

# JOBS IN RADIO OPEN; DENTISTS WANTED, DRAFTSMEN ALSO

## Promotion Annual Meeting Opened Is Widened By State Association

### By Truman

By HAL J. MILLER  
Special to The LEADER  
WASHINGTON, Oct. 16—With-in-grade salary advancements are provided for Federal employees as rewards for "superior accomplishments," under regulations and standards approved by President Truman and issued to Federal agencies by the U. S. Civil Service Commission.

They are in compliance with a provision of the Federal Employees Pay Act of 1945. This act, which was approved June 30, amended various provisions of the Classification Act of 1923, as previously amended, and establishes the rates of pay of almost half the positions in the Federal civil service.

Among the provisions amended was one which authorized Federal agencies to reward outstanding work performance on the part of Federal employees by granting them within-grade salary advancements of not more than one pay step in any 18-month period.  
(Continued on Page 12)

## Overtime Ended In Post Office

Saturday overtime has been ended at the Post Office. An official put it this way:

"The improving manpower situation has made it possible to allow 'compensatory' time off for Saturday work, and the Department is going on a 40-hour week, following other Federal agencies."

Beginning last Saturday, mailmen, clerks and carriers who work on Saturday, instead of earning time and a half, will receive a day off during the next five work-days to make up for the extra time worked. That is the "compensatory" time off.

While Postal officials were unwilling to discuss the actual reduction in take-home pay, the following figures were worked out by employees:

A clerk, working regular 8-hour days, will suffer a reduction of \$14.40 a week in take-home pay, a 5-hour-day carrier will lose \$9, a 6-hour-day carrier will suffer a \$10.80 cut.

**Employees Dissatisfied**  
Dissatisfaction has been expressed by local postal employees

Special to The LEADER  
ALBANY, Oct. 16—Close to 200 State employees, acting as delegates for their fellow employees in all parts of the State, gathered yesterday (Monday) and today, in Albany. The event was the

annual meeting of the Association of State Civil Service Employees, largest organization of public workers in the United States. The purpose of the convention was to elect officers for the coming year, and to vote a program of objec-

tives, including legislative action, for 1946.

Altogether, 67 chapters of the State Association sent their representatives. They were prepared to convene in special panel meet-  
(Continued on Page 7)

## Preference Debated by Experts

The urgency of various organizations taking action, and of individual voters making up their minds on how they will vote on the veterans' preference amendment on Nov. 6 next, prompted the Civil Service Assembly of the United States and Canada to authorize its local committee to call  
(Continued on Page 10)

## Officers Vex NYC Board

The Municipal Civil Service Commission is troubled over returning military officers who are on terminal leave. During the time when the officers are awaiting discharge, often several months, they are on pay status from the Government, but are off duty.

Those on eligible lists apply to the Commission for restoration to the lists, but the Commission can't figure out what to do. Officially, they haven't been discharged and can't present discharge papers. But they're available for certification and complain that it isn't fair to keep them waiting while enlisted men who come out with discharges are put back on the lists for appointment.

The Federal Government faces a similar problem and legislation is pending in Congress to meet the situation.

## Crane Says Fireman Is Pay Victim

By JOHN P. CRANE  
President, Uniformed Firemen's Association

Why is it that thousands of discriminate against the firemen?

Why is it that thousands of city employees have received increases in pay, but the Firemen have not had a raise in sixteen years?

Firemen are today, and have been for a long time, working 84 hours per week, without additional pay, permitting them to have no family life; far unlike those employed in other city departments, who work so-called office hours from nine to five.

The city has recognized the fact  
(Continued on Page 3)

## Non-Vets Sought in 20 Titles

To the Government positions in 17 titles open to non-veterans as well as veterans, the U. S. Civil Service Commission today added three jobs at excellent salaries: Radio Communications Engineer, Draftsman and Dentist. (See page 11 for details on Draftsmen, a USES opening.)

Because of the difficulty in filling these posts with veterans the positions have been opened to the general public. Full details appear below. In last week's LEADER were listed the other posts for which non-veterans may apply. These include the recently-added Messenger job at \$1,440, which offers the fastest promotion in the Federal service.

Applications for Federal jobs as Radio Engineer, paying up to \$6,230 a year and Dentist, offering \$3,640 a year are open to the general public according to announcement made by the U. S. Civil Service Commission. These two jobs are an exception to the  
(Continued on Page 12)

## U.S. Opposes Resignations To Get Pension Refunds

WASHINGTON, Oct. 16—In an effort to stop the resignations of employees who want to get out before they complete five years' service, so that they can get back their pension contributions, the U. S. Civil Service Commission today issued a circular discouraging the practice. The Commission points out that it is to the employee's advantage to have the annuity benefit, especially as its actuarial value is much greater than his contribution indicates, on account of Government contribution. The announcement follows:

"Departmental Circular No. 541  
"To Heads of Departments and Independent Establishments:  
"Subject: Annuity rights which

accrue to Federal employees who remain in the service for more than 5 years.

"1. The Commission has been advised that some Federal employees who are approaching the completion of 5 years of service have indicated that they will resign before such completion so that they may obtain a refund of retirement deductions. Such action is apparently due to a misunderstanding of the benefits that

accrue to an employee who has rendered more than 5 years of creditable service.

2. It is distinctly to the employee's advantage to remain in the employ of the Federal government until he has completed more than 5 years of service. Such an employee becomes entitled to valuable annuity rights under the provisions of the Civil Service Retirement Act.

3. An employee who has more than 5 years of service (including honorable military or naval service) is entitled to a lifetime annuity beginning at age 62. If he has been separated involuntarily (because of reduction in force, for example) he may receive a re-  
(Continued on Page 14)

More State News  
Pages 6, 7, 8,  
9, 10.

# Civil Service Board Faces Streamlining

## Board Plan Would Aid Thousands

By CHARLES SULLIVAN  
Special to The LEADER

WASHINGTON, Oct. 16—Under serious consideration by the U. S. Civil Service Commission is the reestablishment of its peacetime reinstatement policy. This would make it possible for thousands of war service appointees to regain their classified status.

The reinstatement procedure was suspended on March 16, 1943, when all appointments became war service. Thus any permanent employee who had a break in service of over 30 days was reappointed to a war service job. Now many of these persons are being laid off under reductions in force.

### 5-Year Basis Proposed

Should the reinstatement rule be brought back, the agency in which a person is employed must ask for his reinstatement and it must get the approval of the Commission. After such approval, the employe may move into the Group A retention class, last one touched at layoff time.

The proposed change would provide that any career employe with 5 or more years of service would be eligible to be reinstated for an indefinite time. A 1-year man would likely have to be reinstated in a year or lose the right.

## Union Says Jobs Are Dependent on Whom You Know

WASHINGTON, Oct. 16—A furlough policy which would give all "separated" Federal workers 120 days to find a new job, is advocated by the United Federal Workers of America (UFWA).

The union wants this policy applied to all agencies where workers are being laid off. It proposes that the 120-day period for job-hunting be granted without a break in service and subsequent loss of leave and status.

The UFWA further asked that the Federal Civil Service Commission place all dismissed workers on registers immediately and require that expanding agencies hire from the registers. The union contends that this would prevent favoritism and discrimination.

"Jobs are now going mostly to workers who know some one in the right place without regard to length of previous government service or efficiency," said the union.

It asked that dismissed workers be placed on the reemployment registers in the order of their reduction in force credits and that they be certified to hiring agencies in that order by the Commission.

By EDMOND C. BLAKE  
Special to The LEADER

WASHINGTON, Oct. 16—Separate streamlining plans will have to be made for the U. S. Civil Service Commission, according to the House version of President Truman's government reorganization bill which passed by a vote of 304 to 56. The exemptions apply to ICC, FTC, SEC and GAO.

The Civil Service Commission was not among those exempted, but was one of several agencies for which the bill requires separate submissions of reorganization plans, others being the FCC, the Tariff Commission and the Veterans Administration.

Such definite action by the House in endorsement of the President's appeal for powers to proceed with modernization of Government is of special interest in view of a scathing article in the current issue of "Harper's Magazine," entitled "Let's Go Back to the Spoils System." Its author, John Fischer is introduced as a veteran of seven years' service in Government agencies.

### Criticism of Commission

Mr. Fischer accuses the U. S. Civil Service system of being "too slow" in handling personnel needs; of making it difficult to "fire" incompetent personnel; of violating fundamental principles of sound management; of "hobbling" important government programs through red tape and delays involved in employing personnel.

He offers, as an alternative to junking present Civil Service machinery and returning to the spoils system, the proposal that "Congress should consider replacing the 1883 jalopy with a 1945 model."

Mr. Fischer blames Congress largely for what he claims are defects in the Civil Service idea, charging Congress has never bothered to work out comprehensive legislation for a modern, effective system of personnel administration. Congress, he further charges, has "steadfastly refused to give the commission enough money to hire a proper staff or to run its business efficiently."

He says that Arthur S. Flemming is "the youngest, most progressive and best qualified" of the three commissioners, and is responsible for most of the wartime improvements in the commission's operations.

The House bill would give the President a free hand to proceed with reorganization plans, if it is finally cleared through Congress. Unless the Senate insists on exempting the CSC, there seems little likelihood that the CSC will escape some form of modernization of its setup or operations.

Mr. Fischer cites "a blueprint" for a modern and workable Civil Service "drawn up in 1937 by experts outside the government, known as the Committee on Administrative Management."

This program involves four major reforms:

1. Abolish the present commission.
2. Allow each agency to hire its own help, chosen of course, strictly on merit with all political influence ruled out, on the same basis as TVA.
3. Over-all policies for various agencies would be laid down by a

## V. A. Day by Day

Last week's column told how there are vacancies in Veterans Administration because CAF 4's and 5's from other agencies won't take a cut when they are "reduced" from their jobs. But there are two sides to every question, and here is an interesting letter from a former Censorship employe on this subject.

"You write: 'Almost 2,000 vacancies are still waiting to be filled by veterans or by transfers of reduced employes from other agencies. One reason why they're still empty is that V.A. is reluctant to pick up CAF-4's and 5's from other agencies.'

"This wisdom was acquired by the V.A. recently, but too late to assimilate the best elements of the slashed agencies.

"When in July the first reduction in force occurred, the V.A. gave jobs to 3's and 4's galore. As far back as Sept. 10 the V.A. gave Grades 3 and 4 to workers who didn't have any previous experience or any higher education.

"Sept. 17 the V.A. closed its doors to the last comers from other agencies, or at most offered a Grade 2 position. It happened to me, among others, and I possess an M.A., some business experience, know a few languages, and have two ratings from Civil Service examinations taken in '42: Senior Translator, Junior Professional Assistant. Not only that, but in Sept. '44 I submitted my application to the V.A. at 346 Broadway and was qualified as CAF-4; Sept. 17, 1945, I went there to seek employment, and was told that there weren't any vacancies, except in typists and stenos. The same things were told other college graduates.

"Does anybody wonder why the V.A. has more than 2,000 vacancies?"

"I protest against the procedure of the V.A. in particular and the other Government agencies in general. They accepted and placed the first persons dismissed from other agencies, and afterwards refuser or betitled the last persons dismissed, those who were supposed to be the best."

## Board Will Stress Anti-Discrimination

WASHINGTON, Oct. 16—At the request of a Federal union, the U. S. Civil Service Commission is to issue a letter re-emphasizing the provision of Civil Service Commission's No. 1 Rule, outlawing discrimination in Federal employment because of race or religion.

single, Federal personnel Administrator, directly responsible to the President.

Republicans have fought hard to increase the number of exemptions and to limit the power granted to the President. They achieved only one victory, an amendment written into the bill by House Minority Leader Joseph W. Martin, Jr., Republican of Massachusetts. It expresses the "policy and expectation" of Congress that reorganization will cut administrative costs at least 25 per cent.

Streamlining of the Federal agencies and functions of government seems to be well on its way to becoming a reality.

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# New Job Security Rules Proposed

WASHINGTON, Oct. 16—Employees with permanent status, and veterans, should be on an equal basis of job retention, U. S. Civil Service Commissioner Arthur S. Flemming advocated in a talk before the Society of Personnel Administration. The employee with status should have the right to appeal to the Commission in cases involving discharge, suspension without pay or reduction in rank or grade, he added.

Commissioner Flemming expressed his own views, which he explained were not necessarily those of the Commission, on future prospects and needs of the Government Service.

Any employee who feels that his rights have been infringed should be entitled to a full and impartial hearing and to have a representative of his own choice appear with him, without fear of reprisal.

Mr. Flemming did not feel that any change should be made in present annual or sick leave benefits. There has been talk of reducing annual leave to 15, 20 or 22 days.

### Future Exam Policy

Other recommendations that he made were:

Future civil service examinations should be restricted to the needs of the service over a reasonable period, but disable veterans should be allowed to have examinations reopened, and examinations for upper bracket scientific, professional and administrative positions should be kept open continuously. Local positions should be filled by qualified people in the locality.

"Military training and experience should be given maximum consid-

## Letter Carriers Back Fireman Pay Plea

Branch 36, National Association of Letter Carriers, has endorsed the drive of the NYC Uniformed Firemen's Association for the permanent \$420 increase in place of the temporary bonus and has asked its members to support the UFA effort.

At a recent meeting of the Branch, Fireman Julius Davis appeared. He told the postmen about the firemen's conditions—the 84-the firemen's long hours of duty.

eration by all agencies in dealing with veterans. Veterans should be reinstated in jobs without time limit but others only where lapse of time does not exceed length of former service.

Basic salaries should be revised to reflect changes in living costs or pay policies established by the Government for industry; Classification Act pay should be consistent with pay scales of other Government employes; advancements should be granted more rapidly as an incentive to more effective work.

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## Senators Back Pay Rise If Employees Are Fewer

WASHINGTON—President Truman wouldn't come out for the 20 per cent pay raise for classified federal workers to compensate for loss of overtime pay when asked about it at his press conference, but as the President is known to be in favor of the principle of raising Federal pay, Senator

Downey, sponsor of the proposed increase, is optimistic that it can be made law.

The flat increase of 20 per cent would mean raises for some 1,500, 000 U. S. workers.

As chairman of the Senate Civil Service Committee, Senator Downey said that support for the pay raise had come from unexpected sources. He reported several Senators have already implied that they will vote for higher pay if the number of people on Federal payrolls is reduced.

In its announced program of reconversion policies, United Federal Workers places at the top of the list passage of the Downey pay bill.

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Estimate Board Leads Women's Bowling League

Here is the first report of the Women's Municipal Bowling League, announced by President

Certifications

Table with 2 columns: Name, Score. Includes CITY COLLEGE Competitive List and CITY COURT Promotion List.

Table with 2 columns: Name, Score. Includes DOMESTIC RELATIONS Competitive List and EDUCATION Competitive List.

FIRE DEPT. HOLY NAME FESTIVITIES OCT. 26

The Grand Ballroom of the Waldorf Astoria hotel will be the scene of this year's annual entertainment and reception of the Holy Name Society, NYC Fire Department, of Manhattan, Bronx, Richmond. The event will take place on Friday evening, October 26, at 8:30 p.m.

President of the organization is Charles Wilson. The Reverend Joseph A. Doyle is Moderator. Martin J. Murphy, in charge of tickets, can be reached at 520 West 158th Street, Manhattan.

Crown Optical Co.

Table listing optical services and prices: Wholesale Opticians, 800 EIGHTH AVE., NEW YORK CITY, Telephone Circle 6-8767.

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Table showing Board of Estimate results: Won, Lost. Categories include Finance, Education, Public Works, etc.

CANDIDATES INVESTIGATED The results of investigation of three candidates for temporary employment (V-9-2c positions) was announced by the Municipal Civil Service Commission.

WELFARE DEPARTMENT BRIEFS

A survey of initial reactions on the part of the six provisional investigators added to the staff at W.C. 53 this week revealed that all detect a noticeably hopeful and forward-looking spirit in current case-work attitudes.

Although none would permit a direct quote, the consensus was that in municipal social work today the underlying, basic theme is service to the community as a whole.

The new recruits, doubly welcome in view of the increased pressure of work following the termination of the war, are the Misses Norma Hofstadter, University of Maryland, '45; Kathleen Brennan, St. Joseph's College for Women in Brooklyn, '43; Rita Linetska, Columbia, '44; Helen Gurin, Hunter and City Colleges; Carmela Lettieri, Hunter, and Mr. Carmelo Tesse, N.Y.U.

Not all are new to the Department or to social work. Miss Gurin was with the Case Review Section at one time, Miss Linetska majored in the study of labor welfare and Miss Hofstadter majored in sociology.

Auditor's Office. During the elevator strike, for the first three mornings in succession, William E. C. Heym of Miscellaneous Receipts Section of Division of Accounting, walked up eleven flights of stairs, though he has only one leg. Commissioner L. V. Harrison visited Mr. Heym on the 12th floor, to personally congratulate him on his very fine showing of devotion to the government.

Children's Accounts. Hulita Blyden, Bookkeeper Grade 1, and Vivian Payne, Typist, are the latest arrivals in Children's Accounts Section. It's taken them no time at all to convince everyone in the Section that they answer to the description of "very, very nice."

FAMILY GROUPS and INDIVIDUALS ELIGIBLE! AMERICA'S NO. 1 HOSPITALIZATION and SURGICAL EXPENSE PLAN! LOW COST PROTECTION FOR ALL TO AGE 80!

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Maintainers' Pay Hearing Set For October 22

A hearing, important to thousands of maintenance workers of the NYC Board of Transportation, will take place on October 22 at 2:00 p. m. in the office of Morris Paris, Assistant Deputy Comptroller, Room 636 Municipal Building, Manhattan.

If successful, the plea will result in control of the salaries of these men being taken away from the municipal administration and being set, instead, according to prevailing rates for similar work in private transit lines.

Among the groups who have filed claims are Bus Maintainers Group A and B; Mechanical Maintainers C; Maintainers' Helpers B; and Structural Maintainers.

Other prevailing rate hearing on Mr. Paris' schedule: October 16, Door Check Repairers. October 18, Steam Roller Operators.

Laura Rachel, born September 2, was the latest and exceedingly welcome increment to the household of Lec Hartman. Laura's three-year-old sister, Vickie, says that Laura's a "darling" and it should occasion no surprise that the Pappa and Mamma share a similar prejudice.

Fire Department Holds Memorial

(Continued from Page 3) pelvis and both remurs and shock, sustained while returning from Signal Station 1761, Manhattan.

James J. Ryan (4), of Engine Co. 1, February 16, 1945, in the performance of duty, from carbon monoxide poisoning, inhalation of smoke; while operating at Signal Station 2-2 785; fire, 363 West 42nd Street.

Stephen J. Butch, of H. & L. Co. 5, April 1945, in the performance of duty, from injuries sustained while responding to Signal Station 521, Manhattan.

The following officers' memory and deeds were similarly honored: Captain Walter T. Clarke, of Engine Co. 6, on October 25, 1944, from coronary arterio sclerosis, myocardial fibrosis, burns of the chest, in the performance of duty while operating at Signal Station 179, Manhattan.

Lieutenant Joseph A. Joyce, of Engine Co. 40, on January 1, 1945, in the performance of duty, from asphyxia by smoke and carbon monoxide, while operating at Signal Station 972, Manhattan; fire, 150 West 66th Street, Manhattan.

Battalion Chief Anthony Jirek, 32nd Battalion, January 27, 1945, from asphyxiation in the performance of duty, at Signal Station 4-4 3806; fire, 19-31 Richards Street, Brooklyn.

Battalion Chief Charles Kohlenberger, 22nd Battalion, March 31, 1945, in the performance of duty, caused by contact with fallen high tension electric wire, while operating at Signal Station 1385, Richmond.

Eastman School Adds Two Courses

Eastman School, 441 Lexington Avenue, has added two new evening courses, in Practical Exporting and Conversational Portuguese, said E. C. Gaines, president. Designed to prepare students to meet the timely opportunities offered by post-war International Trade and Communication, classes started last night.

With the cessation of hostilities, American business firms are pressing their interests in foreign trade. This activity has created a tremendous demand for employees with a knowledge of exporting and such foreign languages as Spanish and Portuguese, said Mr. Gaines.

Established in 1853, Eastman School specializes in training students for careers in business. Complete courses in business and secretarial subjects, Spanish and Spanish shorthand are also offered. Day and Evening sessions are conducted.

PLUMBER TEST ACCEPTED The Municipal Civil Service Commission accepted its own test for Plumber as an equivalent for the license test for Master Plumber, at the request of Louis Cohen.

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# UFOA Election Ballots Should Be in by Nov. 8

## GROUP CALLED 'MOST VITAL' ORGANIZATION

A high New York City official who has closely observed the work of employee organizations this week remarked that he had never seen so vital and well-led a group of supervisory employees as the Uniformed Fire Officers Association.

Preparing for its second year of existence, the dynamic Uniformed Fire Officers Association asks its members to return ballots for the coming organization election by November 8.

The Executive Board of the UFOA consists of 9 members: 3 Chiefs, 3 Captains and 3 Lieutenants. The terms are so arranged that annually one-third of the Board, or one Chief, one Captain and one Lieutenant, com-

pletes a full term of three years. A Board member elected to a full term of 3 years cannot run for re-election to succeed himself.

A member of the Board who has been elected to an Incomplete Term of one or two years can run for re-election once in order to succeed himself. An incomplete term is caused by a Board Member resigning, retiring or being promoted before his term is completed.

The present Board consists of 3 full-term members and six incomplete term members. This was done in order to start the continuity of annual elections. If all members had been elected to normal full terms of 3 years, the

second election would have to be postponed until 1947.

Annually the President, Vice-President and Treasurer are elected to office by the 9 Executive Board Members. Only Executive Board Members are eligible for these positions.

**Message from Beebe**

In a message to the membership on the coming UFOA election, Captain Winford L. Beebe, president, said:

"The UFOA is a democratic association and we will always strive to keep it that way. If you want to be elected or to elect someone else to the Executive Board, send in a Nominating Petition.

"A Chief nominee requires only 5 signatures and a Captain or Lieutenant 10 signatures on the Nominating Petitions.

"One Nominating Petition was sent to every unit in September. Additional petitions may be obtained from your Battalion Delegate or from the Uniformed Fire Officers Association, Post Office Box 18, Station 'H,' NY 25 NY.

"Nominating Petitions should be returned by mail before November 1st or by person at the next Regular Meeting November 8."

## Clerk Grade 2 Study Aid

Following is the final section of study material for candidates in the promotion examination to Clerk, Grade 2, which will be held this Saturday (October 20). Answers to these questions appear below, together with the answers to last week's study material. Good Luck!

**Synonyms**

**DIRECTIONS:** Each of the following words is followed by four suggested definitions. In the space following the question, write in the letter of the word which is the best of those suggested. Best definitions refer to the most common of the definitions suggested.

1. accrue: (a) ascertain (b) accumulate (c) indict (d) depreciate.
2. remuneration (a) removal (b) computation (c) compensation (d) enunciation.
3. deplete: (a) exhaust (b) deplore (c) deposit (d) replenish.
4. status: (a) departure (b) sculpture (c) stature (d) position.
5. feasible (a) impossible (b) payable (c) practicable (d) fearful.
6. rehabilitate: (a) reiterate (b) restore (c) realize (d) discard.
7. disseminate: (a) characterize (b) diffuse (c) possess (d) dissent.
8. tentative: (a) persistent (b) permanent (c) thoughtful (d) provisional.
9. ambiguous: (a) obscure (b) arduous (c) miserly (d) significant.
10. deviation: (a) narration (b) variation (c) recognition (d) devastation.
11. eligible: (a) incompetent (b) distinct (c) suitable (d) lawless.

12. motivation: (a) intervention (b) reservation (c) convention (d) stimulation.
13. category: (a) class (b) adherence (c) simplicity (d) cataract.
14. apprehensive: (a) fearful (b) attentive (c) inclusive (d) active.
15. retrenchment: (a) curtailment (b) extravagance (c) direction (d) manipulation.
16. attest: (a) oppose (b) confine (c) confirm (d) examine.
17. apathy: (a) sorrow (b) attention (c) aptness (d) indifference.

- Answers to the above questions:
- |      |      |       |       |
|------|------|-------|-------|
| 1. B | 5. C | 9. A  | 13. A |
| 2. C | 6. B | 10. B | 14. A |
| 3. A | 7. B | 11. C | 15. A |
| 4. D | 8. D | 12. D | 16. C |
|      |      |       | 17. D |

Here are the answers to last week's study questions for the examination:

1. stopping payment on
2. third class
3. distance, weight
4. Cash on Delivery
5. Md.
6. adding
7. galley proof
8. inventory
9. verdict
10. requisition
11. signature
12. deposit
13. tabular
14. overdrawn
15. visible
16. refund
17. carbon paper
18. guide
19. special delivery
20. receipt
21. time clock
22. graduated from
23. truant

## Sample Questions for FIREMAN EXAM

Following is the fifth installment of the LEADER's study material for the coming examination for NYC fireman. Answers will appear in next week's issue. At the end of this article are the answers to last week's questions.

1. Suppose that the loss of water pressure in a hose due to friction is uniformly L pounds per square inch for every foot of hose. Of the following, the best estimate of the total loss in terms of pressure per square inch in a hose H feet long is.....
  - A. H plus L pounds.
  - B. H times L pounds.
  - C. H divided by L pounds.
  - D. L divided by H pounds.
  - E. None of the foregoing.
2. Suppose that the amount of money that the Fire Department has saved the citizens of the City of New York in 1944 is estimated at P dollars. If this sum is to be increased at least 100 percent in 1945, then the savings in 1945 must be at least.....
  - A. Equivalent to the ratio between P and 100.
  - B. Commensurate with a sum derived by arithmetic manipulation involving P, 100, and a third value not given in the problem.
  - C. 100 times P dollars.
  - D. At least twice P dollars.
  - E. A sum of money not accurately described in any of the foregoing options.
3. The velocity of a fire engine which is traveling to a fire is computed by.....
  - A. multiplying distance by time.
  - B. Dividing distance by time.
  - C. Squaring the force with

which the earth attracts the engine.

- D. Means of the moment of inertia.
- E. Use of the Pythagorean Theorem.

4. Suppose that R persons were rescued from burning buildings in 1944. Suppose also that P persons perished in burning buildings in 1944. If R is less than S but greater than T and P is less than both M and N, it may safely be assumed that.....
  - A. The sum of R and T is greater than S.
  - B. The sum of M and N is greater than P.
  - C. R is between M and N times as great as P.
  - D. R exceeds P to an indeterminate degree lying somewhere between S and N.
  - E. None of the foregoing options is correct.

Answers to last week's questions: 1, E; 2, E; 3, E; 4, C.

**Membership Drive**

Discussing the continuing membership drive a UFOA spokesman added:

"The UFOA has not stopped fighting for better hours for all Officers. Those who recently regained the 8 hour can thank the Association for the success won by the publicity campaign and the Officers who are still on the 84-hour week can rest secure in the knowledge that they are not forgotten.

"It is only fair that every Officer should carry his share of the financial burden and work.

"100% membership means complete unity, which in turn insures final success."

**Legislation Cited**

The UFOA has called the attention of Fire Officers to the following proposed Council legislation which affects their working conditions:

No. 261—Local Law to make the bonus a permanent salary increase. Referred to Committee on Finance.

No. 267—Local Law to have the City of New York furnish uniforms. Referred to Committee on General Welfare.

No. 270—Local Law to pay Fire Department Members for hours worked in excess of normal 3-Platoon System at an overtime rate of one and one-half times regular rate of pay. Referred to Committee on Finance.

**Resolution:**

No. 257—Councilmanic investigation of hours worked in the Fire Department in order to ascertain if the 2-Platoon System need be continued and to consider overtime pay if relief cannot be afforded. Referred to Committee on Rules, Privileges and Elections.

**Naer Tormid Creates Fire Dept. Award**

A new medal is being added to those already existing in the New York City Fire Department, established by the Naer Tormid Society to be known as the Franklin D. Roosevelt Memorial Medal. Officially approved by the membership at the last meeting, the N.T. thus becomes the first and only organization within the Fire Department to endow a gold medal in perpetuity.

This medal will go to a member of the Fire Department, regardless of race, color or creed as the Board of Merit of the department exclusively sees fit. In endowing this medal the society wished to honor the memory of President Roosevelt, and further extend the means of recognizing meritorious acts performed within the department.

**7 Exams This Week**

The Municipal Civil Service Commission is holding the following examinations this week:

Oct. 19  
License for Stationary Engineer Gr. 2. Written.  
Misc. Medical Reexams.

Oct. 20  
Prom. Clerk Grade 2 (Gen. Prom. except Dept. Welfare). Written.  
Prom. Clerk Gr. 2. Spec. Mil. Written.  
Prom. Clerk Gr. 2 (HD) (Seaview and Farm Colony only). Spec. Mil. Written.  
License for Structural Welder. Practical.  
Supervising Tab. Mach. Oper. Gr. 4 (IBM Equip.). Pract. Oral.

**Cortlandt Company Has Big Variety**

A new shopping center, convenient to many thousand civil service employees in downtown New York, has been established with the opening of downtown's newest department store.

The enlarged Cortlandt Company store at 243 Broadway, just opposite City Hall, features branded merchandise of nationally known manufacturers, including hard-to-get merchandise. The executives of the company are making a special effort to obtain scarce merchandise and are now promoting a wide choice of radios and phonograph records.

Civil service employees are invited to drop in and look over the wide variety of merchandise on display.

Harry Lefkowitz is president of the Cortlandt Company.

**Operating Engineers To Meet on Oct. 23.**

Municipal Operating Engineers (Steam-Electric) of the City of New York will hold a regular monthly meeting on Tuesday, October 23, at Werdermann's Hall, 160 Third Avenue, near 16th Street, Manhattan, at 8 p. m.

Eligibles on lists of Promotion to Stationary Engineer and Stationary Engineer Electric are cordially invited. All members are urged to be present.

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# Civil Service LEADER

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TUESDAY, OCTOBER 16, 1945

## PUBLIC EMPLOYEES VS. INFLATION

**I**NFLATION is an ugly word.

Even uglier than the word is the reality. The reality means shoddy clothing, poor and insufficient food, impossible rents, a dollar that buys only 50 cents worth or 30 cents worth of goods.

We don't want inflation in America. The public employee especially doesn't want inflation. It is the duty of every citizen—and this should be hammered home again and again—to hold the line against inflation. But if the various rent and price ceilings do break, the public employee must be prepared against the resultant deterioration in living standards. For he, on fixed salary, is immediately affected. Every public employee knows this from his own experience. He knows how, during the recent war, he waited years before the public authorities came through with such stop-gap devices as "emergency bonuses"—which never reached the peak attained by the cost-of-living index.

### Experts Say Inflation Is Here Now

Now inflation is a very real possibility in the United States. The financial writers are sure of it. Leslie Gould, financial editor of the New York "Journal-American," says: "The fight . . . against inflation is lost. The only question is how high will it go?"

Sylvia Porter, financial writer for the New York "Post" says of the stock market: "We're really in it now. . . . It's an inflation boom."

### Cause for Fear and Worry

And those who work for the State of New York or for the Government of the United States or for NYC or for any other municipality in the land, have cause to fear. They have cause to worry about their manner of living and the needs of their children. They are the ones who will be hit first.

This isn't something that's going to happen five years from now, or even two years from now. If the financial seers know what they're talking about, the issue of inflation is one of next month, next week, tomorrow. If the business editors are right, it means: Prices will not go down. Prices will not stay what they are. Prices will go up.

### The Blithe Day Has Lived Its Course

What's to be done about it?

The public employee must begin at once his preparation against being victimized by inflation. Campaigning to hold the line against inflation, he yet knows that once the line has been broken, he will bear it hard. Let him fight the inflationary forces. Let him fight against the removal of ceilings. But let him act, at the same time, to protect himself.

The public official must realize "what the score" is, and for once be ready to put into effect swiftly those instruments which can protect the public worker.

"Emergency bonuses" alone won't do. Such bonuses are usually too little and too late. They do not make for security. They do not enable the public employee to deal with the reality of the coming inflation.

The steps which must be taken to offset inflation are these:

1. A sharp increase in the base pay of public employees (which has always been too low).

2. Together with this increase, a sliding scale arrangement whereby as the cost-of-living index goes up, so will pay. If the cost-of-living index falls, so will the salaries of public employees, except that those salaries are never to go below the minimum base.

3. A system of overtime pay which has been recognized as proper in private industry—time and a half.

The day of blithely permitting fixed-income employees to suffer because of such colossal forces as inflation is over. It will take stern action to achieve the proper answers. But this is a time for stern action.

## Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

### Patrolman Eligibles' Chances

I am eligible for discharge from the Navy in November under the point system. My number on the list for patrolman, Police Department is 1016. What are the prospects of being appointed?—A. L.

Report to the Municipal Civil Service Commission, 299 Broadway, Manhattan, as soon as you are discharged, with your discharge papers. Certification and appointment should follow in a short time, provided you pass a qualifying test.

### Rights on Federal Layoff

I have just received a reduction in force notice from a Federal agency. I feel that others with less seniority have been retained in preference to me. What should I do?—J. V. K.

You have a right to examine the reduction-in-force register of your agency to check up. You also have a right to appeal to the Regional Director, James E. Rossell, at the Civil Service Commission office, 641 Washington Street, Manhattan.

## Merit Man



WILLIAM K. HARBAUGH

At the age of 74 he gets a kick out of his job at the Newark Office of Dependency Benefits. Why?

"Well," explains William K. Harbaugh, "it's the first time in my life I ever had an opportunity to work with women, and I like it."

As to keeping peppy at his age, he has no recipe.

"I took life easy," he says, "never worried, never worked too hard, and feel young."

He enjoys his job with the Accounting Section of the ODB because of the many different types of people with whom he comes in contact.

He doesn't drink or smoke, and, except for membership in a singing group, has no hobbies. But he does putter around his house and garden.

### Long-Lived Family

Longevity runs in the Harbaugh clan. William Harbaugh is, in fact, next to being the baby of the family.

His 90-year-old brother, C. E. Harbaugh, also works eight hours a day. No, not at ODB, but in Kansas City, Mo.

Two other older brothers have retired.

His sisters are 77-year-old Mrs. H. G. Gordon, of Hagerstown, Md., Miss Letha M. Harbaugh, of Quincy, Pa. C. F. Harbaugh, 68, of Waynesboro, Pa., still active in business, is the younger brother of William K.

As to William K., he is one of the ODB's oldest employees in point of service as well as age.

When the agency was transferred from Washington, D.C., in November, 1942, the septuagenarian was one of the first to apply for a vital war job with the new Army installation.

### Singing In The Rain

Of Swiss ancestry, jolly, white-haired, and erect, William K. was born on June 1, 1871, on a farm in Harbaugh's Valley near Sabillasville, Md. There he spent the first 25 years. For 45 years he has lived in New Jersey. He has been a resident of Newark for 38 years. For much of that time he has been a distinguished member of the Orpheus Club of Newark, a prominent men's singing club.

To work when he is well past his three score years and ten, he considers no cause for pride. He is extremely proud, however, of his son, Capt. William H. Harbaugh, who at last reports, was stationed in Brussels, Belgium.

He also has a daughter, Emily Harriet, who recently married S/Sgt. Fred A. Hutchison of Kearny, N.J. His wife, to whom he has been married for 27 years, is the former Emily Ruth Wright of Newark.

Before going to the ODB on November 4, 1942, he was in the accounting department of the Public Service Corporation of New Jersey for 41 years.

"Keep in good humor, live sensibly and sing a great deal," advises William K. He's even been discovered singing in the rain.

## U. S. Cannot Get Enough Stenos

WASHINGTON, Oct. 16—There are plenty of good jobs to be had in the Federal Service, particularly for "displaced" war service appointees and for war veterans. Though the bulk of the present hiring is devoted to filling new jobs with persons who are being laid off, or with veterans, there are plenty of openings for stenographers.

One Civil Service Commissioner expressed the opinion that "the Government apparently will never have enough stenographers."

## Looking Inside

By H. J. Bernard



## Preference Amendment's Effect On Jobs of Exempt Employees

At present, under Section 22, subdivision 1, of the State Civil Service Law, a war veteran, if his position is abolished or becomes unnecessary, "shall not be discharged from the public service but shall be transferred to any branch of said service for duty in such position as he may be fitted to fill, receiving the same compensation therefor."

The subdivision closes with these words:

"Nothing in this subdivision shall be construed to apply to the position of private secretary, cashier or deputy of any official or department."

The proposed constitutional amendment, after providing for primary preference to disabled veterans, and secondary preference to non-disabled veterans in appointments and promotions from any list, then sets forth:

"Upon the abolition or elimination of positions in the civil service, to which the foregoing preferences are applicable, any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section."

### TAKES EFFECT IMMEDIATELY

Regardless of what "inverse order" may mean,<sup>1</sup> it is clear that veterans as a class do get preference over non-veterans in the retention of "any position held by him or her."

There is no specific provision in the proposed amendment concerning when it takes effect, therefore if it is ratified at the polls on Nov. 6 it takes effect immediately. As there will be changes of administration on Jan. 1 next in local governments in the State, including the NYC administration, and possibly some borough offices in NYC, as the result of the Nov. 6 election, and there are war veterans in some of the identified position, would they benefit by the enactment of the amendment? Would other war veterans, occupying positions not specifically excepted from protection benefit in the Civil Service law section, because their jobs or similar ones have been construed by the courts to be deputyships, such as Assistant Corporation Counsils?<sup>2</sup>

Also, section 22 has been construed by the courts to apply to the Classified Service<sup>3</sup>—the Competitive, Non-Competitive, Exempt and Labor classes. It does not apply to the Unclassified Service, which includes elected officers, department heads, legislative and Board of Election employees.

If a statute provides that an appointee shall serve during the pleasure of the Commissioner, no retention benefit applies,<sup>4</sup> nor to incumbents under the Public Officers Law.<sup>5</sup>

### SUBTERFUGES FAIL

Various subterfuges have been tried, in an effort to get rid of war veterans in exempt positions, but have failed. Pretending to abolish the position, and then creating one with the same duties, only in the Competitive Class, proved futile<sup>6</sup>. So did changing the title but not the duties.

### EFFECT ON SOME NYC EMPLOYEES

To gain the benefit of retention protection under Section 22 the war veteran had to occupy a subordinate position. No protection applied to independent officers, or even to those who stand in the next highest position, with occasional power to act as their substitutes or deputies.<sup>7</sup> Thus exempt employees in NYC for whom certificates are on file with the City Clerk, empowering them to act for and on behalf of an independent officer who appointed and certified them, might lose out.

The proposed constitutional retention preference applies only to those veterans appointed from a list, hence to competitive and non-competitive employees, and not to exempt employees; and only in the event of "abolition or elimination of positions in the civil service" to which the appointment-promotion preferences are applicable.

1. "Inverse order" construed to mean same order as applies to appointment and promotion. The LEADER, Sept. 25, 1945.

2. Byrnes vs. Windels, 265 N. Y. 403.

3. People vs. LaRoche, 111 Misc. 465.

4. Mylod vs. Graves, 274 N. Y. 381.

5. People vs. Ward, 162 N. Y. 744.

6. Matter of Christy, 211 N. Y. 333; People vs. Goetting, 55 Hun 611, aff'd 133 N. Y. 569.

*Don't*

*Repeat This!*

### POLITICS, INC.

Stanley M. Isaacs is performing a miraculous political feat. Running for City Council as a Republican—and thus in the camp of Mayoral candidate Goldstein—he makes speeches for the ALP, which is strongly backing O'Dwyer and him. Without mentioning either Mayoral candidate, he makes the listener feel: "Ha, Isaacs is for my man!"

Hugo E. Rogers, Democratic candidate for Manhattan Borough President, is working to get the jump on his opponent, Edgar Nathan, Jr., the incumbent, preparing a complete program for civil service employees. As a member of the Board of Estimate, he would have to pass on civil service problems.

Bill Brody, formerly a personnel man with the NYC Civil Service Commission, is top man in the Personnel Department of the War Labor Board and No. 1 on the Personnel office list recently promulgated by NYC. His legal residence is NYC.

Paul Lockwood, secretary to Governor Dewey, is getting fed up with those departmental officials who, when they hesitate to make a decision themselves, say the Governor's office is holding things up. Lockwood may say something about it publicly.

Latest mystery in the NYC Health Department is the status of Deputy Commissioner Frank A. Calderone, M.D. He's on leave without pay, according to the payroll sheets; but he's at work in his office.

# The State Employee

By CLIFFORD C. SNORO

President, The Association of State Civil Service Employees



### TIMELY ADVICE

IN AN ARTICLE in the "New York Times Magazine" of October 7, Sam A. Lewisohn, distinguished student of economics and labor relations, listed a goodly number of what have become accepted truths to many employers and employees. The application of these truths at this time seems more important now than ever before. For instance, Mr. Lewisohn points to cooperation between management and workers and says that management should be primarily responsible for initiating such cooperation. Why is it almost necessary for workers to suffer, complain, agitate and sacrifice simply because management neglects to practice cooperation? Why should not management anticipate the inevitable needs and initiate constructive action and be the first to develop construction methods of teamwork and loyalty? Mr. Lewisohn urges specific action to educate the supervisory group in human relations; that training courses be provided to aid in just promotions; a day in court for every individual with assistance to each to realize his ambitions, that the employ be not made to feel he is easily replaceable or his grievances ignored, that health safeguards of the worker have an important place, and that labor-management committees are useful mediums.

### KEEPING EVERLASTING AT IT

IT MAY be tiresome but it is apparently an everlasting necessity to repeat again and again proposals for new or progressive action before those proposals are adopted. It is certain that we cannot be silent regarding the improvement of employer-employee relationships until we have exhausted all reasonable means of betterment. Any study of the complex problems confronting labor in industry should impress State leadership with the desirability of exploring and developing every honest plan for sound attention to major and minor employment problems within State service now. There is a good background of experience along many lines.

Of first importance, is the development of a carefully planned training system which would rest upon an informed personnel officers' group made up of personnel officers in every department and institution and begin with aids to the worker at the very start of his work and continue throughout his career inspiring him to greater efficiency and making proper reward for greater efficiency. State employees, well organized in agency, their own Association, are eager to cooperate with every efficient personnel.

It would seem that we have the overall machinery for just such a plan ready to hand in our Civil Service Commission with its Personnel Council, Classification Division, Salary Standardization Division and the efficiency rating experience of many years. We lack trained personnel officers in many departments and institutions, and we lack sound coordination of personnel work.

### FAIR PLAY IN MATTER OF INCREMENTS

UNDER the provisions of the Lupton Law, (Chapter 413, Laws of 1945), an employee who has been continuously employed under a temporary appointment pursuant to Rule VIII-A or Rule VIII-C or Rule VIII-12 in a Feld-Hamilton position is, upon permanent appointment to the same or similar position, entitled to be paid the salary which he would have received in his temporary employment on the date of such permanent appointment and for the purpose of computing future increments, such employee is credited with the number of years of service in such position which corresponds with such salary. Furthermore, such an employee appointed on a permanent basis on or after October 1 in any fiscal year who has had more than six months continuous service in his temporary and permanent positions combined during such fiscal year is eligible to receive an increment on the first day of the next succeeding fiscal year.

Prior to this enactment temporary service preceding permanent appointment could not be credited toward increments in the permanent position. This law, although fair, so far as it goes, does not go far enough. It does not take account of provisional employees who receive permanent appointments to the same position. For example, Jane Doe and Ruth Roe are appointed Senior Stenographers on the same day. Miss Doe is appointed as a substitute in Department A to take the place of an employee in the armed forces. Miss Roe is promoted as a provisional in Department B pending a promotional examination for Senior Stenographer. Assuming the temporary appointments both took place on September 15, 1945, and both employees receive permanent appointments on March 15, 1946, to position of Senior Stenographer, Miss Doe, the former substitute, will be eligible for an increment on April 1, 1946. Miss Roe, the provisional promotee, will not. Both have performed the same work, the same length of time. One gets an increment for it. The other does not. It would seem that, in the interest of the equities involved, and in order to insure better employee morale, that the Lupton Law should be changed next year to give provisionals the same treatment as substitutes and war duration appointees, so far as increment service credit is concerned.

### COST OF LIVING

THERE IS very great interest in the maintenance of real wages. The State Association at its meeting will give strong consideration to the advocacy of a 30 per cent general wage increase in base pay for State employees. Such an increase would still be below the rise in living costs which State employees, like all others, have had to absorb.

### THANKS!

AND NOW I wish to thank the readers of this column for their many kind messages indicating their interest in the topics discussed. From now on it will appear under the name of our new president and I am sure he will appreciate your comments on future articles as I have in the past.

## Comment, Please!

Address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

### Unsung Hardship

The elevator strike has resulted in a rash of stories about people, including Harry Marsh, President of the Civil Service Commission, who have had to trudge up countless flights to reach their destination. But NYC relief investigators have to do this regularly and without fanfare or a pat on the back for nice going. Hundreds of them work in slum areas and it is necessary for them to climb four, five

or six stories daily in tenement houses to interview relief recipients. This is a daily occurrence and does not come under the heading of news. It's part of their job and they don't expect anyone to drop a tear of sympathy. I just thought that LEADER readers might want to know in case their feet are still sore from the climb upwards.

JERRY FELDMAN, Unit Clerk, Welfare Center 84

## Eligible Lists For State Jobs

### ACCOUNT CLERK, INSTITUTIONS; MENTAL HYGIENE, PROMOTION

- Utica State Hospital  
 1 Smith, Helen R., Utica... 85903  
 Principal Actuary, Insurance Department, Prom.  
 1 Hallenberg, M., NYC... 93672  
 2 Peay, Herbert, Elmsere... 88202  
 Typist, Mental Hygiene Inst.  
 Central Islip State Hospital  
 1 Schmidt, A., Central Islip... 83360  
 Craig Colony  
 1 Damon, Gerald, Sonysen... 83796  
 Creedmoor State Hospital  
 1 Holloman, A. M., Queens... 82674  
 2 Kirsten, C., Jamaica, L.I... 82281  
 Harlem Valley State Hospital  
 1 Miller, L., Wingdale... 84740  
 2 Deleuw, T., Lake Carmel... 84099  
 3 Cutolo, L., Dover Plains... 83205  
 4 Dinger, M. L., Wingdale... 78295  
 Pilgrim State Hospital  
 1 Isenbeck, L., Commack... 84029  
 2 Sultma, R., Central Islip... 79441  
 3 Walton, D., Brentwood... 77371

## State Promotions

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms write to the Civil Service Commission, State Office Building, Albany, N.Y., or to the Commission's NYC office at 80 Centre Street. Enclose a large, self-addressed envelope with 6 cents postage. Refer to the title and examination number below.

No. 1156. Senior Stenographer, Albany Office, Workmen's Compensation Board. Salary \$1,600 to \$2,100, plus bonus. Closes October 19.

No. 1155. Supervisor of Investigation, Adult Division, Erie County Probation Department. Salary, \$2,600 to \$2,800. Closes October 22.

No. 1102 (Reinstated). Senior Mechanical Stores Clerk, District No. 4, Department of Public Works. Salary, \$1,600 to \$2,100, plus war bonus of \$280. One vacancy at present. Closes October 22.

No. 1157. Senior Stenographer, Conservation Department, Conservation Department. Salary, \$1,800 to \$2,100, plus bonus. One vacancy at present. Closes October 22.

## What State Employees Should Know

By THEODORE BECKER

### Veteran Not Ordinarily Entitled To Review of Less Than Dismissal

WAR VETERANS and exempt volunteer firemen generally, unlike other civil service employees, are entitled to a hearing on charges, restricted to incompetence or misconduct, before they may be removed from their positions. The burden of proving the incompetence or misconduct charged is upon the person alleging it. If the employee is found guilty and removed, he is entitled to a court review of the hearing.

Other civil service employees, (provided they are in the competitive class) are entitled only to notice of charges and an opportunity to answer, both in writing. They are not entitled to a hearing. Hence they cannot have a court review of the evidence, if any, upon which a removal or other disciplinary action is based.

The right to a court review of the evidence is considered a substantial benefit to a discharged employee and has been accorded to war veterans and exempt volunteer firemen as a reward for their services to the public, apart from their civil service duties.

Any limitation on this special privilege is, therefore, of moment to this class of employees. Such a limitation has been recently imposed by the Court of Appeals, the highest Court in the State, in a case involving disciplinary action against a veteran of World War I.

The veteran was given a hearing on charges of being absent from duty without leave and for disobedience of orders. Being found guilty, he received a punishment a reprimand for his absence without leave and a fine representing five days' pay for disobeying orders.

It seemed that, following a period of disability, the employee, upon examination by the departmental medical board, was found

(Continued from Page 1)  
 to discuss certain specific problems, to gather in a body for meetings to deal with problems jointly affecting all the employees, and to listen to speakers who had special information to give them. Prior to the meeting, it was felt throughout the State that this convention would be one of the most important which had ever been held by the Association.

While the State Association had achieved many improvements for employees in recent years, a new situation was facing the public worker, new techniques had to be found for dealing with this situation, and the unfinished business of previous years had to be taken up again.

### Primary Desires

Every State employee knew that the work of this convention, the conclusions reached here and the results of those conclusions, would affect intimately his livelihood, his working hours, his retirement, any many other phases of his working life. It was this which makes the annual meeting the subject of so much conversation among the employees in large metropolitan centers like NYC, Buffalo, Rochester and Albany; and in small institutions tucked over the whole State, like Industry and the Thomas Indian School.

In these conversations, certain primary desires of the employees seemed evident:

- (1) They want to better their income, and feel that they should be buttressed against the prices they pay for everything;
- (2) They want some plan which will provide for them increments after each five years of service, so that there will be some incentive for the long-term worker;
- (3) They want a 35-year retirement plan;
- (4) They want a maximum 40-hour work-week.

### Topics Listed

These are the major desires of the employees, but they by no means make up the entire schedule of needs. Some of the lesser problems—like extra pay for hazardous work—affect certain groups of employees extensively. The State Association this year took the step of inviting the employees themselves to submit ideas for

resolutions, for legislative proposals, and for negotiation. A great wealth of data has come into the Association's headquarters, and out of this material comes the bulk of resolutions which are being presented to the delegates for action. In all, there may be more than 50 resolutions. The topics which are scheduled for action include:

Basic and emergency salary adjustments.  
 Extension of the competitive civil service classification to those employees who do not now enjoy it.  
 Point credit for veterans and assurance of all civil service rights to State employees returning from the armed forces.

Liberalization of the retirement system.  
 Equal pay for women in public service.

Prison guard classification and salary allocation for employees of Dannemora and Matteawan.

Protection for State employees in case of unjust dismissal.  
 Mandatory legislation requiring the Civil Service Commission to fix hours and leaves.

Unemployment insurance for State workers.  
 Extension of Feld-Hamilton coverage.

Clarification of the scope of the newly-formed Personnel Council.  
 Prompt hearings and decisions by the Classification and Salary Standardization Boards.

Prompt publication and distribution of civil service rules, laws and job-specifications with lines of promotion affecting State employees.

Time and a half pay for overtime work.

A provision that all employees of institutions may take meals and reside where they wish.

Adjustment of hours for State police permitting greater enjoyment of home life.

Professional status for nurses and others through amendment of the career law.

Constant attention to safeguarding of the merit system and proper representation of employees before executive, legislative, administrative branches.

Maximum 40-hour week for all State employees.

Extra increments after each 5 years of service.

tion 22 does not expressly give to a veteran the right of a trial of charges which have not resulted in his removal, the statute must be construed as affording such a right, as there must be a trial of charges before a veteran employee may be removed.

### Court's Opinion

The court decided that the "removal of the petitioner was not sought and Section 22 of the Civil Service Law has no application here."

The court went on to say that the Administrative Code of the City involved does not require "conviction" of an employee on charges before a reprimand or fine may be imposed. As the term "conviction" implies a trial, the employee was held entitled to a review of such hearing given him. The court, therefore, "looked at the record" and found that it contained substantial evidence to support the determination of the Fire Commissioner, but no evidence of his abuse of the discretion. Accordingly, it confirmed the penalties imposed. (Tierney v. Walsh.)

As State employees are not granted the hearing privileges found in the Administrative Code referred to, it would seem to follow that a war veteran or volunteer fireman in the State service could receive a punishment short of removal without a hearing.

## No Word Yet on New State Time-Off Rules

ALBANY, Oct. 16—No official word came from the State Civil Service Commission up to press-time concerning the long-awaited time-off and vacation regulations. The LEADER did learn, however, that the proposed regulations are not being held up in the Governor's office. This can only mean that the Civil Service Commission either: (1) has sent them to the Governor and had them sent back without Mr. Dewey's signature; (2) is working on revision; (3) has not sent them to the Governor,

but is holding them for some reason which has not been made public.

Work on the regulations had been initiated many months ago, and in July a full program, apparently satisfactory, was evolved. Since then no official information has been forthcoming concerning what has happened to this program.

Meanwhile, institutional employees throughout the State, who would be affected by the program, are anxiously awaiting its publication.

# Shoro in a Message Thanks State Employees

ALBANY, Oct. 16—Upon leaving office as President of the Association of State Civil Service Employees, Clifford C. Shoro issued a statement to State employees. Mr. Shoro's statement was entitled "A Personal Message." It follows:

"I am taking the liberty of transmitting to you State employee readers of this publication a personal message.

"On May 10, 1944, I was chosen by the Executive Committee to complete the term of our late President Harold J. Fisher. On October 17, 1944, you elected me to serve as your President for another year.

"During this period of a year and four months, I have tried to carry out, with the assistance and encouragement of our officers and our office staff, the program as formed by you in the resolutions adopted at our annual meetings.

**Cooperation with Government**  
"A very large measure of success has been attained, especially during the legislative session of 1945, the groundwork for which was laid in conferences and discussions during the months pre-

ceding that session. Cooperation with the Executive, Administrative and Legislative branches of State Government was brought to a very high level of accomplishment. Without that close cooperation much would not have been done that was done.

"Many objectives remain unattained. Some are in the process of satisfactory completion and some have met with failure. We cannot expect to be completely successful in everything we attempt. That is not humanly possible, neither is it expected.

"Elsewhere in this issue the report of the Nominating Committee is printed. By my request, my name is not on that list. My official duties as financial officer of the Department of Health preclude the possibility of my continuing as an officer of our Association.

"And so I extend my sincere thanks to you who elected me as your president and gave me your full support in my efforts to discharge the duties of this high office.

"CLIFFORD C. SHORO."



Clifford C. Shoro, leaving his post as President of the Association of State Civil Service Employees, has expressed his appreciation to all those who had worked with him to improve the conditions of State employees. Mr. Shoro, whose duties in the Health Department precluded his acceptance of renomination, said that he would remain available for active duty in behalf of the workers.

in all its activities. Edward Killen, of the College of Forestry, is also heartily welcomed, after being overseas with the U. S. Army for practically two years. The Chapter has deeply appreciated his interest in its affairs.

### BROOKLYN HOSPITAL

The October meeting of the Chapter will be held on Oct. 18 at 4:15 p. m.

Phm. 1/c William Greene, stationed in California, visited friends here recently while on furlough. Chf. Phar. M. Bertrand Berman has been discharged and will soon resume his old duties.

T/S Joseph Guerra is stationed at Hellein, Austria.

The Chapter extends best wishes for a speedy recovery to Margaret Langhorne, R.N., who recently underwent a major surgical operation.

John McCoy and Angelo Paccelli have been on a fishing trip upstate.

The following are enjoying vacations: Jean Dolan, Isabel Thompson, Mildred Boone, Nellie Rogers, Olivia Cox, Margaret McCormick, R.N., has just returned from vacation.

Barney McDonough, with the army in the Philippines, has been promoted to staff sergeant.

Henry Collins, David Carey, Thomas Shirtz, Patrick McLoughlin, Charles Bailey and David Graham have been discharged from military service and have taken up their duties here.

Staff Sgt. Stanley Kowalski is on furlough after 4½ years in the European war theatre.

Corp. Tech. George Eastwood has returned from overseas duty. Letters have been received from 1/c Pvt. Frank Newman, who was transferred from Europe to the Philippines.

Eugene McManus, R.N., is enjoying his vacation.

The Chapter extends best wishes to Helen O'Brien, Senior Stenographer, and James Pritchard, a former employee, who were recently married.

### COXSACKIE

Lieut. Earl Laird has just been transferred from Coxsackie to the new Elmira classification clinic.

Sgt. Burns has just been transferred from Coxsackie to the new Elmira classification clinic.

A farewell party was held for Sgt. Burns at the Riverside Cottage. A gift of a bowling ball was made to the Sergeant. He hopes he brings that average up to 180. He was also presented



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with his own bowling alley and miniature bowling ball so if he does not bring the average up he can practice at home; the miniature alley has a gutter leading to the head pin so he will be unable to miss. Good luck, Bill.

We also hear via the grapevine that Sgt. Dave Donaldson is being transferred to Auburn prison come the middle of the month.

Chief engineer Clark is also going to leave us after 10 years to take over his duties at Elmira reformatory, the crew in the powerhouse are planning a big party.

A Halloween party is being planned for all employees in the Saulpaugh Hotel on Oct. 31, 1945.

Guard Henderson received a promotion, he is now in charge of the Coxsackie piggery, I hear that he worked two days and then had to take a couple of days off to recuperate? Take it easy, Doc.

Miss Mary Kearns, nurse at Coxsackie for many years, was buried on Oct. 3, 1945, from her sister's home in Port Jervis, N. Y. Mrs. Redmond, Mrs. Dimmick and Jerry Quinn attended the funeral.

Many veterans are returning to their jobs, Richard Rourke, Jack Hughes are back from the Coast Guard; Harold Pillsworth is back from the Army; it is reported that many more are coming soon.

Major Donald D. Scarborough, former superintendent here, was back the other day for a visit. Major Scarborough has seen service in Europe and Germany proper. Good luck, Major.

Capt. Louis Nawrocky, former guard here, was just promoted to a Major. Louie has a couple of purple hearts and is a very modest lad.

Sgt. Burns says that Farm

Supt. Bill Massie is going in for piano moving.

### ROCHESTER HOSPITAL

The Rochester State Hospital Chapter of the Association will hold its annual meeting and election of officers on October 24.

The following service men and women have returned or signified intention of returning to service at the hospital: Emmett Nugent, Clayton Miller, Bruce MacLaren, Clarence Burgess, Harold Walker, Harlow St. Alban, Edward Schmanke, Herbert Parkes, Leonard Byrd, Gordon Walzer, and Mrs. Walzer.

### BINGHAMPTON CHAPTER

Samuel J. Chapin, who was employed as Highway Light Maintenance Foreman at District No. 9 of the New York State Department of Public Works, was fatally injured in an automobile accident near Windsor, N.Y. He had been associated with the Department of Public Works for the past 17 years. His passing came as a shock to his many friends.

Binghamton Chapter also extends sympathy to the family and friends of Manfred Benson, who was fatally injured in Chenango County. Mr. Benson has been an employee of the Department of Public Works for the past year.

Albert E. Launt presided at a meeting of the Board of Governors of the Empire State Civil Service Club at his home at 68 Davis Street. Plans were discussed for a broad program of activities.

A well-attended meeting of (Continued on Page 9)

## NEWS ABOUT STATE EMPLOYEES

### ALBION TRAINING SCHOOL

The Albion Chapter held a Bingo party and sold a \$50 War Bond. The affair was so successful that more such events are planned.

With deep regret, the resignation of Chapter President Mrs. Winifred Miller was accepted. Her husband is returning from three years' overseas service. Through the efforts of Mrs. Miller and of Mrs. Alice Wagner, secretary, the Chapter has grown to a membership of 100.

Albion was represented at the October 6 meeting of the Western District of Civil Service Association Chapters. Fourteen members attended the meeting at Gowanda.

Mrs. Beeton, a former employee, is entertaining her two sons who are in service and is expecting back her daughter, Betty, also in service.

Mr. John L. Schoenfeld and Mrs. Carl Hogan, deputy commissioners, recently visited Albion.

### CENTRAL ISLIP

The Central Islip Chapter elected the following officers for the year 1945-46: President, Frank Walsh; Vice-President, James Connolly; Treasurer, Michael Murphy; and Secretary, Katherine Ely.

All Association members and friends are invited to attend the October 19 meeting in the lounge of Robbins Hall.

Welcomed back to our campus for a visit recently were Mr. and Mrs. Thomas Kamerad (nee Irene Buchanan) of Warwick, N. Y. . . . Tommy has recently been discharged from the U. S. Navy.

Also visiting were recent graduates Pat Lucarelli, Ruth Sackie, Sybil Maynard, Margie Roberts Simms, Teresa Clara, Mary Izadore, and Margie Jackson.

Patrolman Thomas Corcoran has returned to his position; also Bertha Frank to "M" group.

Letters from Frank Casno of I group say he is quite happy in California.

Patrolman Frank S. Walsh (President of the C.I. Chapter of the Association) is on vacation; also Patrolman Martin Dundon.

Plans are being made for an-

other dance to be held early in November.

Miss Florence Lampe, R.N., and Mrs. Ende, R.N., are planning to attend the Nurses' Convention in Utica, N.J.

### ROCKLAND HOSPITAL

The Chapter elected the following officers for the year 1945-46: President, Arthur J. Gifford; Vice-President, George Cornish; Treasurer, Ada Miller, and Financial and Record Secretary, Kathleen Hennessey.

The following delegates were chosen to attend the Annual Meeting of the Association on October 16: Arthur J. Gifford; George Cornish and Kathleen Hennessey.

### SYRACUSE CHAPTER

Laurence J. Hollister, the newly-appointed Field Representative of the Association of State Civil Service Employees, was the guest speaker at a special meeting of the Syracuse Chapter, at the Onondaga Hotel. He spoke of the plans being formulated to set up a special fund so that the State Comptroller can make a survey of the 25-year retirement proposal, which is creating such high interest among employees. Another proposal receiving consideration is the Barratt Bill (or longevity pay plan) under which employees would be given a \$100 increment for every five years of service, after service of 10, 15 or 20 years. The precise manner of this proposal has not as yet been adopted. The bill passed the Senate last year but was defeated in the Assembly.

Mr. Hollister said that defeat of the Downey-Sherman veterans' preference amendment, which comes up before the voters this Fall, was essential to good government and the Career System; that ten points allowed disabled veterans and 5 points for non-disabled veterans, on Civil Service examinations, was the fair and preferable manner of giving preference, the same as is done in the Federal Government.

The annual meeting of the Association will be held in Albany, October 16, and the delegates from the Syracuse Chapter are J. G. Moyer, President; Doris LeFever and Benjamin Ungarten. They will take with them the following proposals to be adopted and presented to the Legislature, when it convenes: Re-instatement of the four weeks vacation period; a five-day week work plan, but still retaining the 38 and 40-hour week; retention of the war emergency bonus to offset the high cost of living, and unemployment insurance for all State employees.

The employees of the Taxation and Finance Department welcomed the return of Joseph A. Mercurio, after having served for almost two years in the U. S. Army. The Chapter has greatly missed his zest and enthusiasm

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# New Group Is Formed to Obtain Improved Care of Mental Patients

## Suggests Higher Pay for Hospital Workers

A new organization has been formed, with backing in high places, which proposes to suggest improvements in mental hygiene practices.

The group, which has taken the name of The People's Committee for Mental Hygiene, has among its active participants State Senator Lowell H. Brown. A statement from the Committee says that "with the approval of Dr. MacCurdy, Commissioner of Mental Hygiene, the Senator has agreed to attend meetings, study recommendations and work with the Committee and Department."

It is expected that the new organization will shortly announce a number of additional "big-name" sponsors.

In a first public statement, the

Committee has come out for higher pay scales to attendants. For this reason, and because their interests are closely affected, it has been suggested by officers of the Association of State Civil Service Employees, that employees of the department watch carefully the direction which the new group will take, and be prepared to advise it and "steer it properly." An attitude of watchful waiting on the part of employees was recommended. The statement issued by the People's Committee contained the following information:

### No Probe Sought

"The Committee is being formed by interested groups and individuals to secure improvements in the field of care and cure of mental

patients. Its work is national in scope. It is not agitating or investigating with blaring headlines. It will not be used as a political football. It merely demands that sensible laws and rules of administration be adopted to put an end for all time to the medieval practices and conditions which still are universal in the field of mental hygiene, especially in governmental institutions.

"The Committee is now concentrating on the mental hospitals of the State of New York which, in spite of glaring defects, are now recognized by experts as the best in the nation. No detailed recommendations have as yet been adopted but the following are typical of suggestions received from Committee members:

### Higher Pay

"1. Higher qualifications and higher salary for the job of attendant, with a compulsory three-months practical course of training.

"2. More registered nurses, espe-

cially on the chronic services, to equal at least one registered nurse per doctor.

"3. A reorganization of the medical staff, to include highly trained Psychiatrists-in-Charge who will form the nucleus of a teaching, supervisory unit.

"4. Advisory medical boards, consisting of representatives of all the specialties, gradually to replace the obsolete Boards of Visitors which now rarely include even one general practitioner.

"5. Full-time psychiatrists and social workers in Convalescent Clinics (actively to follow up "paroled" patients, 40% of whom now return).

"6. Extension of family care to the fullest degree possible to empty overcrowded institutions of as many harmless chronic patients as are capable of any social adjustment.

"7. Creation of psychiatric units in all general hospitals.

"To succeed in this crusade it will be necessary to rally public opinion on a scale sufficient to impress the Legislature. Only by working through a central group can this be done. The Committee will function not only as a clearing house for recommendations but also as an agency to stimulate public opinion."

## NEWS ABOUT STATE EMPLOYEES

(Continued from Page 8)

Binghamton Chapter was held at Ferris Hall of Binghamton State Hospital. Preliminary nominations for officers of 1946 were made at that time. James W. Maney, the First Vice-president, reported on the work of the Grievance Committee, which he heads. Mr. Launt, the Executive Secretary, outlined the purposes and activities of the Empire State Civil Service Club, of which he is the President. Frank M. Harris, fractures, internal injuries, hemorrhages, Public Works Representative, led in a discussion of the problems of that department. Capt. Edward R. Brown, Special Delegate to Albany, discussed this branch of State employees' problems. The President, Clarence W. F. Stott, briefly touched on the proposed plan of regional organization in Central New York, pointing out that such an organization would be effective as an instrument in helping to solve employees' problems of a state-wide nature and in promoting collaboration among district subdivisions of a department.

Laurence J. Hollister, Field Representative of the State Association, talked on employees' problems. He was well received. Mr. Hollister is a former member of Binghamton Chapter and served as Executive Secretary with honor and ability.

### PILGRIM CHAPTER

At a meeting of the Pilgrim State Hospital Chapter, the following officers and members of Executive Council were chosen for the coming year:

President, Francis H. Neitzel; Vice-president, Charles D. Burns; Secretary, Madge Koernig; and Treasurer, Louise S. Williams. Executive Council, Preston Windus, chairman; Glenn Allen, Mildred Allen, R.N., Helen Arthur, Kathleen Avery, Betty Christy, Leon Corbett, Nettie Corbett, Leo V. Donohue, Christopher Doscher, Katherine Elliott, R.N., Carmela Kraft, R.N., Lloyd Hale, Meta Harrison, Jennie Henabray, Ralph B. Jacoby, M.D.; Frederick Kuhlmann, James Leslie, Israel Levla, Leo Liberty, George Little, Charles J. Mahoney, Rose McElligott, Clare O'Kane, Milo Pearsall, Glenn Peterson, Mary J. Preston, Wesley Redmond, Ercelia Schilling, R.N.; Neva Schoonover,

### DONALD WHEELER APPOINTED

ALBANY, Oct. 16—Governor Dewey has appointed Donald Wheeler of Schoharie as County Treasurer of Schoharie County, to fill the vacancy caused by the resignation of Nicholas G. Moot. Mr. Wheeler was recently honorably discharged from the United States Army. He was born in Middleburgh April 20, 1913. In 1937 he was graduated from Springfield College.

### R. J. SHERMAN ON BENCH

ALBANY, Oct. 16—Governor Dewey has appointed Richard J. Sherman of Saratoga Springs as County Judge of Saratoga County, to succeed Spencer B. Eddy, of Saratoga Springs, who resigned recently to become a member of the State Public Service Commission. Mr. Sherman, a lawyer, has been Assemblyman from Saratoga County since 1938.

## How Veterans Should Protect Their Insurance

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

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

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

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

## Social Welfare Employees Meet Dept. Heads

ALBANY, Oct. 16—Problems of Social Welfare Department employees will be subject to conference between employee delegates and officials of the department on Tuesday, October 16. Arrangements for the meeting have been made by Association of State Civil Service Employees. Byron T. Hipple, assistant to the Commissioner, and other officials of the department will be present. The meeting will take place at 4:30 p.m., in the DeWitt Clinton Hotel.

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# State Assn. Considers Advancing 30 Percent Increase in Pay

ALBANY, Oct. 16—It has been learned that serious consideration

## 12 New Yorkers Present at Albany Session

Headed by President Charles R. Culyer, a delegation of twelve members of the NYC Chapter of the Association is in Albany for the Annual meeting.

Representing over ten percent of the total membership of the State-wide association, the metropolitan group has submitted over 50 resolutions for consideration, and the delegat expects to take an important part in the discussions.

The dozen delegates from New York City represent forty-two different State bureaus and agencies in the City and includes a membership of 3,111 according to President Culyer.

In addition to Mr. Culyer, the following are in Albany: Michael Porta, William K. Hopkins, Joseph J. Byrnes, Kenneth A. Valentine, Eva P. Heller, Edith Fruchthender, James J. Deuchar, Edmund J. Bozek, William A. Steinman, Joseph Pittari, and William Teitelbaum.

will be given during the annual meeting of the Association of State Civil Service Employees for an increase of 30 percent in basic pay. Statisticians of the Association point out that such an increase would in no wise be "out of line," since living costs have gone up much more than that percentage.

If the Association adopts this plan, it would still ask for pay adjustments by the Salary Standardization Board and by the Classification Board, but all within the new base pay range.

### Other Pay Plans

Other pay plans of the Association include the sliding scale arrangement, in which pay is tied in with cost-of-living index. But if this plan is advocated, the Association will nevertheless still request a higher base. "The present base pay scale simply no longer fits the times or the situation," said one Association spokesman.

Other pay matters which will take the form of resolutions and probably be passed by the Association delegates will include time-and-a-half for overtime pay, extra pay for hazardous work, and pay adjustments on an increased pay minimum, and adjustments in special cases, such as those in the Social Welfare Department which fall below similar categories of work in other department.

# Employees Praise Rochester State Hospital

The following letter, from a group of Rochester State Hospital Employees, came in response to an article which appeared in a recent issue of The LEADER. The article quoted opinions gathered at random from employees in the institution. But those opinions don't tell the whole story, according to this letter, which says:

"In your issue of October 2 there is an article headed 'Rochester Hospital Workers Aggrieved,' which demands an answer.

"In every organization you can always find a small but noisy coterie of trouble makers, so it is very evident the State Association and LEADER representatives, who paid this hospital a recent visit, lent an ear only to our handful of disturbers, because no such statement could possibly be obtained from more than one or two per cent of our employees.

Nothing was said about food, housing or working conditions, which we claim to be the best in the State, but simply grievances.

### No Employee Discharged

"You have utterly failed in your attempt to make a mountain out of a molehill and when you state that our Director, Dr. John L. Van De Mark, exercises a czar-like attitude, you make our rank and file hot under the collar. This statement looks foolish when you realize that he has never discharged an employee during his tenure. We assure you he is held in high esteem by practically all of our 700 employees."

[The LEADER made no comment about Dr. Van De Mark, but merely quoted the employees. We are glad to have this additional expression of opinion.—Editor.]

### Library—Third Floor

3—Meeting of Resolutions Committee; John A. Cromie, chairman. Note: All resolutions should be in hands of the chairman by noon.

### Crystal Ball Room

6—Dinner meeting. Guest Speakers, Austin Crivin, chairman of the Senate Civil Service Committee, and H. Eliot Kaplan, executive secretary, Civil Service Reform Association, on veteran preference.

8—Business meeting: Report of President. Adoption of Resolutions. New Business. Report of Canvassing Board of New Officers and New Members of Executive Committee.

### Studio Room

Special meeting, October 16, 4:30—Delegates of Social Welfare Institution Chapters; Mr. McFarland, presiding.

Headquarters will be maintained before and after all sessions in the Venetian Room. President Shoro and the Association headquarters staff will be present to answer any questions and to take up special problems.

# Hollister Visits NYC, Albany And Wassaic

Here is another report on the travels of Laurence Hollister, Field Representative of the Association of State Civil Service Employees.

On October 1 and 2 he visited Wassaic State School where he addressed a meeting of the Chapter headed by Herbert Nelson. The meeting was followed by a round-table discussion after which he made a round of the hospital, talking to employees.

The evening of October 2 was spent at an Executive Committee meeting in Albany. October 3 was spent in Albany, talking with employees at various departments in the Capital City. The Albany employees have the same right to consult him as have any other Association members.

On October 4 he met with employees of the Psychiatric Institute in NYC who are forming a new chapter. Leo Gurry, president of the Mental Hygiene Association, also attended. Sidney Alexander, X-ray Technician, was appointed temporary chairman. Mr. Hollister also enjoyed a long talk with Dr. Lewis, director, who welcomed the formation of the group.

October 5 and 6 were spent at Binghamton State Hospital where Mr. Hollister attended the regular meeting of his home Chapter. About 60 attended and President C. W. F. Scott presided. Following the meeting employee problems were discussed. Saturday was spent in discussion of problems of many employees at the institution.

# 101 Tests Held, Graded in 2 Mos.

Special to The LEADER  
ALBANY, Oct. 16—In the months of August and September, the State Civil Service Department completed 101 promotion examinations. This represents examinations held, and graded, and eligible lists set up. One official characterized the record as "a magnificent job done by the Examinations Division."

All those who were appointed by September 29 are eligible to receive increments on April 1, 1946. This was one reason why the Civil Service Department rushed the exams through.

In several cases, the Department telegraphed the results of examinations to appointing officers, so that they should have them on time to make appointments before the September 29 deadline.

# C. S. Assembly Holds Debate on Preference

(Continued from Page 1)

a special conference, held in the auditorium of the NYC Health Department in the morning and at the offices of the NYC Civil Service Commission in the afternoon.

The conference produced abundant evidence of difference of opinion among experts. The difference did not relate to the advisability of ratification of the amendment at the referendum—for practically all either openly agreed or appeared to agree that the amendment should be defeated—but related to broad policies of veteran preference generally, and meeting special problems in administering any form of veteran preference.

### Notables Speak

The local meeting was under the sponsorship of a committee consisting of Harry W. Marsh, President of the NYC Civil Service Commission; James E. Roswell, Director, Second Regional Office, U. S. Civil Service Commission (N. Y. and Northern N. J.), and H. Eliot Kaplan, Executive Secretary of the National Civil Service League and Chairman of the Executive Committee of the Citizens' Committee on Veteran Preference. The speakers were Messrs. Marsh and Kaplan; Charles L. Campbell, Administrative Director, State Civil Service Commission; Capt. Samuel H. Ordway, Jr., USNR (Ret.); Lieutenant Colonel Joseph V. Down, representing the veteran placement activities of the War Department; Charles Peiset, Personnel Director, USN, Washington, D. C.; Charles Yard, Assistant Director, New Jersey Civil Service Commission; Mrs. Esther Bromley, NYC Civil Service Commissioner; A. L. Davis, of the Veterans' Service Center; Margaret Frank, Chief Examiner, Maryland Civil Service Commission, and Glenn Scorderia, Personnel Director of the State of Connecticut.

"The eyes of the nation are focused on the Downey-Sherman amendment in New York," said Mr. Kaplan. "What happens here may have repercussions in other parts of the country. The vote on the veterans' preference amendment in N. Y. State therefore is important nationally."

### Federal Method Compared

He opposed the proposed amendment because of its weakening effect on the public service and its unfairness to non-veterans, both present and prospective public employees.

"I doubt whether the rank and file of veterans were consulted or were aware of its provisions," he added. "Most veterans who have studied the bill are against it. Most veterans are believed to be too proud to want special concessions to such a degree."

He cited what happened in Connecticut and Rhode Island, where the veteran organizations themselves, including disabled veterans, opposed the extension of the 5-and-10 plan.

He criticized the Federal veteran preference method, whereby a candidate does not have to pass an examination on the merits, but gets the benefit of 10 additional points, if a disabled veteran, or of 5 additional points, if a non-disabled veteran, which count toward the pass mark. He pointed out that under this method a disabled veteran who fails the examination by a percentage equal to or less than the 10 premium points, not only gets on the eligible list, but goes to the top of the list.

### Failure Rewarded

He said that such preference, that rewards failure, is injurious to the public service. He stressed the fact that the proposed N. Y. State amendment, although it does require that the veterans first pass the examination, goes far beyond the Federal practice in covering both appointments and promotions regardless of the special skill required for doing some jobs. If he had to choose between the two, he would prefer the Federal method. This excepts professional and scientific jobs paying \$3,000 and up from absolute preference, whereas the N. Y. State proposal makes no distinction as to duties or pay.

Thus Mr. Kaplan brought up a subject that produced considerable controversy. He argued that it was perfectly proper to give a veteran credit for the time he put in the armed forces, counting it as if it were training, experience or education, as a satisfactory substitute for the literal achievement, to meet commission qualification requirements. That recognition, he said, was necessary, to avoid any

penalizing of veterans for the time they spent in service, when those who did not so serve were able to gain the experience, training or education. But he drew the line at permanently qualifying a disabled veteran for a highly specialized professional and scientific job, as the State amendment would do, because the public welfare would suffer from the absence of the candidate's skill.

### Ordway Disagrees

Capt. Ordway discussed the handling of veterans' personnel problems generally, then disagreed with Mr. Kaplan's viewpoint on credit for military service as if it were in reality some sort of service qualifying one for an entirely new line of work. He didn't think the substitution could be made, either for business experience or for professional training and experience. It was no way, he thought, of establishing qualifications for appointment or promotion, by assuming even a part of those qualifications, when they did not in reality exist.

### Campbell Remembers

Mr. Campbell recalled his own experience after World War I, when, he said, he got an official brush-off as a returned veteran, and he pledged that the State Civil Service Commission was doing and would do its utmost to prevent any such recurrences now. He discussed problems of the State Commission, as affecting veterans, and told of the work being done on their behalf.

Mrs. Bromley said that the NYC Commission also was bending every effort to help the veteran, even going out of its way to do so, but that there were certain limitations imposed by State law, and legislation would be necessary to correct it, if the veterans were to get some or all of the extra advantages that they may feel that they should have. She found that some veterans had a mistaken idea of what the State law, which governs the NYC Commission's powers as well, can do, and that the local commission was trying to inform each veteran accurately of the legal situation.

President Marsh presided over the morning session and Henry F. Hubbard of the Federal Council of Personnel Administration, who is President of the Civil Service Assembly of the United States and Canada, presided over the afternoon session.

### Disabled Veteran Talks

One of the highlights of the conference was the talk given by A. J. Barshay, recently discharged from the Army Air Forces.

"All that the veteran generally wants is to be a citizen first, and a veteran afterwards," he said.

He opposed any undue consideration being given to veterans, as he said existed in the Downey-Sherman bill. He asked those in the Army and Navy who were present in uniform if any of them disagreed, but nobody voiced any disagreement.

The conference was held for benefit of all of those persons within easy reach of NYC. The meeting was held because it was not practicable to arrange either for an annual convention or an Eastern Regional Conference at this time. There appeared to be a demand for an opportunity among those responsible for administration of personnel agencies to discuss various matters without waiting for a regular Regional Conference or annual convention, the assembly said.

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Novena Prayers at all the Masses and at 11.50, 1.15, 3, 5.15, 5.45 and 7.30 o'clock.  
Sunday Masses: 2.20, 6, 7, 8, 9, 10, 11, 12 and 12.50 o'clock.  
Devotions on Sunday: 5.30 and 7.30 o'clock.  
Masses on Holydays: 2.30, 6, 7, 7.30, 8, 8.30, 9, 10, 11, 11.30, 12, 12.15, and 1 o'clock.

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SUNDAY MASSES—2.20, 6, 7, 8, 9, 10, 11, 12, 12.50  
DAILY SERVICES—11.50, 1.15, 3, 5.15, 5.45, 7.30  
SUNDAY SERVICES (P. M.)—5.30 and 7.30  
CONFESSIONS—At all times.

**St. Francis of Assisi**  
(National Shrine of St. Anthony)  
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SUNDAY MASSES—2.30, 2.45, 5, 6, 7, 8, 9, 10, 11, 11.30,  
12, 12.30, 2.45  
(For Members of Armed Forces Only: 3 P.M.)  
DAILY MASSES—5, 6, 6.30, 7, 8, 8.30, 9, 10, 11.15  
(11 Tuesday), 12.15  
CONFESSIONS—Every day of the year from 9.30 A.M.  
to 10 P.M.

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Yes—everyone dislikes planning for a burial site, but a person with foresight knows one can make a more intelligent choice when calm and collected. Most times we are confronted with this unpleasant task when grief-stricken, and decisions made at this time, are not always the best. Write, or phone today for our free booklet F.

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# General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

## NYC Veterans Prefer Jobs As Policemen and Firemen

Police and Fire Department jobs in NYC are tops, in the opinion of veterans.

Of the hundreds of veterans who have called at the Municipal Civil Service Commission to discuss their job future, more than 50 percent have expressed particular interest in the coming examinations for Patrolman and Fireman.

These tests are expected in the near future. Fireman first. The LEADER will carry complete information when the Civil Service Commission announces the examination, as well as exclusive advance information. Study material for the Fireman examination appears on Page 5 of this week's LEADER, the fifth of the weekly series. Study material for the Patrolman examination will appear in the near future.

### MARITIME AND PREFERENCE

Many persons in the Maritime Service are wondering about their rights under the State military laws.

The State Military Law, which also regulates the Municipal Civil Service Commission, provides that persons who have served with the Maritime Service have veterans' rights with regards to restoration on an eligible list, or placement on a special military list on their return, and are entitled to military leave of absence.

However, they are not entitled to disabled veterans, preference in appointment and promotion or to veterans' preference in retention in positions in the event of layoffs.

The State law describes military duty for Maritime Service as . . . "service as an officer or member of the crew on or in connection with a vessel documented under the laws of the United States or a vessel owned by, chartered to, or operated by or for the account or use of the government of the United States, as an enrollee in the United States maritime service on active duty."

## Four Preference Claims Decided

Following are decisions on four claims for veterans' preference made by the Municipal Civil Service Commission:

Andrew P. Skapinec, Promotion to Car Inspector, IRT. Claim filed, as he has already been appointed from the eligible list.

Anthony B. Sacco, Special Patrolman. Claim denied and he was marked "not qualified medically" for the Special Patrolman post, but approved for Court Attendant, Messenger, Watchman, Attendant, Process Server and Investigator.

Thomas P. Curley, Patrolman, P.D. Claim denied for Patrolman, but he was approved for Court

Attendant, Messenger, Watchman, Attendant, Process Server and Investigator.

Angelo J. Valente, Asphalt Worker. Claim granted, provided he passes all the tests and requirements.

## World War II Vets To Meet on Oct. 18

Next meeting of World War II Veterans in Civil Service will be held on October 18 at the Tough Club, 243 West 14th Street, Manhattan. Henry Fischer, personnel officer of the NYC Sales Tax Bureau, State Commander of the organization, reports an increasing interest in the group by World War II veterans in the City employ, who are joining in large numbers.

A primary purpose of the group is the sponsoring of legislation for the aid of veterans who are or become civil service employees.

Veterans of both wars are invited to attend the meeting.

## St. George Ass'n Holds Meeting

The St. George Association, NYC Fire Department, is meeting tonight (Tuesday) at the Tough Club, 243 West 14th Street, Manhattan, to elect a nominating committee, make final arrangements for the annual memorial service, receive the annual report of the Board of Officers.

The Association, headed by Harold A. Shaw, has also announced the following events for the near future: October 21, Memorial Service at St. Ann's Church; February 1, entertainment and dance; May 19, Communion and Breakfast.

## Coeli Council of K.C. to Hold Dance

The Regina Coeli Council 423, Knights of Columbus, will hold a barn dance on Saturday evening, Oct. 27. Proceeds will go towards relief and welfare work. The dance will be held at the Holy Cross School Auditorium, 322 West 43rd Street.

Helping in the arrangements will be members of the Ladies Auxiliary of the Council, whose president is Grace Jackson.

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## U. S. Jobs

(Continued from Page 12)

position is as follows: Basic salary for 40-hour week, \$3,640; total salary for 44-hour week, \$4,061; total salary for 48-hour week, \$4,483.

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

### General Information

1. Applications will be accepted until the needs of the service have been met.

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

3. There are no age limits for these positions.

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

5. No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their experience, education, and training, and on corroborative evidence secured by the Commission. Applicants may be requested to submit proof of successful completion of the dental college course claimed. Proof will be requested by the Commission, if required. Exaggeration or misstatement will be cause for disqualification or later removal from office.

6. Appointments will be war service appointments. Such appointments generally will be of indefinite duration and in no case will extend more than 6 months beyond the legal end of the war as established by the Congress or the President.

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

8. Appointments to Federal positions which are subject to the Civil Service Rules and the War Service Regulations are made through the U. S. Civil Service Commission. No fee is charged. It is not necessary to secure the services of a private employment agency in order to seek Federal employment. Apply directly to the United States Civil Service Commission, Washington 25, D. C.

### How to Apply

Applicants must file the forms and material necessary, all properly executed, with the United States Civil Service Commission, Washington 25, D. C.

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# Amusement

By J. RICHARD BURSTIN



THE ANDREW SISTERS

"Duffy's Tavern" the Paramount fun-fest featuring Ed Gardner and all prominent Paramount stars continues on its merry way at the New York Paramount. Featured in person are the Andrew Sisters and Vic Schoen and his Orchestra. . . . The new Universal film, "Shady Lady" an effective bit of comedy and romance, is the new film at the Loew's Criterion Theatre. Ginny Simms and Robert Paige co-star with Martha O'Driscoll, Alan Curtis and Joe Frisco in supporting roles. . . . "Mildred Pierce" the Joan Crawford co-starrer based on the James M. Cain novel is highly recommended for drama with a punch—but you'd better leave the kiddies at home. On stage Russ Morgan and his Orchestra headline the stage with the Three Stooges and singer Tommy Dix. . . . "Rhapsody in

Blue" the Warner all-star musical holds at the New York Hollywood Theatre for another week. . . . The most delightful comedy in town is the new film, "Blithe Spirit"—a diverting satire on spooks, housed at the Winter Garden Theatre. . . . Continuing at the Radio City Music Hall is the elaborate comedy romance, "Week-End At the Waldorf" with stars Ginger Rogers, Lana Turner, Walter Pidgeon and Van Johnson. . . . Many films fall short of being "great" by only a slender margin but, "The Story of G.I. Joe" with Burgess Meredith as Ernie Pyle is a memorable movie-going experience. Called "the greatest film to come out of the war," it is a great movie—currently being shown at both the Globe and Gotham Theatres.

## Parks Catholic Guild To Hold Dance Nov. 2

The sixth annual entertainment and dance of the Catholic Guild of Park Department Employees of the City of New York will be held on Friday evening, November 2, in the grand ballroom of Hotel Commodore.

Music will be furnished by Bob Cronin and his orchestra. Entertainment will start at 8:40 p. m. and dancing will continue until 2 a. m.

A fine program of varied entertainment has been arranged. Proceeds will go to the Welfare and Scholarship fund. John Dunleavy, at P. O. Box 32, Station W, New York 24, N. Y., is in charge of tickets.

### LIST MADE OFFICIAL

October 5 was set by the Municipal Civil Service Commission as the official promulgation date for the Promotion to Satisfaction Clerk, Grade 4 (City Register's Office) list.

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**Joan Crawford . . . Jack Carson**  
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