Civil Service

America's Largest Weekly for Public Employees

Vol. X-No. 6

Tuesday, October 16, 1945

Price Five Cents

NYC Policy Attacked **On Prevailing Rates**

See Page 3

BS IN RADIO OPEN; ENTISTS WA IRAFTSMEN A

Special to The LEADER WASHINGTON, Oct. 16-Within-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. Commission.

Thex ara 'm compliance with a provision of the Federal Employees Pay Act of 1945. This act, which was approved June 30, amended various provisions of the Classi-fication Act of 1923, as previously amended, and establishes the rates of pay of almost half the positions in the Federal civil

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) thorize its local committee to call (Continued on Page 10)

Promotion Annual Meeting Opened Non-Vets Is Widened By State Association

ALBANY, Oct. 16—Close to 200 of State Civil Service Employees, for 1946. State employees, acting as dele-state employees, acting as dele-getes for their fellow employees grates for their fellow employees grates for their fellow employees in all parts of the State, gathered yesterday (Monday) and today, yesterday (Monday) and today, in Albany. The event was the largest organization of public workers in the United States. The purpose of the convention was to elect officers for the coming year.

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

Preference Officers Vex 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 au-

NYC Board

The Municipal Civil Service Commission is troubled over re-turning 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 Com-mission can't figure out what to do. Officiailly, 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 en-listed men who come out with discharges are put back on the discharges are put back on the lists for appointment.

The Federal Government faces a similar problem and legislain Congress to meet the situation.

Crane Says Fireman Is

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 in-creases 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

(Continued on Page 3)

Sought in

To the Government positions in 17 titles open to nonveterans 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 re-cently-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 The city has recognized the fact two jobs are an exception to the

(Continued on Page 12)

Overtime Ended

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

"The improving manpower sit-uation has made it possible to allow 'compensatory' time off for Saturday work, and the Depart-ment is going on a 40-hour week. following other Federal agencies." Beginning last Saturday, mail-

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

pensatory" 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 going on.

who point out that the instructions from Washington, on the restoration of compensatory time-off in lieu of overtime for Satur-day work was optional with local Postal authorities and that em-ployees might have been kept on the overtime pay schedule to pro-vide for a still-high wartime costs of living.

The employees are hoping to have the new order modified, so that instead of a total cessation of overtime pay there will be a reduction of take-home pay on a stagger system, instead. This, they are modelable open or the take they are modelable open or the take they are modelable. a stagger system, instead, This, they say, would also conform better to the absorption of returning veterans into the postal system, under circumstances that permit the newcomers to learn the job thoroughly. While the employees welcome the veterans into their ranks, they feel that the idea that the new appointee is suddenly fitted to shoulder an experienced man's full share of experienced man's full share of the work is unsound, and that gradual accommodation to the tasks is necessary, and while it is

U.S.Opposes Resignations Refunds Get Pension

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 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 con-tribution. The announcement announcement

"Departmental Circular No. 541 "To Heads of Departments and Independent Establishments:

'Subject: Annuity rights which

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 worked the completion so that they may obtain a refund of retirement deductions. Such ac-tion is apparently due to a mis-understanding of the benefits that

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

accrue to Federal employees 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 em-ployee becomes entitled to valu-able 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 any analysis) he may receive a reexample) he may receive a re-(Continued on Page 14)

Civil Service Board Faces Streamlining

U.S. NEWS

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, 1942, when all appointments became war service. Thus any permanent employee who had a break in service of over 30 days was reaspointed to a war service job. Now many of these persons are being laid off under reductions in

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 employee 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 re-instated in a year or lose the

Union Says Jobs Are Dependent on Whom You Know

WASHINGTON, Oct. 16—A fur-lough policy which would give all "separated" Federal workers 129 days to find a new job, is advo-cated by the United Federal Workers of America (CRO). The union wants this policy ap-

plied 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 Screen Civi

the Federal Civil Service Commis-sion 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 discrimina-

"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

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.

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

Senators Back Pay Rise

If Employees Are Fewer

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 reorganiza-tion 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 introauthor, 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 "hob-bling" important government pro-grams through red tape and delays involved in employing per-

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

Mr. Fischer blames Congress largely for what he claims are 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 effi-ciently."

He says that Arthur S. Flem-ming is "the youngest, most pro-gressive and best qualified" of the three commissioners, and is re-sponsible for most of the wartime improvements in the commission's

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 moderniza-tion of its setup or operations.

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

This program involves four major reforms: 1. Abolish the present commis-

agencies would be laid down by 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 "re-duced" from their jobs. But there

duced" from their jobs. But there are two sides to every question, and here is an interesting letter from a former Censorship employee on this subject.

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

"This wisdom was acquired by the V.A. recently, but too late to

"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

other agencies, or at most offered a Grade 2 position. It happened to me, among others, and I pos-sess an MA., some business ex-perience, 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 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 vacan-

"I protest against the proced-ure 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 re-fuser or betittled the last persons dismissed, those who were sup-posed 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 personnal Admini-strator, 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 Massachusets, 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 govern-ment sems to be well on its way to becoming a reality.

FURS

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New Job Security Rules Proposed

ployees with permanent status, with veterans. Veterans should and veterans, should be on an be reinstated in jobs without time equal basis of job retention, U. S. Civil Service Commissioner Arthur S. Fleming 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

appeal to the Commission in cases inivolving discharge, suspension without pay or reduction in rank or grade, he added.

Commissioner Fiemming 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

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

Mr. Flemming did not feel that any change should be made in present annual or sick leave bene-fits. There has been talk of re-ducing annual leave to 15, 20 or

22 days.
Future Exam Policy Other recommendations that he made were:

Future civil service examina-tions should be restricted to the needs of the service over a reason-able period, but disable veterans able 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 filed by qualified people in the

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 Firemens' Association for the permanent 1420 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 ap-peared. He told the postmen about the firemens' conditions—the 84the firemen's long hours of duty.

limit but others only where laps 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; Classi-fication Act pay should be consist-ent with pay scales of other Government employees; advancements should be granted more rapidly as an incentive to more effective

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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

CIVIL SERVICE LEADER

Entered as second-class matter Octo-bar 2, 1939, at the por office at New York, N. Y. under the Act of March 3, 1899, Mamber of Audit Euroau of Circulations.

WASHINGTON-President Tru- Downey, sponsor of the proposed man wouldn't come out for the 20 per cent pay raise for classified 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. 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 Fede-ral Workers places at the top of the list passage of the Downey pay bill.

Fire Dept. Memorial **Honors 23**

NYC Fire Department, held at Central Parkon Sunday, honored the 23 men of the department who gave their lives in service to their fellow men either in the armed forces or fighting fires.

Following are the firemen

Eugene J. Studer, formerly a member of Engine Co. 81, reported

killed in action on November 2, 1944; Private in the Army.

James A. Hughes, Military Service Division, reported killed in action on November 19, 1944!

Private in the Army.
Robert C. Pettit, Jr., formerly a
member of Engine Co. 303, reported killed in action on Decem-ber 15, 1944; Major in the Army. Vincent A. T. Schmitt, formerly member of Engine Co. 292, reported killed in action on January 1945; Private in the Army.

George Nigro, formerly a mem-per of Engine Co. 229, reported killed in action on February 13, 1945; Staff Sergeant in the Army, James J. Farrell (2) of Engine

James J. Farrell (2) of Engine Co. 66, on February 19, 1945; Aviation Student assigned to the Air Transport Training Group.

George B. Weill, formerly a member of H. & L. Co. 23, reported killed in action on February 22, 1945; Ist Lieutenant in the Army. the Army.

Thomas F. Shortell, formerly a member of H. & L. Co. 157, re-ported killed in action on March 8, 1945; Private in the Marine

Corps Reserve.
Stephen J. Marangas, formerly a member of Engine Co. 62, reported killed in action on April 20, 1945; Ist Lieutenant in the Army Air Forces

Harold Holsten, formerly a member of Engine Co. 19, reported killed in action on May 12, 1945; Private 1stClass in the Marine orps Reserve.

January 9, 1945, in the formance of duty, from multiple fractures, internal injuries, hemorrhage and shock, sustained while operating at Signal Station 4-4 1455, Manhattan; fire, 2296-2300 Eighth Avenue, Manhattan. Elbert Hardman, of Engine Co. 36, January 9, 1945, in the performance of duty, from multiple fractures, internal injuries, hemorrhage and shock, sustained while operating at Signal Station 4-4

operating at Signal Station 4-4 1455, Manhattan; fire in premises 2296-2300 Eighth Avenue, Man-

Morris Graf, of Engine Co. 31, January 22, 1945, in the performance of duty, from asphyxia by smoke and carbon monoxide, while operating at Signal Station 175;

fire. 77 Mott Street, Manhattan.
Frank J. Winklarek, of H. & L.
Co. 36, January 24, 1945, in the
performance of duty, from compound comminuted fracture of (Continued on Page 4)

MORRIS PARIS'S PROGRAM

WEVD has announced a change in the time of the program of news comment by Morris Paris. The program will be heard at 9 p. m. on Fridays, instead of on municipal administ Wednesdays as previously an-nounced. Mr. Paris is a NYC the men are these: Assistant Deputy Compiroller,

CITY WORKER VERSIFIES HER IDEAS



NELLIE KAY

Using your head on the job is one of the maxims of Nellie Kay, recently promoted to Stenographer Grade 3 in the Office of Manhattan Borough President Edgar J. Nathan, Jr. But after hours you should do a little head work, too, she believes. So she exercises her talents by dashing off some verse, of which the following are two, although not necessarily the outstanding, examples:

REVERIE In quiet hours, When the spirit's low, And you're alone In contemplation, If from the past you snatch Some fine adventure Or some thought serene, Some dear remembrance Of a favor done, Or dashing deed Of derring-do, Then quiet hours Find the spirit high. Though you're alone And all about is dark.

CONTRAST Nature dwells on contrasts in its work;

Reverses day with night and cold with heat, d thrives upon its varied magnitude, A lesson for a human life com-

sameness feeds upon its stodgy self, And Nature's rule and guide are

thus defied, ee thou to varied scenes of action rich prove thou lived where

Anniversary Mass For Fire Capt. Clarke

others merely died.

Members of the Uniformed Fire Ocers and men of the department Ocers and men of the department will attend a first anniversary Mass for the late Fire Captain Walter T. Clarke, on October 25 at 9 a. m. at St. Peter's Church. Barclay Street, Manhattan.

The Mass is being celebrated by members of Engine 6 with which Captain Clarke was working at the time of his death at a warehouse fire on Hudson Street.

Rockaway 7-2549.

Flushing Branch, 41-25 Main Street. Flushing 9-3050.

Richmond Hill Branch, 118-14 Hillside Avenue. VIrginia 9-1179.

Ridgewood Branch, 2012 Madison Street. HEgeman 3-4770.

Staten Island

St. George Branch, 14 Bay Street SAint George 7-0463.

Steamfitters employed in nine

NYC Departments are organizing

to fight what they consider unfair

treatment on the part of the municipal administration. Among

the listing of the complaints of

Libraries

for NYC Civil Service Examinations can now find copies of previous examinations at 30 branch public libraries throughout the City. The Civil Service Commission today announced that the question papers in all tests given since 1937, except special military and license examinations, may be examined at the following places:

Manhattan

George Bruce Branch, 518 West 125 Street Monument 2-9727.
Hudson Park Branch, 10 Seventh
Avenue, South WAlker 5-7744.
Municipal Reference Branch,
Municipal Building, Worth

Seward Park Branch, 192 East Broadway, ORchard 4-1380, Veterans Center Branch, 500 Park Avenue, PLaza 3-1705, ex-

Washington Heights Branch, 1000 St. Nicholas Avenue. WAds-

1000 St. Nichojas Avende. Wath 3-6054.
96 Street Branch, 112 East 96 Street. ATwater 9-6081.
115 Street Branch, 203 West 115 Street. UNiversity 4-6807.

Brooklyn

Boro Park Branch, 5211 13 Avenue. WIndsor 6-7050. Eastern Parkway Branch, 1044

Eastern Parkway. SLocum 6-5150. Flatbush Branch. 22 Linden Bouleyard. BUckminster 2-2017.

Grand Army Plaza, Brooklyn, New York, STerling 3-2300. Kings Highway Branch, 1653 East 14 Street, ESplanad 5-8084. Montague Branch, 197 Montague Street. TRiangle 5-2111.

Williamsburg Branch, 240 Divi-sion Avenue. STagg 2-7997.

Bronx

Fordham Branch, 2556 Bainbridge Avenue. RAymond 9-7780. Melrose Branch, 910 Morris Avenue. JErome 7-7843.

Avenue. JErome 7-7843. Mott Haven Branch, 321 East 140 Street. MOtt Haven 9-4878. Tremont Branch, 1866 Washing-

ton Avenue. TRemont 8-1544. Westchester Square Branch. 1400 Dolen Park, UNderhill 3-0436. Woodstock Branch, 761 East 160 Street. MElrose 5-9068.

Queens
Brogdway Branch, 3243 Steinway Stret, AStoria 8-0887,
Central Reference Branch, 89-14 Parsons Boulevard. REpublic 9-1900.

Central Reference Circulation Branch, 89-14 Parsons Boulevard, REpublic 9-1900.

Elmhurst Branch, 86-01 Broadway. NEwtown 9-2086.

Far Rockaway Branch, 16-37 Far Rockaway Boulevard, FAr

Prevailing Rate Policy

Past Tests Decision Soon Now At 30 On Budget Power

ALBANY, Oct. 16-A decision by the Court of Appeals defining the power of the NYC Budget Director to revise the budget is expected next Thursday. Two cases, argued simultaneously, and relating to the appointment of Deputy Fire Chiefs in the NYC Fire Department, raised the ques-

In one of the cases, in which Richard Weiling, president of the Civil Service Reform Association, was the petitioner of record against Fire Commissioner Patrick Walsh, the association contended that the Budget Director has no authority at the last minute, at least without the approval of the Board of Estimate, to revise the budget lines by increasing the number of Deputy Fire Chiefs. Actually, it was contended, the budget was increased because of the inclusion of 10 Deputy Fire Chiefs at higher salaries. The association saw no vice in making changes in the manner authorized by the charter before the budget expires, but objected to what it called the creation by artificial means of vacancies that do not occur.

Unfairness Charged

The charge was made that it wasn't fair to those in the department who seek opportunities in promotion, that the city should engage in pump-priming. Such tactics in appointments and promotions are not needed, it

The so-called pump-priming re-ferred to the fact that a pro-motion eligible list was expiring. Attorney H. Eliot Kaplan, re-presenting Mr. Welling, raised two questions

1. Has the Estimate Board the power? A previous case in the Court of Appeals (the Rushford case) held that the Board of Estimate did not have the power to change the budget lines between budgets, at least as to the facts concerning the court clerks, on

which that case was decided.

2. If the Board has the power, can it delegate that power to the Budget Director? If it has the power, it is only to the power to proceed by modification, and not increase the amount of a parti-cular code. If the power exists to make changes, it can not be delegated by the Board, contended Mr. Kaplan, as it is not a ministerial act, but one requiring discretion.

The nullification of the promotions was sought in a proceed-inb brought under Article 78 of the civil practice act.

De Roode's Contentions

The companion case was that of Broderick vs Walsh, in which Albert De Roode is the attorney. Broderick was a Battalion Chief waiting to take the promotion examination to Deputy Fire Chief. The hasty promotions, he contended, impaired his promotion chances, as the filling of the pro-motion positions reduced, if it

did not destroy, his opportunities. Mr. DeRoode charged that the Deputy Chief list had expired one day before the attempted appointday before the attempted appointments, because it was promulgated on June 26, 1940, had four years to run, and Commissioner Walsh's order was made effective as of 12:01 on June 27, 1944. Mr. De Roode held that the promulgation date of the original list was that of its publication in the City Record, and not that of the attempted promulgation dated a attempted promulgation dated a week later. He also made the con-tentions of lack of budgetary authority

The court already has had the cases for months, and one reason assumed for the delay is a need to reconcile whatever its finding may be with what it held in the Rushford case.

Needed: A Way Out

It is not generally contended by litigants that the rule in the Rushford case is applicable to all other cases, and that the Board of Estimate has no power to change the budget between adop-tion dates, hence can avertise an tion dates, hence can exercise authority only once a year. That is pretty much conceded to be tying the Board's hands more than practical conditions would allow, and even more than charter provisions require

As the cases stand to date, the decision has been in favor of the petitioners in the Welling and Broderick cases. Supreme Court Justice Pecora held that the ex-periment was not sound, and doubted the Board had power to make the change, but if it did, it couldn't delegate the power. The Appellate Division, in affirming, did so only on the ground that the charter gave the Budget Director no authority to change the budget in the manner in which he had attempted.

Battalion Chief Comparison

The cases also affect indirectly the recent promotion of Captains to Acting Battalion Chiefs, except that in the Captains' case the Budget Director purported to eliminate 10 Battalion Chiefs to create 10 Acting Battalion Chiefs, at the same time promoting 10 captains to the so-called Acting Battalion Chief vacancies, although continuing them at Captains' pay. Ten Lieutenants were then promoted to Captain from an eligible list which also was about to expire.

Crane Deplores Low Fire Pay

(Continued from Page 1)

that firemen's salaries are far too small and granted them a \$420 a year cost-of-living bonus which is only a temporary emergency increase in pay.

The 3-platoon system has been suspended and there is little liklihood of its being restored within the near future, even if all the firemen in military service are returned to fire duty, as there is no eligible list from which to make appointments.

Firemen are entitled to a living wage. Discrimination against them now before the City Council, now before the City Council, should end immediately. The Bill would make the \$420 a year costof-living bonus a premanent part their salaries, should be enacted into law.

Firemen protect the lives and homes of the citizens of New York City nights as well as days.

TEMPORARY COP QUITS

The Police Department today reported the resignation of Tem-porary Patrolman Daniel Dono-yan. He had been assigned to the

When they won their claim for where they were before they won the increase, they say. Besides this, outside steamfitters are now Appointments Delayed negotiating with their employers for an increase and when that To Police and Fire Jobs

New appointments to the NYC to justify starting a new class at Police Department are "in abey- the Police Academy. according to word at Police

Hendouarter The Civil Service Commission is certifying the names of all avail-able men from the eligible lists. Forty-nine men were certified two bationary Patrolmen are available

certification of The recent

names from the Fireman (F.D.) list was recalled by the commission, as it saw possibilities of in-creasing the number to 100 to 150. Fire Commissioner Walsh also weeks ago, and the Department wants to have the new class at the will make the appointments as Pire College constitute a substan-aoon as it feels that enough Pro- tial number. About 200 could be accomodated.

adjustment of their daily rates under the State Labor Law, the City promptly took away their new benefits by cutting them from five to four work days a week. They formerly earned \$11.20 a day plus a \$1 bonus; under the increased rate they receive \$14.40 a day, but lost the bonus and the extra days. work. That leaves them just about goes through, it will again put the municipal fitters' earning below the outside rate.

The steamfitters helpers are often replaced by unskilled laborer instead of trained helpers, who are instead of trained helpers, who are a recognized skilled craftsmen group, they charge. Helpers are rated at \$8.25 a day, plus \$1 bonus; the City is saving by using lower paid laborers, they say.

The organizing meeting of the group has been called for Thursday, October 18, 8 p.m. at Werdermann's Hall, 16th Street and Third Ave., by Norman Hilden-

brand, treasurer. Steamfitters are working

Marine and Aviation, Education, Higher Education, Hospitals, Water Supply, Gas and Elec-tricity, Police, Fire and for the Boro President of Queens.

Borough Superintendent Exam Rating Snagged

Confusion over the positions of examination was held for the jobs, but the Commission can't quite ent of Housing and Buildings. Borough Superintendent, Department of Housing and Buildings, for which a promotion test was held, then invalidated and the incumbents (who had been promoted from the list) were first removed, then reinstalled as provisionals, is still rampant at the Municipal Civil Service Commis-

ence of the men who formerly held the positions after promotions were made from the 1939 list.

This subject came up at last smoved, then reinstalled as prosisionals, is still rampant at the funicipal Civil Service Commissioners couldn't decide what to do, so withheld action. Meanwhile, the publication of the list is held up.

Estimate Board Leads Women's Bowling League For October 22

N. Y. CITY NEWS

Womens' Municipal League, announced by President

Certifications

CITY COLLEGE Competitive List Custodian Engineer, Appropriate B A 9-25-45 (Promulgated 5-1-45) Cullen, Michael J.....79.760 Johnston, Oscar 79.150
Dingfelder, Earl A 79.070
Reynolds, Joseph A 78.780
Phillips, Alexander 78.490

Phillips, Alexander 78.490
McCarthy, James R. 77.760
McCarthy, James W. 77.630
Cuttlea, Hercules C. 76.720
Healy, John J. 75.800
Gray, Thomas P. 75.300
Walsh, James T. 73.020 Monahan, Everett J 72.910

CITY COURT

Promotion List, Court Clerk, Grade 4, City Court (Prom. 10-2-45) Nash, William J......85.325 Kimmel, Samuel 83.950 McSweeney Francis 81.900 DOMESTIC RELATIONS Competitive List, Court Stenog rapher (Promulgated 7-1-42) Bloomfield, Zelda ...

44 Birkhahn, Jacqueline O. . . 87.44 EDUCATION Competitive List, Furniture Maintainer-Woodwork) Prom. 11-23-43)

5 Croffi, Patsy
*8 Murphy, Edward
Competitive List, Furniture Maintainer's Helper (Prom. 10-19-43)
10 Decostanzo, Anthony . 88.750 11 Sleavin, James F. 88.750 15 Trimarchi, Vincent 56.950 18 Sullivan, William T. 84.550 19 Stoll, Arthur C. 83.500 21 DiGiacome, Philip 81.550

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 C. reet, Manhattan.

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Here is the first report of the Kay Mahoney, Public Works, after omens' Municipal Bowling the third Monday evening session.

Board of Estimate Finance
Education B
Public Werks B.
Public Works A. Comptroller B Comptroller A Civil Service Sanitation

CANDIDATES INVESTIGATED The results of investigation of three candidates for temporary employment (V-9-2c positions) was announced by the Municipal Civil Service Commission. For Assistant Gardener, Maxwell S. Davidson was qualified and Vito Navarro called for a hearing. Joseph Zager was qualified for Attendant.

Attendant.

Maintainers' Pay Hearing Set

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, Assisitant Deputy Comp-troller, Room 636 Municipal Build-ing, Manhattan. At that time, the case of the maintenance men who are asking for inclusion under the prevailing wage sections of the State Labor Law will be reopened after a summer recess.

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 Repair-

October 18, Steam Roller Oper-

WELFARE DEPARTMENT BRIEFS

Center 53

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, particularly with relation to day-to-day family

Although none would permit a direct quote, the concensus was Fire Department day the underlying, basic theme is service to the community as a Holds Memorial whole.

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

Not all are new to the Depart-ment 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 Hofstadted majored in sociology. Miss Brennan is cur-rently enrolled at the New York School

Auditor's Office.

During the elevator strike, for the first three mornings in succes-sion, William E. C. Heym of Miscellaneous Receipts Section of Division of Accounting, walked up eleven flights of stairs, though he

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."

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Laura Rachel, born September was the latest and exceedingly welcome increment to the house hor of Lee 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.

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 sus-tained 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

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 s moke and carbon monoxide, while operating at Signal Station 972, Manhattan; fire, 150 West 66th Street, Manhattan.
Battalion Chief Anthony Breek

Battalion Chief Anthony Jireck 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 Kohlen-berger, 22nd Battalion, March 21, 19-31

berger, 23nd Battalion, March 31, 1945, in the performance of duty, caused by contact with fallen high tension electric wire, while operat-ing at Signal Station 1385 Richmond.

Eastman School Adds Two Courses .

Eastman School, 441 Lexington Avenue, has added two new even-ing courses, in Practical Exporting Conversational Portuguese, said E. C. Gaines, president. De-signed 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 trem-endous 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 secreterial 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.

Follow The Leader

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UFOA Election Ballots Should Be in by Nov. 8

GROUP CALLED 'MOST VITAL' ORGANIZATION

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

study material for candidates in

promotion examination

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.

Synonyms

DIRECTIONS: Each of the fol-

lowing words is followed by four

uggested definitions. In the space

following the question, write in the

letter of the word which is the best

of those suggested. Best defini-

of the definitions suggested.

(d) enunciation.

tions refer to the most common

1. accrue: (a) ascertain (b) ac-cumulate (c) indict (d) depreciate.

2. remuneration (a) removal (b) computation (c) compensation

3. deplete: (a) exhaust (b) de-

4. status: (a) departure (b)

sculpture (c) stature (d) position.

5. feasible (a) impossible (b) payable (c) practicable (d) fear-

6. rehabilitate: (a) reiterate (b) restore (c) realize (d) discard.

(b) diffuse (c) possess (d) dissent

permanent (c) thoughtful (d) provisional.

9. ambiguous: (a) obscure (b) arduous (c) miserly (d) signifi-

10. deviation: (a) narration (b) variation (c) recognition (d) devastation.

(b) distinct (c) suitable (d) law-

eligible: (a) incompetent

7. disseminate: (a) characterize

8. tentative: (a) persistent (b)

plore (c) deposit (d) replenish.

Clerk Grade 2 Study Aid

A high New York City official pletes a full term of three years. second election would have to be no has closely observed the A Board member elected to a full postponed until 1947. term of 3 years cannot run 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 in-complete term members. This was Chiefs. 3 Captains and 3 Lieu-tenants. The terms are so ar-ranged that annually one-third of the Board, or one Chief, one Captain and one Lieutenant, com-mal full terms of 3 years, the tinuity of annual elections. If all members had been elected to nor-

12. motivation: (a) intervention

13. category: (a) class (b) ad-

14. apprehensive: (a) fearful (b) attentive (c) inclusive (d)

15. retrenchment: (a) curtail-

ment (b) extravagence (c) direc-

16. attest: (a) oppose (b) con-fine (c) confirm (d) examine.

17. apathy: (a) sorrow (b) attention (c) aptness (d) indiffer-

Answers to the above questions:

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

stopping payment on
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distance, weight Cash on Delivery

9. A 13. A 10. B 14. A 11. C 15. A 12. D 16. C

tion (d) manipulation.

5. C 6. B

8. D

1. B 2. C

3. A 4. D

examination:

Md.

adding

verdict 10. requisition

11. signature deposit

13.

16.

tabular

refund

21. time clock

overdrawn

carbon paper guide

19. special delivery 20. receipt

22. graduated from 23. truant

galley proof inventory

herence (c) simplicity (d) cata-

(b) reservation (c) convention

(d) stimulation.

CIVIL SERVICE LEADER

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 member-ship on the coming UFOA election, Captain Wiinford 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 Peti-

"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."

Membership Drive

Discussing the continuing membership drive a UPOA 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 Offi-

cer should carry his share of the

financial burden and work.
"100% membership means com-plete unity, which in turn insures final succe

Legislation Cited

The UFOA has called the atten-tion of Fire Officers to the follow-ing proposed Council legislation which affects their working conditions:

No. 261-Local Law to make the bonus a permanent salary in-crease. Referred to Committee on

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-Pla-toon System at an overtime rate of one and one-half times regular rate of pay. Referred to Commit-tee on Finance.

No. 257-Councilmanic investigation of hours worked in the Fire Department in order to ascertain if the 2-Piatoon System need be continued and to consider over-time pay if relief cannot be af-forded. 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 Presidnt Roosevelt, and further extend the means of recognising meritorious acts performed within the depart-

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Sample Questions for FIREMAN EXAM

Following is the fifth install-ment of the LEADER's study material for the coming examina-U. Means of the moment of tion for NYC fireman. Answers will appear in next week's issue. At the end of this article are the tion for NYC fireman, 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

H times L pounds.

H divided by L pounds. L divided by H pounds. None of the foregoing.

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

tween 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 occu-rately described in any of the foregoing options,

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

7 Exams This Week

The Municipal Civil Service CoCmmission is holding the fol-lowing examinations this week: Oct. 19

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

Oct. 26

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.

Supervising Tab. Mach. Oper. Gr. 4 (IBM Equip.). Pract. Oral.

Cortlandt Company Has Big Variety

A new shopping center, con-venient to many thousand civil service employees in downtown New York, has been established with the opening of downtown's

The enlarged Cortlandt Com-pany store at 243 Broadway, just opposite City Hall, features brand-ed merchandise of nationally known manufacturers, including hard-to-get merchandise. 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 in-vited to drop in and look over the variety of merchandise on

Harry Lefkowitz is president of the Cortlandt Company.

Operating Engineers To Meet on Oct. 23.

Municipal Operating Engineers 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

invited. All members are urged to be present.

inertia E. Use of the Pythagorean Theorem.

 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

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.

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N. H. Mager, Business Manager

TUESDAY, OCTOBER 16, 1945

PUBLIC EMPLOYEES VS. INFLATION

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 em-ployee 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 reecnt 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

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 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 em-

ployees (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 devil-may-care economics is over. 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 am eligible for discharge from the Navy in November under the

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 Citvil Service Commission, 299 Broadway, Manhatian, 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, Manhat-

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

As to keeping peppy at his age,

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.

He doesn't drink or smoke, and, except for membership in a sing-ing 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 septuagen-arian 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 Sabil-lasville, 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 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 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,1 it is clear that veterans as a class do get preference over non-veterans in the re-

There is no specific provision in the proposed amendment concerning when it takes effect, therefore if it is ratified at the polis 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 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 Counsis?"

Also, section 22 has been construed by the courts to apply to the Classified Service—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,3 nor to incumbents under the Public Officers Law.

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. So did changing the title but not the duties.

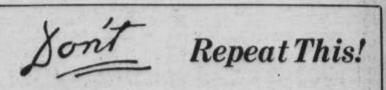
EFFECT ON SOME NYC EMPLOYERS

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. 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.

- "Inverse order" construed to mean same order as applies to appointment and promotion. The LEADER, Sept. 25, 1945.
 - Byrnes vs. Windels, 265 N. Y. 403,
 - People vs. LaRoche, 111 Misc. 465
 - Mylod vs. Graves, 274 N. Y. 381.
 - People vs. Ward, 162 N. Y. 744.

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



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 Goldsteinhe 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 Na-than, Jr., the incumbent, prepar-ing 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 person-nel 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 premulgated 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 pay-roll sheets; but he's at work in his

The State **Employee**

By CLIFFORD C. SHORO resident, The Amediation tate Civil Service Employe



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 labormanagement 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 stlent regarding the improvement of employer-employee relationships until we have exhausted all reasonable means of bettermnt. 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.

ground 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 easer 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 Standardination Division and the efficiency rating experience of many years. We lack trained personnel ocers 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-Haminton position is, upon permanent appointment to the same or similiar position, entitled to be past 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 nubmer of years of service in succh 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 promoment 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, 1945, 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 see 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. 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 a absorb. to absorb.

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! 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 count-less flights to reach their destina-tion. 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 reci-pients. 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.

Eligible Lists For State Jobs

ACCOUNT CLERK, INSTITU-TIONS; MENTAL HYGIENE, PROMOTION Utica State Hospital 1 Smith, Helen R., Utica...85903

Principal Actuary, Insurance De-partment, From. 1 Hallenberg, M., NYC....93672 2 Feay, Herbert, Elsmere ..88202

Typist, Mental Hygiene Inst. Central Islip State Hospital Schmidt, A., Central Islip. 83360

Craig Colony
Damon, Gerald., Sonyes. 83796
Creedmoor State Hospital
Holloman, A. M., Queens. 82674
Kirsten, C., Jamaica, L.I., 82281
Harlem Valley State Hespital
Miller, L., Wingdale..... 84740
Deleeuw, T., Lake Carmel. 84099
Cutolo, L., Dover Plains... 83205
Dingee, M. L., Wingdale... 78295

Pfigrim State Hospital Isenbeck, L., Commack... 84029 Sulima, R., Central Islip... 79441 Walton, D., Brentwood... 77371

State Promotions

The following promotion exam inations have been announced by the State Civil Service Commis-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 Etreet. Enclose a large, self-addressed envelope with 6 cents postage. Refer to the title and examination number below.

No. 1156. Senior Stenograph Albany Office, Workmen's Com-pensation Board. Salary \$1,600 to \$2,100, plus bonus. Closes October

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

No. 1162 (Reinsued). Senior Mechanical Stores Clerk, District No. 4. Department of Public Works. Salary, \$1,600 to \$2,100, plus war bonus of \$250. One vacancy at present. Closes October 22.

No. 1157. Senior Stenographer, Conservation Department, Con-servation Department. Salary, \$1,806 to \$2,160, plus bonus. One vacancy at present. Closes October

his working hours, his retirem In these conversations, certain

(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

(3) They want a 35-year retire-

Topics Listed

These are the major desires of the employees, but they by no means make up the entire sched-ule of needs. Some of the lesser problems—like extra pay for haz-ardous work—affect certain groups

Record Annual Meeting Of State Assn. Opens

(Continued from Page I)
ings 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

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

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, 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 Indusand the Thomas Indian

primary desires of the employees seemed evident:

after each five years of service, so that there will be some incentive for the long-term worker;

ment plan;
(4) They want a maximum 40-hour work-week.

of employees extensively. The State Association this year took the step of inviting the employees themselves to submit ideas for

resolutions, for legislative pro-posals, and for negotiation. A great wealth of data has come into the Association's headquar-ters, 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 topcis which are scheduled for action include: Basic and emergency salary ad-

Basic and emergency salary ad-

Extension of the competitive civil service classification to those employees who do not now enjoy

Point credit for veterans and assurance of all civil service rights to State employees returning from the armed forces. Liberalization of the retirement

Equal pay for women in public

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 dis-tribution of civil service rules, laws and job-specifications with lines of promotion affecting State

Time and a half pay for over-

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.

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.

What State Employees Should Know

By THEODORE BECKER

Veteran Not Ordinarily Entitled To Review of Less Than Dismissal

WAR VETERANS and exempt, physically fit for full duty as a construction of the control of the co volunteer firemen generally, un-like other civil service employees, are entitled to a hearing on charges, restricted to incompe-tence or misconduct, before they may be removed from their posi-tions. The burden of proving the incompetence or misconduct charged is upon the person al-leging it. If the employee is found guilty and removed, he is en-titled to a court review of the

(provided they are in the com-petitive class) are entitled only to notice of charges and an op-portunity to answer, both in writ-ing. They are not entitled to a hearing. Hence they cannot have a court review 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

employee and has been accorded to war veterans and exempt volunteer firemen as a reward for their services to the public, apart fro mtheir civil service duties.

Limitation of Privilege of Review 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 Works tion against a veteran of World

War I.
The veteran was given a hear-ing on charges of being absent from duty without leave and for disobedience of orders. Being found guilty, he received as punishment a reprimand for his absence without leave and a fine representing five days' pay for disobeying orders.
It seemed that, following a pe-

riod of disability, the employee, without Mr. Dewey's signature; would upon examination by the depart- (2) is working on revision; (3) has are an upon examination by the depart- not sent them to the Governor, cation.

this direction, the employee con-culted his personal physician who advised him to remain in bed. The fact that he chose to follow the advice of his personal physi-cian instead of obeying the order of the departmental medical of-ficer was the basis of the charges of which he was found guilty. Challenging the right of the Fire Commission to discipline him in the circumstances thus disclosed employee sued for a review of the hearing and the penalties.

Contrary Contentions

The right to such review was

challenged by the Fire Commissioner on the ground that the provisions of the Civil Service Law (Section 22) that entitle a war veteran to a court review of a removal do not apply to cases where punishment falls short of removal.

The right to such review was challenged by the Fire Commission penalles 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

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 The court went on to say that support the determination of the Fire Commissioner, but no evi-dence of his abuse of the discretion. Accordinly, it confirmed the

The employee contended, on the could receive a punishment short othed hand, that although Sec- of removal without a hearing.

No Word Yet on New State Time-Off Rules

ALBANY, Oct. 16 - No official but is holding them for some yord came from the State Civil reason which has not been made word came from the State Civil Service Commission up to presstime concerning the long-awaited time-off and vacation regulations. 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, sent them to the Governor.

public.

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

gram.

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

Shoro in a Message Thanks State Employees

NEWS ABOUT STATE EMPLOYEES

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 em-ployee readers of this publication a personal message.

"On May 10, 1944, I was chosen by the Executive Committee complete the term of our late President Harold J. Fisher. On October17, 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.

ooperation with Government "A very large measure of suc-cess has been attained, especially during the legislative session of 1945, the groundwork for which was laid in conferences and disduring cussions during the months pre-

ALBION TRAINING SCHOOL

The Albion Chapter held a

The affair was so success-

Bingo party and sold a \$50 War

ful that more such events are

With deep regret, the resigna-tion 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 member-

October 6 meeting of the Western

District of Civil Service Associa-tion Chapters. Fourteen mmbers

attended the meeting at Gowanda.

is entertaining her two sons who

back Ler daughter, Betty, also in

Mrs. Carl Hogan, deputy commis-sioners, recently visited Albion.

CENTRAL ISLIP

The Central Islip Chapter elect-

ed the following officers for the year 1945-46: President, Frank Walsh; Vice-President, James Connolly: Treasurer, Michael Murphy; and Secretary, Katherine

All Association members and

friends are invited to attend the

October 19 meeting in the lounge

of Robbina 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 dis-charged from the U. S. Navy. Also visiting were recent gradu-ates Pat Luccarelli, Ruth Sackie,

Sybil Maynard, Margie Roberts Simms, Teresa Clara, Mary Iza-

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

Patrolman Frank S. Walsh (Pre-

sident of the C.I. Chapter of the

Association) is on vacation; also Patrolman Martin Dundon,

Plans are being made for an-

dore, and Margie Jackson.

California.

Mrs. Beedon, a former employee,

in service and is expecting

John L. Schoenfeld and

Albion was represented at the

planned.

ship of 100.

service.

Mr.

ALBANY, Oct. 16—Upon leaving office as President of the with the Executive, Administrative Association of State Civil Service and Legislative branches of State 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 un-attained. 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. official duties as financial officer of the Department of Health preclude the possibility of my con-tinuing 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

"CLIFFORD C. SHORO."



Clifford C. Shore, leaving his post as President of the Association of Clinord C. Shoro, leaving his post as rresident 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 pre-cluded his acceptance of renomination, said that he would remain available for active duty in behalf of the workers.

in all its activities. Edward Kil-leen, of the College of Forestry, in also heartily welcomed after with his own bowling alley and does not bring the average up he leen, of the College of Forestry, 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 Pa celli have been on a fishing trip upstate.

The following are enjoying vacations: Jean Dolan, Isabel Thompson, Mildreed Boone, Nel-lie Rogers, Olivia Cox. Margaret McCormick, R.N., has just re-turned from vacation.

Barney McDonough, with the army in the Philippines, has been

promoted to staff sergeant.

Henry Collins, David Carey,
Thomas Shirtz, Patrick McLoughline, Charles Bailey and David
Graham have been discharged from military service and have taken up their duties here. Staff Sgt. Stanley Kowalski is

furlough after 41/2 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 Coxstockie to the new Elmira classification clinic.

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

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can practice at home; the mina-ture 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

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

Guard Henederson 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 Coxstackle 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 G proper. Good luck, Major. Germany

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 plane moving.

ROCHESTER HOSPITAL

The Rochester State Hospital Chapter of the Association will hold its annual meeting and elec-tion 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, Leo-nard Byrd, Gordon Walzer, and Mrs. Walzer.

BINGHAMPTON CHAPTER

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

Binghamton Chapter also ex-

tends 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

well-attended meeting (Continued on Page 9)

Albany Shopping Guide

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other dance to be held early in

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: Arthur J. Gifford; President, Vice-President, George Cornish; Treasurer, Ada Miller, and Financial and Record Secretary, Kathaleen Hennessy.

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 omptroller 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 pro-posal has not as yet been adopt-ed. 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 civils pref preferable manner of giving preference, the same as is done in the Federal Government.

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 emergency bonus to offset the high cost of living, and unemploy-ment insurance for all State em-

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

Vote NO

DOWNEY-SHERMAN Amendment

Giving

ALL VETERANS

A Monopoly in Civil Service Appointments

The Downey-Sherman Amendment

Is Unfair to Civil Service Employees

It Is Inequitable as among Veterans Themselves It will Virtually Wreck the Merit System

The Adoption Of This Amendment Would Mean

GOOD-BYE PROMOTIONS

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This Amendment is

Too Sweeping! It Is Unfair! Vote It Down!

Your Career is Threatened

Help us to inform the Voters as to the danger of

Hlep Defeat the Downey-Sherman Veteran

Send your contribution to

Citizens' Committee of Veteran Preference

Preference Amendment

Amendment No.

Your Job is at Stake-

improvements in mental hygiene

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. Mac-Curdy, 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-

ame" sponsors. In a first public statement, the

terests 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 recom-mended. The statement issued by the People's Committee contained the following information>

No Probe Sought

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

Suggests Higher Pay for Hospital Workers

A new organization has been formed, with backing in high places, which proposes to suggest this reason, and because their inprovements in mental hygiene terests are closely affected, it has 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, especial-ly in governmental institutions. "The Committee is now concen-trating on the mental hospitals of the State of New York which, in

CIVIL SERVICE LEADER

spite of giaring 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

"I. 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

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

ing, supervisory unit.
"4. Advisory medical boards consisting of representatives of all the specialies, 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 put only as tee will function not only as a clearing house for recommenda-tions but also as an agency to stimulate public opinion.

R.N.; John Schoonover, Virginia

Scullin, Otto Semon, Gladys H.

RAY BROOK Leonard Peikey returned to work after recuperating from a

Miss Henrietta Farman, Mrs. faida Perkins and Mr. Harry

What is that peculiar contrap-

tion that Jim Monahan is walking around with these days? Is he trying to get the world to beat a path to his door?

Slight and Eva Hunter.

Hallock are on vacation.

major operation.

Maida

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 poi-icy in the Group Plan of the State Association was in force when he entered military serv-ice 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

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

Social Welfare **Employees Meet** Dept. Heads

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

NEWS ABOUT STATE EMPLOYEES

(Continued from Page 8) Binghampton Chapter was held at Ferris Hall of Binghampton 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, hemor-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 depart-

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

PILGRIM CHAPTER

At a meeting of the Pilgrim State Hospital Chapter, the fol-lowing 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; Gleen Allen, Mildred Allen, R.N., Helen Arthur, Kathleen Avery, Betty Christy, Leon Corbett, Nettle Corbett, Leo V. Donohue, Christopher Doscher, Katherine Elliott, R.N., Carmela Kraft R.N. Lloyd Hele Carmela Kraft, R.N., Lloyd Hale, Meta Harrison, Jennie Henabray, Ralph B. Jacoby, M.D.; Frederick Kuhlmann, James Leslie, Israel Levia, Leo Liberty, George Little, Charles J. Mahoney, Rose McElli-gott, Clare, O'Kane, Milo Peargott, Clare O'Kane, Milo Pearsail, 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 Commis-sion. Mr. Sherman, a lawyer, has been Assemblyman from Saratoga County since 1938.

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State Assn. Considers Advancing 30 Percent Increase in Pay

STATE NEWS

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 discus-

The dozen delegates from New York City represent forty-two different State bureaus and agen-cies 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 Fruchthendler, James J. Deuchar, Edmund J. Bozek, William A. Steinman Pittari, and William

ALBANY, Oct. 15—It has been will be given during the annual learned that serious consideration meeting of the Association of State Civil Service Employees for an in-crease 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

uch 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 Associa-tion 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 re-quest 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 Asso-cistion delegates will include timeand-a-half for overtime pay, extra pay for hazardous work, and pay adjustments an increased pay minimum, and adjustments in special cases, such as those in the Social Welfare Department which fall below similar catergories of work in other department.

Program of State Assn.

ALBANY, Oct. 16—The program of the Association of State Civil Service Employees, at its annual meeting in Albany, Tuesday, Octoher 16:

9-10-Registration of Associaon delegates and representatives 10 a.m.-12—Classification Problems; J. Earl Kelly, State Director of Classification.

12:30 p.m.—Lamcheon meeting. Guest Speakers: Miss Mary Goode Krone, Chairman, Personnel Council, "How the Personnel Council Can Help."

10-3 p.m.—Guest Speaker, sh Schechter, Counsel, State Joseph Schechter, Counsel, State Civil Service Department, "Keep-ing up on Civil Service Law and Rules."

- 3:36-5 Panel discussion Basic and Emergency Sala-ries, led by Dr. Frank L.
- b. Liberalization of Retirement System, led by Charles Du-
- Special Institutional Prob-lems, led by Leo F. Gurry and Edward J. Looney.

Library-Third Floor

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

Crystal Ball Room

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

Business meeting: Report of Presiden Adoption of Resolutions. New Business.

Report of Canvassing Board of New Officers and New Members of Executive Committee.

Special meeting, October 4:30 Delegates of Social Welfare Institution Chapters; Mr. McParland, presidiing.

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.

Rochester State Hospital

The following letter, from group of Bochester 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 'Roch-ester 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 ob-tained 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 at-titude, you make our rank and file hot under the collar. This state-ment looks foolish when you real-ize 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 com ment about Dr. Van De Mark, but merely quoted the employees. We are glad to have this additional expression of opinion.—Editor.]

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 Chap-ter headed by Herbert Nelson. The meeting was followed by a roundtable discussion after which he made a round of the hospital, talking to employees.

The evening of October 2 was spent at an Executive Committee 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 be met with amplement of the consult of the consult of the consult him as have any other Association members.

On October 4 he met with em-ployees of the Psychiatric Instinew chapter. Lee Gurry, president of the Mental Hygiene Association, also attended. Sidney Alexander, K-ray Technician, was ppointed temporary chairman. fr. Hollister also enjoyed a long appointed 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 institu-

101 Tests Held, Graded in 2 Mos.

ecial 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 magnificient 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.

Employees Praise 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 moraing and at the offices of the NYC Civil Service Commission in the after-

noon.

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 referendumfor practically all either openly agreed or appeared to agree that the amendment should be defeated—but related to broad policies of veteran preference generally. 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. Rossell, 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 Cit-Committee on Veteran Preference. The speakers were Messrs, Marsh and Kaplan; Messrs, Marsh and Kapian; Charles L. Campbell, Administra-tive Director, State Civil Service Commission; Capt. Samuel H. Ordway, Jr., USNR (Ret.); Lieu-tenant Colonel Joseph V. Down, representing the veteran placement activities of the War De-partment; Charles Poiset, Per-sonnel Director, USN, Washington, D. C.; Charles Yard, Assistant Di-rector, New Jersey Civil Service Commission; Mrs. Esther Bromley, NYC Civil Service Commis-sioner; A. L. Davis, of the Vet-erans' Service Center; Margaret Frank, Chief Examiner, Maryland Civit Service Commission, and Glenn Scordoris, Personnel Direc-tor of the State of Connecticut.

"The eyes of the nation are focused are 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 there-fore is important nationally."

Federal Method Compared

He opposed the proposed amend-ment because of its weakening effect on the public service and unfairness to non-vet both present and prospective pub-

"I doubt whether the rank and file of veterans were consulted or were aware of its provisions," 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 Con-

necticut and Rhode Island, where the veteran organizations them-selves, including disabled veterans, opposed the extension of the 5and-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 disiabled veteran, or of 5 additional points, if a nondissabled 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 mation by a percentage equal to equal to equal to experiment of the less than the 10 premium points, not only gets on the eligible the assembly said. 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 promoboth appointments and promo-tions 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.

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 edu-cation, as a satisfactory substitute for the literal achievement, to meet commission qualification re-quirements. That recognition, he said, was necessary, to avoid any

nalizing of veterans for the th they spent in service, when those 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 dislabled veteran for a highly specialized professional and scientic job, as the State amendment would do, because the public welfare would suffer from the absence of the candidate's skill. candidate's skill.

Ordway Disagrees
Capt. Ordway discussed the handling of veterans' personnel problems generally, then disagreed with Mr Kapian's viewpoint on credit for military service as if it were in reality some sort of serv-ice qualifying one for an entirely line of work. He didn't think the titution could be made, either for business experience or for pro-fessional training and experi-ence. 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 experience after World War Civil Service Commission was 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, every effort to help the veteran, even soing 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 mame veterans had a misthat some veterans had a mis-taken 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 ac-curately 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 onference 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 Pariana Personal Conference at Eastern Regional Conference this time. There appeared to be a demand for an opportunity among those responsible for ad-ministration of personnel agencies to discuss various matters without waiting for a regular Regional

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Sunday Masses: 2.20, 6, 7, 8, 9, 10, 11, 12 and 12.56 o'clock.
Devotions on Sunday: 5.30 and 7.30 o'clock.
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SUNDAY SERVICES (P. M.) — 8,30 and 7;30
CONFESSIONS — At all times.

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bakers, cooks, porters, metal workers and riveters are among the many obtainable through the U.

S. Employment Service. With the end of the war, all manpower controls have been dis-continued and war workers are now free to seek employment at any time and at any place with-out statements of availability. While thousands of war workers are being returned to jobs in civilian industry, thousands of other opportunities for civilian work are

opportunities for civilian work are opening up all the time, says the USES. Here are current job openings, at the USES, with directions on where to apply.

Machine, process and piping, plumbing and structural designers and draftsmen are wanted by a large industrial firm in Wilmington, Del. Men with good practical experience, not necessarily holders of an engineering degree are ers of an engineering degree, are desired. Salaries range from \$330 to \$375 a month for a 40-hour week. Time and one-half for over-time. A representative of the comis at the Professional Office

pany is at the Professional Office of the United States Employment Service, 44 East 23rd Street, Manhaitan, daily.

Experienced cake bakers are needed by various retail bakeries in Queens. The salaries range from \$60 to \$80 a week depending on experience. The work is for 6 nights 42 hours a week include. on experience. The work is for 6 nights, 48 hours, a week, including Sunday, but not Saturday night. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L. I. C. Sleeping car porters, draft-deferred men between 24 and 39, between 5 feet, 7 inches and 6 feet, 1 inch, and able to read and write English, will be trained at the

English, will be trained at the company's expense. The work will consist of carrying hand baggage, making berths, supplying towels, serving light lunches and drinks, etc. Applicants must be neat, have a pleasant personality and be able to produce work and character references. A physical examination is required. The employees will pay for their own uniforms. The salary is \$137.50 a month. Tips increase the income consider-

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NYC PROMOTION EXAMS

No. 5061

PROMOTION TO ELECTRICAL INSPECTOR, GRADE 3

This examination is open only to employees of the Departments of Water Supply, Gas and Electricity and Welfare. A separate promotion eligible list will be established for each department. No general promotion eligible list will be established.

Salary Range: \$2,401 to but not

including \$3,000 per annum.
Applications: Issued and received from 9 a.m., Oct. 2, 1945, to 4 p.m., Oct. 18, 1945.

Fee: \$2. Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

Vacancies: One hundred seven expected at (\$2,401) \$2,640 per expected at (\$2,401) \$2,640 per annum in the Department of Wa-ter Supply, Gas and Electricity and one expected in the Department of Welfare.

Date of Test: The written test will be held Nov. 27, 1945.

Eligibility Requirements: Open to all permanent employees in the Departments of Water Supply, Gas and Electricity and Welfare who on the date of the written test:

(1) are serving in the title of Electrical Inspector, Grade 2; (2) have served in such title for a period of not less than one year immediately preceding that date; (3) have served continuously in the department for the six-month the department for the six-month period preceding that date; and
(4) are otherwise eligible.

Duties: Under direction: to in-

ably. The working hours are irregular, according to trips, and men will be away from the home terminal most of the time. Apply at the Industrial Office, 87 Madison Avenue, Manhattan,

son Avenue, Manhattan.

Metal polisher and plater foremen, over 25, with at least 4 years of supervisory experience in this type of work, can get jobs in a L. I. City plant. They will have supervision over 18 to 20 people in polishing and electro-plating of corporar silver, pickel and chrome. copper, silver, nickel and chrome and also mix solutions. The salary is \$50 to \$55 for a 5-day, 40-hour, week. The plant is easily reached by any subway to Queens Plaza. Apply at the queens Industrial office, Bank of Manhattan Build-ing, Queens Plaza, Long Island

Bronze chasers, first-class men, over 21, are needed to work for a over 21, are needed to work for a firm in L. I. City, on molds to bring out details of design for casting of zinc aluminus or slush metals for book ends and lamp bases. The pay is \$1 an hour and up, depending on experience. The work is for 5 days, 40 hours, a week; time and one-half for overtime. Apply at the Industrial office, Bank of Manhattan Building Queens Plaza, L. I. City.

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quired.

or unlawful work; make periodic inspections of electrical wiring in theatres and motion picture houses; investigate fires and acci-

dents and make reports; perform

Applications by mail, will be accepted if mailed and postmarked up to and including 12 midnight on the last day for the receipt of applications and received by the Commission not more than five days thereafter.

No. 5005

PROMOTION TO INSPECTOR OF CARPENTRY AND MAS-ONRY, GRADE 2

This examination is open only to employees of the Department of Housing and Buildings.

Salary Range: \$2,401 to but not including \$3,000 per annum.

Applications: Issued and received from 8 a.m., Oct. 2, 1945, to 4 p.m., Oct. 18, 1945.

Fee: \$2. Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

Vacancies: Five at present.

Date of Test: The written test
will be held Dec. 4, 1945.

Eligibility Requirements: Open
to all permanent employees in the

Department of Housing and Buildings who on the date of the writ-ten test: (1) are serving in the

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Experience Requirements: Para-graph 642b of Chapter 26 of the Charter requires that persons appointed as Inspectors other than those appointed in the Division of Housing shall be Architects, Engi-neers, Masons, or Carpenters, who shall have had at least five years' experience as such respectively.

Training or experience of a character relevant to the duties of duties

this position which was acquired while on military duty or while engaged in a veterans' training or rehabilitation program recognized by the Federal Government will receive due wrellt.

will receive due credit.

Duties: To inspect buildings, fire escapes, signs, billboards and other structures under construction, alteration or repair to insure compliance with laws, ordinances and approved plans and specifications; examine buildings damaged by fire or buildings to be moved; inspect materials, workmanship and special conditions; obtain samples of building ma-terial for testing; inspect theatres, hotels, hospitals, halls, amuse-ment park structures and other places of assembly as to condi-tions of safety and similar related

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Latest Revised List of Government Openings | The veteran on whose service a preference claim is based must have been honorably separated from active military service. 9. All applicants must be able

JOB NEWS

general rule limiting Federal re-crultment to veterans and persons now in the Federal service, A listing of other U. S. jobs open to non-veterans, as well as veterans, appears on page — of this week's LEADER.

Complete details of the dental engineering jobs follow: Announcement No. 2-64 (Unassembled)

ENGINEER, RADIO \$6,230, \$5,180, \$4,300, \$3,640, \$2,980, and \$2,320 a Year, Plus Overtime Pay

Places of Employment: Army Air Forces, Air Technical Service Command, Watson Laboratories, Red Bank, New Jersey.

Closing Date: Four hundred applications are necessary to meet the needs of the Service. When that number has been received no further applications will be accepted other than from veterans who are elig-ible to have the examination re-Applications will only accepted when submitted by mail. Salaries and Workweek:

Basic pay for the standard Federal workweek of 40 hours is supplemented by additional com-pensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the over-time hourly rate is 1½ times the basic hourly rate. For employees whose basic annual salary is more than \$2.980, the overtime hourly rate is less than 1½ times the basic hourly rate and varies ac-

cording to the basic salary.

Annual salaries for these positions are as follows:

Basic		Total
Salary	Overtime Pay	Salary
\$6,230	\$322-44 hours	\$6,552
	\$644 48 hours	\$6,874
\$5,180	\$362-44 hours	\$5,542
District Control	\$725-48 hours	\$5,905
\$4,300	\$396-44 hours	\$4,696
***************************************	\$792-48 hours	\$5,092
\$3,640	\$421-44 hours	\$4,061
	\$843 48 hours	\$4,483
\$2,980	\$447-44 hours	\$3,427
Will Conv	\$894 48 hours	\$3,874
\$2,320	\$348 44 hours	\$2,668
- ALACA PARTIES	\$696 48 hours	\$3,016
All be	Mc salaries are su	biect to

a deduction of 5 per cent for retirement purposes.

Duties:

To perform or supervise the performance of professional en-gineering work in design, layout, development, construction, survey, testing, and the preparation of drawings and specifications of radio and electronic equipment operating in the LF, HF, VHF, and micro wave fields. The difficulty of the work performed, the responsibility assumed and the degree of supervision exercised will vary with the grade of the position. increasing progressively in the higher grades.

Minimum Qualifications:

Experience: Except for the substitution provided for below, apmust have had experiplicants ence of the length and quality as

For the \$2,320 Grade-Applicants must show at least two years of successful progressive technical engineering experience of such a nature as to enable them to perform successfully at the pro-fessional level the duties specified above. This experience must have been of such breadth and scope that the applicant has acquired a mastery of the fundamental sciences underlying radio engineering techniques and a full understanding, both theoretical and practical, of the radio engineering and electronics sciences and their applications in the specialized fields.

For the \$2,980, \$3,640, \$4,300, \$5,180, and \$6,230 Grades—In addition to the minimum require-ment specified for the \$2,320 Grade, applicants for the higher grades must show additional ex-

perience as follows: For the \$2,980 Grade—One and one-third years of professional engineering experience in the field of radio or electronics.

For the \$3,640 Grade-Two years of progressive professional engineering experience, including at least one year of moderatly difficult and important work in radio engineering or electronics which had demonstrated the ap-plicant's ability to perform diffi-oult engineering work under only

strated the applicant's resourcefulness and initiative, and the ability to perform engineering work of greater than ordinary difficulty under only very general

supervision. For the \$5,180 Grade-Four years of progressive professional engineering experience, including at least two years of important and responsible experience in raengineering or electronics which has demonstrated a thorough knowledge of engineering principles and their application, and the ability to organizee, di-rect and coordinate engineering

activities of importance.

For the \$6,230 Grade—Four and two-thirds years of broad and progressive professional engineering experience, including at least two years of very difficult and responsible experience in radio engineering or electronics which demonstrated a thorough knowledge of engineering prin-ciples and their application, and ability of a high order in the orand ganization, direction and coordination of engineering activities of

major importance. Substitution of Education for Ex-

Undergraduate Study: Appli-cants may substitute, for the ex-perience specified for the \$2,320 grade, four years of successfully completed study leading to a Bachelor's defree in engineering at a college or university of recognized standing.

Graduate Study: Graduate study

in engineering successfully completed at a college or university of recognized standing will be accepted year for year on the same basis and under the same restric-tions as experience. Eligibility on the basis of gradute study alone will not be accorded for a grade higher than the \$3,640 grade.

NOTE: Persons entitled to veterans preference should include in their experience statement the

in their experience statement the duties performed while serving in

the Armed Forces. Credit will be given for all valuable experience of the type re-quired, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation. General Information:

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

tive) civil service status.

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

issuing this notice.

3. On the date of filing applications, applicants must have reached their 18th birthday. There is no maximum age limit for these examinations.

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

5. Phyiscal Requirements—Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would conemployment hazards stitute themselves or endanger their fel-low employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties of the position are invited

to apply.

6. No written test is required.

Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of sworn statements as to their experience and on corroborative exidence se-

cured by the Commission. 7. The department or office requesting list of eligibles has the legal right to specify the sex de-

8. Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to; exservice men and women, unmar-ried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified general supervision.

For the \$4,300 Grade—Three and one-third years of progressive professional engineering experience, including at least one year of difficulty and important work in radio engineering or electronics, which has demonsided the service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability in rating the experience of a preference applicant, the time spent in the military service will be regarded

as an extension of time apent in the position the applicant held when he entered such service. The veteran on whose service a

cinetly well to understand spoken and written directions.

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

11. Assignment of Grade-Applicants for the higher grades who are found not qualified there-for will be considered for the appropriate lower grades if otherwise qualified for the lower grades. Persons who are found eligible for the higher grades will also be rated for the appropriate lower grades if they have expressed a willingness to accept the lower salaries and are otherwise eligible for the lower grades.

Applicants should be sure to

indicate the lowest salary they are willing to accept.

Preference in certification will be given to eligibles residing in the immediate vicinity of the place of employment.

How to Apply:

1. Applicants must file the forms

and material listed below, by mail, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14,

A. Application Form 57;
B. Card Form 4007-ABC;
C. Form 4008.
D. Form 14 with the evidence it calls for, if applicants desire to claim preference of military naval service.

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

No. 403 (Unassembled) DENTIST

\$3,640 a Year
For Service in Veterans Administration and U. S. Public
Health Service I. Duties

Appointees perform professional duties as Dental Officers in Fed-eral hospitals and dispensaries. With responsibility proportionate to the grade they make examina-tions of the oral cavity; perform dental operations; give treat-ments; take impressions for and prepare, fit, adjust, and finish artificial dentures, and crown and birdge work; and perform related work as assigned.

II. Minimum Qualifications Applicants must show that they meet all the requirements speci-fied in A, B, and C below. A. EDUCATION

They must have been graduated from a dental school of recognized standing with the degree of D. D. S. or D. M. D.

B. LICENSE They must be licensed as dentists in a State or Territory of the United States or in the District of Columbia.
C. EXPERIENCE

They must have had, subsequent to the completion of the required education specified in A above, at least 1 year's dental intership or 1 year's active professional practice as a dentist.

Part time or unpaid experience.

-Credit will be given for all valuable experience of the type required, regardless of whether the experience was gained in a part time or full time occupation. Such experience will be credited on the basis of time actually spent in

appropriate activities.

Statement of experience.—Applicants wishing to receive credit for all pertinent full time, part time, or unpaid experience must indicate clearly the nature of their duties and responsibilities in each position and the number of hours a week spent in such employment.

III. Location of Positions

The positions are throughout the United States. Vacancies are now chiefly in hospitals and clinics under the direction of the Veterans Administration.

Veterans Administration.

IV. Salary and Wookweek

Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is more than \$2.980, the overtime hourly rate is less than 1½ times the basic hourly rate and varies according to the basic salary. The annual salary for this (Continued on Page 15)

Truman's Approval Widens Promotions

(Continued from Page 1) in the case of positions in the lower grades, or in any 30-month period, in the case of positions in the higher grades.

Changes Found Desirable The Federal Employees Pay Act

of 1945 lowered the "waiting periods" to 12 months and 18 months. In addition, it charged the Commission with the responsibility of (1) promulgating re-gulations and standards for use by Federal agencies in determining the basis for granting salary increases in recognition of superior accomplishment and (2) finalapproving all such increases with the provision that the Commission may delegate to the heads of agencies, or to their authorized representatives, authority to approve awards proposed by the respective agencies.

Previously, the Commission had recommended standards for measuring performance to deter-mine whether it merited this type of recognition, but the salary advancements were not subject to the Commission's approval. Application of these standards indicated "a wide divergence of thinking" on the part of officials of the

various agencies, according to the Commission. In some instances, "the standards were so rigidly applied that practically no advancements we're made"; in others, "performance which was outstanding for only a brief period was frequently cited as the basis for the award."

When the Federal Employees Act of 1945 was under considera-tion, corrective changes were found desirable," the Commission

Plans For Awards Sought

Agencies which desire to have delegated to them the authority to approve awards are required, under the Commission's newly issued regulations, to submit to issued regulations, to submit to the Commission, for approval, a plan for making the awards. The plan must provide for "a system-atic review of the work perform-ance of employees." In addition, it must propose a simple, orderly procedure for the selection of employees to be awarded advance-ments, and a method of publica-tion of the plan to all employees. The Commission will post-audit

The Commission will post-audit compliance with regulations and

adherence to standards.

What Truman Said

In informing the Civil Service
Commission that he had approved
the regulations, President Truman,
in a memorandum to the Commis-

sion, said:
"I am pleased to note that these regulations make provision for a systematic review of the work performance of employees. This is one of the essentials of good administration and must be encouraged within the Federal Gov-ernment. Such a review will help employees to better understand what is expected of them. Such a review will also make the efficiency rating systems and programs for the rewarding of grams for the rewarding of superior accomplishment more

meaningfull.
"I am sure that the heads of the departments and agencies will cooperate with the Civil Service Commission to insure a fair and equitable application of these regulations."

"Superior" Work Defined

Under the standards which accompany the regulations, erior accomplishment" of an employee must, in order to serve as the basis of a salary-advancement reward, meet one of the following tests:
"(a) Sustained work perform-

ance for a period of at least three months of such a nature that it not only meets the requirements for the highest attainable effi-ciency rating but merits distinc-tion among those who are given such rating or among those whose current work performance is suffi-ciently outstanding to justify such

"(b) Initiation of an method or device which has been developed and adopted because it is expected to improve the public service or provide for more economical operation in the public

"(c) A special act or service in the public interest, related to official employment, over and

above normal position requirements, of an unusual and distinctive character where its recognition as a basis for an additional advancement would serve as a definite incentive to others."

Limited To One Step

Salary advancements in recognition of outstanding performance may be made only within the limit of available appropriations, and any such advancement shall not exceed one salary step. Provisions to this effect were contained in the law which originally author-ized the awards—the salary-advancement law of August 1, (Mead-Ramspeck Act), which, like the Federal Employees Pay Act of 1945, amended the Classification Act of 1923, as amended. They were left unchanged by the 1945 law.

Salary steps, or increments, between rates of pay established for a particular grade, vary in amount, according to the grades of the positions to which they are attached. The lowest is \$66 and the highest is \$262.50. Other salary steps are \$72, \$110, \$210 and\$ 220.

An example of a position in which the steps are \$66 is a "CAF-2" position (a position allocated to grade 2 of the "Clerical, Administrative and Fiscal Service"). Thousands of typist, stenographer and clerical positions are in CAF-2. The minimum or entrance rate is \$1704 a year. The succeeding rates, to which em-ployees may advance either through additional advancements in recognition of superior accom-plishment, are \$1770, \$1836, \$1962, \$1968, \$2034 and \$2100.

In the fiscal years 1942, 1943 and 1944, exactly 3,333 employees were granted within-grade salary adrancements in recognition of "especially meritorious services."

The term "especially meritorious services," used in the salaryadvancement law of August 1, 1941, is supplanted in the new law by the term "superior accomplish-ment."

Jobs Being Offered In Surplus Property

Special to The LEADER

WASHINGTON, Oct. 16—Th Reconstruction Finance Corpora tion will hire between 3,000 and 5,000 more employees during coming months, mostly in itis surplus

property section.

Already the RFC surplus property staff has about 7,000 em-ployees and additional help is being hired at an average of 50 a day. It is expected that bea day. It is expected that be-tween 10,000 and 12,000 persons will be needed.

Many of these jobs will be available through the RFC regional surplus property offices.

Enloy the screenty of Flum Point, Gorge-ous countryside, rouring streplaces, delici-Ealoy the serenity of our countryside, roarie cun food—and fun. Caly 56 miles from New York. Make Reservations Early

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Located in the Preserve of the Peconas Sept., Oct. and sarly Nov. is flaming foliage time—the scenic beauty of the mountains is at its best.

The INN is modern throughout, excellent food, steam heated rooms, all indoor and outsions sports including golf, tenuis and shuffle beards. Lake nearly.

arby,
A paradise for vacationists, honeypopers, and servicemen and women
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Cars leave twice daily
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Buses and cars chartered for all consions

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Service Men and Service Women INCREASED RATES IN PAY

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MEN **PORTERS**

Apply 11 A.M. to 2 P.M. HUDSON & MANHATTAN

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MEN

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Full or Part Time

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TO MANAGERS IN RESTAURANT CHAIN

NO EXPERIENCE NECESSARY HOURS 11:30 a.m. to 2:30 p.m. GOOD PAY — PLUS LUNCH

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Full or Part Time

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Employed or at home. Average \$20.00 Weekly Bex 105, Sta. 4, N. Y. C.

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

Notice is hereby given that License No. 1784 has been issued to the understanded to sell wine and liquor at retail under the Alcoholic Beverage Control Law, at 588 Lexington Ave., County of New York, City of New York for off-premises consumption. Beckman Wine and Liquor, Inc. 588 Lexington Avenue.

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Ernest V. Capaldo



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415 Lexington Ave. Cor. 43rd St. Fourth Floor Hours—Mon.-Wed.-Fyl., 9 a.m. to 7 p.m. Tues.-Thurs. & Sat., 9 a.m. to 4 p.m. Sunsdays & Helidays, 10 a.m. to 12

COLD PREPARATIONS

SALESWOMEN

Full or Part Time

STOCK MEN

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MEN - WOMEN

& UNION SQUARE **New York City**

Apply Housekeeper

Notice is hereby given that License No.
L.1587 has been issued to the undersigned to sell Wine and Liquor at retail under the Alcoholic Heverage Control Law at 137½ East 58th St., County of Manhattan, City of New York for off-premises consumption. Stanley R. Broff, 137½ E. 56th Street. STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: I do hereby certify that a certificate of dissolution of

has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 17th day of Septimeber, 1945.

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

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ma.: I do hereby cerdify that a certificate of dissolution of POX & ESSNER, INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 100 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and efficial seal of the Department of State, at the Gity of Albany. (Scal) this 21st day of September, 1945.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, se.: I do hereby certify that a certificate of dissolution of GOELET-AMSTERDAM CORP.

FREE TREATMENT

Superfluous hair removed permanently from face, arms and legs by electro-lysis students under su-pervision of experts. No

LEGAL NOTICE

SUMMONS WITH NOTICE, Supreme Court of the State of New York, County of New York, Plaintiff designates New York County as place of trial, Action for Appelers Theorem

of New York, Plaintiff designates New York County as place of trial, Action for Absolute Divorce.

JUGURTHA BARNETTE, Plaintiff, against MADIE BARNETTE, Defendant.

To the above-maned Defendant:
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of spuegrance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated June 21st, 1985.

AMOS E. BOWMAN.

Attorney for Plaintiff,
Office & P. O. Address,
200 West 135th Street,
Borough of Manhattan,
City of New York.

To the above-named Defendant:

The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. M. McNally, one of the Justices of the Supreme Court of the State of New York, duted the list day of September, 1945, and filed with the summons and complaint in the office of the Cierk of the County of New York at the Office of the County of New York at the Office of said Clerk in the City of New York on the list day of September, 1945, AMOS R. BOWMAN.

Attorney for Plaintiff, Office & P. O. Address, 200 West 135th Street, Borough of Manhattan, City of New York, HAYDOCK, SCHREIBER & COMPANY Certificate of Limited Partnership STATE OF NEW YORK

COUNTY OF NEW YORK

We, the undersigned, being desirons of forming a limited partnership, pursuant to the laws of the State of New York, and being severally duly sworn, do hereby results.

certify: I. The name of the firm under which

said partnership is to be considered is HAYDOCK, SCHREIBER & COMPANY.

II. The character of the business in-tended to be transacted by said partner-ship is as follows:

Carrying on as prophers of the Kew ship is as follows:

Carring on as members of the Sew York Stock Exchange, or otherwise a general stock brokerage business and all things thereto belonging and selling for eustomers on margin or otherwise of stocks, bonds or other securities and including the business of acting as investment advisers with or without charge to clicuis.

III. The location of the principal place

III. The location of the principal place of business is to be at 120 Broadway, Borough of Manhatian, City, County and State of New York.

IV. The name and place of residence of each general partner is as follows:

Name
Charles E. Haydock
Fred H. Jorgensen
Otto A. Schreiber

Name
Address
105 East F3rd Street,
New York City.
117 Park Avenue,
Cresskill, N. J.
Newtown, Pennsyl-

Robert Proddew, Jr.

N.W. Washington St.
N.W. Washington St.
D. C.
Benry B. Bjerkman 141 East 88th Street,
New York City,
The name and place of residence of
each limited partner interested in said
partnership is as follows:

Address

Name
Rebecca D. Whitehill 20 North Broadway,
White Plains,
New York.

eried as the surviving partners may determine.

IX. The share of the profits or the other compensation by way of income which the limited partner, Rebecca D. Whitshill, shall receive is six per cent. (6%) upon her cash contribution and in addition thereto not in excess of seven per cent. (7%) of the net profits of the partnership.

A. No right is given to the limited partner to substitute an assignee or contributor in her place.

XI. No right is given to admit additional limited partners. imited partners.

XII The right is given the general partners to continue the business on the death, retirement or insanity of a general partner.

partner.

AIII. A limited partner shall not be emtitled to demand or receive property other than cash in return for his contribution. entitled to demand or receive property other than cash in return for his contribution.

IIV. Said partnership shall take effect on the let day of September, 1945, and shall continue until the 31st day of Decomber, 1945, provided that it may be dissolved at any time during the term of this agreement. If any of the central partners hereto elects so to dissolve it and serven written notice of such election on all the other parties hereto, fixing the day upon which said partnership shall be dissolved, which day shall be at least sixty (60) days after the service of said notice on all partnersheet, a letter malled or delivered by hand to each of said parties at the New Tork office of the partnership shall be proper service.

IN WFINNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals this 31st day of August, Nineteen Hundred and Ferty-five.

Subscribed and sworn to before me this 31st day of August, 1945.

Edythe Champan.

Notary Public.

C. E. HAYDOCK

General Partner (L.S.)

FRED H. JORGENSEM

General Partner (L.S.) FRED H. JORGENSEM General Partner (L.S.) OTTO A. SCHREIBER OFTO A. SCHREIBER
General Pariner (L.S.)
ROBERT PRODDOW, JR.
General Partner (L.S.)
HENRY B. BJOREMAN
General Partner (L.S.)
REBECCA D. WHITEHILL
Limited Partner (L.S.)

Edythe Chapman Notary Public, Bronx County Bronx Ca. Cik's No. 161 New York Co. Cik's No. 976 Commission expires 3-30-46.

ple of the State of New York, by the grace of Good free and independent, to Maria L. Davies, Edward Goodman, Ensire Frank P. Goodman, Licut. Rowland D. Goodman, Ensire P. Goodman, Licut. Rowland B. Iscusan, Jules A. Monken, Maryland Casually Company, being the persons interested as creditors, distributed or otherwise, in the estate of Louisa Davies, deceased, who, at the time of her death, was a resident of New York County, New York, and greeting:

Upon the petition of Howland D. Goodman, residing at 159 Eagle Rock Way, Montelsir, New Jersey,
You and each of you are horeby cited to You are horeby cited to You and each of you are horeby cited to You and each of you are horeby cited to You and each of you are horeby cited to You are horeby cited to You and each of you are horeby cited to You are h

at the time of her death, was a resident of New York County, New York, and greeting:

Upon the petition of Howland D. Goodman. residing at 159 Eagle Rock Way, Montelair, New Jersey.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, is the County of New York, on the 9th day of November, 1945, at haifpast ten e'clock in the forenoon of that day, why the intermediate account of Proceedings of Rowland D. Goodman, as successor trustee of the trust created under paragraph "second" of the last will and testament of Lomiss Davies should not be judicially settled, and why he may not reserve his right to commissions until his final accounting.

In testisiony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunt affixed. Witness, Honorable William T. Collins, [Seal.] Justice of the Supreme Court and acting Surrogate of our and county, at the County of New York, the 24th day of September, is the year of our Lord one thousand nine hundred and forty-five.

GEORGE LOESCH.

New York.

V. The time at which said partnership is to be in the first day of September, 1945. A the time at which said partnership is to be have time at which said partnership is to be he time at which said partnership is to be the first day of September, 1945. The said county of New York the said partnership is to be distinct the said county of New York the Supreme Court of the Supreme Court and action of and the agreed value of the binner property contributed by the limited partner, Rebecca D. Whitchill, is \$7.500 in cash and no other property.

VII. No additional contributions are agreed to be made by the limited partner, Rebecca D. Whitchill, is \$7.500 in cash and no other property.

VIII. The time agreed upon when the contribution of the limited partner, Rebecca D. Whitchill, is to be returned to the said County of New York the 1944 day of September, is the year of our Lord one thought the said county of New York the State of the Surrogate's Court, of the said County of New York the September, 1948.

SECLIEN HOLDING CORP.

SECLIEN HOLD

Wright; Anna Z. Wright; Mary M. Kuhlen; Chessie Y. Burt; Elizabeth B. Venable; David Beisner; Mary A. A. Spickard; Curolyn Colby Morris; Louise Adkins; Grace S. Colby; Douglas Bostwick; Harold D. Wright; Douglas Bostwick; Harold D. Wright; Douglas E. Anderson; James D. Burt; Helen J. Harley; Dorothy J. Curd and Olia P. Johnson, as distributees of SAMUEL G. JOHNSON, deceased, being the persons interested as creditors, legates, devisees, beneficiaries, distributees, or otherwise, in the estate of Douglas Wilson Johnson, deceased, who at the time of his obnson, deceased, who at the lime of his death was a resident of New York County SEND GREETING;

death was a resident of New York County

Upon the potition and supplemental
potition of Frederick A. Goetze residing
at No 460 Riverside Drive, Borough of
Manhattan. New York City.

You and each of you are hereby cited
to show came before the Surregate's Court
of New York County, held at the Hall of
Records in the County of New York, on
the 30th day of October, 1945, at halfpast ten e'clock in the forenoon of that
day, why (1) the account of proceedings
of Frederick A. Goetze, as Executor of
the Estate of Doughas Wilson Johnson,
also known as Doughas W. Johnson, deceased should not be judicially settled;
(2) why the Court should not fix and
determine the amount of intestate share,
distributable to decedent's will must
contribute to make up said intestate share,
in TESTIMONY WHERBOF, we have
caused the seal of the Surrogate's Court
of the said County of New York to be
hereunto affixed.

WITNESS, Honorable William T.

aid County of New York to be affixed.
WITNESS, Honorable William T, Collins, Justice of the Supreme Court and Acting Surrorate of our said County, at the County of New York, the 21st day of September, in the year of our Lord one thomand nine hundred and forty-five.

GEORGE LOESCH.
Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, so.: I do hereby certify that a certificate of dissolution of

certificate of dissolution of
has been filed in this department this day
and that it appears therefrom that such
corporation has compiled with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 20th day of August, 1945.
Thomas J Curran, Secretary of State By
Frank S. Sharp, Deputy Secretary of State

STATE OF NEW TORK, DEPARTMENT OP STATE, sa.: I do hereby certify that a certificate of dissolution of BLAINE ESTATES. INC. has been filed in this department this day and that it appears therefrom that such corporation has couplied with Section 106 of the Sicon Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seel of the Department of State, at the City of Albany (Seal) this 28th day of September, 1048.

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

SECAVE DAIRY & LUNCHEONETTE,

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of GRAND ARTIFICAL FLOWER CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Scal) this 3rd day of October, 1945.

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

SHERRY TOGS MANUFACTURING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 3rd day of October, 1945.

Thomas J. Curran, Secretary of State. By

Thomas J. Curran. Secretary of State. By
STATE OF NEW YORK. DEPARTMENT
OF STATE, as.: I do hereby certify that a
certificate of dissolution of
LITTLE LADY LINGERIE CORP,
has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 12th day of September. 1945.
Thomas J. Curran. Secretary of State. By
Frank S. Sharp. Deputy Secretary of State.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate usder my hand and official seal of the Department of State, at the City of Albany. (Scal)

pervision of experts. No charge. Phone WI 7-0043 for appointment.

this 13th day of September, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

certificate of dissolution of

CLOVER MEATS, INC.

has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 108
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 6th day of September, 1945.

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





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PILES HEALED Positive Proof? Former patients can tell you how I healed their piles without hospitals, knife or

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1935. 236 West 70th St. (BetB'way & West End Ave.). ENd,
2-4680.

Pension Rush Opposed

(Continued from Page 1) duced lifetime annuity beginning at age 55.

Interest Rates "4. The retirement contributions made by an employee who has rendered more than 5 years of service are deposited in the retirement fund and draw interest at the rate of 4 per cent com-pounded annually while he re-mains in the service, and at the rate of 3 per cent compounded annually from the date of sepa-ration to the date when benefits become payable. These retirement contributions, plus accrued interest, are never lost. They are paid back to the separted employee either as an annuity (which is increased by a large Govern-ment contribution) or, if he should die before reaching retirement age or before living out his life ex-pectancy after retirement, as a

refund of any amount remaining to his credit to his beneficiary or

more than 5 years of service may receive a refund of his retirement deductions, plus interest, credited to his account in the retirement fund before January 24, 1942. All refunded contributions must be redeposited with interest before the employee may derive any annuity benefits based on the service covered by the refund. It is apparent, therefore, that while such a refund may be made, it is to the advantage of the individual to permit all of his contributions to remain in the retirement fund to accrue interest. This will result in a savings fund payable in case of death or a lifetime annuity payable at an age when earning capacity generally tends to diminish.

Service Retirement Act, an emfund of any amount remaining ployee who has rendered more this credit to his beneficiary or his estate.

"5. A separated employee with in private industry and becomes to his credit in the fund will be paid to clary or to his estate.

qualified for a pension under the Social Security Act may receive benefits under the Social Security retirement system. He may also receive benefits concurrently un-der both the Civil Service Retirement Act and the Railroad Retirement Act.

"7. The amounts of annuity benefits payable under the Civil Service Retirement Act are liberal when compared with the amounts contributed by the employee. An example may be cited in the case of an employee who entered the Federal service at age 25 and who worked for 5 years at a salary of \$2,000 per year, exclusive of overtime. His retirement contri-butions, at the rate of 5 per cent total \$500 for the 5-year period. At age 62 he is eligible for a lifetime income of about \$250 a year. If he lives for 15 years, which is the normal life expectancy at age Benefit Not Exclusive 62, he will receive a total of approximately \$3,750. If he should annualty benefits under the Civil die before reaching retirement age or before living out his life expectancy, any amount remaining to his credit in the retirement fund will be paid to his benefiQuestion of Adequacy

"8. It is to the advantage of Federal employees to be able to Federal employees to be able to build up credits for old-age annuities based on Government service, whether such service is rendered during time of war or pace. While the amount of annuity based soly on Federal service may not be adequate as the only means of support in the case of workers who do not make a career of Government service, it career of Government service, it is expected that many such workers will have also acquired coverage under other retirement sys-tems, so that benefits from these various sources plus the indivi-dual's own savings will, in most cases, be adequate for old age.

"9. The attached table, showing

the approximate annuities payable at age 62 under specified conditions, indicates the valuable annuity rights which accrue to Federal employees who remain in the

service for more than 5 years.
"By direction of the Commission:

"Very respectfully. "L. A. MOYER, Executive Director and

Chief Examiner."

Navy Yard Police To Hold Dance

The Navy Yard Police under the sponsorship of the United States Civil Police, Lodge No. 742, American Federation of Govern-ment Employees, will hold on Friday night October 26, an en-tertainment and dance at the Livingston Manor, Schermerhorn Street, Brooklyn.

James B. Burns, National Presi dent AFGE, officers of AFGE lodges in the area, and officers of the Brooklyn Navy Yard will be invited. Music will be furnished by Michael Jay's Orches-

Past President Betram Hopper and Activity Chariman John Za-poliski head the committee of arrangements.

CARETAKER O.K.'D

Walter Marx was qualified for the position of Mortuary Care-taker by the Municipal Civil Service Commission last week after a report by the Investigation Bu-reau of the Commission.

APPROXIMATE ANNUITIES PAYABLE AT AGE 62 FOR SERVICE OF 5 YEARS ASSUMING CONSTANT SALARY AND 5 PERCENT CONTRIBUTION, ACCORDING TO AGE WHEN INVOLUNTARILY SEPARATED

Constant Salary Contributions		Age at Separation											
	3	30 : 35		5	40		4	45		50		55	
	Annuity	Expected total annuity payments	Annuity	Expected total annuity paymenty	Annuity	Expected total annuity payment#	Annuity	Expected total annuity payment#	Annuity	Expected total annuity payment#	Annuity	Expected total annuity payment#	
1,440	3 60	\$ 318	\$ 3,270	\$ 209	\$ 3,135	\$ 201	\$ 3,015	\$ 194	\$ 2,910	\$ 188	\$ 2,256	\$ 182:	\$ 2,730
\$ 1,820	405	228	3,420	217	3,255	208	3,120	200	3,000	800	3,000	200	3,000
\$ 1,800	450	238	3,570	826	3,390	216	3,240	307	3,105	200	3,000	200	3,000
\$ 2,000	500	250	3,750	236	3,540	224	3,360	214	3,210	205	. 3,075	200	3,000
\$ 2,600	650	284	4,260	265	3,975	249	3,735	236	3,540	224	3,360	214	3,210
\$ 3,200	800	336	5,040	295	4,425	275	4,125	258	3,870	243	3,645	230	3,450
\$ 3,800	950	404	6,060	348	5,280	300	4,500	279	4,185	271	4,065	271	4,065
\$ 4,600	1,150	494	7,410	486	6,390	368	5,520	329	4,935	329	4,935	329	4,935
\$ 5,600	1,400	608	9,120	524	7,860	452	6,780	400	6,000	400	6,000	400	6,000
\$ 6,500	1,625	710	10,650	612	9,180	528	7,920	464	6,960	464	6,969	464	6,960
\$10,000	2,500	1,106	16,590	954	14,310	822	12,330	714	10,710	714	10,710	714	10,710

Male - Nonforfeiture

Based on actual experience, a man on the average will live 15 years after reaching age 62. Therefore, the annuity multiplied by 15 is the total amount that he may expect to receive.



General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

NYC Veterans Prefer Jobs As Policemen and Firemen

in NYC are tops, in the opinion of veterans.

Of the hundreds of veterans who have called at the Municipal Service Commission to discuss their job future, more than 50 percent have expressed particular interest in the coming exami-nations for Patrolman and Fire-

These tests are expected in the near future, Fireman first. The LEADER will carry complete in-formation 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 militairy

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 lay-

The State law describes military duty for Maritime Service as . . . "service as an officer or member of the crew on or in connection with with a vessel documented under the laws of the United States or a vessel owned by char-tered to, or operated by or for the account or use of the government of the United States, as an enof the United States, as an en-rolee in the United States mari-time 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

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. vestigator.

P.D. Claim denied for Patrolman, but he was approved for Court DArion 3-9473 Frudence Black, Mgr.

Victory Dinners

Dances

Entertainments

Weddings

Confirmations

Social Functions

of all Descriptions

Police and Fire Department jobs | Attendant, Messenger, Watchman, NYC are tops, in the opinion | 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 Bu-reau, State Commander of the organization, reports an increasing interest in the group by World War II veterans in the City emwho are joining in large ploy, wh 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 arrange-ments for the annual memorial service, receive the annual report of the Board of Officers.

The Association, headed by Harold A. Shaw, has also an-nounced the following events for the near future: October 21, Memorial Service at St. Ann's Church; Pehruary 1, entertain-ment and dance; May 19, Com-munion and Breakfast.

Coeli Council of K.C. to Hold Dance

The Regina Coeli Council 423, Knights of Columbia, will held 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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FACILITIES.

U.S. Jobs

(Continued from Page 12)
position is as follows: Basic salary for 40-hour week, \$3,640; tototal salary for 44-hour week,
\$4,061; total salary for 48-hour
week, \$4,483

week, \$4,483.
All basic salaries are subject to a deduction of 5 per cent for re-

tirement 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

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 hear to their felthemselves or endanger their fel-low employees or others. Persons with physical handicaps which they believe will not prevent their satsifactory 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 Commis-sion, if required. Exaggeration or misstatement will be cause for dis-qualification or later removal

om 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 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 wid-owa of deceased ex-service men, and wives of such disabled exservice 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 posions 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 prop-erly executed, with the United States Civil Service Commission, Washington 25, D. C.

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Directed by Robert Z. Leonard
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THE ANDREW SISTERS

"Duffy's Tavern" the Paramount fun-fest featuring Ed Gardner all prominent Paramount stars continues on its merry way at the New York Paramount. Sisters and Vic Schoen and his Orchestra. . . The new Universal film, "Shady Lady" an effective hit of comedy and romance, is the new film at the Loew's Criterion Theatre. Ginny Simms and Robert Paige co-star with Martha O'Dris-coll, Alan Curtis and Joe Frisco in supporting roles . "Mildred 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 kiddles at home. On stage Russ Morgan and his Orchestra headline the stage with the Three Stooges and singer Tommy Dix. . . . "Rhapsody in Office) list.

Blu'e' 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. "Weekelaborate 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 The-

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 Hetel Commodore.

Music will be furnished by Bob Cronin and his orchestra. Enter-tainment 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 Mu-nicipal Civil Service Commission

Blithe Spir

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WARNER BROS. SENSATION! . . . Starring: Joan Crawford .:. Jack Carson

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