the force to join the Navy. To help out the city, local Naval installations are sending low Navy firemen to work for the City on their off time.

Public Administration Editor
 Civil Service Leader, 97 Duane Street, New York City

Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

Name _____
 Title _____
 Organization or Agency _____
 Address _____
 Numbers of Items _____



Recent NY State Eligible Lists

(Continued from Page 9)

Matthews, Mary M., Albany	110	89525
Maloy, Marjorie, Albany	111	89525
Bapp, Dorothea B., Albany	112	89475
Baily, Bern. A., Trumansburg	113	89450
Kanel, Lena, Buffalo	114	89375
Valiant, Mildred, Albany	115	89175
Brachman, Bluma, Albany	116	89160
Mayhood, Evelyn, E. Chatham	117	89105
Bsegett, Ruth E., Albany	118	89150

Cain, Mark K., Cohoes	119	89075
Healey, Margaret, Troy	120	89070
Schlesinger, F., West Albany	121	89050
Kummer, Alice, Athens	122	89050
Murray, Evelyn, Troy	123	88875
Williams, Edythe K., Albany	124	88850
Rudof, Vera M., Albany	125	88825
Allen, Corinne B., Nassau	126	88750
Adams, Anne, Menands	127	88725
Clinton, Helen A., Wassale	128	88675
Laduke, N. J., Ogdensburg	129	88655
O'Connor, Mary M., Troy	130	88650
Ward, Laura B., Raybrook	131	88625
Campbell, Bernice E., Albany	132	88600
Zarzycki, Isabel, Cohoes	133	88600
Giles, Catherine, Troy	134	88550

Hughes, M. M., Albany	135	88450
Pindar, Isabel O., Albany	136	88375
O'Keefe, Helen E., Albany	137	88375
Hanlon, Margaret M., Albany	138	88305
Butler, Alice E., Albany	139	88310
Naleno, J. M., Hempstead	140	88300
Yarter, Grace, Cohoes	141	88220
McCarthy, Mary C., Albany	142	88220
Coie, Virginia E., Albany	143	88200
Sager, Jeanne E., Rensselaer	144	88175
English, Alice, Cohoes	145	88150
Carden, Anne, North Troy	146	88150
MacAllister, Mary M., Albany	147	88125
Parrell, Esther, Albany	148	87905
Pennelly, Mary Alice, Troy	149	87900
McArdle, Helen V., Syracuse	150	87875

Charap, Esther F., NYC	151	87825
O'Leary, Margaret, Albany	152	87775
Leventer, Mildred, Brooklyn	153	87735
Grossman, Esther, Albany	154	87650
Hoey, Kath., Kings Pk., L. I.	155	87600
Sheldon, Alice, Ithaca	156	87525
Powell, F. M., Ogdensburg	157	87400
Shepherd, Clara M., Albany	158	87450
Harrington, M., Averill Pk.	159	87435
Bruso, Ruth H., Albany	160	87435
Glockner, V. T., Albany	161	87425
Finch, Ruth A., Ft. Johnson	162	87400
Carey, L., Coeyman's Hollow	163	87200
Moore, Gladys M., Albany	164	87200
Marvin, Janet E., Albany	165	87175
Newberry, Jane H., Albany	166	87125

Lippitt, Mary E., Albany	167	87100
Williams, Margaret, Albany	168	87075
Twiss, Frances C., Cohoes	169	86980
Thompson, S. M., Willard	170	86950
Swartz, Mary L., Albany	171	86950
Vorsnyder, W. R., Cohoes	172	86925
Schneider, R., Delmar	173	86900
Wehster, Olive E., Albany	174	86850
McGrath, Margaret, Albany	175	86825
Dorey, Mary L., Albany	176	86725
Best, Marjorie E., Troy	178	86725
Harriman, G. M., Mechanicv.	179	86700
McCann, Virginia, Albany	180	86600
Browne, Helen C., Albany	181	86600
Bourgeois, Pauline, Cohoes	183	86540

(Continued on Page 16)

How the men of Consolidated Edison met the "BIG WIND"

NOW IT CAN BE TOLD: *The story behind the story of New York's hurricane of September 14, 1944*



1. FOREWARNED by advance Weather Bureau reports, the System gets ready before the first blow. Supply depots are established at strategic points. Line crews are mobilized; supervisory forces and others ordered to stand by.



2. THE HURRICANE STRIKES! Thousands of trees and branches crash—thousands of power poles fall—bringing down wires that interrupt electric service for varying periods in more than 222,000 homes in Brooklyn, Queens, the Bronx and Westchester—the greatest disaster in the history of New York's electric system.



3. ALL AVAILABLE RESERVES of manpower are called up to help regular emergency overhead and underground forces; mechanics, inspectors, meter testers, engineers and other trained workers pitch in. Extra crews with full equipment are borrowed from up-state companies which have escaped the hurricane.



4. AN ARMY OF 1600 works around the clock clearing wires and restoring service. More than 23,000 telephone calls in one day are received by the Company in Brooklyn and Queens alone. Specially constructed switchboards carry messages direct to trained operators who route them for prompt handling.



5. MORE THAN 60 WARNINGS to avoid broken live wires are broadcast by Consolidated Edison after the storm, over 13 radio stations.



6. HOSPITALS, WELFARE AND OTHER INSTITUTIONS... electrical pumps for the City's water supply and sewage system... are the first to have service restored. *Within four days*, nearly all Bronx and Westchester users and 90% of those in Brooklyn and Queens have lights and electric appliances again in operation. Many customers had service restored through temporary installations, but months must elapse before permanent repairs can be made.

● The hurricane of 1944 illustrates once more the value of an organization that is both ample and elastic enough to meet any emergency.

The quick and efficient recovery of Consolidated Edison's distribution system from the consequences of this storm provides renewed assurance of the future for the people and industries of this City.

BUY ANOTHER WAR BOND... TODAY!

CONSOLIDATED EDISON

SYSTEM COMPANIES



Government Openings

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

Read the job-listing below. When you have spotted the job for which your training or experience fits you, go to the office of the U. S. Civil Service Commission, 641 Washington St., New

York City. Remember that you'll get about 21% more than the salary listed because of overtime pay. And you'll need a certificate of availability if you're now engaged in an essential occupation.

- VI-884—Shipping Rate Clerk, \$2100.00.
- VI-8403—Traffic Clerk, \$2433.00.
- VI-9755—Railroad Transportation Clerk, \$2433.00.
- VI-8454—Dental Hygienist, \$1971.00.
- VI-5964—Junior Historical Aide, \$1752.00.
- VI-6856—Laboratory Assistant, \$1695.00.
- VI-746—Library Assistant, \$2433.00.
- VI-827—Registered Nurse, \$2190.00.
- VI-918—Dental Mechanic, \$2433.00.
- VI-982—Nurse's Aide, \$1752.00.
- ACCOUNTANT (\$3200 to \$3800, Incl.):
- ADVISOR (\$3200 to \$3800, Incl.):
- Technical Cataloging (Gasoline and Diesel Engine).
- AGENT (\$4000):
- Plant.
- ANALYSTS (\$1800 to \$4000 Inc.):
- Marketing, Repair Cost.
- APPRAISER (\$3800 to \$4000, Incl.):
- Repair Cost.
- ASSISTANT (\$2600 to \$3800 Inclusive):
- In-Service Training (Administrative & Clerical), Production.
- AUDITORS (\$3200):
- CHEMIST (\$3800):
- Technical (Spanish Translation).
- CHEMIST (\$2000 to \$3200 Inclusive):
- Laboratory Technician.
- CHIEFS (\$3200 to \$4000, Inclusive):
- Communication Center.
- CONSERVATIONIST (\$2000):
- Soil.
- ECONOMIST (\$2000).
- DIRECTOR (\$4000):
- Civilian Training.
- ENGINEERS (\$2000 to \$4000 Inclusive):
- Electrical, Architectural, Hydrologist, Hydraulic, Maintenance, Marine, Welding, Civil Structural, Aeronautical, Specification Writer, Sanitary, Industrial, Radio, Marine, Field, Soils, Mechanical, Exhibits, Mechanical, Studio Control, Materials, Safety.
- ENTOMOLOGIST (\$3800):
- EXPERT (\$2900 to \$3200, Inclusive):
- Packaging, Maintenance or Lubrication.
- INSPECTORS (\$2000 to \$3500, Inclusive):
- Plant Quarantine, Rail, Veterinary Meat.
- INSTRUCTOR (\$3800):
- Training.
- METALLURGIST (\$2000).
- METEOROLOGIST (\$2000).



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- OFFICERS (\$3200 to \$4000 Inclusive):
- Property Disposal, Supply, Medical, Purchasing.
- PHYSICIST (\$2000 to \$3800, Inclusive):
- PHYSIOLOGIST (\$3200).
- REPORTER (\$3200):
- (General news, Rewrite and general newspaper experience.)
- REPRESENTATIVE (\$2000 to \$4000, Inclusive):
- Field.
- SPECIALISTS (\$3200 to \$5000 Inc.):
- Industrial Procurement, Industrial Feeding, Procurement, Technological (Russian), Marketing, Industrial Training, Defense Securities Promotion.
- STATISTICIAN (\$2000 to \$3200, Incl.).
- SUPERINTENDENT (\$4000):
- Stevadore (Overseas Assignment).
- TRANSLATOR (\$1800 to \$3200, Incl.):
- Technical Spanish, Technical French.
- Attendant, \$1200-\$1440 p.a.; 07c-78c per hr.; \$23.00-\$26.00 per wk.
- Chauffeur, \$1320-\$1680 p.a.; 55c-97c hr.
- Carpenter, \$1800 p.a.; \$4.34 per diem; \$1.14-\$1.26 per hr.
- Checker, \$2000 p.a.
- Cook and Baker, \$1020 p.a.; 81c-92c per hr.; \$28.40-\$31.00 per wk.
- Elevator Operator, \$1200 p.a.
- Electrician, \$2200 p.a.; \$1.16 per hr.
- Firefighter, \$1680-\$1860 p.a.

- Helper:
- Helper Trainee, 77c-80c per hr.
- Helper Welder, 77c-80c per hr.
- Helper General, 77c-80c per hr.
- Helper Electrician, 77c-80c per hr.
- Helper Blacksmith, 77c-80c per hr.
- Leather and Canvas Worker, Helper, \$1500 p.a.
- Painter Helper, \$1500 p.a.
- A/C Engine Paris Cleaner Helper, \$1020 p.a.
- General Mechanic Helper, \$1500 p.a.
- Ordinance Helper, 84c per hr.
- Plumber Helper, 84c per hr.
- Auto Mechanic Helper, 84c per hr.
- Apprentice Mechanical Trades, 58c per hr.
- Minor Laboratory Helper, \$1200 p.a.
- Stationary Boiler Fireman, \$1320-\$1500 p.a.; 87c-97c per hr.
- Guard, \$1500-\$2040 p.a.
- Janitor, \$1200-\$1500 p.a.; 55c per hr.
- Laborer, \$1200-\$1680 p.a.; 53c-86c per hr.; \$5.25-\$6.40 per diem.
- Laundry Operator, \$1200-\$1500 p.a.; 60c-78c per hr.; \$24.80-\$29.00 per wk.
- Lithograph Pressman, \$2000 p.a.
- Lithograph Pressman Helper, \$2000 p.a.
- Pressman, Webendorfer, \$10 p.d.
- Marine Positions, \$1080-\$2280 p.a.; \$9.12 p.d.; 3.79 p.h.
- Machinist, \$1800-\$4200 p.a.; \$9.12 p.d.; \$9.95-\$1.26 p.h.
- Lithograph Operator, \$2000 p.a.; \$1.24 hr.

- Mechanics:
- Auto Mechanic, 5.70-\$1.16 per hr.; \$1860 p.a.
- General Mechanic, 5.95-\$1.04 per hr.
- Addressograph Mechanic, \$1800 p.a.
- Aircraft Mechanic, \$1800-\$2300 p.a.
- Mechanic (Dockbuilder), \$2040 p.a.
- Mechanic (Scaffold Painter), \$1800 p.a.
- Jr. Aircraft Eng. Mechanic, \$1800 p.a.
- Elevator Mechanic, \$2300 p.a.

- Miscellaneous:
- Caretaker-Gardener, \$1500 p.a.
- R.R. Breakman, \$5.97 per hr.
- Locksmith, \$5.95 per hr.
- Millwright, \$5.98-\$1.01 per hr.
- Mixer Macerator Operator, 5.93 per hr.
- Sullivan, Ether and Alcohol, \$1.01 per hr.
- Rope and Wire Splicer, 5.86 per hr.
- Railroad Trackman, \$4.48 per diem.
- Shipfitter, \$1.14-\$1.26 per hr.
- Shipwright, \$1.14-\$1.26 per hr.
- Wharfbuilder, \$1.14-\$1.26 per hr.
- Boilermaker, \$1.14-\$1.26 per hr.
- Coppersmith, \$1.14-\$1.26 per hr.
- Pipefitter, \$1.30-\$1.32 per hr.
- Welder, \$1.10-\$1.16 per hr.
- Apprentice Toolmaker, 5.55 per hr.
- Toolmaker, \$1.31 per hr.
- Cooper, \$7.00 per diem.
- Leather and Canvas Worker Helper, \$1500 p.a.
- Gas Cutter & Burner, \$1.14-\$1.26 per hr.
- Chipper & Caulker, \$1.14-\$1.26 per hr.
- Painter, \$90-\$1.26 p.h.
- Plumber, \$1.14-\$1.26 p.h.
- Finisher, \$5.28 p.d.
- Sizer, Marker, Examiner, 5.67 p.h.

- Repairman:
- Office Appliance Repairman, \$1500-\$2260 p.a.
- Typewriter Repairman, \$1800 p.a.
- Armament Repairman, \$1.00-\$1.03 p. h.
- Scale Repairman, \$70 per hr.
- Sewing Machine Repairman, \$1.17 p. h.
- Sheet Metal Worker, \$1.04-\$1.26 per hr.
- Storekeeper, \$1200-\$2300 p.a.
- Engineering Aide, \$1620-\$26000 p.a.
- Technical Consultant, Trainee, \$2000 p.a.
- Negative Cutter, \$2900-\$3200 p.a.
- Clothing Designer, \$2800 p.a.
- Draftsman, \$1320-\$2000 p.a.
- Illustrator, \$1620-\$2000 p.a.
- Allowance Aide (Electrical), \$20000 p.a.
- Physical Science Aide, \$1800 p.a.
- Tool Designer, \$2000 p.a.

- Inspector:
- Inspector, Paper and Paper Products, \$2000 p.a.
- Marine Inspector, \$2200 p.a.
- Inspector (Textile), \$2000 p.a.
- Material Inspector, \$2000 p.a.
- Inspector Subsistence, \$1800 p.a.
- Fire Prevention Inspector, \$2000 p.a.
- Inspector of Radio, \$1440-\$2000 p.a.
- Inspector Ordnance Materials, \$1440-\$2000 p.a.
- Inspector Engineering Materials, \$1620-\$1800 p.a.
- Inspector, Transportation Equipment, \$2200 p.a.
- Inspector, S.C.M., \$1440 p.a.
- Und. Insp. A-C Supplies, \$1500 p.a.
- Shipbuilding Inspector, \$2200 p.a.
- Inspector Lumber, \$2200 p.a.

THE EVERGREENS
CEMETERY
(Non-Sectarian)
BUSHWICK AV. & CONWAY ST.
Brooklyn
Glenmore 5-5300-5301
The new Glibron Section completely landscaped and all with perpetual care, is now open for both single graves and plots.
PRICE OF LOTS
Depending upon Location
Persons desiring time for payment will be accommodated.
Single Graves for three interments in the New Park Section with perpetual care and including the first opening \$175
Single Graves for three interments in other sections without perpetual care but including the first opening, \$100

- Ammunition Inspector, \$2300 p.a.
- Motion Picture Technician, \$3000-\$3000 p.a.
- Laundry Superintendent, \$3000 p.a.
- Watch Expert, \$3000 p.a.
- OVERSEAS VACANCIES
- Master Machinist, \$1.37 1/2 per hr.
- Tinsmith, \$2000 p.a.
- Fire Truck Driver, \$2400 p.a.
- Evaporator Operator, \$2600-\$2875 p.a.
- Electrician, \$2600-\$2875 p.a.
- Armature Winder, \$2600-\$2875 p.a.
- Diesel Oiler, \$2300-\$2500 p.a.
- Boiler Operator, \$2600-\$2875 p.a.
- Ice Plant Operator, \$2000-\$2875 p.a.
- Firefighter, \$2400 p.a.
- Plumber, \$2600 p.a.
- Laborer (Bldg.), 76c per hr.
- Carpenter, First Class, \$1.35 per hr.
- Reinforcing Rodsetter, \$1.35 per hr.
- Painter First Class, \$1.20 per hr.

- Electrician First Class, \$1.50 per hr.
- Truck Driver, 5-10 Tons, \$1.05 per hr.
- Mechanic, First Class, Heavy Duty Equip. \$1.50 per hr.
- Mechanic, Second Class, Automotive, \$1.25 per hr.
- Machinist, First Class, \$1.50 per hr.
- Tractor Operator, \$1.45 per hr.
- Shovel Operator, \$1.05 per hr.
- General Machinist, \$1.38-\$1.50 per hr.
- Auto Mech., \$1.38-\$1.34 per hr.
- Watch Repairman, \$1.28-\$1.40 per hr.
- Instrument Repairman, \$1.33-\$1.45 per hr.
- Armament Electrician, \$1.33-\$1.45 per hr.
- Armament Machinist, \$1.38-\$1.40 per hr.
- Armorer, \$1.38-\$1.04 per hr.
- Plumber, First Class, \$1.50 per hr.
- Stevadore Supt., \$4500 p.a.
- Messmen, \$830 p.a.
- Oiler, \$1200 p.a.
- Chief Cook, \$2070 p.a.

Help Wanted—Male

Laborers-Janitors

EXPERIENCED MEN CAN EARN TO START...

\$46.⁸⁰ For 6 Day Week

\$61.²⁰ For 7 Day Week

at **Wright Aeronautical Corporation**

Hundreds of Other Good Jobs Open for Machine Operators and General Industrial Help

GOOD PAY and BONUSES • MODERN PLANT EASY TRANSPORTATION

Apply Today . . . Don't Delay

WRIGHT

AERONAUTICAL CORPORATION
(Division of Curtiss-Wright Corp.)

Employment Offices: 1660 Broadway, New York City
or U.S.E.S. Offices: 87 Madison Ave., New York City

LEGAL NOTICE
CERTIFICATE OF LIMITED PARTNERSHIP
STATE OF NEW YORK,
COUNTY OF QUEENS, ss.:
We, KENNETH G. JUDSON and CAROLYN W. JUDSON, having formed a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, DO HEREBY CERTIFY:

- The name of the partnership is JUDSON & CO.
- The character of the business to be transacted is that of brokers, commission merchants and dealers in all kinds of stocks, bonds, notes and other securities, foreign and domestic exchange, gold and silver, bread stuffs, produce, grain, provisions, cotton, coal and petroleum, and to continue the present partnership of Judson & Co.
- The location of the principal place of business is to be at No. 60 Beaver Street, Borough of Manhattan, City and State of New York.
- The name and place of residence of each member is as follows:
KENNETH G. JUDSON, General Partner, 26 Greenway Terrace, Forest Hills, New York.
CAROLYN W. JUDSON, Limited Partner, 26 Greenway Terrace, Forest Hills, New York.
- The term for which the partnership is to exist is from November 1st, 1944, to October 31st, 1945.
- The only contribution of the Limited Partner is the sum of Fifteen Thousand (\$15,000.00) Dollars.
- The contribution of the Limited Partner is to be returned to her upon the termination of the partnership.
- The share of profits or other compensation by way of income which the Limited Partner shall receive is thirty-five (35%) per cent of the net profits of the partnership.
- No right is given to the Limited Partner to substitute an assignee as contributor in her place, or to demand and receive property other than cash in return for her contribution.
- No right is given to the partners to admit additional limited partners.
- The General Partner contributes to the firm the use of his seat on the New York Stock Exchange.
- In the event of the death of the Limited Partner, any sale or assignment of her interest for the purpose of continuing the partnership, shall be subject to the approval of the New York Stock Exchange.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of N K CONSTRUCTION CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 6th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GANSVOORT MEAT CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 31st day of October, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 3235 PARKSIDE PLACE CORP. 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BROKAW REALTY AND SECURITIES 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LUCO PAINT CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 31st day of October, 1944.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JALYN NOVELTY CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 30th day of October, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

Help Wanted—Male

MEN
NO EXPERIENCE
MEALS AND UNIFORMS FURNISHED
FULL OR PART TIME
BAKERS (Night DISHWASHERS POTWASHERS Porters, Day or Night SODAMEN Good Appearance SALESMEN
6 P.M. to 1 A.M.
BONUSES—PAID VACATIONS PERMANENT POSITIONS
SCHRAFFT'S
APPLY ALL DAY
56 West 23rd St., N. Y.
Or Apply 5 to 8 P.M.
1381 Bway, nr. 38 St.

GROCERY CLERK
EXPERIENCED OR INEXPERIENCED
FULL TIME OR PART TIME (8-1 or 2-4 daily or 8-4 any one day) Also Thanksgiving week work.
Boys under 18 bring working papers Observe WMC Rules Apply all week except Thurs. 8-11:30 A.M.
Write qualifications, Personnel Dept.
MUST BE INTERESTED IN GOOD OPPORTUNITIES FOR A POST-WAR FUTURE WITH
GRISTEDE BROS.
SUPERIOR FOOD STORES
1881 PARK AVE., N. Y.
NEAR 128th ST.

MEN AS STEWARDS
For Railroad Dining Cars
Splendid Opportunity for
Permanent Positions
With Advancement Possibilities
Prefer neat appearing, courteous men, 27 to 45 with sales experience, or those who have had contact with the public.
Ideal Working Conditions
Apply in Person to
MR. A. G. SENCAK
N. Y. Central System
847 Morris Ave.
Bronx, N. Y.

CHAUFFEURS
MECHANICS
GREASERS
WASHERS
HELPERS
Garage Workers
No Experience Necessary
GOOD SALARIES
PAID VACATIONS
GREEN BUS LINE
148-02 147TH AVE.,
JAMAICA, L. I.

Help Wanted—Male

MEN - MEN
Come Out of Retirement
YOU ARE NEEDED IN THE MANPOWER EMERGENCY
You can help by serving as a temporary communications carrier in the vital telegraph industry.
Work in Civilian Attire
Hours to Suit You
Opportunity for Overtime
Room M-5, 60 HUDSON ST.
Nr. Chambers St., N. Y.
40 BROAD ST., nr. Wall St., N. Y.
127 W. 40th ST., nr. B'way, N. Y.
422 E. 149th ST., nr. 3d Ave., N. Y.
311 WASHINGTON ST.
Nr. Boro Hall, B'klyn
40 JOURNAL SQ., Jersey City
WESTERN UNION

MEN
ESSENTIAL WAR WORK
No Experience Necessary
Assist Shipping & Receiving
4 P.M. to 10 P.M.
GEORGE W. LUFT CORPORATION
34-12 36TH AVENUE
LONG ISLAND CITY
Phone Mr. Nemecc
STIlwell 4-4308

Aircraft
The Battle of Production will end only with the defeat of Japan
ASSEMBLERS, MECHANICS Urgently Needed. Night Shift 50-HOUR WORK WEEK
Start \$51.43 per week
Plus Incentive Bonus! Progressive Increases. Also Many Day Shift Openings

Edo Aircraft
13-10 111th St. College Point, L. I.

MEN FOR TRAIN SERVICE
No Experience Necessary
Apply by letter only
Hudson & Manhattan R. R. Co.
Room 113-E, 30 Church St. New York 7, N. Y.
Essential Workers Need Release Statement

STOCK CLERK
Young Man Opportunity Permanent Position 5 days
A & P TEA COMPANY
420 Lexington Ave., N. Y. C.
Room 440

Help Wanted—Male

KEEP 'EM ROLLING
Urgent Need to Move Service Men and Women
THE PULLMAN CO.
LIMITED EXPERIENCE REQUIRED
UPHOLSTERERS ELECTRICIANS MECHANICS
NO EXPERIENCE REQUIRED
PULLMAN PORTERS
STORE ROOM LABORERS
Essential War Workers Need USES Release Statement and Consent of The Railroad Retirement Board
APPLY
THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2612, Grand Central Terminal, New York City
24-12 Bridge Plaza South, Long Island City
Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C.

TOOLMAKERS
DRILLPRESS OPERATORS
INSPECTORS
(1st and 2nd Operators)
50-Hour Week
W. L. MAXSON CORPORATION
460 West 34th Street New York City

TELETYPE OPERATORS
Tape or page
Opportunity to learn Radio Telegraphy
Apply Monday to Friday
R.C.A. COMMUNICATIONS, Inc.
66 Broad St. N. Y. C.

Slip Cover Cutters and Slip Cover Operators Upholsterers
Immediate Openings. Apply Employment Office.
BLOOMINGDALE'S
60th St., Lexington Ave., N. Y. C.

MEN
Day and Night Porters Full Time
STOCK MEN
Full time or 10 A.M. - 2 P.M. And 2 P.M. to Closing
HEARN'S
74 Fifth Ave., New York City

Help Wanted—Male & Female
MEN -- WOMEN -- BOYS
TRAINEES OR EXPERIENCED
ASSEMBLERS — SUB-ASSEMBLERS
SUB-WIRERS — SOLDERERS
SHIPPERS — HELPERS
GENERAL WORKERS
ALL AGES
GOOD POST-WAR OPPORTUNITIES
Fada Radio & Electric Co., Inc.
30-20 THOMSON AVE., LONG ISLAND CITY
20 Minutes from Times Square

WAR MANPOWER COMMISSION
1. Employers in non-essential industry may not hire a worker previously employed in ESSENTIAL industry without a statement of availability and referral card from the USES of the WMC.
2. Employers in non-essential industry employing 4 or more persons may not hire any workers between 18 and 45 years of age previously employed in NON-ESSENTIAL industry without a referral card from the USES of the WMC.
3. Employers in essential industry may hire any workers previously employed in ESSENTIAL industry if he has a statement of availability from his last previous employer or from the USES of the WMC.
4. Employers in essential industry may hire any worker from non-essential industry without a statement of availability, and without a referral card from the USES of the WMC.
5. Critical workers and shipyard workers must have a statement of availability and a referral from the USES of the WMC in order to secure any other job.

Help Wanted—Male

BOYS & YOUNG MEN
GENERAL HANDS
MAINTENANCE MEN
ELECTRICAL BACKGROUND
HORNI SIGNAL MFG. CORP.
73 VARICK ST., N. Y.
Canal St. Station—All Subways
SENIOR DRAFTSMEN DESIGNER on ELECTRONIC EQUIPMENT Also BLUEPRINT CHECKERS Days Only
RADIO TESTERS
R. F. & I. F. Experience Day and Night Shifts Radio War Plant
Hamilton Radio Corp.
510 6th AVE. (14th St.) New York City Fifth Floor

BUTCHERS
AND
Apprentice Butchers
Full, part time or Saturday work. Also Thanksgiving Week work. For New York City, Westchester County or Connecticut
Apply all week, 8-10 AM, except Thurs. or write qualifications, Personnel Dept.

Gristede Bros.
SUPERIOR FOOD STORES
1881 PARK AVENUE, N. Y.
NEAR 128th ST.
OBSERVING WMC RULES

RADIO OPERATORS and TECHNICIANS
U.S. and Foreign Service
Apply

Press Wireless, Inc.
230 WEST 41st ST., N. Y. C.
Room 1200

Help Wanted—Male - Female

MEN & WOMEN WITH CARS
Full or Part Time
You can perform a patriotic duty and render a useful public service by delivering telegrams during day, evenings, weekends.
Work Without Uniforms
MEN, Minimum Age 18
WOMEN, 21 and Over
Apply at Your Nearest Office
WESTERN UNION
40 BROAD ST., nr. Wall St., N. Y.
60 HUDSON ST., Room M-5, nr. Chambers St., N. Y.
127 WEST 40th ST., nr. B'way, N. Y.
422 EAST 149th ST., nr. 3rd Ave., N. Y.
311 WASHINGTON ST., Brooklyn Near Boro Hall
27-06 THOMPSON AVE., L. I. CITY, nr. Court Sq.

TRAFFIC CLERKS
ASSIGNED SHIFTS
Can also train for teletype and radio operating
Apply
Press Wireless, Inc.
230 WEST 41st ST., N. Y. C.
Room 1200

Help Wanted—Female

CANDY PACKERS
Earn from 55 to 60c per hour with wage incentive
Day and Night Work
Excellent Working Conditions Post War Overtime, Time and Half Paid Vacation and Holiday Pay
QUAKER MAID CO.
80 - 39th ST., BROOKLYN, N. Y.

GIRLS
Want to Earn Some Extra Christmas Money?
A. S. BECK
Has pleasant part-time jobs in shops throughout the city. Mornings—Afternoons—Evenings.
Salary and Commission
Apply Personnel Office
25 W. 43rd St., N. Y. C. 6th Floor

TYPISTS
experienced in filling in letters Days or evenings and Saturdays Good pay.
ANREND COMPANY
52 Duane St. nr. City Hall

SALESWOMEN
PART OR FULL TIME POSITIONS PERMANENT AFTER THE WAR
Part Time Positions
Mornings or Afternoons
From Now until Christmas
11 A.M. to 4:30 P.M.
9 A.M. to 2 P.M.
9 A.M. to 4 P.M.
1 P.M. to 6 P.M.
THE NAMM STORE
432 FULTON STREET
BROOKLYN

CLERKS
Several openings for filing and general office work.
5-Day Week
Good Opportunity and Advancement

W. L. MAXSON Corp.
460 WEST 34th ST., N. Y. C.

SALESWOMEN
Full Time And 1 P.M. to Closing
CLERICAL, CASHIERS
STOCK GIRLS
WRAPPERS
SODA FOUNTAIN ATTENDANTS
5-DAY — 40-HOUR WEEK
No experience necessary. We will train you.
HEARN'S
74 Fifth Ave., New York City

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MOE FEINBERG-MOE WIESEN, 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 27th day of October, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HARTMAN LUNCH COMPANY, 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 November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WEST 13TH ST. RETAIL MARKET, 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 November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CHARELL REALTIES, 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CORDELL CATERIA, 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 31st day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of O. GLANTZ, 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EXCELLENT DRESSES, 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 534 WEST 163RD STREET REALTY CO. INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CHUSID BROS. RELIABLE GROCERS, 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 8th day of November, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HOROWITZ & ISAHOFF, 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 August, 1944.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

READERS' SERVICE GUIDE

MR. FIXIT



Clockwork
KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING...

Patent Attorney

GEORGE C. HEINICKE—Registered in all States. Have you an idea or invention that should be patented? Come in and talk it over...

Typewriters

TYPEWRITERS, adding, calculating machines Addressographs, mimeographs Rented, Bought, Repaired, Sold, Serviced, Worms, Typewriter and Adding Machine Corp...

Radio Repairs

FOR GUARANTEED RADIO REPAIR Service, Call GRam. 3-3092. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 60 Second Ave. (Nr. 3rd St.)

RADIO SERVICE LABORATORY

Guaranteed radio repairs on all makes. Tubes now available. Call ATwater 9-0627, 1670 Second Ave., N. Y. C., between 88th-87th Sts.

Dressmaker

MODELS TO SUIT YOUR PERSONALITY, made to order. Dorothy Dantzer-Pyles, dressmaker, 1275 Fifth Ave., N. Y. C., Cor. 109th St. University 4-4857.

Auto Accessories

B & B AUTO ACCESSORIES & SERVICE, 606 Lenox Ave. (Savoy Ballroom Bldg.). Featuring tires, batteries, ignition, carburetor and minor repairs. ROAD SERVICE. "Call for us and we will call for you." Phone AU 3-9421.

MERCHANDISE WANTED

CASH PAID IMMEDIATELY for Pianos and Musical Instruments. TOLCHIN, 45 E. 8th St. AT. 4-6917. SILVERWARE FLAT AND HOLLOW. Urgently needed. High prices paid. J. Sloves, 149 Canal St. WA. 5-0686.

MISS & MRS.

Height Increased

BE TALL AND STATELY—Add almost one inch to your height in six treatments with Psycho-physical couch. Proven by test. Free demonstration. Absolutely safe, inexpensive. Strengthens, streamlines and postures body. Beauty Build Inst., 151 W. 57th St. CI 7-6332.

Beauty Culture

JOLA WHITE, proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 165th St., Bronx. Opportunity for two operators. DAYton 3-8308.

ARVE WEST BEAUTY SHOP, 307 W. 125 St. 1 flight up, New York, N. Y. Miss West, formerly was Master Beautician of Baltimore Md. & Washington D. C. BY APPOINTMENT ONLY. Specialize in dyeing and bleaching.

HAIITI'S BEAUTY SALON, located at 2434 Eighth Ave. (bet. 130th & 131st Sts.), offers the finest in Beauty Culture. All systems. Closed Tuesdays. Tel. AU 3-9245 for appointment. Lena Haith, Prop.

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REDUCE — INDIVIDUALIZED DIETS. Exercises "For You." One hour massage and combination deep-pore facial will prove wonders. Chelsea Studio, 36 E. 40th St. LE 2-8945.

Corsetiere

SPENCER CORSETS—Style and surgical corsets. Abdominal belts for men and women. JANE STRINGER, 590 5th Ave. (cor. 42nd). PENNSYLVANIA 6-5928.

Dresses

DOTTY'S DRESS SHOPPE, 2458 7th Ave. (near 143rd St.)—Stunning dresses in a variety of styles, sizes and colors at budget prices. Regular and hard to fit sizes. Complete your outfit with a charming fur hat styled to suit your face. Audubon 3-9879.

AFTER HOURS

MARRIAGES ARE NOT MADE IN HEAVEN! Introductions arranged CAREFULLY. Call Mr. Chancie, T.O. 5-0044.

A SOCIAL CLUB Chartered by State of N. Y. Confidential, dignified introductions. Meet congenial friends, ladies, gentlemen all ages. Out of towners welcome. Call or send stamped envelope for particulars. Clara Lane Manager, Contact Center Club, 66 W. 47th, N. Y. BR. 9-8943 (Hotel Westworth).

NEW FRIENDS ARE YOURS! Through Our Personal Introductions. Enhance Your Social Life. Discriminating Clientele. Non-Sectarian. Original Dating Bureau. GRACE BOWES, Est. 1935, 236 West 70th St. (bet. 7'way & West End Ave.), ENd. 2-4680.

PERSONAL INTRODUCTIONS FOR SERIOUS MINDED PEOPLE. All Religions. All Ages. Finest References and Recommendations. Confidential Service. Interview Free. Helen Brooks, 100 West 42nd St. Corner 8th Ave., Room 802. Wisconsin 7-2430.

WHERE TO DINE

HAVE LUNCH TODAY at the O.K. Restaurant, 28 Elk Street (between Pearl and Duane). Excellent home cooking. Breakfast, luncheon, catering. Two floors of table service.

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere." Good Food—The Way You Like It. Sorry—Closed Saturday & Sunday.

VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.), serves delicious dinners, UN. 4-8860, Mary Abernathy, Prop.

MRS. BROWN'S, YOUR FAVORITE eating place, is now located in its own spacious establishment—opposite the Old Stand, 2415 Seventh Avenue, N. W. corner 141 St. Specializing in southern home cooking.

ANTHONY'S GYPSY TEA ROOM. Featuring excellent readers. FREE TEA LEAF READING. Special attention to parties. Above Trans Lux Theatre, 1007 Broadway, third Lobby, Columbus 5-9019. BARONS BAR-B-Q ROTISSERIE. Famous for tastily cooked foods. Breakfast, luncheon and dinner. Serving a la carte, 2400 7th Ave. (Next to Roosevelt Theatre.)

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CURIOSITY TEA SHOP invites you for sandwiches and tea. Readings are gratis. Open from 11 A.M. to 9 P.M. 581 Fulton St. nr. Flatbush Ext. Brooklyn.

EVERYBODY'S BUY

Animal Food FINE'S VICTORY MEAT for animals—made fresh daily. 20c. lb. No points. 407 Sixth Ave., near 11th St.

Clothing

H. GORMAN, Men's and Young Men's Clothing—Slightly used, well known manufacturers; topcoats, suits, overcoats, from \$5 up. 429 West 42nd St., bet. 9th-10th Aves.

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SMALL RADIOS WANTED—Portable radio-phonograph combinations, fans, irons, electrical appliances. TOP PRICES PAID. Also repairs. Jack Green's Radio Co. 79 1/2 Cortland St., N. Y. C. BE. 3-0630

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BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices. Clothing for men, women, children. Home furnishings, novelties. THE TIPTOP, 29 Greenwich Ave. WA. 9-0828

Bicycles

Sold — Rented — Repaired — Refinished. Equal to new. (No priorities needed on new bicycles.) Expert baby carriage repairs. "Quality comes first." Special discount to civil service personnel. Dobbs Cycle Co., 1798 E. Tremont Ave. (nr. Beach Ave.), Bronx. TAlmadre 2-9593.

Postage Stamps

DON'T THROW THOSE STAMPS AWAY! They may have value. Send 3c for "Stamp Want List" showing prices we pay for U. S. stamps. Free if you mention The Leader, Stampazine, 315 W. 42nd St., New York.

Beauty School

ALMANELLO (Alma Grant Founder) Terms very reasonable. Call, phone or write for particulars, 2157 Seventh Ave. (nr. 128th St.) UN. 4-9266.

Tires

TIRES-TIRES-TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave. LONGacre 5-8393

Specialty Shop

NOW OPEN—TITO'S Specialty Shop, 2752 Eighth Ave (near 146th St.), ED 4-0981. Full line of Ladies' Hosiery, Linerie, Dresses, etc.

Lumber

KITCHEN UNITS, WARDROBES and LUMBER OF ALL DESCRIPTIONS. Liberty Lumber Co., 196-16 Liberty Ave., Richmond Hill, VI. 3-7320; 218-42 Hempstead Ave., Queens Village, HOLlis 5-3730.

Furs

FURS REPAIRED, REMODELED, expert glazing, blending; all kinds of furs for sale. BROADWAY FURRIERS, 305 7th Ave., 7th floor. CH 4-6995.

MAGNIFICENT GENUINE FUR COATS, Wonderful quality. Samples from Fashion Show Room. From \$65. LEONA STUDIO, 105 W. 72nd nr. Broadway (not a store).

REStyled and REPAIRED. Bring old model to us, we will make a new 1945 creation out of it. FINEST OF CARE—UTMOST IN STYLE, reasonable cost. All work done on premises. Guaranteed. G. KANDILOU, Man. Furriers, 11 West 30th St. CH. 4-1275

Secretarial Services

HARRIS SECRETARIAL SERVICE, 209 W. 125th St., Room 211, N. Y. Excellent stenographic work on every description. No job too large or too small. Envelopes addressed: Typing, Dictation, Mimeographing, Academy 2-7300.

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SUBSTANTIAL SAVINGS, GIFTS —all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops, Unique personalized plan, Small lots, wholesale. Municipal Employee Service, 61 Park Row.

Dresses

CREATIONS IN STYLE AND FASHIONS as seen in Harper's Bazaar, Vogue, etc., featuring exquisite suits, street and cocktail dresses for fall and winter. Most complete store of its kind in city. DOROTHY'S EXCLUSIVE DRESS SHOPPE, 370 St. Nicholas Ave. (Cor. 124th St.) UN. 4-7700.

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SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1943 refiled on our premises. Notary Public, 15c per signature. Jay Drug Co., 305 E'way. WO 2-4736.

Masseur

Louis Watten, Licensed Masseur, Lic. No. 370795. Residence Service. Medical massage. DAYton 3-6939, 1021 Trinity Ave., Bronx. Office Hours 4-9 P.M.

Bald Heads

CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair to bald heads; are or condition of baldness does not matter; roots don't die. For particulars call, phone. Clarence Green, 64 Bradhurst Ave. (cor. 145th St.), N.Y. AU 3-9745.

Scalp-Hair Treatments

EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 30 years experience in New York, Paris. Free consultation. Call JA 9-0178.

LEGAL NOTICE

CRUTTENDEN, HELEN F.—Supplemental CITATION.—The People of the State of New York, by the grace of God free and independent, to GEORGE W. RICHARDS, KATHERINE TEAL, STOCKTON REED, WILLIAM L. SLADE, STANLEY FIELD, the next of kin and heirs at law of HELEN F. CRUTTENDEN, deceased, send greeting:

Whereas FRANK M. MARSH, who resides at 10716 Deering Ave., Cleveland, State of Ohio, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated June 22, 1938, relating to both real and personal property, duly proved as the last will and testament of HELEN F. CRUTTENDEN, deceased, who was at the time of her death a resident of 755 Park Ave., the County of New York, temporarily sojourning at 10716 Deering Ave., Cleveland, Ohio.

Therefore you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 13th day of December, one thousand nine hundred and forty-four, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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, Hon. JAMES A. FOLEY, Surrogate of our said County of New York, at said county, the 3rd day of November, in the year of our Lord, one thousand nine hundred and forty-four. GEORGE LOESCH, Clerk of the Surrogate's Court.

CITATION.—The people of the State of New York by the grace of God, free and independent, to LUCILA VARAS DE AVA-LOS; VIOLETA AVALOS SWAN; ARTURO AVALOS VARAS; THOMAS LUIS AVALOS VARAS; ROBERTO AVALOS VARAS; LUCILA CARMELO AVALOS GULLO; and the next of kin of LUIS LORETO AVALOS PAEZ, deceased, whose names and Postnames and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, next of kin or otherwise in the estate of LUIS LORETO AVALOS PAEZ, deceased, who at the time of his death was a resident of Monte Carlo, Principality of Monaco, send GREETING:

Upon the petition of The Public Administrator of the County of New York having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

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 13th day of December, 1944, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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, Hon. JAMES A. FOLEY, a Surrogate of our said County, at the County of New York, the 30th day of October in the year of our Lord one thousand nine hundred and forty-four. GEORGE LOESCH, Clerk of the Surrogate's Court.

CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP—We, the undersigned, being desirous of forming a limited partnership, pursuant to the laws of the State of New York, do certify as follows:

1. The name of the partnership shall be PANY.

2. The character of the partnership business is the manufacturing and selling of coats, suits and raincoats.

3. The principal place of business of the partnership is 247 West 38th St., Borough of Manhattan, City, County and State of New York.

4. The name and place of residence of each member, and a designation of which are general partners and which are limited partners, are as follows:

General Partners—SAMUEL GREENBLATT, 20 Evergreen Ave., Lynbrook, Nassau County, New York; HERMAN GOLDBERG, 1700 Grand Concourse, Borough and County of Bronx, City of New York. Limited Partners—LEE GREENBLATT, 20 Evergreen Ave., Lynbrook, Nassau County, New York; CELIA GOLDBERG, 1700 Grand Concourse, Borough and County of Bronx, City of New York; RUTH MARKS, 320 West End Ave., Borough of Manhattan, City of New York; SADYE GOLDSTEIN, 8 Weston Place, Lawrence, Nassau County, New York; FANNIE SCHNEIDER, 3685 University Ave., Borough of Bronx, City of New York; DOROTHY KLEIN, 371 Belmont Ave., City of Newark, New Jersey.

5. The term for which the limited partnership is to exist is for one year, commencing November 1, 1944, and shall automatically renew itself from year to year unless any one or more of the partners gives sixty (60) days written notice to all the other partners of his or her intention to dissolve the partnership, and upon such notice the partnership shall proceed to dissolution.

6. The amounts of cash contributed by the limited partners are as follows: Lee Greenblatt\$12,000 Celia Goldberg 12,000 Ruth Marks 4,000 Sadye Goldstein 4,000 Fannie Schneider 4,000 Dorothy Klein 4,000

7. The limited partners shall make no additional contribution at any time.

8. The contributions of the limited partners shall be returned upon termination or dissolution of the partnership, and if at any time there is insufficient capital to repay both the limited and general partners all their respective amounts which they contributed to the partnership, then there shall be repaid to them an amount pro rated according to their respective original contributions of capital to the partnership.

9. (a) The share of the profits or other compensation by way of income which each limited partner shall receive by reason of his or her contribution is as follows: Lee Greenblatt and Celia Goldberg are each to receive \$100 per week and 1/6th of the profits; Ruth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein are each to receive \$50 per week and 1/12 of the profits. In case any of these drawings will be increased or decreased, then such increase or decrease shall be made proportionately—that is, the decrease or increase shall be in the ratio that the present fixed amount bears to the total amount distributed to all the parties herein.

(b) The general partners jointly and severally guarantee payment unto Ruth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein jointly, the sum of \$25,000.00, which includes \$10,000.00 originally contributed by them upon the formation of the partnership. If any portion of the profits or the whole or any part of the original investment shall have been received prior thereto, then such sum or sums so received shall be applied toward the return of the guaranty of the said \$25,000.00.

(c) If and when the aforesaid payment of \$25,000.00 shall have been paid and there be a total net asset of \$50,000.00 or less, then in such event that sum shall be divided equally amongst Samuel Greenblatt, Lee Greenblatt, Herman Goldberg and Celia Goldberg.

(d) If one or more of the last aforesaid shall have received any portion of the profits or the whole or any part of the original investment prior thereto, then such sum or sums so received shall be 000.00 or less, as aforesaid.

(e) The surplus, if any, of the assets then remaining, shall be divided in the following manner: 1/6 thereof shall be given to Lee Greenblatt and Celia Goldberg, and 1/12 thereof shall be given to Ruth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein.

10. All the limited partners may substitute assignees as contributors in their places.

(a) Lee Goldblatt may substitute Samuel Greenblatt as assignee in her place.

(b) Celia Goldberg may substitute Herman Goldberg as assignee in her place.

(c) The limited partners, Ruth Marks, Sadye Goldstein, Fannie Schneider and Dorothy Klein, may substitute as assignees in their places any persons of good moral character and against whom there are no judgments.

(d) All substitutions shall be upon the same terms and conditions as provided for in the original partnership agreement.

11. The partners shall have no right to admit additional limited partners.

12. No one or more of the limited partners shall have priorities over the other limited partners as to contributions or compensations by way of income, except as herein stated.

13. Upon the demise of either general partner, this partnership shall not be dissolved. The interests of the deceased general partner shall be sold to the surviving general partner, who agrees to purchase such interest and pay for it as provided for in the partnership agreement; thereafter, the partnership shall continue between the remaining general partner and the limited partners, under the terms contained in the partnership agreement.

14. The limited partners shall have no right to demand and receive property other than cash in return for their contributions.

The above certificate was signed, acknowledged and sworn to by all the above mentioned partners on October 31, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of PUBLISHERS GUILD, 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, 1944.

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

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

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of BEAVER DRUG STORE, 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, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of NEW YORK EASTERN PROPERTIES, 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, 1944.

Thomas J. Curran, Secretary of State, By Walter J. Goring, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of MOE FEINBERG-MOE WISSEN, 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, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of CHECK-OUT DRESSES, 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.

AT FIRST SIGN OF A COLD USE 666 Cold Preparations as directed

DISEASES OF MEN - WOMEN and CHILDREN Office Treatment Medicine Included X-Ray Privacy and Personal Attention DR. M. M. ROTKIN 1547 MADISON AVE. (105th) N. Y. Daily 5-10 P.M.—Sunday 9-1 P.M. And by appointment. LE 4-2430 1039 Tilton Ave. (155th) By appointment DA. 3-6183

Leg Ailments Varicose Veins, Open Leg Sores, Phlebitis, Rheumatism, Arthritis, Sciatica, Eczema TREATED WITHOUT OPERATIONS Monday and Thursday 1-5:30 P.M. Tuesday and Friday 1-6 P.M. Wednesday and Saturday 1-5 P.M. No Office Hours on Sunday & Holidays L. A. BENLA, M.D. 320 W. 86th St., New York City EN 2-9178

JACOB FASS & SON Inc. ESTABLISHED 1900 Harry Weinstein, Lic. Manager FUNERAL DIRECTOR DIGNIFIED SERVICE, REASONABLE BATES, CHAPEL FACILITIES, IN ALL BOROUGHS 21 AVENUE C, N. Y. C. Day and Night Phone GR amercy 7-5922

DR. N. S. HANOKA Dental Surgeon 300 West 42nd St. (Cor. 8th Ave.) Phone BRYant 9-5852 ONLY BY APPOINTMENT Daily 9-10 to 3 P.M.

is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) this 31st day of October, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

CHRONIC AILMENTS MEN AND WOMEN STOMACH, SKIN AND NERVES HEMORRHOIDS & other RECTAL DISEASES, KIDNEY, BLADDER, STOMACH DISORDERS, CHRONIC ULCERS, GENERAL WEAKNESS, LAME BACK, RHEUMATISM, X-RAY, BLOOD AND URINE EXAMINATIONS ASSURE CORRECT DIAGNOSIS AND PROPER TREATMENT. All Chronic Diseases Treated—FEES ARE MODERATE— Medical Examination \$2 Dr. ZINS 110 East 16 St., N. Y. Near Union Square Hours 9 a.m. to 7 p.m. Sun. 9 to 2

Triangle 5 6822 George F. Gendron Chiropractor HOURS: Mon., Wed., Fri., 12-3 & 5-7 P.M. 188 MONTAGUE STREET At Boro Hall, BROOKLYN 2, N.Y.

PIMPLES BLACKHEADS FOAMY MEDICATION... Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year proved Palmer's "SKIN SUCCESS" Ointment. Whip up the rich cleansing, FOAMY MEDICATION with finger tips; washcloth or brush and allow to remain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching of eczema, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-clear, soft loveliness, give your skin this luxurious 3 minute foamy medication-treatment. At luxury counters everywhere 25c or from E. T. Browne Drug Company, 127 Water St., New York 5, N.Y.

CHRONIC DISEASES of NERVES, SKIN AND STOMACH Kidney, Bladder, General Weakness, Lame Back, Swollen Glands. PILES HEALED Positive Proof? Former patients can tell you how I healed their piles without hospitals, knife or pain. Consultation, Examination & Laboratory Test \$2 VARICOSE VEINS TREATED MODERATE FEES Dr. Burton Davis 415 Lexington Ave. (Corner 43rd St. 44th Ave.) Hours Daily: 9 a.m. to 7 p.m., 1000 a Thurs. 9 to 4 Only, Sun. & Holidays 10-1

Employees Defend Bill Providing Written Charges, Hearing Before Dismissal

By JEROME YALE

Last week The LEADER presented arguments against proposed legislation in the City Council to grant New York City employees the right to a hearing before dismissal, the presentation of written charges, Court review of such action.

However, proponents of the measures have their arguments, too. While the number of dismissals from City departments have been few, yet the threat of dismissal is a powerful weapon in the hands of the department.

Dual Job Example

As an example, they cite the recent action of departments against the holding of dual jobs by municipal employees. Without attempting to set any legal basis for their actions, Sanitation and some other City departments told employees to give up their outside employment "or else."

In addition they add that prac-

tically all regular City employees are making a financial sacrifice to hold their jobs. They could earn more in private industry, but hold jobs with the City because it offers pension, paid vacations, permanence. Unless the employee has the guarantee that he has the fullest protection in his job, he isn't getting enough for the financial sacrifice he is making.

At present, New York City police and firemen have at least some protection against summary dismissal, also volunteer exempt firemen and veterans. Other employees believe they are entitled to the same protections against the possibility of arbitrary dismissal. More Protection in Industry In private industry, union con-

tracts generally provide protection against loss of livelihood at the whim of a superior. The fact that the Legislature felt it necessary to grant this protection to veterans and the volunteer firemen is an indication that there must be a need for it.

As to the argument that passage of legislation to give City employees job-protection would result in every fired employee flocking to the Courts, they answer that it has never been a crime for a citizen to obtain his legal rights by Court action.

The argument that a department head would be afraid to fire an employee because of the red-tape which would be involved doesn't stand up, they add, as the very purpose of the proposed legislation is to give employees full protection, and a Commissioner should not have the power to fire a worker unless he has sufficient cause to stand up at a formal hearing.

RADIO CITY MUSIC HALL
Showplace of the Nation
ROCKEFELLER CENTER

A carefree romantic comedy centered around a hat... a star, frivolous but that wins friends and influences people.

Irma **DUNNE** Charles **BOYER**

'TOGETHER AGAIN'
with Charles **COBURN**

A Columbia Picture
ON THE GREAT SEAS!
"CURTAIN TIME"—A bright holiday revue produced by Russell MacNeil... Featuring the Radio City Music Hall Symphony Orchestra, direction of Bruno Rigoni.

PHONE CIRCLE 6-4000

Employees Reveal Why They Took Public Posts

A recent poll of employees of the Sales Tax office of New York City, conducted by fellow employees, attempted to discover why people take jobs with the City. The editor of The LEADER declines to comment upon the following results:

Lee Weidman, Clerk: "I got on what I thought was a bread line. Instead of bread and a bowl of soup, I found an application for a city job in my hand. Having nothing to lose, I filled it out and

lo and behold, one day I found myself working for the city. Since then, all I can say is ?!?!?!?!?"

Louis Reidel, Accountant: "I was one of the many leaves that drifted in here on the winds of the depression."

Jeannette Selkin, Stenographer: "Well, frankly, it was the first job I had and I thought I was so lucky."

Dave Wexler, Accountant: "I was overworked and tired. At that time I was young and naive and I believed in the career system in civil service."

Belle Berman, Clerk: "I was too young to know any better."

David Lang, Accountant: "I fell into a manhole and there was a fellow down there handing out applications for the accountant exam. Feeling that I could sink no lower, I signed the application."

Hannah Goldschmidt, Clerk: "A friend of mine wanted company at the exam so I took the exam with her. P.S.—She didn't get the job."

Sam Greenblatt, Accountant: "People come here because there is a semblance of security here."

M. Gartman, Accountant: "The Little Flower beckoned me in the springtime."

Amusement

By J. RICHARD BURSTEN



SUSAN HAYWARD
Coming to the Paramount Theater tomorrow in the new film, "And Now Tomorrow," which also stars Alan Ladd and Loretta Young.



ABE LYMAN
Currently featured on the stage of the Strand Theater. Rose Blane and Frankie Connors are vocalists with the band.

The Strand Theater's new stage show features Abe Lyman with Rose Blane and Frankie Connors as vocalists. Also in the stage presentation are Low, Hite and Stanley, the comedy trio and Bob Dupont the well-known juggler. "The Very Thought of You" is on the screen and stars Dennis Morgan, Eleanor Parker, and Dane Clark.

shares top billing with Mr. Cooper in this new film.

"I Love a Soldier" is playing for the last times at the Paramount Theater today. Tomorrow, Alan Ladd, Loretta Young and Susan Hayward will be featured in the Paramount Im "And Now Tomorrow."

This is the sixth week for "Mrs. Parkington" at the Radio City Music Hall. And the Astor Theater is showing "Kismet" for the thirteenth week—the number isn't so unlucky.

Special Tests Ordered for NYC's Ex-GI's

A group of special military examinations for NYC employees who missed regular examinations because they were in the armed forces, have been ordered by the Civil Service Commission.

In several cases, the Commission waived the legal requirement that the employees had to file applications for these examinations within 60 days of reinstatement to their jobs.

The Lists

Following are the examinations which have been ordered. No dates have been set. Candidates who pass the special military examinations will be placed on the promotion lists according to their grade on the examination, just as if they had taken the regular test.

Assistant Foreman (Track); Assistant Station Supervisor; Clerk, Grade 4; Foreman (Stores, Material and Supplies); Maintenance Man (Change of Title); Tractor Operator; Assistant Train Dispatcher; Car Inspector; Car Maintainer, Group A, B and F; Collecting Agent; Foreman (Cars and Shops); Foreman (Signals); Light Maintainer; Maintainer's Helper, Group B and C; Mechanical Maintainer, Group C; Motorman; Structure Maintainer, Group B, D and E; Surface Line Dispatcher; Towerman.

For some special military examinations, dates have been set. They are:

Clerk of Court, Grade 3, Court of Special Sessions, December 7; Surface Line Dispatcher, BMT, December 28; Foreman of Bridge Painters, Public Works, November 28; Assistant Foreman, Department of Sanitation, December 5.

We're 18 Years Old And Still The Greatest 2-for-1 Theatre!

LADD IS BACK!
In the greatest role of his spectacular career...

ALAN LADD **LORETTA YOUNG**

in Paramount's
"AND NOW TOMORROW"

— with —
Susan Hayward, Barry Sullivan, Beulah Bondi, Cecil Kellaway
Directed by Irving Riesel
Screen Play by Frank Partos and Raymond Chandler

In Person
GLEN GRAY
and the Casa Loma Orchestra
featuring Fats Daniels
plus The Singing Sensation of 1944

ANDY RUSSELL
— plus —
JERT SULLAVAN
"CBS Singing Sensation"
— plus —
SON & SONNY
"Class in Town"

Extra Added Attraction
WALLY BROWN & ALAN CARNEY
Film: Funniest Fellows

PARAMOUNT
TIMES SQUARE

"SURE, IT'LL STEAL YOUR HEART AWAY!"

DAMON RUNYON'S
IRISH EYES ARE SMILING
in Technicolor!

Featuring **JUNE HAVER**, **DICK HAYMES**, **MONTY WOOLLEY**

ON STAGE
RAY BOLGER
WALTER NILSSON
CARR BROTHERS
and **GRACIE BARRIE**

ROXY
20th Century-Fox Picture
7th Ave. & 29th St.

HUMPHREY BOGART
in
Ernest Hemingway's
"TO HAVE AND HAVE NOT"
... WARNER BROS. HIT ...

— with —
Walter Brennan - **Lauren Bacall**
Dolores Moran - **Hoagy Carmichael**

BROADWAY at 51st ST. HOLLYWOOD

Dennis Morgan - **Eleanor Parker** - **Dane Clark** - **Faye Emerson**
IN WARNER BROS HIT
'THE VERY THOUGHT OF YOU'
IN PERSON
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5-Year Vet Preference, Says Civil Service Group

Recommendations "designed to protect the interests of war veterans in entering or returning to government employment, as well as the public interests in the continuing of a sound civil service," are contained in a report of a committee on veteran employment policies submitted to the Civil Service Assembly of the U. S. and Canada.

The committee urged that employees on military leave be reinstated in former positions or in similar positions, and stressed that they be given all rights and privileges they would have received had they continued in their civil positions, including pay raises, seniority credits, etc. Employees disabled during military service should, whenever possible, be fitted into jobs for which they are qualified.

Among its recommendations regarding the substance of veterans' preference policies, the committee touched upon the following points:

1. Veterans' preference policies should recognize the democratic principle of open competition for public employment on the basis of merit and fitness, and should not by their terms or operations serve to exclude unduly the rising generation from its rightful opportunity for public employment.

Passing Mark

2. Veterans should be required to obtain a passing mark in competitive tests before being entitled to preference consideration.

3. Preference should be confined to entrance into the service, and should not be applied to promotions within the service.

4. The amount of preference credit for non-disabled veterans should not be more than 5 credit points on the basis of 100; preference credit for disabled veterans should not be more than 10 credit points on the same basis.

5. Preference for veterans should be limited to a period of five years after the war, or five years after discharge or release from war service, whichever is later.

Military Experience

The report suggested that civil service agencies evaluate and consider experience gained in military service in determining the qualifications of candidates for positions to which such experience is relevant; training and education received through official military agencies also should be properly evaluated and recognized in giving credit toward civil service eligibility, according to recommendations.

Finally, according to the committee, public personnel agencies should seek to integrate their own facilities with those of officially designed veteran facilities to promote efficiency in veteran placement, training, counseling, rehabilitation, and other similar aids to veterans.

Important Law Decisions Made Last Week

Three decisions, important to civil service workers, were handed down late last week by the Appellate Division of the New York State Supreme Court.

1. The Court ruled that a candidate on a NYC promotion examination may request credit for "battle participation" at any time. The NYC Civil Service Commission had denied the claim as it had not been filed for previous examinations. (*Fire Lieutenant Flaherty vs. Harry W. Marsh.*)

2. The right of the City to make deductions in prevailing wage determinations for pension and paid vacation privileges was upheld. (*Ginnettino vs. McGoldrick.*)

3. A deduction of \$1 a day from a tractor operator's rate of \$10 a day was held proper for pension and vacation privileges. (*Millet vs. McGoldrick.*)

Recent NY State Eligible Lists

(Continued from Page 11)

Keenan, Alice F., Albany	183	86525
Brunzese, Rosa M., Albany	184	86800
Kochler, Bernadette, Albany	185	86500
Lacotte, Helen, Louisville	186	86470
Schultz, Dor, Jane, Delmar	187	86350
Glass, Nancy L., Albany	188	86350
Sullivan, Kathleen, Elmira	189	86075
Lacey, Anna B., Watervliet	191	86025
Shepherd, Colla J., Albany	192	86000
Chaffield, Rose M., Waterford	193	85950
Hawron, Jane, Cohoes	194	85900
DeLollo, Janet L., Watervliet	195	85775
Allen, Naomi F., Cohoes	196	85750
McFerran, Gloria K., Albany	197	85650
Kimek, Jane, Albany	198	85650
Hamilton, Flora, Waterford	199	85625
Gallivan, Carroll, Albany	200	85600
Olmstead, Blanche J., Melrose	201	85450
Fite, Elaine A., Albany	203	85200
Gundrum, Mildred M., Troy	204	85000
Lasher, Dorothy F., Albany	205	84900
Dowd, Elinor A., Buffalo	206	84900
Amedeo, Angela, Havana	207	84850
Jones, Elinor F., Albany	208	84825
Manning, Ruth, Albany	209	84800
Connell, Rita, Albany	210	84750
Westervelt, T. M., Albany	211	84700
Dunigan, Virginia, Albany	212	84650
Navarra, Lillian C., Albany	213	84650
Osborn, Sarah, Middletown	214	84614
Manly, Ellen, Slingshorns	215	84425
Manning, L., Slingshorns	216	84385
Klein, Neuma M., Albany	217	84375
Latta, Audrey M., Coxsack	218	84300
Blanchard, Louise, Albany	219	84150
Amo, Zelema M., Utica	220	84025
Hallenbeck, Johanna, Albany	221	84025
Feltman, Helen, Albany	222	84000
Quinlan, Miriam K., Albany	223	83725
Kelser, Virginia M., Delmar	224	83700
Gordon, Amy A., Albany	225	83675
Spaulding, Mary E., Albany	226	83600
Rubery, Norma, Albany	227	83550
Cox, Helen M., Cohoes	228	83525
Dycweld, Sally, Brooklyn	229	83475
Benedict, Eugenia, Troy	230	83375
Seguin, Clara, Ogdensburg	231	83375
Dolan, Marie H., Kings Pk.	232	83375
Rosenbaum, Jean, Raybrook	233	83375
Gavin, Grace M., Albany	234	83300
Houx, Anita, Cohoes	235	83275
Hallenbeck, Florence, Albany	236	83200
Kohlenz, Esther, Albany	237	83200
McGraw, Margaret, Albany	238	83175
Nachtrieb, Jennie, Albany	239	83100
Quisenberry, M. C., Albany	240	83100
Hedman, Vera W., Dico	241	83030
Sweeney, Anne M., Albany	242	82975
Austin, Mariel H., NYC	243	82900
Tarzia, Theresa L., Albany	244	82850
Albano, Marie C., Buffalo	245	82775
Annechino, Rose, Albany	246	82555
Judge, Louise, Albany	247	82500
Mantica, John F., Albany	248	82450
Breslin Ellen M., Amsterdam	249	82425
Goldstein, Beverly, Albany	250	82375
Hayes, Irene T., Albany	251	82250
Bentley, Beatrice, Glens Falls	252	82225
Langenstein, Jean M., Albany	253	82050
Leighton, M. V., Mechanicville	254	81900
Mulligan, Thelma J., Albany	255	81875
Daughy, Marian, Napanoch	256	81820
White, Grace, Albany	257	81800
Grimm, Helen, Troy	258	81750
Quinn, Catherine, Albany	259	81700
Biondillo, M. J., Mt. Morris	260	81500
Jackson, Eleanor, Troy	261	81400
Fagher, Evelyn N., Kingston	262	81300
Kelly, Eunice A., Schenectady	263	81125
Lattimer, Marion, Albany	264	81175
Wilson, Kathryn, Albany	265	81075
Breslin, Marie B., Cohoes	266	80900
Quinet, Cecile, Cohoes	267	80800
Madden, Rose M., Amsterdam	268	80575
Polk, Madeline S., Albany	268	80575
Graxiani, Mary, Cortland	270	79925
Morris, Jean, Rensselaer	271	79350
Brown, Dorothy, Albany	272	79200
Willoughby, Ruth, Albany	273	78950
Corcoran, Anne, Napanoch	274	78575
Maessie, Jane, Coxsack	275	77250
Felgueroso, Olinda M., Albany	276	76275
Assoc. Education Superv., Open-Comp.		
Rosettie, Louis, Buffalo	1	82273
Whitcraft, John, Alfred	2	90170
Cooper, E., Albany	3	89302
Frazier, Raymond, Kenmore	4	83450
Brubans, H. F., Floral Park	5	83248
Clark, Shephard, Oceanside	6	80342
Berman, Ira I., Rochester	7	80022
Collins, William, Batavia	8	78940
Rooney, Martin, Amityville	9	78802
Mayne F., Plandome	10	77498
Story, George O., N. Lawrence	11	76840
Patterson, R., Pen Yan	12	75858
Krepick, I. John, Goshen	13	75258
Field Inst. in Pub. Health Ed., Open-Comp.		
Olmstead, Katherine, Syracuse	1	80100
Greenbaum, Beatrice, Brooklyn	2	78100
Se. Med. Bloch., Div. Lab. Rec., Health.		
Open-Comp.		
Stero, Kurt, Buffalo	1	80200
St. Off. Mach. Oper., Key Punch, DPUL		
Upstate, Prom.		
Shill, Mildred, Castleton	1	92490
McFerran, Betty, Albany	2	89833
Mitch, Douglas B., Rensselaer	3	88910
Fitzgerald, Ann, Albany	4	88305
Corio, Florence, Albany	5	87310
Maloney, Janet C., Watervliet	6	87278
Menges, Anne K., Albany	7	86828
Tarsches, Ruth L., Albany	8	86742
Corts, Bernice L., Albany	9	86140
Flaherty, Carroll, Albany	10	84102
Chaimano, Lucille, Albany	11	83575
Denn, Marion M., Albany	12	84612
McCarthy, Cecelia A., Troy	13	84447
Judge, Catherine, Watervliet	14	83442
Collins, Gertrude, Albany	15	82790
Reedy, Elizabeth A., Albany	16	82113
Nealon, Mary F., Albany	17	81154
Leonard, Emma M., Albany	18	80594
Fink, Ruth T., Troy	19	80680
Polko, Agnes, Troy	20	79974
Murphy, Pearl, Monaca	21	79394

Tidy Sum Will Be Split Among 147 Machinists

The tidy sum of \$76,615.93 will be divided among 147 machinists working for New York City. The Comptroller's office last week announced the new salary schedules to bring their earnings in line with prevailing wages paid for similar work in private industry.

These men, who do highly skilled work in the municipal machine shops, had been earning \$1.12½ an hour. Following are the rates on which the back pay awards were based.

- 1940...\$1.18 an hour
- 1941... 1.22
- 1942... 1.25
- 1943... 1.30 new rate.

In recent cases, where higher rates have been awarded for skilled work, the number of work-days has been cut down by the City, but the importance of the work done by the machinists is expected to guarantee them a full week at the higher rate. Back

pay checks should be distributed within the next two or three weeks—just in time to avoid the highest tax rates.

Many Share

Employees of many City departments shared in the back-pay ruling. Among them: Public Works, 17 men, Marine and Aviation 32, Borough President Manhattan 3, Borough President Bronx 9, Borough President Brooklyn 4, Borough President Queens 2, Borough President Richmond 2, Water Supply, Gas and Electricity 25, Fire Department 18, Sanitation 31, Correction 1, CCNY 2, and Board of Education 1.



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Layoff Regulations

Continued from page 1

proposed action at least 30 days before it becomes effective. The notice must tell the employee where he can inspect the retention register which contains the names of all employees in competition with him. In this way each employee may satisfy himself that the regulations have been followed. If he thinks that the regulations have not been properly applied, and he has suffered as a result, he may appeal from the proposed action to the Civil Service Commission. Appeals from employees outside of Washington may be filed with the Commission's regional or branch offices, where they will be reviewed and decided.

Additional protection is given the employee in "A" group who does not have re-employment rights in other agencies. He may not be let go as long as there is another position in the organization, held by a person in a lower retention, which he can fill. This position must be one that is to continue in existence for a reasonable length of time, and one that he can fill with a minimum of training.

Agencies To Be Established

Special regulations have been made to ease the load on agencies or complete parts of agencies, which are to be abolished and must be liquidated within a specified period.

In such circumstances, all of the positions will be abolished, and there is very little preference that may be applied. However, it is provided that, if some of the positions will be in existence longer than others, employees with veteran preference must be

retained longer than non-preference employees in jobs which are immediately interchangeable.

Liquidating agencies must report to the Civil Service Commission the names of all employees in retention group "A" who have classified (competitive) civil service status and who were not transferred or assigned to other positions so that the Commission can take steps to place them in other agencies where they are needed.

No Discrimination

Also included in the new regulations are directions that no discrimination be exercised for or against an employee because of race, or because of political or religious opinions or affiliations.

The section supplements civil service Rule K, which applies only to employees in the classified service. The reduction-in-force regulations apply to all employees in the civilian service of the executive branch of the Federal Government, except those whose appointments are required to be approved by the Senate, and those appointed personally by the President.

The regulations require Federal agencies to maintain retention records for all employees, in order that information concerning relative retention preference will be readily available in the event that a reduction in force becomes necessary.

In order to complete these records, statements may be secured from employees, when supported by appropriate certificates, as to their accuracy and completeness.

Grumbling Garbageman Grows His Gripe

From Corporal Ted MacDermant, out in Camp Hood, Texas, comes this poetic bit about one of his former co-workers in the NYC Sanitation Department—a purely fictional character.

The Grumbling Garbageman
There was a grumbling garbageman
Who growled the whole year long
What wasn't, was what ought to be
What was, was always wrong.
He didn't like the district
And he made it plain to see
That anywhere he wasn't
Was the place he'd like to be.

He didn't like his Super,
He cursed his Foreman too,
He saw no rhyme or reason
In the chores they made him do.
He wished they would transfer him
To someplace way down town,
They transferred him way down town
With his raincoat and boots in a pack
But no sooner had he got there
Than he wished that he were back.
He couldn't stand the city
With the hot sun blazing down
The place to be a garbage man
Was in the suburbs way up town.

At last death's final transfer
Moved him on to roasts afire
He drew a post in heaven
Where the perfect quarters are
But hardly was he seated
When he passed around the word
If St. Peter could arrange it
He'd like to be transferred!

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It is known in the Christian world that certain things of the Bible are symbolical or representative of spiritual things. For instance, it is known that the land Canaan stands for the Lord's Kingdom, or heaven, and that Jerusalem stands for His Church. But it has not been known that the Bible in its entirety and in every least part, both in the Old and New Testaments, signifies and involves the Lord Jesus Christ, and His Divinely Human things of Love and Faith, and the way in which these things of Love and Faith are received by men in their regeneration. And yet these things are the very soul and life of the Word, and the literal sense serves only as a body or clothing for them.

In the Writings of Swedenborg the Internal Sense of the Sacred Scriptures has been revealed and rationally manifested. In the work "Celestial Arcana" the Books of Genesis and Exodus are treated, and it is shown what every word of them signifies in the spiritual sense. Innumerable passages from other books of the Scriptures are likewise unfolded. All things of nature mentioned in the Bible, such as the sun and moon, mountains, rivers; all nations and tribes, such as Egypt, Assyria, Babylonians; all persons, as the Patriarchs, Kings, and Priests; all historical events; all prophecies, all rituals of worship—each has its particular spiritual meaning which the Writings of Swedenborg unfold so fully that all who will may understand the Bible and enter ever more deeply into the wonders of its Divine contents.

In the light of this knowledge and teaching the Word opens even to the Lord in every least part, and man can fully see that it is indeed Divinely inspired throughout, and that it is the means of Life and Light for men.

Through the living understanding of the Spiritual Sense of the Word, the long awaited Kingdom of God will be established in and among men.

The teachings of the "Celestial Arcana" will be set forth in a series of free public lectures to be given by the Revs. Philip N. Oshner and Harry W. Barnits, ministers of the Lord's New Church, on Sunday afternoons, at four o'clock:

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