

Civil Service LEADER

Vol. 6, No. 4 Tuesday, October 3, 1944 Price Five Cents

What NYC Employees Get for Working Overtime

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Part-Time Post Office Jobs - Good Pay

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EXCLUSIVE — FROM ROME

COL. CHARLES POLETTI REVEALS INSIDE STORY OF FASCIST PUBLIC SERVICE

see page 10

PUBLIC ADMINISTRATORS

Important!

SOMETHING NEW! The LEADER has begun a new section dealing with Public Administration. It is our plan, in extending the scope of LEADER coverage, to make this a better publication. We feel that the public administrator and the employee of a government agency require more than a weekly resume of civil service rules, regulations, lists, complaints, and personnel changes. They will be better public servants, better governmental technicians, if they know what new things are being planned in their departments, and in others; if they know what new devices and methods are becoming available in transportation, sanitation, health, police, education, welfare, hospital, sewage, and fire work.

THE PUBLIC ADMINISTRATION section (see pages 10 and 11) will deal with news, plans, programs of States, counties, cities, towns and villages; it will present the problems of some communities, and relate the solutions to problems by other communities; it will record new ideas by public officials and employees and by others whose work and talents are important in government.

Despite All The Talk—No Cuts In U. S. Agencies for Some Time in the Future

WASHINGTON—Bureau of the Budget has followed up the President's request to get ready for the transition of government to its peacetime status.

Harold Smith, budget director, has notified all agencies that they must clean house and find out what functions they can drop when the war ends. He has given them 30 days to provide this information.

In the face of this order, however, many agencies are asking

for more employees. The huge jobs of contract termination, veteran administration, disposal of surplus property and other problems concerned with reconversion are absorbing personnel from other activities.

Shifting Take Place

At OPA, personnel is being

shifted from rationing to price control. WPB is studying the reconversion job and few cuts are anticipated there. Office of Defense Transportation has already cut its staff to the bone. Office of Censorship will collapse immediately after the war. But when will that be in the Pacific theater? let alone Europe.

Army and Navy to Cut

Navy to a lesser degree and Army principally are the two

agencies expected to undergo the most drastic cut. Thousands of unfilled jobs exist in the old line agencies. They have curtailed many of their normal functions and need thousands of workers to catch up with this work.

The President's order to cut the size of the agencies is generally believed to be largely a political move to parry the jabs of the Republicans that government is overstaffed. In spite of the demands to cut, informed persons can't see anything in the immediate future until Japan is defeated.

State Assn. Submits 11-Point Program For Improvement of Retirement System

ALBANY—Charles Dubuar, chairman of the Committee on Retirement Law of the Association of State Civil Service Employees, this week submitted to State Comptroller Moore a detailed 11-point program for revision of the employees' retirement and pension system.

The report, which had the approval of the entire Executive Committee of the Association, was widely hailed by those who saw it as "a masterpiece." Unlimited credit was voiced to Mr. Dubuar and his associates, including John T. De Graff, counsel to the Association, for the completeness and the readability of the report.

A copy, with several supporting data, was handed to State Comptroller Frank C. Moore under

whose supervision the Retirement System is administered. The report itself paid tribute to Mr. Moore's expressed desire to "humanize" the pension system. After the Comptroller and his aides have studied the Dubuar report, it is expected that Mr. Moore and representatives of the Association will sit down to discuss the various points and attempt to reach

some agreement on proposed revisions which will have to be made largely by amendment to the law.

This may take a few weeks, but meanwhile the report itself will be made available to all state and municipal workers through The LEADER. The first section of it follows:

General Statement

Among the motives influencing an employer to adopt a pension plan for employees are the following:

1. To meet the social obligation of the employer for employees who have served faithfully for long years.
2. To provide for orderly withdrawals of aged employees and to

open up opportunities for promotion of younger employees.

3. To build up loyalty, secure better satisfied employees and lessen labor turnover.

The employer must weigh these motives and objectives against the cost of the plan to him. Changes and amendments in an existing plan would logically be treated in the same manner. Of course, in that connection consideration should at all times be given to the trends in modern pension plans of employers and governmental units and to the question as to whether particular classes of employees are being treated equitably and whether the employer is making a reasonable

(Continued on Page 16)

For More State News Pages 6, 7, 8, 9, 15, 16

GENERAL BRADLEY TALKS ABOUT DISABLED VETERANS

see page 4

Full and Part-Time Post Office Jobs Available Immediately at Good Pay

Service men and women overseas are anxiously awaiting their Christmas packages and letters. To help speed the huge volume of mail overseas, hundreds of New Yorkers are needed immediately to take temporary jobs—they will probably last a month or two—at the new Post Office Branch at 46th Street and Northern Boulevard, within easy reach from any part of the City. And you can have the job either full-time or part-time, and almost any spare hours you have available.

The rate of pay is good—74½ cents an hour for day work, 81½ cents at night, and both men and women are wanted. The plant which takes mail from incoming trains and transships it to the piers for delivery to the A.P.O. is in operation 24 hours a day, seven days a week. Full time employees will work a forty-eight

hour week. But there will be a chance for many part-time workers who can spare four hours a day, any time during the day or night.

The jobs open are as mail handlers and clerks, and the work is all indoors. Trains pull right into the covered platform where the mail is removed and sorted.

No physical examination is given; the age limit runs from 18 to 60. About the only requirement is American citizenship and ability to read and write and follow instructions.

You can be put to work almost immediately after you apply. You can get one of these jobs—either full or part time—by calling at the Long Island Address, or at the General Post Office, 33rd St. and 8th Avenue. Bring some proof of citizenship when you apply.

If you live in a community other than New York City, and want post office work, see your postmaster.



Louis De Leo, above, lost part of his left arm while serving with the Army, but the U. S. Civil Service Commission was able to place him at a job in the New York Navy Yard. Many other disabled veterans find employment through the Commission. A 23-year-old veteran with shrapnel wounds in his hand was placed as a guard at the U. S. Naval Clothing Depot; an 18-year-old former paratrooper was put to work as a custodial laborer in the Post Office; a private in the Coast Artillery in Hawaii was employed as a patrolman at the New York Port of Embarkation. About 90 percent of disabled veterans who apply for mechanical or production work are placed.

U.S. Civil Service Asks Time-and-a-Half Overtime Pay for Federal Employees

WASHINGTON—Let's give government workers the same breaks as workers in private industry get. That's what the Civil Service Commission has asked Congress to do.

- Here are some of the requests:
- 1. Pay full overtime of time and one half for all work over 40 hours.
- 2. Pay full time and one half for work on holidays.
- 3. Give a 10 per cent night pay differential.

These requests were made specifically in a letter asking legislation for Customs employees [see last week's LEADER, page 16] but follow the trend of thought of the Commission for many years.

Night Workers

A uniform differential rate for night workers has long been the aim of the Civil Service Commission. Night workers now get from nothing to 15 per cent over the day rate.

One of the motives believed to be behind the request for the Customs employees is to lay the groundwork for the time when the whole question of raises for government workers comes up.

Next June the overtime pay bill expires. This comes in the face of a probable return to a 40-hour work-week. Also there is a

big chance that provisions of the Little Steel formula will be re-



Harry B. Mitchell, President of the United States Civil Service Commission. This agency has been pressing for liberal legislation in the interests of Federal employees.

laxed. Where does that leave the government worker? He gets a salary cut in loss of overtime and at a time when the cost of living is expected to rise even faster beyond his salary than it is right now.

Congress will have to institute some kind of raise for the Federal worker or find itself with very few employees in the executive branch of the government.

Both houses have agreed that something has to be done about this matter, but it has been shelved until after the election.

Seen and Heard in Vet Agency

CHIEF ERNEST THEIL, formerly with the Chief Clerk's Unit at 346 Broadway, is now at 2 Park Avenue. . . . Herbert Hutson is still interviewing personnel for Caf 4 and 5 at his new division which will handle the G.I. Loans. . . . Vet employees, when they enter the agency, receive a mimeographed leaflet informing them of the importance of the work they are going to do. However, when they report to the section to which they are assigned too often, an attitude of "tomorrow's another day" and "learn the work yourself" is taken with them. . . . Irving Simmons is quite the poet.

THE VETERANS Administration, New York Branch, headed by Manager Charles J. Reichert, now has close to 5,500 employees, and more are being hired daily. . . . All persons interested in applying for work with the Vets agency are referred to 641 Washington Street or the Civil Service Representatives at the 346 Broadway Building, 13th floor. . . . Chief Chester Healey's wife worked as an assistant to Laura Young, Chief, 2nd floor balcony? . . . Isabelle Salisbury and Virginia Pherson, Chiefs of Adjustment and Refund, are well liked by the staff. They have been presented with a certificate of "MERIT," appreciative of their fairness, etc.

YOUR REPORTER, the other post meridian, while on his way to see Manager Charles Reichert, noticed the "Efficiency" of a Searchers Section on the Broadway Level. . . . A number of clerks were seated around a desk, chatting merrily, no doubt giving vent to the Vets pastime, that of tearing a fellow-employee to shreds, during government time.

Dismissal Must Await Appeal

WASHINGTON—The U. S. Civil Service Commission last week informed Federal agencies that an employee who is to be dismissed or demoted as the result of an "Unsatisfactory" efficiency rating, and who appeals his efficiency rating within 15 days, may not be dismissed or demoted until the appeal is acted upon, providing the employee does not resort to any delaying practices.

CIVIL SERVICE LEADER

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Postal Carriers Seeking \$400 Permanent Raise

While Congressmen are home mending their fences for the coming election is a good time to get them, and the Postal letter carriers are embarking on a "recess" drive to gain congressional support for a permanent increase of \$400.

A letter writing campaign is in full swing, and in New York City, the National Association of Letter Carriers is laying plans for a mass meeting which will be held on October 29. Senator James M. Mead and Robert M. Wagner are expected to attend. They have

Custodial P. O. Employees Ask Better Status

Custodial employees of the Post Office came in for consideration at the recent national convention of the National Federation of Federal Employees, held in Denver.

Among resolutions passed by the national organization which concern the Postal workers were the following:

- 1—Asking that elevator mechanics be reallocated to the CPC 9 salary range which they enjoyed until Congress reduced them to CPC 8 in Public Law Number 6694.
- 2—that the salary advances of two grades granted to employees in CPC grades 1 to 8, be extended to include CPC 9 and 10, who were excluded from the increase.
- 3—that firemen in the custodial service be raised from a maximum of \$1,860 to a top of \$2,100; as civilian firemen often earn \$3,000 a year.
- 4—that the title of Charwomen in the custodial service be changed to something other title more fitting with the general sweeping, dusting and cleaning duties they perform.
- 5—that adjustments be made to remedy the present situation under which new employees in the sub-professional group are hired at higher salaries than those earned by old-timers; that the salary of old employees be increased to fit in with the new higher minimums.

both been supporting the Mead Bill which puts the \$400 permanent increase and 23 percent additional for temporary per-diem workers in effect.

Want New Law

The present Postal bonus expires in June, 1945, and the Carriers want to see new legislation enacted before then.

The Senate Committee on Post Office and Roads held a recent hearing on the proposed increase at which Senators Mead and Wagner appeared in support of the bill. Representing New York Postal men were Emanuel Kuschlewitz, president of Branch 36, NALC; Charles Dillion of Branch 41; and Everett T. Gibson, of the Joint Conference of Affiliated Postal Employees. William T. Brown, Jr., Local 10 Federation of Clerks and Andrew Walker represented the UNAPOC. However, as this was just before the pre-election recess of Congress, no action was taken by the Senate Committee.

FOR FEDERAL EMPLOYEES

All the Answers to Your Retirement Queries

(Continued from preceding issues)

62. Is there any time limitation with respect to claiming a disability annuity?
Yes. Application must be executed prior to the employee's separation from service or within 6 months thereafter. The only exception to this time limitation is in case of an employee who at date of separation or within 6 months thereafter is adjudged mentally incompetent. The application in such case is acceptable if filed with the Commission within 1 year from the date of the person's restoration to competency or the appointment of a fiduciary (guardian, committee, etc.), whichever is the earlier.
63. If an employee is mentally incompetent, who files the annuity application?
His guardian or other duly appointed fiduciary, if there be one; otherwise a relative or other interested person acting as next friend may submit the claim.
64. Should any other papers be submitted with the disability annuity application?
The claim must be accompanied by a statement from the applicant's superior officer, showing how the employee's condition affects his performance of duty, and a report from his attending physician, if any, describing fully his disabilities. Both statements should voice an opinion as to whether the disability is the result of vicious habits, intemperance or willful misconduct.
65. May the employing department or agency file a disability annuity claim on behalf of an employee?
The head of such department or agency may do so.
66. When does a disability annuity become effective?
The first day of the month following separation, or the first of the month following termination of pay status provided total disability is shown to exist at that time.
67. After the employee is placed on the disability annuity roll, are further medical examinations necessary?
Annual examinations are required until the annuitant reaches retirement age, unless it is determined that the disability is permanent in character. A finding of permanent total disability may be made upon the first or any subsequent examination, and will eliminate the necessity of any further examination unless circumstances warrant.
68. Must the former employee bear the cost of these medical examinations?
No. The employee may be reimbursed for any reasonable traveling and other expenses necessarily incurred.
69. In case a disability annuitant recovers, what is his status?
His annuity is continued temporarily (not to exceed 1 year) to afford him opportunity to seek an available position. If reemployed in the Government service within the year, annuity payments cease immediately.
70. Is reinstatement in Federal service automatic upon recovery?
No. The individual must locate an available position for which he is qualified.
71. If a recovered disability annuitant is unable to secure reemployment in the Government service, may he receive annuity under the optional or discontinued service provision of the law?
No.

(To Be Continued)

unclaimed

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Welfare Workers Get New Rule On Overtime

Employees of the NYC Department of Welfare, now have a choice in connection with their overtime work. They can either take time-off, or sacrifice the time-off for civil service credits.

Following is the recent department procedure which set up the dual overtime regulation:

- 1—Credit for overtime shall begin one hour after the close of the working day (provided no time is taken for supper). In case an employee leaves the office for supper, the amount of time taken will be deducted from the overtime credit.
- 2—If the employee elects to use his overtime for civil service credit, he is not allowed time off; and employees choosing time-off will not receive civil service credit for overtime.
- 3—If an employee who elects to receive civil service credit has less than 75 hours of overtime during the annual rating period, he receives no credit and the overtime is cancelled at the end of the rating period.
- 4—Division Directors and administrative supervisors may decide whether to grant employees time-off for overtime work, or at some future time.

NYC Gives Employees Supper-Money Instead of Pay for Overtime Work

By JEROME YALE

New York City employees who don't get paid for the extra hours, but they do get time off to make up for the extra hours of work. Most City departments pay supper money.

Until recently, the Health Department didn't pay supper money. Now \$500 has been set aside for that purpose, and employees who work until 9 P.M. get \$1. Last year, during the Budget preparation a group of employees amassed 171 hours overtime. All they got was the time off.

Sanitation

In Sanitation, the clerical employees are supposed to work until 8 P.M. to rate the \$1 for food. But they figure that a man who works till 7 should have an hour to eat, and he gets the dough. A sanitation man who works overtime on the streets gets nothing.

Public Works

Clerical employees of the Public Works Department who put in overtime are entitled to the \$1 after three hours overtime. In practice, they usually stay at their desks till the job is finished, send out for coffee and sandwiches, and make a few pennies profit on the deal. But it means they're

working overtime for 33 cents an hour, to look at it another way.

Housing and Buildings

No supper money is available for employees of the Department of Housing and Buildings.

Welfare

Cut rate meals are in vogue at the Department of Welfare. There employees who work until 7 P.M. rate 75 cents for a meal; those who work until 2 P.M. Saturday rate 50 cents for lunch.

Comptroller

The Comptroller's Office often runs into long stretches of overtime. Employees who work until seven get \$1.00 for eats.

Purchases "NO"

In the City Department of Purchase, there is no provision to provide supper money, but department officials say that every effort is made to avoid overtime work.

Parks

The Parks Department generally doesn't pay supper money, but broke down after the recent hurricane and slipped a dollar to the men who put in extra hours

working on storm damage.

Hospitals

In the City Hospitals Department, employees in the institutions where there are dining rooms receive free meals if they have to work beyond their regular hours. At the central office, members of the clerical and administrative staff receive \$1.00 for supper if they work three hours or more overtime.

Police, Fire, "No Money"

At the Police and Fire Departments, the answer was the same. "There are no funds for supper money." So, employees of those two agencies who work overtime either go hungry, or shell out their own cash for food.

BPM Gets \$1; Brooklyn Nothing

Employees of the Borough President of Manhattan office get \$1 if they work until 7 P.M., but those who work for the Borough President of Brooklyn don't get anything. At the Staten Island Borough offices, only the engineers rate \$1 supper money if they work until 7 P.M.; others just get credit for time-off. And out in Queens there is no allowance for supper money for those who have to work late, except for men in the sewer bureau, who get the usual \$1.

NYC Employees Like Their Plan Of Retirement

New York City employees seem to be pretty well satisfied with the pension system which provides for their old-age retirement.

The City's contribution matches the amount paid in by the employees; loans up to 40 per cent of the employee's contribution may be made. Employees who leave the City service are credited with their contributions, plus interest.

However, some employees of New York City would gain by inclusion under Social Security and Unemployment Insurance.

Temporary employees — and many City positions have been filled on a temporary-war substitute basis—do not join the pension system, and have no protection against the time between the end of their City job and their next job.

Old-time employees in some of the old departmental retirement systems, for instance the 4,400 who are still members of the Street Cleaners' Pension Fund, lose all pension benefits if they leave their City job before attaining the 25 years of service necessary for retirement.

Police and firemen have retirement plans of their own, and in these cases there is some conflict between older and younger men, who have different pension plans.

New 'Trouble-Service' Set Up For Subway Men

Employees of the New York City Transit lines now have a friend in need.

To give the subway and surface line workers and their families a place to come with their troubles, the Transport Workers Union has organized a Personal Service Department to hand out free advice and assistance. Staffed with professional social workers who are loaned by the Catholic Charities, Jewish Social Service Association and the Community Service Society, the Union office can, and has already, handled many varied problems.

Some of the Troubles

For example:

A son is drafted. Just then the family is swamped with medical expenses. The TWU explains how to obtain an Army allotment.

A husband fears that his wife is mentally ill, but can't afford expensive private medical treatment. He gets the necessary advice.

The family breadwinner is sent to a tuberculosis sanitarium. His wife is helped to apply to the Department of Welfare for assistance to carry her along.

The Personal Service Department is located at Union Headquarters, 153 West 64th Street, Room 47. Hours are from 6 to 9 p. m. on Monday and Wednesday, and Friday mornings from 9 to 12.

Now Dr. Anthony

Some cases which come up to the Personal Service Bureau are

pretty complicated. Recently a subway man and his wife came in with this difficulty.

They had been having trouble with their young daughter, who had been staying away from home nights and associating with undesirable friends. About a year ago, they felt that she had gone beyond their control and had her committed to a reform school.

Since then, however, they had reconsidered, and figured that perhaps it wasn't all the girl's fault. They had bought new furniture, fixed up their home to make it more attractive and wanted their daughter back.

The social worker to whom they explained the case was able to tell them what steps to take to have the girl released from the institution and soon the family will be reunited.

A recent survey of the types of cases which come in is interesting.

The largest number want legal advice. Next in order come medical, financial, marital, compensation, housing and personal emotional problems.



Among the varied duties of welfare employees in New York City is providing occupational advice. Not so vital today, it was an important function in prewar years, will be so again when the war is over. Training in occupational guidance will be important for those who may seek specialized welfare positions.

Sanitation Men Get \$38,000 In Extra Pay

Employees of the NYC Sanitation department who had to work on the last two Sundays because of the hurricane got a break from the City.

They ordinarily don't get paid for work on Sunday—just get time off, but this time Commissioner William F. Carey put in a special plea to Mayor LaGuardia, and \$38,000 was set aside for their Sunday pay.

Those who had to put in overtime during the week to work on storm damage just got time-off.

What Happened To Public Health Nurse Exam?

Employees of the NYC Department of Health are wondering what happened to the examination which the City Civil Service Commission ordered to fill the position of Director, Bureau of Nursing, a \$6,500 a year spot.

First, the examination was requested by the Department and ordered by the Civil Service Commission; then a bill was introduced into the City Council by Councilwoman Genevieve Earle to exempt the job from the provisions of the Lyons Law which requires three years residence in the City in order to qualify for a City job.

That bill hasn't been passed, and meanwhile nothing is being done about the test. The position is held at present, on a provisional basis, by Mrs. Ella Asche.

Subway Clerk Must Pay Back \$37.50 In Nickels

Helen V. Gillen, a railway clerk (change booth attendant) had the misfortune to mislay \$37.50 in nickels which belonged to the IND subway. Last week the Board of Transportation ordered her reprimanded and required her to make good the loss.

At the same time, George Dolla, a car cleaner with the IRT, was dismissed for continued absence without leave.

Inspector Promotion Exams Ordered

Two new promotion examinations were ordered last week by the NYC Civil Service Commission.

They are: Health Inspector, Grade 3, Department of Health.

Inspector of Water Consumption, Grade 3, Department of Water Supply, Gas and Electricity.

The LEADER will carry application periods and eligibility requirements, when announced.

It's OK to Gag Firemen, NYC Attorneys Contend

"The firemen have no case against Fire Commissioner Patrick Walsh," says the New York City Corporation Counsel's Office. The city's attorneys are appearing in Supreme Court, Part 3, before Justice William Collins asking the judge to throw out the suit, brought by the Uniformed Firemen's Association against the department "gag" rule.

The City is defending the point of view that whatever the Commissioner does to a fireman who speaks for publication is purely a matter of department discipline, and that the Courts have no right to interfere.

Violation of Liberty

David Savage, representing the uniformed men, holds that being "gagged" is a violation of personal liberty, and that the Courts should put a stop to any such restrictions. Also on the side of the firemen is the Civil Liberties Union, which will ask permission

of Judge Collins to file a brief defending the firemen's arguments against the rule which subjects them to transfer, or other departmental punishment, if they make any statement for publication.

The issue, long a bone of contention in the department, came to a head when vice-president John P. Crane, of the U.F.A., ventured to criticize the 84-hour—two platoon order of Commissioner Walsh, and was promptly exiled to a firehouse on Staten Island—about as far from his home in the Bronx as could be.

Welfare Investigators May Try For Better Job

The requirements for promotion to Assistant Supervisor Bureau of Child Welfare, have been eased by the NYC Civil Service Commission to allow more Welfare employees to compete in the examination.

Commissioner Harry W. Marsh of the department, asked the Commission to take this action in order not to restrict the test to the small number of workers having actual experience in the Child Welfare Bureau.

New Requirements

Previously, one year's requirement in the Child Welfare Bureau was required. The new requirement:

"Open to all permanent employees in the Department of Welfare who have served in the title of Social Investigator or Medical Social Worker, Grade 1, for a period of not less than six months on the date of the written test, and who are otherwise eligible. In addition, they must have had, on that date, not less than one year of full time paid experience within the last ten years

in social case work in the child welfare field with a public or private child-caring agency adhering to acceptable standards. The experience may have been obtained concurrently with the one year of service in the title of Social Investigator or Medical Social Worker, Grade 1."

The application period, which ended on September 26, 1944, will be reopened in the near future to allow employees who meet the liberalized requirements to file for the examination.

During the first filling period, 90 candidates filed for the promotion examination, which was scheduled to be held on November 14, 1944. However, the test will probably be postponed to allow for more applications to be received by the Commission.

40c an Hour Too Low, So Hospital Workers Sue City

A group of 125 maintenance men in the New York City Hospitals Department are filing Court claims against the City for \$85,000.

In papers, prepared by attorney David Savage, the City employees claim that they are entitled to the difference between an average wage of 40 cents an hour, which they received between October 9, 1940 and May 26, 1942; and the established rate for their type of work, which is 55 cents an hour.

Other maintenance men for the City have been granted the difference in back pay, but these

men had their claims denied by the City Comptroller's Office because they had not filed with the original group, but at a later date. They don't think that the technicality should stand between them and the \$65,000.

4 Welfare Employees Enter The Service

Four employees of the NYC Department of Welfare left for military service last week, and all to voluntary branches.

Those granted military leave: MAX HOMER, Messenger, W.O. 73. —U. S. Maritime Service. PETER A. FALCONE, Clerke, Grade 2, Q. W. C.—U. S. Maritime Service. PHILIP KIPPEL, Clerke, Grade 2, W. O. 73. —U. S. Maritime Service. SAM E. ROSEN, Social Investigator, W. O. 73—Amer. Red Cross (overseas duty).

Office Appliance Operators Hired By Subways

A group of office appliance operators were hired by the NYC Board of Transportation last week from City eligible lists. Most of them were working as provisionals, passed the NYC civil service examination, and are

now permanent employees. Their names and salaries follow:

- Ethel M. Asher, \$1560.
- Jane A. Bocian, \$1560.
- Dorothy M. Donovan, \$1560.
- Leah H. Ettinger, \$1560.
- Alleean Halyard, \$1560.
- Anna LaFalce, \$1560.
- Jetta M. Pasquariello, \$1560.
- Maria L. Penta, \$1560.
- Elza O. Rohan, \$1560.
- Irene C. Hendler, \$1440.
- Rose M. Russo, \$1440.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

The Disabled American Veterans, An Organization with Special Functions



One of the most active groups among Veterans of World War II is the Disabled American Veterans. Originally founded after the First World War, the organization was reorganized in 1942 to include veterans of the present conflict and membership is open to "any person wounded, gassed, injured or disabled while in the service of either the military or naval forces of the United States, during time of war, and who has been honorably discharged from service, or who is still in service."

Membership is also open to American citizens who served with any allied armies and meet the other requirements.

Functions of Group

One of the primary functions of the organization is to gain the maximum legal benefits for disabled service men and women. A booklet listing all the legal rights of disabled veterans has been prepared by Major Roy P. Monahan, past department commander of the organization, and may be obtained free of charge by writing to Disabled American Veterans, 342 Madison Avenue, New York City. A radio program is another part of the group's educational program.

Direct help is given by the D.A.V. to patients in the Veterans' hospitals throughout the country. At many of these hospitals, a full-time rehabilitation officer, who is a member of the D.A.V., gives free service to disabled veterans and their families in connection with claims against the government.

In addition to its work on behalf of its members and other disabled ex-service men, the organization conducts an active Americanization program. The group was among the leaders in the fight against the German-American Bund, and secured an injunction which closed down Camp Siegfried, Bund headquarters on Long Island.

It also provides entertainment for men confined to military or Veterans hospitals.

Qualified veterans, and service men and women are invited to contact the Disabled American Veterans, 17 East 42nd Street, New York City for information as to how they can join the chapter nearest their home.

At present the D.A.V. has a membership approaching 75,000 disabled veterans, organized in 800 chapters throughout the Country. There is no conflict between the Disabled American Veterans and the American Le-

gion, Veterans of Foreign Wars, or other veteran groups.

The group is primarily a service organization for the disabled veteran. The greater part of the membership belongs to other service organizations such as the Legion or the VFW. This group concerns itself with the disabled veteran, while other groups deal with the broader aspects of the veterans' needs.

NYC Civil Service Faces Problem Of Disabled Veterans

The problem of handling disabled veterans who return from service and seek jobs with New York City came before the City Civil Service Commission last week.

Specifically, the Commission considered the case of veterans on an eligible list, who are unable to perform the duties of the job because of service-incurred disability.

It was determined to decide each case individually. For instance, the Commission said: "Although a disabled veteran may not be qualified to perform the duties of a Patrolman, he may perhaps be qualified to perform duties for some appropriate positions for which the Patrolman list is used, but not necessarily all of them."

In each case, the disabled veteran on a City list will be examined by the Medical Bureau of the Commission. Then, after conference between Samuel H. Galston, executive director of the Commission, members of the Medical Board and the Certification Bureau, the Commission will determine to which positions the eligible may be certified for appointment.

NYC Health Department Offers Careers In a Wide Variety of Activities

One of the busiest Departments of New York City is the Health Department. Its civil service staff includes all types of office and trained scientific workers.

Many positions are open at the department on a provisional basis—temporary appointment. Civil Service examinations at frequent intervals open the way for a career in this department. Follow the LEADER to see when those tests are given, and what the requirements are. For temporary work call at the offices of the department at 125 Worth Street, Manhattan, 2nd Floor.

Here are some facts about the department which illustrate the scope of its activities and the careers it offers:

Many Bureaus

The Civil service employees in this department guard the health of the City's 7,000,000 residents. To allow for its many activities, the Health Department is divided into separate bureaus, each of which is responsible for a particular field of public health work.

When a New Yorker is born, that fact is recorded by the NYC Department of Health. When he dies the same agency issues a Death Certificate. In between, this department plays a vital part in the life of the City.

The Bureau of Records and Statistics: Keeps close statistics on the City's health; charts the progress of epidemics; keeps tab on births, deaths and marriages; issues birth and other certificates.

The Bureau of Health Education: Conducts programs to educate the City with the latest health information. Subway posters, neighborhood health movies and lectures, newspaper stories all originate in this bureau.

The Bureau of Child Hygiene: Watches over the health of the City's younger generation. Doctors and nurses at the health centers give mothers instruction in child care. Children are immunized free of charge. Dental division provides care for school and pre-school children. Also examines children before issuing working papers.

Disease Spread

The Bureau of Laboratories: Offers a free testing service to the City's physicians. Carries on research in medical fields.

The Bureau of Preventable Diseases: Guards against the spread of contagious diseases. Supervises typhoid and diphtheria carriers.

The Bureau of Tuberculosis: Operates free tuberculosis clinics throughout the City; gives free X-rays, supervises patients to prevent spreading the disease.

The Bureau of Social Hygiene: Combats venereal disease.

The Bureau of Nursing: Directs all the public health nursing activities of the department. Nurses visit clinics, child health stations, public and parochial schools. Nurses also give care at home.

The Bureau of Food and Drugs: Is responsible for the purity of the milk supply of the City.

The Sanitary Bureau: Checks plumbing and complaints of rodents, Vermin, etc. Also inspects barber shops, beauty parlors and theatres.

The Nutrition Division: Helps New Yorkers by drawing up and publicizing balanced diets which fit wartime food shortages and rationing. Lectures, demonstrations and exhibits spread this in-

formation. If you'd like to learn about specific job-opportunities in these bureaus, communicate with Chief Clerk George Ostermann of the department.

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Subway Board Still Mum On Fate of Fired 4-F

EX-subway patrolman Samuel March is still waiting to hear from the NYC Board of Transportation which fired him from his job after his rejection at the Army Induction Center; then granted him a hearing on May 3, 1944 and has been "mum" ever since.

His lawyer, Sidney Fine, has written to Deputy Commissioner Edward C. Maguire several times, but hasn't even received an acknowledgment of his letters.

And there doesn't seem to be much that can be done to speed up the works. March has a good job now, and only wants his name cleared of the stigma of being

fired. He has even offered to resign if they'll reinstate him first.

The delay is admitted to be "unusual," but there is no way to force faster action.

H. Elliot Kaplan, executive secretary of the Civil Service Reform Association, says that March just has to wait; that when Commissioner Maguire finally comes through with a decision, March can fight it in Court, if he doesn't like it.

Legally, March will have 4 months after the Commissioner comes through with a decision in which to begin legal action.

If he should win, any benefits he gains will date back to the date when he was originally dismissed.

Provisional Subway Women Are Promoted

Temporary employees of the NYC Board of Transportation, who takes jobs to replace men in the service, have a chance to move-up as long as their jobs last.

Last week three women who have taken jobs as porters on the BMT line were up-graded to railroad clerk (change booth attendant). The increase in pay is only 5 cents an hour, from 62.5 cents to 67.5 cents an hour but the work is much pleasanter.

Those promoted are Fannie Jones, Martha Poindexter, and Mildred E. Stagers.

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Staff Changes In New York City Departments

Department of Finance
Appointed—Temporary Clerks at \$1,200: Sylvia Levy, Sylvia Langenthal, Iris V. Dale. Temporary Typists at \$1,200: Marie G. Loperfido, Dorothy Miller. Temporary Investigators at \$6 a day: Leonore R. Garagusi, Sylvia Cranberg, Shirley Halmowitz and Edith Katz, Sylvia Piedier, Pearl R. Korenberg, Florence J. Katz and Shirley Zohn.
Services Ceased—Eugene Reich, Bookkeeper at \$1,680; Myrtle C. Cudmore, Temporary Tabulating Machine Operator at \$1,440.
Services Ceased—Temporary Clerks at \$1,200: Ella Cooper, Sara C. Fey and Marvin Low, Carol Regan, Blossom Geiger, Joseph Leaver, Margaret Torpey, Mary T. Keeley, Rosemary Lopez, Rhoda Bucholtz, Iris Rubin. Temporary Investigators: Helen Rothstein, at \$6 a day; Charlotte Welkin, at \$6.50 a day; Samuel Plotkin, at \$6.50 a day; Adeline Fried, at \$7.50 a day. Clerks at \$1,320: Bernice Berliant, Abraham Amster.

Department of Public Works
Appointed—Cleaners at \$1,040: Sarah Butler, Laura Epps, Gertrude Gillis and Ethel R. Steels, Martha Shak and Ida Wilson. James Flynn, Steamfitter's Helper at \$9.25 a day.
Reassigned—Mary Sena, Elevator Operator at \$1,440; Raymond G. Flynn, Junior Civil Engineer at \$2,500.
Salary Fixed—Elevator Operators at \$1,320: Nicholas A. Ciccone, Catherine Izzillo, Edith A. Michaels, Nellie Moore, Dorothy E. Payton, Gladys E. Pope and Catherine V. Quinn. Cleaners at

Patrick Walsh Believes in Unions— Even In His Own Department (He Says)

By JEROME YALE

NYC Fire Commissioner Patrick Walsh is in favor of unions—even in the Fire Department.

Speaking before a meeting of 225 Fire Department Civilian employees, the Commissioner told how, when he first came to America in 1888, he worked on a farm for 50 cents a day.

A employee who has a chance to discuss things with the em-

ployer is happier and does a better job, said the Commissioner.

The occasion was a meeting of the civilian workers of the department, who have formed an AFL local to represent them in dealings with the department; and this was the first occasion in the history of the department when the civilian workers got together with officials. Richard Warner, secretary of the department was also present, but Chief

John McCarthy, who handles personnel matters for the Commissioner, was on vacation.

Why They Organized

The organization of the civilian staff was prompted by two sources of complaint.

- 1—In other departments employees have long sick leave. Fire Department civilians, many of whom work outdoors in all weather, receive a maximum of 12 days sickleave a year.
- 2—Auto-enginemmen and dispatchers in the Fire Department earn much less than men doing similar work in other City departments, and want an increase.

However, neither of these problems was brought up at the meeting.

Nor were Commissioner Walsh's recent troubles with the unions in his department brought up. Michael V. Miranda is president of the new employee organization in the department.

\$1,200: Mary Carroll, Frances M. Collins, May G. Ives, Catherine Lyons, Harriet C. Russell and Mamie Schaefer.

Appointments Rescinded—Nora Joyce as Cleaner at \$1,040. Laborers: Donald V. Callahan at \$5.50 a day; Walter Nickpee at \$1,860; Filippo Politi at \$1,860; Thomas P. Vicole at \$5.50 a day.

Municipal Civil Service Commission
Services Ceased—Leon A. Dayson, Clerk at \$1,320.
Appointed—Mary E. Schmidt, Office Appliance Operator at \$1,740, and Emanuel Strear, Clerk at \$1,320; Pearl C. Sandman, Clerk at \$1,320.

Department of Welfare
Title Changed—Ceceli G. Auerbach, from Clerk at \$1,440 to Stenographer at \$1,440.
Reinstated—Vivian McKinney, Stenographer at \$1,920.

Appointed—Office Appliance Operator (Tabulating Machine) at \$1,440: Mary E. Degnan, Beatrice L. Shapiro, Katherine C. Martin.

Appointed—Audrey S. Augustine, Kathleen E. Brennan, Mary C. Decorato, Max Glass, Carmela LaMacchia, Gladys A. Smith, Julius Nierow and Incononata Mattia, Assistant Supervisors at \$2,340.

Appointed—Dentists at \$6.67 per session: Nathan I. Aaronson, Abraham Fisher.
Died—Elizabeth Mullally, Social Investigator.
Transferred—Rosetta P. Pierre, Rita Simpson and Frances A. Cayton, Public Health Nurses, at \$2,340, to Department of Health.

Services Ceased—Harriet D. Ziegler, Assistant Supervisor, at \$2,640; Hana G. Wilchik, Assistant Supervisor at \$2,160. Social Investigators at \$2,340: Ellen M. Sheehy and Harry Hertz, Helen N. Johnson, Helene Levy.

Services Ceased—Social Investigators: Louis Salpeter, at \$2,280; Victoria M. Scaglia, at \$2,220; Angela C. Mansueto, at \$2,160; Dona C. Marino, at \$2,160; Jeanne Weisberger at \$2,040.

Services Ceased—Stenographers: Marcella Jaffe, at \$2,040; Ruth Chassman, at \$2,040; Toby Yolles, at \$1,920; Fay Kramer, at \$1,800.

Services Ceased—Typists: Carmel Cubisino, at \$1,440; Agnes M. Maher, at \$1,320; Edna L. Beckles,

at \$1,200.

Services Ceased—Evelyn Baron, Clerk, at \$1,320; Frank Peters, Auto Engineman, at \$1,980; Harry Fingerhut, Lunchroom Helper, at \$900. Nora Laughlin Lunchroom Helper, at \$780.

Services Ceased—Office Appliance Operators at \$1,440: Edith Rose, Estelle Rose, Jeanette Politziner and Frances Rotto.

Department of Sanitation

Appointed—Clerks at \$1,200: Ida R. Feltelberg, Miriam Rosen, Julia V. Pasque and Goldie Nierenberg.

Services Ceased—Benjamin W. Morris, Sanitation Man, Class C, at \$2,320.
Salary Fixed—John J. Sutton, Electrician, at \$2,540.

Department of Parks

Retired—Laborers: Saverio Biondo, Louis Pacienza.

Died—John E. Rahl, Laborer.

Retired—Adolph Falter, Park Foreman; John Barry, Plumber.

Services Ceased—Rose McManus, Attendant, at \$2,040; Frank P. Greco, Laborer, at \$1,860; Florence Nelson, Playground Director, at \$1,860; Ulysses S. Westervelt, Attendant, at \$2,040.

Departments of Markets

Appointed—Laurence J. O'Neill, Inspector of Markets, Weights and Measures, Temporary, at \$2,041; Julia Kinik, Bookkeeper, Temporary, at \$1,320.

Appointment Rescinded—Julia Kinik, Clerk, Temporary at \$1,200.

Died—Anthony Fizzingolia, Temporary Laborer, at \$6.50 a day.

Services Ceased—Frank Alba, Temporary Laborer, at \$5.50 a day.

Appointed—Fernando Sciorio, Temporary Laborer, at \$5.50 a day.

Reinstated—Julius J. Frankfater, Inspector of Live Poultry at \$2,400.

Appointed—John Anderson, Temporary Inspector of Markets, Weights and Measures, at \$2,401.

Department of Housing and Buildings

Service Ceased—H. Evelyn Petri, Stenographer, at \$1,800.

Retired—Civil Engineers: Abraham Bluestone, Charles A. Herrmann.

Died—William A. Kaufhold, Auto Engineman, at \$2,640. New York City Housing Authority

Services Ceased—Rose M. DePhillips, Telephone Operator (Temporary), at \$1,320 per annum; Leah Kaufman, Stenographer, at \$1,440.

Appointed—Bebe Perlis, Telephone Operator (Temporary), at \$1,320.

President, Borough of Queens
Appointed—James W. Murphy, Temporary Bricklayer at \$14.40 a day, Bureau of Highways.

Reassigned—Joseph Engel, Asphalt Worker at \$2,040, Bureau of Highways; Roy F. Keane, Junior Civil Engineer at \$2,400, Topographical Bureau.

Died—Joseph Buechler, Laborer, Bureau of Highways.

President, Borough of Manhattan
Wages Increased—James J. McNally, Sheet Metal Worker, from \$12.20 to \$14.40 a day.

Died—Joseph Schillinger, Asphalt Worker.

Services Ceased—Meyer Wishniewsky, Temporary Attendant at \$1,440; Joseph E. Stankiewicz, Temporary Surface Heater Operator at \$8 a day.

Reassigned—Ether Marks, Stenographer at \$1,440; Harry Waksman, Assistant Civil Engineer at \$3,120; Samuel Garnett, Civil Engineer at \$3,120; Murray Leiman, Laborer at \$1,630; Timothy M. Hurley, Electrician at \$12.20 a day; John Lawless, Attendant at \$1,800.

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An Important Letter On a Big State Problem

STATE Senator Seymour Halpern, of Queens, head of the Senate Civil Service Committee, has laid the basis for an equitable meeting of views on two issues now rendering the relations of State employees and the State administration.

These issues are: 1) salary allocations; 2) Feld-Hamilton law.

On the first of these problems, Senator Halpern suggests that higher allocations be granted, and as quickly as possible. The Senator is in a position to know the facts. He has been with the mental hygiene situation for a long time; studied it from the inside, actually entering an institution incognito and living with the employees. His views should be given the greatest consideration when he writes in support of improved pay status: "I have talked to numbers of those employees; seen how they live, how they have fallen into debt, how many of them are tempted to leave State service. And we... know of the manpower drainage caused by the war emergency..."

The Senator's cool, carefully-reasoned letter to the John Burton, the State's Budget Director, then weighs the merits of proposed changes in the Feld-Hamilton law. The conclusion which Halpern reaches, after carefully examining the alterations in the act proposed by Burton, is that it would be better to wait than to plunge into these highly controversial waters. The Feld-Hamilton act is a highly complex piece of legislation, and cannot lightly be undone. Says Halpern: "I feel that the main operations of Feld-Hamilton have been smooth. The law came about after the most thorough and lengthy consideration of all factors. And even if, in some of its aspects, it could be made a little less rigid, I feel there is much to be gained by leaving the measure untouched. On the other hand, any tampering with the act would cause confusion and possible dissatisfaction. I should like to delay action on any proposed changes until 1946, which time it would undoubtedly take to digest thoroughly the complexities of the situation."

That, we think, is the cool-headed approach. Both the Budget Director and the employees may well use that letter as a set of Marquis of Queensbury rules in ironing out their differences.

Letters

Correction Women Seek Court Jobs

Sirs: I am an eligible on the NYC list for Correction Officer-Women, and I think it's a shame that this list hasn't seen more action.

All of us women who took, and passed, the test had to meet the highest physical and mental requirements and show valuable experience in private work.

Now we just sit around and wait for our appointments—and nothing happens.

At present the City is trying to hire men as Court Attendants, but can't find any to fill the vacancies. Most of these court jobs could easily be filled by women having the qualifications of those on the Correction Officers' list.

Why doesn't the Civil Service Commission make appointments to the Courts from this list? Other appropriate appointments are being made, and this would be a logical answer to the City's manpower problem, and give us a job for which we are qualified.

AN ELIGIBLE.

Subway Man Wants Better Trains

Sirs: I am a conductor with the IRT City-owned subway, and am a regular reader of THE LEADER. I notice that all other City departments are planning for changes and improvements after the war, but I don't see anything said about the transit lines.

Some of the equipment on the subways was probably in use when the line started in business. Doors in the trains are hard to open and close, ventilators are balky. Handling this old equipment makes our jobs harder, and I think it's lucky that there haven't been any bad accidents.

The City should plan to spend a few million dollars on its subways as soon as war priorities are lifted and material is available.

J.C.T.

U.S. Eligible Is In Dark

Sirs: I have filed for several jobs with the U. S. Civil Service Commission, have been notified that I am on the list, and now I just have to sit around and wait. I'd like to accept a Government post, but I have to plan ahead, and I can't even get a glimmer of information about my chances of appointment.

Persons on a NYC list can walk into the City Civil Service Commission, look at the list, figure out where they stand, but Federal eligibles are expected to wait and hope.

Miss V. H.

Should Service Rating Be Basis for Pay Rise?

SIRS: It is always welcome news to hear that New York City officials are considering ways and means of increasing our salaries. However, the method of granting the increase, in this instance an above-average service rating as used in the Housing Authority, seems to me to be open to serious question.

Service-ratings are notoriously subjective. They place entirely too much power in the hands of your supervisor. Being only human, he is apt to play favorites, permitting his likes and dislikes to govern his actions with the predictable results that there will be many disgruntled workers.

F. M.

\$5 FOR BEST LETTERS Put it in words!

Each month, THE LEADER will pay \$5 in war stamps for the best letter dealing with a civil service problem. So, if there's a gripe bothering you, or if you have an idea to improve things, or just want to talk, put it into a letter! Address the Editor, Civil Service Leader, 97 Duane Street, NYC.

Don't Repeat This!



People Doing Things

It was a year ago that Mayor LaGuardia personally revealed to us his keen desire to go abroad, in uniform... Watch the City Fusion Party in the next few months. Joel Shenker and other executive committee members have been approaching General Bill O'Dwyer as a possible candidate for NYC Mayor. Fusion has always been considered LaGuardia's baby, and opposed O'Dwyer when he ran for the top City office before on the Democratic ticket.

... Nat Kaplan, formerly a Dewey and Hogan assistant D. A., has been appointed special counsel by the State Legislative committee probing rent gouging. First hearing will be this week... Johnny Quigg, S2/c, of the NYC Public Works Dept., got into action after only 5 weeks of training and a 5-day furlough.

In the same department: Tony Sparr now wearing a captain's bars; Henry Cunningham is a lieutenant commander; Howard B. Stevens a Commander; Henry Liebman a Major... Abe Raskin, formerly labor editor of the NY Times, who used to write stories about public service, is now head of the industrial relations section of the Army and right-hand man to Gen. Somervell. Raskin, a Major, is one of the youngest men to hold a position of such importance.

... Girls working in the NYC office of the Air Forces Material Command were awed and a little frightened by the palm-reading acuity of "Gypsy" Barbara Waldman while she worked there on statistical operations.

... Col. Frank Toscani (previously mentioned in this column as the "Major Joppoli" of "A Bell for Adano") met Col. Martin Meaney in Italy. Meaney had been Deputy Police Commissioner before entering the service. Did they discuss the progress of the war? What to do with the Germans? Not at all. They fell to with a hot discussion of the Police-Sanitation baseball game.

... Washington talk now is that Judge Samuel Rosenman will succeed Attorney General Biddle right after election, if Roosevelt wins. And in that case, both Biddle and Morgenthau will go abroad.

Etc.

Louis M. Murray, assistant to NYC Purchase Commissioner Albert Pleydell, is a son of Erin, and on his desk there is a big red brick, tastefully wrapped in green ribbon, and decorated with a big green shamrock. Murray doesn't know who left it there. He suspects some Orangeman in the department... NYC's policy of hiring clerks at \$1,200 a year may have to be scrapped. Here's why: Some departments, which were using high school kids to help out during the summer, are now unable to carry on their work because of reduced staffs. They can't get anyone to work for less than \$25 a week. Some young girls worked out a cute system. They took City jobs for a few weeks, then could show business experience, which enabled them to obtain Federal posts at \$34.50 a week, or jobs with private firms at much higher rates of pay than they would have received without the NYC experience.

... Shirley Abrams, who married on Sunday (congratulations), is off to Chicago. She had twenty offers of jobs from Government agencies... Back to Washington will go these agencies—soon: Patent Office, Employees Compensation, Wage and Hour, Farm Security... Lester Kreitzer, formerly with WNYC, dropped in last week after having participated, via the Merchant Marine, in the Normandy campaign.

Merit Men

A Vet Who Helps Vets Find Jobs



A VETERAN who has lost a limb in service, or is otherwise disabled, comes into Cornelius Coddington's office at the New York headquarters of the United States Civil Service Commission. Forty-eight hours later the veteran is reporting to work.

That has become a common occurrence with Mr. Coddington, who is "trouble shooter" for the veterans who come into the Federal Commission's offices looking for a job. His official title is Veterans' Placement Representative.

Routine cases are handled through the regular interviewers and placement personnel. "Tough" cases are referred to Mr. Coddington.

He takes particular interest in the men with service-connected disabilities. Many have physical disabilities; others come back with shattered nerves and need a job where there is little noise or tension.

More Than Giving Advice

Handling the veterans is more than a matter of sitting at a desk and giving advice. He is in constant touch with other Government agencies and with all the veterans' organizations. Men are referred to him by the Veterans Administration and the United States Employment Service. He has even, on occasion, gone out and obtained jobs in private in-

dustry for veterans when there wasn't a job immediately available in civil service.

He'd like to see every veteran who comes into the office put to work, but their problems make it impossible to place every veteran.

For one thing, even though veterans get first choice, there isn't always a job open to meet the needs, or capabilities, of the veteran. And giving a man a job for which he isn't fitted, just to put him to work, wouldn't do any good.

Army Experience Counts

Experience gained in the Army often leads to a job now, and a new career later. Many soldiers were company clerks, and learned all the red-tape connected with military affairs; they're in demand in many government agencies which have to deal with the Army. Others have picked up industrial experience which can be applied to production work. Men who were officers are now fitted for administrative jobs with the Government.

A medical examination is given at the Commission, when necessary to help find the best job for the veteran.

World War I Vets Apply

One unexcepted angle of Mr. Coddington's post is the fact that he gets many applications from veterans of the last war.

A veteran of World War I, Mr. Coddington can see things from the ex-service man's point of view, and his experience fits him to help them.

In civil service only a few years, he started as an expeditor with the Army and Navy Electronics Agency, then transferred to the Commission.

But he has wide experience in private industry. For many years he was in the automobile industry, doing everything from handling mass movements of used cars to operating his own sales agency.

He also handles the complaints which come in from veterans and usually manages to convince the "vet" that the Commission is doing everything possible for him.

Married, he lives on Long Island. He'd like to see the war end soon, and is ready to face the expansion of his bureau when the service men are demobilized.

POLICE CALLS

Commissioner Lewis Valentine Isn't Always As Stiff As He Looks

When he entered his third five-year term as Police Commissioner, Lewis Valentine set a new record for longevity in that position.

He worked up the ranks from patrolman, and is better liked by the men on the force today than he used to be five years ago.

For one thing, he manages to keep from making many of public "boners" which have plagued the lives of other appointees in the City Administration. He makes it a policy (usually) not to speak to reporters. Any questions must be in writing. The answer is carefully worded. But reporters who have to meet deadlines aren't too happy about that setup. That's one reason why they often go to town on the Commissioner. For example: when someone recently took some money and bonds from a safe in Police Headquarters, every newspaper twitted the Commissioner.

In his office, and on public occasions, Valentine presents a "stiff" front, but the men on the force get to know him better than the general public. And they say he's not as stiff as he looks. At departmental dinners to celebrities in the Police Department, he unbends and will have a few drinks with the boys.

Spends Vacations With Men

But one thing that attaches the men to him is the fact that each summer he spends his vacation with his men.

Instead of going to some swanky summer resort (he could on his \$12,500 a year salary), he packs his family up to the Police Recreation Center near Tannersville, N. Y., and joins the City cops and their families. Many of the patrolmen go to more expensive places, but the Commissioner sticks to the police resort, oper-

ated by the Police Welfare Fund.

He rolls up his sleeves and joins the boys in a friendly game of poker. He'll take his place in the line-up of the soft-ball game and is a pretty good hand on the tennis court.

At the Desk He's Tough

But the fact that he won fifty cents from Patrolman John Doe at poker won't make any difference if that cop comes up on charges a week later. When he gets back to the City, and his desk, he's the Commissioner again; and the men respect him for that.

His one demand on the entire force is "courtesy." He wants every member of the department to feel that the citizen is his employer and is entitled to be treated with white gloves.

Cops Changed Under Him

During the time he has been in office, the department has changed from the "Dese, dem and dose" type of cop and today includes a very high percentage of well educated men—although economic conditions have helped that change.

He has reduced the amount of favoritism in the department and built up the career aspects of a patrolman's job. Men who want to study are given special tours of duty to enable them to go to school.

Awards in the Department have been increased, the P.B.A. Medal for Valor has been added to the list of police honors, and carries extra credit on promotion examinations.



The State Employee

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

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

Equality Among Employees

(This concludes the statement on "Equality Among Employees," the first part of which appeared in last week's column.)
IN LAST WEEK'S column I discussed the efforts of State employees to achieve a wage policy based upon equal pay for equal work. This week I shall review the efforts that have been made to bring about uniform employment conditions with reference to sick leave and vacations.

Sick Leave

ILLNESS is common to employees of all departments, but before 1932 some departments granted no sick leave whatever, while others had adopted liberal policies. In 1932, through the efforts of the Association, uniform sick leave rules were promulgated by the Governor's Cabinet. This was a great improvement. The rules, however, were not applicable to Mental Hygiene institutions, and employees in these institutions had no sick leave whatever until 1942, when, after the passage of a bill sponsored by the Association, similar rules were adopted for institution employees. While all State departments now operate under substantially the same sick leave rules, there is still considerable variation in the interpretation of these rules by the various department heads.

Vacation

FOR MANY YEARS, vacation policies were laid down by the Governor. It has been the practice to allow a vacation of three to four weeks for departmental employees, but only two weeks for institutional and field employees. Each department has its own policy as to when and how vacations shall be taken. This lack of any uniform plan with respect to vacations is now in the process of correction as the result of legislation adopted at the 1944 session of the Legislature.

Uniform Administration by Civil Service Commission Now Possible

AT THE PAST SESSION, legislation supported by the Association, gave the Civil Service Commission power to promulgate uniform sick leave and vacation rules for all departments. We believe that this is a step in the right direction which will, in time, bring about uniform and equitable leave and vacation administration.

One of the first steps taken under the new law was the granting to institutional employees of the same vacation period that is accorded to departmental employees, thereby removing a long standing discrimination between these two groups of State workers.

The effectiveness of the new law will depend entirely upon the energy and discretion displayed by the Civil Service Commission in administering it. The Commission should not hesitate to overrule department heads who have made arbitrary and unfair interpretations of the existing rules. In the Public Service Commission, for example, deductions are being made from current paychecks for absences due to sickness way back in 1929 and 1930 under an arbitrary and obviously erroneous construction of the 1932 rules.

The Civil Service Commission now has the power and should act to correct erroneous and unfair departmental rulings of this type. It has the power to correct the varied and inconsistent determinations that have been made by the 19 separate department heads. Prompt action by the Commission is essential if we are to have a uniform policy in fact as well as in theory.

The rules should also be expanded to take care of the troublesome problems relating to per diem employees who have worked continuously for many years, are not now eligible for vacation or sick leave. This situation can, and should be corrected by the Civil Service Commission.

Some difficulties also remain in administering vacations in institutions confronted by the man-power shortage. It has been announced that the shortage is so critical that some employees will be unable to take their normal or their extended vacations. We believe that institutional employees who are prevented from taking their authorized vacations should be compensated by overtime pay. The Commission has announced that this cannot be legally accomplished. We believe that the present overtime laws are broad enough to permit compensation for unused vacations so long as there are sufficient vacant positions from which funds may be allocated, in the same manner that overtime payments are made to employees who work on holidays and pass days. If, however, this cannot be done under the present law, the law should be amended retroactively at the next session, to accomplish this objective for the current fiscal year.

Adequate legal machinery now exists to permit the adoption of uniform sick leave and vacation policies in all state departments. Long standing injustices and inequalities can be corrected if the Civil Service Commission will administer the law with courage and determination and become—what the law contemplates—an effective central personnel agency, with supervisory power over employment policies in the State service.

Shoro Asks Immediate Higher Salary Scales

ALBANY—Clifford C. Shoro, President of the Association of State Civil Service Employees last week asked John E. Burton, State Budget Director, to institute immediately the higher salary allocations granted to some groups of State employees by the Salary Standardization Board.

Mr. Shoro also highly praised a letter which State Senator Halpern, Republican of Queens, had written to Mr. Burton. Senator Halpern's communication suggested quick action on salary allocations. (See editorial, page 6.) Mr. Shoro gave it as his opinion that the Budget Office had the power to make the new allocations effective at once.

The letter follows:
"Dear Director Burton:
"In our conversation a few weeks ago, you stated that you would take under advisement the Association's request that salary re-allocations made by the Salary Standardization Board, with your approval, be made effective on October 3, 1944. Since the time for the appropriation of the October 15, payroll is rapidly ap-

proaching, I would like to inquire whether or not our request will be granted.

Within the past two weeks the salary board has increased the salary rates for 15 or more titles affecting some thousands of employees. It is announced, however, that the new rate will not become effective until April 1, 1945—18 months after the original allocation was made. We have pointed out the unfairness of requiring these low paid wage earners to wait 18 months for relief in these trying times. We believe that fairness requires that the new rates be made effective immediately.

"It is our opinion that you have the power to make the new rates effective at once. The precedent for this action would be when you direct that title changes be

Farmhand to Hospital Director—Salary Board Turns Them All Down

REFUSE TO RAISE PAY ALLOCATIONS OF 127 POSITIONS

ALBANY—From farmhand to director of a hospital—all of them received a "No!" from the State Salary Standardization Board, in answer to their appeals for higher salary allocations in line with wartime living costs and with the nature of their duties.

The Board, after months of procrastination, has come forth with the response that it won't do anything about changing anybody's pay status in 127 positions. One long-time State employe told the LEADER that in his view the action of the Board bore the " earmarks of vindictiveness, because we had been informed that action on some of the positions would be deferred, since there seemed to be justice in the points made by the employees. And although the Board might not go all the way with us, they would see what could be done about going part way at least. Now they've taken an about face."

The action follows the Board's turning down of the appeals of State Barge Canal employes, even though their own superintendent, Charles Sells, head of the the Public Works Department, had appeared in their behalf.

It has long been contended that The Board is under the thumb of the State Budget Director, and doesn't act as an independent unit.

The Association of State Civil Service Employees, representing most of the State's workers, said: "The Association is keenly disappointed with the failure of the Salary Board to make correction of low scales of pay applying in the many institutional services. Delegates representing employees in all the institutions and departments will gather in Albany on October 17. Ways and means to bring favorable attention on the part of the Salary Board and the Budget Director to establishing adequate wage scales for the workers concerned will be taken up."

The Association has already said that it would re-appeal in every case that was turned down.

Following is the list of positions which got the "thumbs down" sign from the Salary Standardization Board:
Cleaner
Janitor
Supervising Housekeeper
Clothing Clerk
Stores Clerk
Senior Stores Clerk
Principal Stores Clerk

- Assistant Meat Cutter
- Meat Cutter
- Business Officer
- Senior Business Officer
- Account Clerk
- Principal Account Clerk
- Junior Clerk
- Clerk
- Senior Clerk
- Senior Account Clerk
- Typist
- Junior Typist
- Senior Typist
- Telephone Operator
- Senior Telephone Operator
- File Clerk
- Dictating Machine Operator
- Institution Teacher
- Speech Correction Assistant
- Institution Education Supervisor
- Library Assistant
- Occupational Instructor
- Assistant Recreation Instructor
- Bandmaster
- Supervising Occupational Instructor
- Social Worker Apprentice
- Senior Social Worker
- Supervisor of Social Work
- Junior Psychologist
- Psychologist
- Senior Psychologist
- Instructor of Nurses
- Assistant Principal of Nurses
- Training School
- Principal of Nurses Training School
- X-ray Helper
- X-ray Assistant
- Junior X-ray Technician
- X-ray Technician
- Senior X-ray Technician
- Institution Photographer
- Junior Pharmacist
- Pharmacist
- Laboratory Helper
- Laboratory Caretaker
- Laboratory Animal Caretaker
- Laboratory Worker
- Senior Laboratory Worker
- Motor Equipment Repairman
- Motor Equipment Maintenance Supervisor
- Chauffeur
- Motor Vehicle Operator
- Teamster
- Director of Mental Hospital
- Associate Director of Mental Hospital
- Assistant Director of Mental Hospital

- Senior Pathologist
- Director of Clinical Laboratory
- Medical Technician
- Senior Medical Technician
- Senior Dentist
- Associate Dentist
- Dentist
- Resident Dentist
- Dental Hygienist
- Senior Physician
- Physician
- Kitchen Helper
- Assistant Cook
- Cook
- Head Cook
- Dietitian
- Senior Dietitian
- Supervising Dietitian
- Baker's Helper
- Assistant Baker
- Baker
- Head Baker
- Head Industrial Shop Worker
- Staff Attendant
- Supervising Attendant
- Head Attendant
- Chief Supervising Attendant
- Staff Nurse
- Head Nurse
- Supervising Nurse
- Supervisor of Grounds
- Greenhouseman
- Farmhand
- Farmer
- Head Farmer
- Farm Manager
- Head Poultryman
- Stationary Engineer
- Senior Stationary Engineer
- Principal Stationary Engineer
- Head Stationary Engineer
- Steam Fireman
- Power Plant Helper
- Electrician
- Electrician Foreman
- Maintenance Man
- Plumber and Steamfitter
- Plumber and Steamfitter Foreman
- Machinist
- Craneman
- Welder
- Pumping Plant Operator
- Caretaker
- Mason and Plasterer
- Painter
- Roofer and Tinsmith
- Maintenance Helper
- Filter Plant Operator
- Window Washer
- Blacksmith
- Brickmaker
- Mechanical Stores Clerk
- Maintenance Supervisor
- Senior Maintenance Supervisor
- Head Maintenance Supervisor

State Promotion Examinations

The following examinations have been announced by the State Civil Service Commission. For complete details and eligibility requirements, write to the State Civil Service Commission, State Office Building, Albany or New York City. Enclose a large, stamped, self-addressed envelope. Refer to the examination number given below:

9178. Stores Clerk, Division of Standards and Purchase, Executive Department; salary, \$1,200 to \$1,700; one vacancy in the Albany Office. Closes October 5, 1944.

9179. Principal Clerk, Buffalo District Office, Department of Taxation and Finance; salary, \$2,000 to \$2,500; one vacancy in Buffalo District Office. Closes October 7, 1944.

9180. Senior Stores Clerk, Division of Standards and Purchase, Executive Department; salary, \$1,600 to \$2,100; one vacancy in the Albany Office. Closes October 7, 1944.

9181. Senior Statistics Clerk, New York Office, The State Insurance Fund; salary, \$1,600 to \$2,100. Closes October 7, 1944.

made effective retroactively as of October 1, 1943.

Bearing Heavy Load

"Employees of our state institutions have been bearing a heavy load of work through this entire period of manpower shortage. After patiently waiting a full year for relief their claims should not be deferred for another 6 months. Recognition of the plight of these employees by complying with their requests that the new rates be immediately effective would do much to overcome the unrest and dissatisfaction that prevails in state institutions."

CLIFFORD C. SHORO

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Increment Deadline

OCTOBER first plays an important role in the fixing of rights under the State's Feld-Hamilton increment law. This is how it may affect your chances of getting an increment next April first when the new fiscal year begins.

1—If you were appointed from an open competitive or promotion list on or after October 1, 1944, then you will have to wait until April 1, 1946, a period of a year and a half, to receive your first Feld-Hamilton increment. Had your appointment come one day sooner—on September 30 or earlier—then you would be eligible for an increment April 1 1945.

2—If you were a Feld-Hamilton employee and were appointed or promoted to a higher overlapping grade on or after October 1, 1944, then you were appointed at no increase in salary, unless you had earned the maximum of your old position for at least a year prior to your appointment or promotion. In case you received no increase upon such appointment or promotion, you will be eligible to receive an increment on April 1, 1945 even though your appointment or promotion took place after October 1 1944. In fact, you would be entitled to an increment in such case even if your appointment or promotion took place on March 16, 1945.

Appointment or promotion to a higher overlapping grade occurs when the salary you were earning in your old Feld-Hamilton position is equal to or higher than the minimum salary of the Feld-Hamilton position to which you have been appointed or promoted.

3—If you have been reinstated to your Feld-Hamilton posi-

tion within the year following your resignation, you will not be entitled to an increment on April 1, 1944 unless your reinstatement took place prior to October 1, 1944.

4—If you have returned from an ordinary leave of absence without pay, then it doesn't matter whether you come back before or after October 1, 1944 so long as you have more than six months of actual service on the job during the fiscal year from April 1, 1944 to March 31, 1945. If you have this service, you will be entitled to an increment. If you have less than six months and one day, you will not be eligible for an increment.

5—If you have been reinstated after a military leave of absence you will be entitled to an increment on April 1, 1945 if your actual service started prior to October 1, 1944. Public employees on military leave of absence are deemed performing satisfactory service in their civilian jobs while they are away.

In the above discussion it has been assumed that the other factors making for eligibility for increments are present. For example, persons having unsatisfactory service record ratings, earning salaries which are at the maximums of their respective grades on April 1, 1945 will not be eligible for increments even if they had been appointed or promoted prior to October 1, 1944.

State Employees Important!
Turn to Pages 15, 16

J. Palmer Harcourt Gets High Civil Service Post

ALBANY—Captain J. Palmer Harcourt of Albany, who was retired from the army June 30 following a leg injury, has been appointed to the \$6,700 a year post of assistant administrative director of civil service, it was learned this week.

Harcourt's appointment completes the roster of top jobs under the departmental reorganization plan proposed by Judge J. Edward Conway and adopted by the State Civil Service Commission, of which he is president.

In his new position, Harcourt will be assistant to Charles L. Campbell, the administrative director, and chief boss of the entire department. This week Mr. Harcourt, who will be quartered for the present in Mr. Campbell's office, was familiarizing himself with his duties, attending a session of the Civil Service Commission, and meeting bureau heads.

His Duties

Harcourt's duties will include responsibility for the activities of the Administration Division, and assisting Director Campbell in the over-all management of the department.

Specifically, he will, in cooperation with Mr. Campbell, assign and direct the work of these units: examinations, payroll rosters, personnel transactions and clearance, certification of eligible lists, finance and accounts, public relations and information, research and statistics, general files, mail and supplies, conduct the clerical and stenographic pool, supervise and handle a large volume of official correspondence, meet and deal with officials and the public on problems in the administration of civil service law and rules.

Harcourt's Background

Harcourt served in the Quartermaster Corps of the Army for two and one-half years, rising to the rank of Captain. He attended the Command and Staff School at Fort Leavenworth, Kansas, and later was assigned to Fort Eustis, Va., with the Post Quartermaster. Later still he became assistant to the Post Commander and in that capacity supervised salvage and property and the post laundry which employed a large number of civilians.

He is a graduate of Albany Academy and attended Union College. Prior to his military service he was sales manager for the Perkiss Petroleum Company of Cohoes and later vice president of Herzog and Vernoy, fuel dealers, for five years. Active in civic affairs, Mr. Harcourt was chosen by the New York State Junior Chamber of Commerce as its first state president and in 1933 he was awarded the gold service award of the Albany Junior Chamber of Commerce for civic merit. He is married and has one son. He is a Republican.



J. Palmer Harcourt becomes assistant administrative director of civil service for the State of New York, working directly under Charles Campbell. Mr. Harcourt received the appointment last week from Judge J. Edward Conway, President of the State Civil Service Commission.

Elmira Hears Wm. McDonough On Govt. Problem

ALBANY—The Elmira Reformatory chapter of the Association of State Civil Service Employees last week heard William F. McDonough, executive representative of the organization, discuss a wide range of problems affecting the civil employee.

The occasion was the annual dinner of the group, which maintains a 100% membership in the Association. President of the chapter is Edward J. Looney.

Said Mr. McDonough: "Because the merit system is the mainstay of good civil government and of career service in State government, we are solicitous about the basic civil service laws which give certainty and stability to merit system principles. Both of these safeguards—the Constitution and the basic laws—are threatened by the Hampton-Devaney proposal which would destroy present merit system selection and promotion practices. I refer, also, to the Burton proposal to revise the Feld-Hamilton provisions of the civil service law. This is not a revision, it is a nullification of that law.

Grades Important

"Let no one tell you that the mandatory classes, grades and lines of promotion in the career service law are not important. This law actually constitutes one of the most advanced labor statutes ever conceived. We have basic wage scales in the Feld-Hamilton law which can be amended to meet every degree of flexibility.

Pay Raise Plan

"We have in New York State no plan for dealing intelligently or fairly with emergency conditions. The Association proposed a wholly sound plan and succeeded in 1941 in having the plan approved by the Legislature, only to be vetoed by the Governor. This plan had hard sledding because it was ahead of present employer and public thinking generally. The 10 and 7 percent emergency policy was not conceived as a result of definite thought given to a long-time plan, but the relief and the amount was dictated solely in the last few hours of legislative action by the Budget Division, which found that it would have a surplus resulting from unfilled positions and the longer hours worked by State employees to cover the percentage increases allowed without any additional appropriations by the people to meet the increased costs of living which had soared not 7 or 10 percent, but 25 to 40 percent.

"We believe it is simple common sense to reward workers who must perform their duties in the face of the hazards of prisons and in other institutions."

Progress Report On State Exams.

Open Competitive

JUNIOR INSURANCE QUALIFICATIONS EXAMINER, Insurance Department: 79 candidates, held January 23, 1943. The rating of the written examination is completed. Investigations of training and experience are completed. Rating of training and experience is completed. Clerical work is in progress.

ASSOCIATE EDUCATION SUPERVISOR (Business Education): 27 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. New York City interviews expected to be held in September.

BUSINESS CONSULTANT, Div. of Commerce: 63 candidates, held May 6, 1944. Rating of the written examination is completed. Interviews to be held for rating of training and experience.

SENIOR BUSINESS CONSULTANT, Division of Commerce: 69 candidates, held May 6, 1944. Rating of the written examination is completed. Interviews to be held for rating of training and experience.

SENIOR CIVIL SERVICE INVESTIGATOR, Department of Civil Service: 358 candidates, held May 6, 1944. Rating of the written examination is in progress.

SENIOR STATISTICS CLERK: 230 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done.

JUNIOR STENOGRAPHER, Albany Area: 455 candidates, held June 17 and 24, 1944. This examination has been sent to the Administration Division for printing.

JUNIOR TYPIST, Albany Area: 711 candidates, held June 17, 1944 and June 24, 1944. This examination has been sent to the Administration Division for printing.

STENOGRAPHER, Albany Area: 380 candidates, held June 17 and 24, 1944. This examination has been sent to the Administration Division for printing.

JUNIOR CLERK, Albany Area: 1,189 candidates, held July 15 1944. Rating of the written examination is in progress.

Promotion

HEAD CLERK (Motor Vehicle), Department of Taxation and Finance: 12 candidates, held February 26, 1944. Rating of the written examination being checked.

SENIOR PAROLE OFFICER, Division of Parole, Executive Department, Buffalo Region: 11 candidates, held February 26, 1944. Rating of the written examination is completed. Rating of training and experience is completed. Establishment of first delayed pending examination of a recently returned veteran.

SENIOR DAMAGES EVALUATOR, Department of Taxation and Finance: 10 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience to be done. Interviews to be held in September.

ASSISTANT DEPUTY CLERK, Appellate Division, Supreme Court, Second Judicial District: 13 candidates, held June 10, 1944. Rating of the written examination is completed. Interviews expected to be held.

PRINCIPAL CLERK, Dept. of Taxation and Finance: 9 candidates, held June 10, 1944. Rating of the written examination is in progress.

RETAINER CLERK-TYPIST, Appellate Division, Supreme Court, Second Judicial

District: 10 candidates, held June 3, 1944. Rating of the written examination is completed. Interviews expected to be held.

TAX ADMINISTRATIVE SUPERVISOR (Corp.), Taxation and Finance: 10 candidates, held June 6, 1944. Rating of the written examination being checked.

ADMINISTRATIVE ASSISTANT COMMISSIONER OF CORRECTION, Dept. of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is in progress.

ASSISTANT LIBRARIAN (Traveling Libraries), Education Department: 7 candidates, held July 15, 1944. Rating of the written examination is in progress.

SENIOR CLERK, State Education Department, New York Office: 6 candidates, held August 26, 1944. Rating of the written examination is completed. Rating of training and experience is in progress.

SENIOR STENOGRAPHER, Department of Public Works, Main Office: 21 candidates, held August 26, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, New York State Labor Relations Board: 7 candidates, held August 26, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

STENOGRAPHER, Executive Department, A.B.C. Board, New York Office: 9 candidates, held August 26, 1944. Rating of written examination is completed. Clerical work in progress.

STENOGRAPHER, Department of Agriculture and Markets, Albany Office: 8 candidates, held August 26, 1944. Rating of the written examination is completed. Clerical work in progress.

PRINCIPAL CLERK, Department of Public Service, Albany Unit: 17 candidates, held September 9, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, Department of Audit and Control: 35 candidates, held September 9, 1944. Rating of the written examination is completed. Clerical work is in progress. Rating of training and experience to be done.

SENIOR STENOGRAPHER, Department of Taxation and Finance: 77 candidates, held September 9, 1944. Rating of the written examination is in progress. Rating of training and experience to be done.

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Goldman, Sylvia, NYC...	6 81085
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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BROADCAST SALES CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of J & S TRADING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of W & L MILLINERY 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 6th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEON LEDERMAN, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 12th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEXINGTON ASSOCIATES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SAMUEL SYMONS & SON, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 18th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of DOLLAR EXPORT & IMPORT CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of September, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JESSE FABRICS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 28th day of July, 1944. Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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NEWS ABOUT STATE EMPLOYEES

Binghamton

A REGULAR MEETING of the Binghamton Chapter of the Association of State Civil Service Employees was held at the Assembly Hall of Binghamton State Hospital at 8 o'clock on Friday, September 15th . . . Delegates to the Annual Meeting to be held in Albany on October 17th, were chosen, and recommendations to be submitted to the Resolutions Committee were presented . . . The Binghamton Chapter bulletin was outspoken in its denunciation of the proposals for amendments to the Feld-Hamilton Career Law, declaring that such action would destroy the effectiveness of the Career Law . . . Commencement exercises of the Binghamton State Hospital School of Nursing were held the evening of September 19th. A reception follow-

ed which was well attended. Dancing was interspersed with solos by Betty Swearingen, piano solos by Clara Brown and Dorothy Gowdry. Group singing of old familiar songs was led by the Director of the Hospital, Dr. Hugh B. Gregory. Refreshments were served by the Senior Class.

salted peanuts, playing cards and a mystery novel, and a card from the Association . . . Carl Sabo, former President of Wassaic State School Chapter, was a visitor to the Association picnic . . . Miss Lydia Diana won the Chapters annual prize of \$10 offered to the student nurse who submits the best paper on a thesis named by the Chapter. The title selected was "The Role of the Psychiatric Nurse in the Rehabilitation program." Dr. John R. Ross, Director of Hudson River State Hospital, judged the papers and made the award . . . Miss Diana also won the Dr. Samuel E. Appel prize for highest proficiency in Surgical and Operating Room Techniques . . . The next meeting of the Chapter will be held early in October and delegates will be selected to attend the annual meeting in Albany . . .

ment in July . . . Death and retirement have taken five assistant civil engineers from this office so far in 1944 . . . Evelyn F. Bell, Dolgeville, and Mary L. Weigel, Sauquoit, are new additions to the office staff this month. Both girls have been appointed as Junior Stenographer (Prov.) . . . Walter (Speck) K. Hayes, Motor Equipment Maintenance Supervisor for the district, has returned from St. Petersburg, Fla., where he was called on account of the serious illness of his father.

partment to sit on the executive board of the Association of State Civil Service Employees. Others besides Mr. O'Reilly elected at the third annual meeting of the Association were: Joseph Gendron, superintendent of mails, vice president; Harry Clinton, industrial consultant-social chairman; Elizabeth Wenger, junior stenographer, as secretary; and, Jane Oliver, accounts clerk, as treasurer. The Commerce Department's Goodwill group is one of the most active in State service.

Stenocode Changes Shorthand Writing

"Stenocode has revolutionized shorthand writing," says Eugene F. K. Kerwin, president of Stenocode, Inc., of 154 Nassau Street. "Work time can be cut in half in law and business offices by the use of Stenocode," he points out. "Court stenographers generally use the machine. It combines accuracy with speed and legibility, drastically reducing the number of strokes formerly required to write common words and phrases." Applications to join the Stenocode Club of New York will be accepted up to October 16. The membership is limited.

Wm. O'Reilly Heads Goodwill Association In Commerce Dept.

ALBANY—Long popular in State service, William T. O'Reilly, senior commerce consultant, this week was chosen by 100 employees of the State Department of Commerce as their new president of the Goodwill Association. Mr. O'Reilly succeeds James McGrath, regional manager, who in turn had succeeded Joseph Horan, first president of the Goodwill group, and since elected as the first member of the de-

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Brilliant little Miss Lydia Diana, of Harlem River State Hospital, is here seen receiving a prize awarded her for writing the best paper on the tough-sounding subject: "The Role of the Psychiatric Nurse in the Rehabilitation Program." The prize was awarded by the local chapter of the Association of State Civil Service Employees. On the left is Dr. John R. Ross, Director of the hospital, presenting the award; on the right is Gordon Carlile, President of the Chapter.

ed which was well attended. Dancing was interspersed with solos by Betty Swearingen, piano solos by Clara Brown and Dorothy Gowdry. Group singing of old familiar songs was led by the Director of the Hospital, Dr. Hugh B. Gregory. Refreshments were served by the Senior Class.

Craig Colony

AT THE ANNUAL MEETING of the Craig Colony Chapter of the Association of State Civil Service Employees, held on September 13th, the following officers were elected for 1944-45:
Pres.: **Walter Mannix**.
Vice Pres.: **Harold Mabee**.
Sec.: **Margaret Jones**.
Treas.: **Glenn Green**.
Robert E. Jones was chosen as Association delegate, and **Glenn Green** as alternate delegate . . . There is a great deal of fussin' and fumin' over the appearance of the list of titles that have been denied an increase by the Salary Board . . . Congratulations are being extended to **Mr. and Mrs. Walter Link** on the birth of a baby boy on September 18th. Due to the shortage of tobacco, **Walt** is unable to pass out any cigars. However, if the boys will see him at the garden, he will manage to give them a nice red tomato.

Harlem Valley

THE HARLEM VALLEY Chapter of the State Assn. has resumed activities after adjournment for the summer months. The annual picnic was enjoyed by 300 members and their friends. **Willis O. Markle** was in charge of refreshments, and **Marvin Angel** handled ticket sales. **Tom Adamiec** and his band furnished music for the occasion and the dancers enjoyed the new dance pavilion. Thanks to the Director, **Dr. Alfred M. Stanley** and **John Rice**, Maintenance Supervisor . . . President **Gordon Carlile** has made it known that the Chapter raised \$403 to send Xmas packages to employees in the service. **Mrs. Mildred Adamiec**, Secretary-Treasurer, advises that the overseas boxes are already on their way. Each package contains candy, fruit cake,

Public Works, Utica

THIS DISTRICT raised 162% of its quota in the Fifth War Loan drive, according to final figures of **E. M. Weiskotten**, Director. Ground work is being laid for the next loan, which is understood will start on November 11 and continue until December 7. This we hope will be the Victory Loan . . . **Robert Munney**, 45, Assistant Civil Engineer, passed away September 5. Bob was a Marine in World War I and won a decoration for service in France. He had been employed in this district since 1925, and had had charge of several large contracts. He leaves a wife and two sons in Rome, to whom sympathy is extended . . . **Roy L. Kelley** of Oneida, retired on September 1st and is now engaged in private engineering practice in his home town. "Pat" as he is popularly known, had over 35 years of state service to his credit when he stepped out of the harness as Assistant Civil Engineer . . . The district is losing another Assistant Engineer when **Winfield Stanton Gray** retires next month. "Bobby" is another one of the older group, who started his long record of State service in 1905. He will now be free to enjoy the summers at his attractive camp near Mt. Arab, N. Y. and will probably spend winter time at his recently-purchased home on French Road, Utica . . . **James J. MacDonald** was fortunate to escape serious injuries when his car left Route 12 on Deerfield Hill and rolled down into a ravine. The car was folded like the proverbial tent but **Mac** got by with a few bruises . . . **Bill Barden** has been living at Lake Morraine since he began accidental disability retire-

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Civil Service Under Fascism

By COLONEL CHARLES POLETTI

Commissioner of Rome Region, Allied Military Government
Formerly Governor, State of New York

FASCISM created such a burdensome bureaucratic organization in Italian civil administration that a substantial part of the population had a government or semi-governmental job which constituted the only source of their income.

The economic situation of civil servants had always been difficult. As a matter of fact, the increases granted under Fascism (always to a minimum extent) were far from being commensurate with the increase in prices on the Italian markets. In 1940, employees were receiving an average monthly wage of approximately between 1500 and 2000 lire (\$15 to \$20 in terms of the present value of the lira).

The social security program in favor of public employees also left much to be desired. At the time of retirement, after 40 years of service, members of the fixed personnel (di ruolo) received a ridiculously low pension. Personnel engaged under contract (avventizi, comparable to our temporary appointments) had to pay very heavy insurance premiums without any adequate compensation for the money paid. During this period, the National Insurance Institute paid them the proceeds of their insurance policy, often amounting to a sum inferior to the aggregate amount of the premiums paid.

Dishonesty and Corruption

Corruption in the Italian Civil Service can be traced to the above mentioned conditions of economic insecurity.

The complicated procedure required by Fascist legislation, placing the development of any economic activity under the control and authorization of parastatal organizations, favored the spreading of corruption in bureaucratic circles.

As a matter of fact, many officials, charged with granting permits and with the control of industries, received big rewards from industries themselves, from banks, and from financial institutions, in exchange for favoritism and special concessions. Government officials were often appointed as councillors or chairmen of the boards of administra-

tion of industrial and economic institutions.

Employment Because of Fascist Connections

During the Fascist era, the permanent civil service personnel and that of the semi-governmental institutions were generally selected by means of a procedure which aimed at giving priority to political merits over the technical competency of the applicants.

For State and local administrations, in entrance examinations, individuals holding fascist qualifications had precedence over other competitors. In addition, many applicants were appointed to positions without any examination, by virtue of special laws. The procedure was followed especially in the case of appointments to high posts.

Furthermore, the examining procedures evolved lent themselves to favoritism. By such means, many persons whose primary merit was devotion to the Fascist regime were admitted into public offices.

In addition to the permanent personnel (di ruolo), government agencies were crowded with a great number of other employees called "avventizi" and persons engaged under contract without any examination, following exclusively recommendations on the part of influential Fascist personalities.

In the semi-governmental offices (confederations of labor and industry, and various institutions) all appointments were made following recommendations by influential fascists. In these institutions, partiality of treatment was the rule, so that in most cases the granting of promotions and increases in salary depended wholly on the decisions of the Manager (almost always a "gerarca", a top Fascist party official) and on the Fascist connections of the interested party.

Advantages of Being a Fascist

Special laws were issued to grant certain advantages in the career and economic situation of those who had Fascist merits to their credit. In particular:—

a) The Squadrista, regardless of their qualifications for holding public offices, were placed in positions of authority by a special law.

b) A special priority in grade, and therefore an increase in salary or wages, was granted to: Squadristi, Sciarpa Littorio, Marcia su Roma, Fascisti Antemarcia, and those wounded or mutilated in Fascist causes.

c) In the promotion due to "merit", a preferential title was that of belonging to the above mentioned political categories

Campaign for Increase in Population

The campaign for the increase in population had a particular repercussion in the field of public service.

a) A subsidy, rather conspicuous in comparison to the basic salary or wage, was granted to married employees and employees with children.

b) Awards for marriages and births were granted.

c) A special law was decreed by which officials, if bachelors, could not be promoted to a rank superior to a Grade IX and could not be promoted any longer if they already held a superior rank.

Fascism has deeply damaged the structure of the State and local administration by creating an overburdened bureaucracy, out of proportion to needs, consisting of persons who have secured their positions by political merits, instead of by personal competency.

Naturally enough, by way of reaction, all the old civil servants and part of the new ones which did not benefit from the Fascist laws, remained deeply anti-Fascist and always sabotaged all the

initiatives and undertakings of the regime.

Effect of War on the Civil Service

Under the pretext that the nation was at war and that any criticism was an act of sabotage against the war effort of the country, the Fascist Party tightened its control still more and surrounded the dishonesty of gerarchi and officials with a sort of psychological immunity.

Furthermore, the necessity of organizing total war and the direct control by the State over the industries and all economic activities of the country gave rise to a "war bureaucracy" which still more increased the number of officials and decreased the efficiency of the offices.

The state of war and bombardments had made demoralization and corruption of officials even more serious, while public services became more disorganized.

Allied Military Government was, therefore, faced with a very complicated situation. It had to reorganize the administrative life of the country with very limited means and scanty personnel at its disposal.

It had to reduce the number of employees, epurate the offices of fascists and dishonest people, imbue officials with a democratic mentality, eliminate the causes of corruption which, in part, were due to the absence of a public sense of moral responsibility but, above all, to the poor salary and wages paid to men and women who could not afford to be honest.

All these problems were and continue to be extremely difficult to solve. To reduce the



This is Colonel Charles Poletti. As a part of the Allied Military Government mechanism, Poletti has had, among his other jobs, the task of "epurating" or cleaning out the Government departments of their fascist civil servants and officials.

home with vigor. The militant fascists specifically listed in AMG orders in Sicily, Naples, Rome, had to relinquish their posts immediately. On the other hand, the work of the Epuration Commissions in examining appeals were expedited so that honest and capable persons could continue to be used without endangering the administrations.

Many proved anti-Fascists were placed in office, especially in management posts, giving to representatives of the young democratic forces the opportunity to

without direct help from the Italians themselves. AMG's task is that of getting every liberated region ready for the day when it is entrusted to the Italian Government and is administered by Italian officials.

The principle of giving responsibility to the anti-Fascists implied the selection of the "right man for the right job." It was necessary to be absolutely certain that they were not in any way tainted with Fascism.

To this end, in addition to epurating the Fascist categories enumerated in the Regional Orders, AMG compelled all employees in the public offices to fill out a questionnaire which was afterwards carefully checked.

Reduction of Personnel

AMG has dissolved many institutions created by Fascism. These measures were taken only after it had been decided that such institutions should not survive in a democratic regime or were completely useless. In other instances AMG transformed institutions, placing them at the service of the democratic State, while reducing the personnel which was at all times excessive.

Look to Future

Much progress has been made in little over one year. Continued energetic, courageous action is necessary. Twenty-two years of Fascism brought about tremendous corrosion. It cannot all be eliminated in a few months. The democratic forces in Italy are on the march. They will succeed in erecting a sound clean efficient civil service which is so vitally essential to any democracy.

The Editors consider this article by Col. Poletti to be one of the most important contributions to public administration ever made. It illustrates what happens to the public service under the kind of rule which Fascism sets up—and offers an object lesson to every public administrator, every civil employee. The article was written exclusively for the Civil Service LEADER, and the information presented is made available to Americans for the first time.

number of employees meant to increase the number of unemployed; to oust all Fascists meant sometimes to dismiss capable men; to increase wages meant to make inflation still worse.

Epuration

Epuration has been pressed

know directly the responsibilities of government, to build up administrative experience which they greatly needed.

AMG, on its side, had too limited personnel and, obviously, too limited knowledge of local problems to be able to decide on the destinies of millions of citizens

Machine Does Lettering On Blueprints

Public Works departments, and others which make use of blueprints, maps and charts, will be interested in a machine which does the lettering which heretofore had to be done by hand.

Known as the Elliott Fisher Electric Machine for Lettering Engineers' Drawings, it was designed to save manpower by relieving draftsmen and engineers of the tedious work of hand-lettering drawings, plans, charts, schedules. An office clerk can now do this time-consuming part of a job, at typing speed, with mechanical accuracy and efficiency.

Typewriter Keyboard

The machine is equipped with a completely electrified standard typewriter keyboard. The keys may be adjusted to produce let-

tering of any desired density. Descriptions may be typed with pinpoint accuracy on the drawing; and in cases of very large drawings, new areas may be quickly moved into typing position. There are no feed rollers nor other mechanisms to mar or smear the lettering.

Tire Shortage A Big Problem To Municipalities

Communities throughout the country confronted with the problem of snow removal will not only be impeded by inadequate equipment, but find they are unable to get their trucks in operation due to the shortage of heavy-duty tires.

The United States Conference of Mayors reported twenty per cent of the cities are threatened with suspension of important

municipal services due to the tire situation. Twenty five per cent of the cities anticipate curtailment of services by the end of the year unless they receive tire replacements.

Commissioner William F. Carey, Commissioner of Sanitation of the City of New York, reports that over 100 sanitation trucks are now tied up because of lack of tires. The Army has taken all tires of the required size. The Office of Civilian Requirements of the Federal Government is checking the needs of the New York Sanitation Department. However there is no indication when tires may be made available.

Fire Department Issues Booklets

The Cincinnati Fire Department has had printed 50,000 booklets "Who's to Blame for Homes Aflame," and 5,000 booklets, "Who's to Blame for Industry Aflame."

About Col. Poletti

When Charles Poletti stepped down as Governor of the State of New York, he entered the service of the War Department as a Special Assistant to Secretary of War Stimson. In April, 1943, the former New York official donned the uniform of the Army, with the rank of Lieutenant Colonel. He was assigned to the Civil Affairs Section of the Army. Later, as an officer with AMG (Allied Military Government), Poletti participated in the invasion of Sicily, became the Allied governing officer of that island and adjacent territories. His next assignment was as Regional Commissioner for Naples. Now he holds the same position in Rome. Next stop: Milan.

Communities at Work

By WILLIAM E. WARREN

IN OREGON, where the sale of liquor is a state monopoly, a large part of the social welfare work is financed by revenues from liquor sales. 30 cents of every \$1.30 per barrel of beer tax plus 10 per cent of such tax to "wet" counties and incorporated cities; remainder for payment of administrative expenses and purchases by the Liquor Control Commission. Excess 75 per cent to treasuries of "wet" counties are credited to a special fund for Mothers' Aid, Old Age Pensions, and Direct Relief to the Indigent and 25 per cent to the State General Fund.

MAYOR FRANK J. LAUSCHE of Cleveland, Ohio got together with War Production Board officials and obtained a priority for six electrically-driven pumps that will provide an additional 160,000,000 gallons to the city's daily water supply. The equipment costing about \$750,000 will be purchased this month.

THE CONSTRUCTION plans and proposed location of the \$5,000,000 postwar Captree Causeway of the Long Island, New York State Park Commission has been approved by the War Department.

SAN FRANCISCO will vote on November 7th on a bond issue proposal to provide \$12,000,000 for new sewage facilities, including treatment plants and pumping stations based on an extensive survey that received the recommendation of Mayor Roger D. D. Papham and a special citizen's committee.

MINNEAPOLIS AND ST. PAUL have set up a Metropolitan Airports Commission to operate two municipal airports. Within a radius of 25 miles all operations and directions will be handled by the Commission. The state law establishing the Commission appropriated \$1,000,000 for the governor to use in airport development work beneficial to the state as a whole.

SALARIES of municipal employees in Cincinnati under a new ordinance, will be adjusted up or down with the cost of living. Annual adjustments tying wages to living costs are being considered in many cities following the plan introduced in St. Paul in 1929.

FORT PIERCE, Florida has applied for a 50 per cent grant from the Federal Works Agency for the purpose of installing a water softening plant and provide additional water facilities made necessary by added needs of the city and the naval training base.

BILL MITCHELL FIELD IN Milwaukee County, Wisconsin will be enlarged to accommodate large planes. A \$640,000 bond issue was authorized to get the program under way.

Post-War Mental Hygiene Plans in New York State

Vast Building, Treatment Program in View



Dr. MacCurdy

With their sights aimed high, Dr. Frederick MacCurdy, New York State Commissioner of Mental Hygiene and his associates, are blue-printing a practical and ambitious postwar construction program that may hit more than \$100,000,000 in cost.

Responsible for the safety, care and cure of more than 90,000 wards, persons mentally and often physically ill, the department is drafting a program that will modernize facilities not only for patients but only for employees.

Plans for about one-third the total objective have been submitted by Dr. Newton J. T. Bigelow, deputy commissioner, on behalf of Dr. MacCurdy, to the State Postwar Planning Commission and latest reports indicate that the Commission will approve the projects. How much of the vast program yet to be submitted will get Postwar Commission okay is not known.

In brief, the department contemplates a program to meet these five objectives: 1) to provide facilities for the care of the sick among the mentally ill; 2) to care for the tubercular among the patients; 3) for expansion of shock therapy units; 4) to relieve over-crowding among patients, now general in all institutions; 5) to provide by expansion for an increased patient-load due to war casualties.

Infirmary at Craig Colony

The first phase will include these projects: at Craig Colony, early completion of a new infirmary building for which plans are completed, and later in the postwar period, another structure of the same type; at Utica State Hospital, a new medical-

surgical building to accommodate newly admitted patients; to care for bed-ridden physical ailments cases; for expansion of shock therapy treatment; and for concentrating diagnostic facilities.

Hospitals Within Institutions

"We are concerned primarily with the construction of modern little hospitals within the large institutions," said Dr. Bigelow. "We want first to get the patient buildings constructed and in operation before advancing the construction program for farm buildings and other structures."

At Central Islip

The range of this "patient-building" program includes a large unit for tuberculosis patients at Central Islip; a medical-surgical unit at Buffalo. In other words, it will span the state. The plans call for about four centers for the treatment of tuberculosis among the mentally ill.

Other institutions where early construction is contemplated are Binghamton, Syracuse State School, Rome State School, and Hudson River State Hospital.

Treatment for Children

"We plan also," said Dr. Bigelow, "to establish units at three institutions where children may be properly treated away from adult patients. These units will not be for feeble-minded children, but for those with mental or behavior disorders."

War's Mental Cases

While planning also to meet increased demands for facilities as a result of mental casualties of war, Dr. Bigelow viewed this prospect with more optimism than some people. He said experience elsewhere has shown that about 60 per cent of war's mental cases are cleared up and discharged within a few months. Many others are of a nature not requiring hospitalization, he said, although, of course, there will be many serious cases.

This is the postwar picture of what Mental Hygiene department is planning.

County, Town and Village

Salaries of Town Employees

An informal opinion of the State Attorney-General has held that a town board may decrease the salary of a town officer in the competitive civil service class during the budget year.

In the absence of statute or rule, a civil service commission has no jurisdiction over the salary of a town officer or employee. Accordingly, by reason of Section 27 (1) of the Town Law, the town board may, from time to time, fix and decrease the salaries of town officers, officials and employees, even though they are in the competitive class of the civil service.

Pension Contributions

In another informal opinion, the Attorney-General held that contributions payable by a town to the New York State Retirement System for town employees are a general town charge, (Section 78, Civil Service Law.)

Moneys raised by a town for highway purposes may be expended only for those purposes. (Sections 277, 284 and 285 of the Highway Law; see informal opinion of the Attorney-General dated December 13, 1943.) To permit use of highway moneys for general town purposes would also be contrary to the purpose of subdivision 5 of Section 4 of the Tax Law providing for the exemption of veterans' property from general taxes by making such property liable for a highway tax.

It would therefore appear that it is specifically provided by law that moneys in a library or a highway fund may only be applied to those purposes respectively.

Unexpended balances in the town highway and library funds may not be used to pay contributions due from a town to the New York State retirement system for its town employees.

Libraries

Many of the towns and villages have libraries which are administered by library boards. As a general rule these board members are outstanding citizens of the community who receive no contribution for their public service.

Originally many of these libraries were financed from private endowments. However, today many are operated by governmental funds.

If more than half of the total annual appropriation of the library is received from governmental funds (county, town, village or state moneys), the library may generally be considered a public library and its employees public employees.

County commissions may classify these positions and treat such libraries as if they were an agency of the local government. Payrolls of such employees might well be certified, and all appointments and other personnel changes should be made in accordance with the Civil Service Law and rules.

From time to time, this column will be open to small-community officials for the airing of problems, suggestions and ideas. Such officials are invited to send in their contributions, and to use this space for discussion.

not be obtained at fair rates and terms from private sources.

Mortgage Company

The RFC Mortgage Company was created in 1935 to assist in the reestablishment of a normal mortgage market on urban income-producing property. It makes real estate mortgage loans to aid in the construction of new buildings for which there is a demonstrated economic need and upon properties in distress, where the applicant cannot obtain funds elsewhere at reasonable rates and terms.

At the present time the principal functions of the Mortgage Company are (1) creating a market for and purchasing mortgage loans upon housing constructed in defense areas under the provisions of the War Housing Insurance Amendments to the National Housing Act, and (2) purchasing loans from insti-

(Continued on Page 15)

Information

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

41. **MAKES WHEELS PULL**
Fire department equipment must deliver fast action. Trucks in which the standard differential has been replaced by the Thornton Automatic-Locking differential move through snow, mud, sand, gravel or over ice; according to literature of the Thornton Tandum Co., 8753-D Grinnell Ave., Detroit 13, Michigan.
42. **FLAME TRAPS TO PROTECT SEWAGE TREATMENT PLANTS**
Bulletin 121-A of Pacific Flush-Tank Co., 4241 Ravenswood Ave., Chicago, Ill., describes flame traps, pressure relief valves, waste gas burners, condensate drip traps, pressure gauges and boiler room accessories designed to assure safe operation of digested sewage sludge treatment plants.
43. **HYDRAULIC TOWER LIFTS**
Tower lifts with low initial height and extreme elevations that are controlled from the lift platform operated by twin telescopic rams are described in literature of the Bird-White Co., Dept. 5, 3119 West Lake St., Chicago. The hydraulic units can be adapted to most requirements of streamlined trucks and open back utility dump trucks.
44. **RADIO CONTROL OF AIRPORTS**
A review of fact and opinion on the importance of radio in aviation of interest to municipal employees working on design construction and operation of airports may be had from the Radio Receptor Co., Inc., 251 West 19 St., New York 11, N. Y.
45. **DYNA-STAT HYDROSTATIC-DYNAMIC PRESSURE TEST PIPE**
A new test pipe claimed to instantly give a correct record of dynamic pressure and which detects any ratio between static and dynamic pressure not within an acceptable range has been introduced by Vulco Products Co., 409 West 36 St., New York 18, N. Y. Made in five sizes for testing hydrants and pumps of various capacities.
46. **PORTABLE GENERATING PLANT FOR FLOOD-LIGHTING**
A quick-starting 1500 watt portable generator with 25 per cent reserve, especially designed for fire departments, is illustrated in the catalog of the Security Fire Equipment Co., 1550 Princeton Ave., Trenton, N. J. The generator is air-cooled, 4-cycle engine 2-3/4" bore x 3-3/4" stroke, compact, lightweight yet rugged.
47. **ALL-PURPOSE TRACTOR LOADER**
The Sargent Overhead tractor loader may be used for loading from stock piles, digging and loading on street excavation, and can be used as a crane and snow loader. Information is contained in the literature of Maine Steel Inc., South Portland, Maine.
48. **PLANNING WATER SUPPLY INSTALLATIONS**
The Ludlow Valve Mfg. Co., of Troy, New York has been making valves and hydrants for a great many years. Communities that plan new water supply installations can receive valuable aid from this organization. Catalogs may be had on request as well as information on problems and installations made in several cities.
49. **TRAFFIC CONTROL SIGNAL SYSTEMS**
Standard or custom built systems for traffic control and signal equipment information may be obtained from Eagle Signal Corp., Moline, Ill.
50. **SPEEDY CALCULATORS**
Various claims are made by manufacturers of calculating machines as to the speed of their equipment. Each machine on the market has its virtues. However the test of speed must be measured by results rather than optical impressions of the operator at work, plus factors of fatigue, etc. The calculators of the Friden Calculator Machine Co., Inc. of San Leandro, Calif., have been increasing in popularity.
51. **CAST IRON PIPE**
Time, money, labor and equipment economies are claimed by the Central Foundry Company, 386 Fourth Ave., New York 106, N. Y. in their catalog describing Universal cast iron pipe which is jointed with nothing but a ratchet wrench. It is furnished in hot tar dipped, cement lined, and enamel lined.
52. **CONCRETE ACCELERATORS**
For practical information on the effects, advantages and methods of using calcium chloride and Portland cement mixes, the new 48 page booklet issued by Solvay Sales Corp., 40 Reector St., New York 6, N. Y., tells an interesting story graphically.

How the RFC Will Dispose Of Surplus U.S. Properties

By CHARLES SULLIVAN
Leader Washington Correspondent

WASHINGTON—Municipalities and educational institutions will be given first choice of all properties disposed of by the Reconstruction Finance Corporation under the law. Lists of materials available and prices will be made and distributed to local, county, State and Federal agencies for first choice.

Materials, equipment and real estate not wanted by these groups will be thrown on the market for purchase by private interests.

Peacetime Basis

Preliminary plans are being made to put the huge financial structure of the Reconstruction Finance Corporation on a peacetime basis.

The biggest job facing RFC now is the disposal of its surplus property and what to do with the vast amounts of resources it gathered while financing the major part of the Allied industrial war. The surplus property bill just passed by Congress sets the framework for the task but the administrative job is immense.

Key to what RFC has to do is a look at the war job it did. Through its many subsidiaries, in cooperation with other government agencies it has been devoted almost entirely to war work in the past four years.

In the war program RFC, itself, as distinguished from its war subsidiaries, made loans to manufacturers, large and small, engaged in war work for plant expansion, machinery, equipment, working capital and other purposes.

The War Corporations

Its war corporations are: Defense Plant Corporation, to finance or construct plants and to acquire machinery, equipment, etc.

Metals Reserve Company, Rubber Development Corporation, and Defense Supplies Corporation to acquire various supplies of metals, rubber and other

strategic and critical materials, and to facilitate their distribution;

U. S. Commercial Company, to compete with enemy countries for the purchase of materials that might be of use to the enemy, some of which would be useful to ourselves;

Defense Homes Corporation, to build housing facilities in connection with the manufacture of war materials; and

War Damage Corporation, to insure against the destruction of property by enemy action.

Neither the RFC nor Secretary of Commerce Jesse Jones, who is the top man for the organization, determined policies in connection with the war. When requested to do so by the appropriate war agency, with the approval of Congress, RFC furnished materials for them.

Helpful to Small Business

RFC has been especially helpful to small business enterprises in the war effort and during the war period. In the last 18 months it has authorized more than 3300 loans, totaling more than \$498,000,000 to business enterprise.

In addition to its war activities, the RFC continued its normal functions, including particularly making credit available at reasonable rates in almost all fields of enterprise when it can-

In Succeeding Issues

What's New in Sanitation, by William F. Carey, NYC Commissioner of Sanitation.

Post-War Plans for New York City's Hospitals, by Edward M. Bernecker, M.D., NYC Commissioner of Hospitals.

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

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

Name _____

Organization or Agency _____

Address _____

Numbers of Items _____

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SALZER PAPER TRADING CO., INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SUPERME COAT MAKERS, INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEONORE HAT CO., INC., has been filed in this department this day...

COPARTNERSHIP NOTICE

SCALAMANDRE & SON - Notice is hereby given of the filing of a certificate of limited partnership in the office of the County Clerk of the County of New York...

LEGAL NOTICE

made by any of the limited partners. The contributions of the limited partners, increased by gains or decreased by losses, are to be returned to them upon the termination of the partnership...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EMPIRE METER CO., INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WEBER & WALD, INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of M. ECKHAUS, INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of VOCATIONAL LINEN SUPPLY, INC., and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a WESTLARK TAVERN, INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of NATIONAL VELVET CO., INC., has been filed in this department this day...

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...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PEERLESS JEWELRY, INC., has been filed in this department this day...

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACTS OF CONGRESS OF AUGUST 24, 1912, AND MARCH 3, 1933...

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Civil Service Publications, Inc., Jerry Finkelstein, President, 97 Duane St., New York, N. Y.;

2. That the owner is: (If owned by a corporation, its name and address must be stated and immediately thereunder the names and addresses of stockholders owning or holding 1 per cent or more of total amount of stock...

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. That the two paragraphs next above, giving the names of the owners, stockholders and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FREEMAN'S WINES & LIQUORS, INC., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GARFIELD SKIRTS, INC., has been filed in this department this day...

Leg Ailments Varicose Veins, Open Leg Sores, Phlebitis, Rheumatism, Arthritis, Sciatica, Eczema. TREATED WITHOUT OPERATIONS. Monday and Thursday 1-4:30 P.M. Tuesday and Friday 1-6 P.M. Wednesday and Saturday 1-5 P.M. No Office Hours On Sunday & Holidays. L. A. BEHLA, M.D. 320 W. 86th St., New York City

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of VARIETY LUGGAGE MFG. CORP., has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GARFIELD SKIRTS, INC., has been filed in this department this day...

DR. H. SCHLISSEL Dental Surgeon STAPLETON, S. I. 540 BAY ST. GI 7-1985 Tues., Thurs., Sat., 9 A.M. - 7 P.M. BRONX, N. Y. 1 EAST FORDHAM RD. SE 3-7640 Mon., Wed., Fri., 9 A.M. - 7 P.M.

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READER'S SERVICE GUIDE

MR. FIXIT Clockwork KEPP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City. Telephone WO 2-3571. Patent Attorney GEORGE C. HEINICKE - Registered in all States. Have you an idea or invention that should be patented? Come in and talk it over at no cost to you. Open 10 A.M. to 4 P.M. 147 Fourth Ave., Room 320, N. Y. C. Tel: ALgonquin 4-0686. Piano Tuning EXCELLENT, RELIABLE tuning - \$3. Repairing, reconditioning, reasonable. Go any distance. References: Hunter College, Bd. of Educ. JOSEPH ALPREDGE, 230 72nd St., Brooklyn. SH 5-4723. Typewriters TYPEWRITERS, adding, calculating machines Addressographs, mimeographs Rented, Bought, Repaired, Sold, Serviced. Wormer Typewriter and Adding Machine Corp., 952 Broadway at 23 St. AL 4-1772. Carpets USED CARPETS, BROADLOOMS, Rugs, Stairs Linoleum, Rubber Tiles, Carpet Cleaning, Bought and Sold. 147 West 23rd - Chelsea 2-8707 - 8758. Auto Service A. L. EASTMOND, formerly of 37 W. 144th St., is now located at 308-S W. 143rd St., nr. 8th Ave., and offers his old customers and friends the same reliable collision and towing service. ED. 4-9220. Radio Repairs FOR GUARANTEED RADIO REPAIR Service, Call Gham, 3-3093. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 Second St.

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MERCHANDISE WANTED CASH PAID IMMEDIATELY for Pianos and Musical Instruments. TOLCHIN, 48 E. 8th St. AL 4-6917. SILVERWARE FLAT AND HOLLOW. Urgently needed. High prices paid. J. Sloves, 149 Canal St. WA. 5-0666. EVERYBODY'S BUY Clothing HARLEM FUR EXCHANGE - Buys, Sells, Exchanges Furs. Storage, Insurance, Clean, Glaze, Remodel, Restyle. New coats, individually styled. Phone ED. 4-6848 or visit 2228 Seventh Ave. (131 St.) NEW AND SLIGHTLY USED SUITS and Top Coats. Such standard brands as Bonds, John David, Kustmart Clothes. All 3-piece suits, \$16.50 to \$23.50 for all sizes and shapes. Grand Clothing Co., 819 Lenox Ave., Bet. 135 & 136 St. FAX A VISIT TO THE BORO Clothing Exchange, 39 Myrtle Ave., Bklyn. We carry a full line of men's, women's and children's clothes of the best advertised brands. All dry cleaned and pressed for just a fraction of their original cost. Write for Catalog C. Easy to reach by all cars, and buses and subways. TAUB'S MEN'S Clothing Shop, new and slightly used. Pants to match. We buy and sell used clothing. Suits and coats from \$5 up. Quality brands. 500 W. 42 St. H. GORMAN, Men's and Young Men's Clothing - Slightly used, well known manufacturers; topcoats, suits, overcoats, from \$5 up. 483 West 42nd St., bet. 9th-10th Ave.

Thrift Shop BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices. Clothing for men, women, children. Home furnishings, novelties. THE TPTOP, 29 Greenwich Ave. WA. 9-0823. Mexican Arts MEXICAN ARTS-CRAFTS, Las Novedades, 37 Christopher St. (Village), 11:00 A.M. to 11:00 P.M. Beauty School ALMANTILLO (Alma Grant Founder) Terms very reasonable. Call, phone or write for particulars, 2157 Seventh Ave. (nr. 123th St.) UN. 4-9366. Tires TIRES-TIRES-TIRES - Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave., Longacre 3-8304. Specialty Shop NOW OPEN - TITO'S Specialty Shop, 2758 Eighth Ave (near 146th St.), ED 4-6981. Full line of Ladies' Hosiery, Lingerie, Dresses, etc. Secretarial Services Typing, mimeographing, multigraphing, mailing, printing and advertising. Full and part time typists and stenographers available. University 4-3170. Household Appliances REFRIGERATORS, PIANOS, RADIOS, WASHING MACHINES - Highest prices paid. Boro Trading Co. Dickens 2-9285. Household Necessities SUBSTANTIAL SAVINGS, GIFTS - all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops. Unique personalized plan. Small lots wholesale. Municipal Employees Service, 41 Park Row. Help Wanted Agencies A BACKGROUND OF SATISFACTION in Personal service since 1910. Male and Female Secretaries, Stenographers, File-Law Clerks, Switchboard Operator, BRODY AGENCY (Henrietta Boden Licensee), 240 Broadway, DARciay 7-8128 to 8127

HEALTH SERVICES Dentists DR. S. GLOBBERMAN, 1565 Townsend Ave., near Mt. Eden Ave., Bronx Tel. TRemont 8-9758. (Formerly at 22 East 170th St.) Optometrist EYEGLASSES - As low as \$7, which includes thorough examination and first quality lenses and frames. Dr. A. H. Hansen, Optometrist, 119 E. 30th St., New York City, LEXington 2-4996. Hours 10 A.M. to 8 P.M. Druggists SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1943 refilled on our premises. Notary Public, 15c per signature. Jay Drug Co., 305 B'way. WO 2-4730. Masseur Louis Watten, Licensed Masseur, Lic. No. 370795. Residence Service. Medical massage. Dayton 3-6039, 1021 Trinitry Ave., Bronx. Office Hours 4-9 P.M. Bald Heads CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair to bald heads; age or condition of baldness does not matter; Roots don't die. For particulars call phone, Clarence Green, 64 Bradhurst Ave. (cor. 145th St.), N.Y. AU 3-9748. Scalp-Hair Treatments EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 20 years experience in New York, Paris. Free consultation. Call JA 9-9178.

5th BIG WEEK

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A rollicking romance... original, refreshing... Gary COOPER Teresa WRIGHT

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DOORS OPEN 10:00 A.M. ROXY 7th AVE & 50th ST.

CARY GRANT FRANK CAPRA'S Arsenic And Old Lace

CHARLIE BARNET AND HIS ORCHESTRA WEST & LEXING Strand

ANN SHERIDAN ALEXIS SMITH JACK CARSON JANE WYMAN IRENE MANNING EYE ARDEN CHARLIE RUGGLES

THE DOUGH GIRLS CONTINUOUS AT POPULAR PRICES B'WAY AT 51st ST. HOLLYWOOD

Plymouth RESTAURANT 103 HENRY STREET 85 CLARK STREET

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Bar and Grill... Serving the Finest Is THIRD AVENUE RENDEZVOUS

How RFC Operates

(Continued from Page 11)

tutions insured under the National Housing Act, thereby enabling such institutions to finance needed housing in the defense areas.

In addition to its other activities, RFC acts as fiscal agent for Commodity Credit Corporation in the disbursement and receipt of funds in its several programs.

The Staff The top personnel setup of RFC and its subsidiaries is unique. It consists of a number of interlocking directorates with designated heads doing the administrative work of each corporation.

Sam H. Husbands from DPC is supervising the work of the disposal of surplus properties.

This obviously demands complete cooperation of Mr. Husbands with other heads. These men are Charles B. Henderson, Howard J. Klossner, H. A. Milligan, Charles T. Fisher, Jr., Stanley T. Crossland, George F. Suskie, William C. Costello, Arthur B. Merritt, John W. Snyder, and others.

The New Yorkers Top men in RFC from New York are Ronald H. Allen, Mr. Mulligan, James L. Homire, and Albert E. Bassett.

Inasmuch as the President has not signed the surplus property act at the time of this writing no definite steps have been taken to move under provisions of the Act.

However, 23 of the 32 loan agencies over the country have been designated as disposal points for excess property.

One of the largest offices is the one existing in New York City headed by Tom Ahearn.

Amusement



Popular Jack Carson, east in the role of a young playwright-politician in "Arsenic and Old Lace," at the New York Strand.



Screen newcomer, and comely, too, is Vivian Blaine, prominent in the film "Greenwich Village" now playing at the Roxy Theatre.

"Double Indemnity," the Paramount thriller, continues at the New York Paramount with stars Barbara Stanwyck, Fred MacMurray and Edward G. Robinson providing the more thrilling moments.

stars are Cary Grant, Raymond Massey, Jack Carson and Peter Lorre. The extra-added attractions are West & Lexing, comedy duo, and the Edwards Sisters, dancers, for the stage attraction...

NYC Civil Service Agency Gets Kicked Around

It seems the NYC Municipal Civil Service Commission is getting a kicking around from other City officials.

For the past few months, meetings have been held by various City officials to discuss some revision of the service rating system used by the Commission.

After some dawdling, a full committee was named two weeks ago, headed by William H. Latham, engineer in the Parks Department.

The group held a meeting last Friday, and unexpected fireworks developed. The City officials who attended expected to hear a report of recommendations on the service rating system at a brief meeting, then go back to their offices and forget about it.

What happened instead was a statement of "primary objectives," which seem to indicate that the whole civil service structure is due for thorough going over.

Among the objectives of the Committee were the following:

- 1. To revise the service rating system methods. 2. To develop a training program (To replace the recently abolished Bureau of War Training). 3. To evaluate Recruiting and Testing. (These are the major functions of the City Civil Service Commission.)

4. To build an incentive system for City employees.

While the subjects on the Committee's agenda all concern the functions of the Civil Service Commission, not even one member of the Committee represents the Commission. At earlier meetings, representatives of the Commission were invited, but they have not been asked to serve.

To stress the fact that this is not merely a "file and forget," Committee members were advised that they would be expected to attend meetings each Friday from 3 to 5 p.m., for an indefinite length of time.

Among members of the committee are:

Sub-Committee on Departmental Rating Boards: Frank P. Winfield S. S. Hartman, Transportation chairman; H. Broadman Epstein, Law; Joseph Rechtnik, Housing; Willard J. Carmel, Investigation.

Sub-Committee on Service Rating Forms: Harry E. Bass, Sanitation, chairman; Timothy J. O'Shea, Finance; Harry E. Bass, Sanitation.

CHESTERS... Everything... Accommodations from regular to DeLuxe. Attractive rates throughout the Summer. Easy to reach by train, bus, or door-to-door taxi service.

FOR VACATION FUN AND REST 35 Miles from New York a vacation "heaven," breath-takingly beautiful countryside—delicious food—outdoor activities—invigorating enjoyable outdoor sports; Tennis—swimming—ping pong—volley ball—bowling—outdoor dancing—bicycling—(horseback riding and golf nearby).

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M-G-M presents RONALD COLMAN KISMET MARLENE DIETRICH

Alma's TEA ROOM 773 Lexington Ave. N. Y. C.

Here's a Record Of Recent Eligible Rosters

- The following NYC eligible lists recently have been promulgated. They are now ready for use by the City departments. Office Appliance Operator, Gr. 2 (Burroughs Accounting or Book-keeping Machine) (Model 7800) Office Appliance Operator, Gr. 2 (Remington Rand Dalton Duplex Bookkeeping Machine) Steamfitter's Helper Prom. Clerk of Court, Gr. 4, Court of Special Sessions Prom. Car Inspector, NYCTS, IRT, BMT & IND Divisions Prom. Stenographer, Gr. 4, Department of Parks Prom. Junior Chemist (Toxicology), Office of Chief Medical Examiner Prom. Clerk of Court, Gr. 3, Court of Special Sessions Prom. Telephone Operator, Gr. 2, Triborough B.A. Prom. Accountant, Bureau of Excise Taxes, Office of the Comptroller Prom. Accountant, City Plan-

- ning Commission Prom. Stenographer, Gr. 4, Board of Assessors Prom. Stenographer (Reporting), Gr. 4, Dept of Investigation Prom. Assistant Architect, Dept. of Marine and Aviation Prom. Assistant Architect, Dept. of Hospitals Prom. Surface Line Dispatcher, BMT Division, NYCTS Prom. Clerk, Gr. 3 Board of Assessors; Office of President, Borough of Bronx, Office of President, Borough of Manhattan; Office of President, Borough of Richmond; Office of President, Borough of Queens; Budget Bureau; Council and City Clerks Office; Department of Correction; City Court; City Magistrates' Courts; Department of Marine and Aviation; Department of Housing and Buildings; Department of Investigation; Department of Licenses; Municipal Civil Service Commission; New York Housing Authority; Parole Commission; Department of Public Works; Register's Office; Teacher's Retirement System; Triborough Bridge Authority; Department of Water Supply, Gas and Electricity; Office of Chief Medical Examiner

State Assn. Submits 11-Point Program For Improvement of Retirement System

(Continued from Page 1)

contribution as a percentage of payroll towards his share of the cost. The Committee feels that the

Comptroller should be commended for deciding upon a careful review of the New York State Employees' Retirement System,

for his statement that he wishes to "humanize" the system and for the sympathetic attitude shown in urging suggestions for improvement of the system for the benefit of employees and the State. With changing conditions it would not be at all strange if certain revisions were found in order. With the higher income taxes, a greater degree of dependence must be placed upon the promised pensions in providing for the old age of employees. In that connection the following is quoted from a recent report, "Trends in Company Pension Plans":

"The problem of savings is even more difficult for the employees in the lower income groups. For the first time these individuals have been called upon to pay high income taxes, at a time when living costs have been increasing. In addition, whatever funds they may have been able to save may be swept away by prolonged unemployment or serious illness."

In the report which follows, the Committee has made certain recommendations for changes in the retirement benefits. Estimates are shown of the additional cost as affecting the normal contribution of the State. It has not been possible to make estimates of the increase in accrued liability and in some instances sizeable amounts may be involved. It had been expected that the present deficiency contributions of the State for prior service benefits would cease on or before the year 1947 and that the accrued liability by reason of any new liberalization in the Retirement System could readily be met by the continuance of deficiency contributions for an additional period of years. The Committee recognizes that the fulfillment of this expectation depends upon the future course of interest rates and upon the ability of the State to continue to earn the rate of 4 per cent which it guarantees on funds of the vast majority of its employees.

Committee's Recommendations
The recommendations of the Committee appear under the following headings:

- 1) Minimum Pensions
- 2) Increase in Ordinary Death Benefits
- 3) Optional Retirement at 55—

Sanitation Clerks Want Promotion

Clerks in the NYC Sanitation Department would like to see a little fast action on the promotion lists to Grades 3 and 4. They have formed a committee

Booklet Describes Civil Service Fundamentals

The "ABC Book about State positions and how to get them," as the new pamphlet is described by Judge J. Edward Conway, head of the State Civil Service Commission, provides "must" reading for persons interested in obtaining State positions.

With 48 pages, in the form of a railroad time-table, the booklet details the steps to be taken by anyone interested in entering State employment through the merit system.

The booklet is available free of charge, and may be obtained either from the State Civil Service Department or from The LEADER. Those persons who have written in will receive their copies in about two weeks.

- members pay share of extra cost
 - 4) Separation Benefits
 - 5) Privilege of employees to make additional contributions
 - 6) Optional Retirement after 35 years
 - 7) Optional Retirement after 25 years—members share in extra cost
 - 8) Reduction in the interest rate on loans of members
 - 9) Insurance of loans of borrowers from the Retirement System
 - 10) Provisions for options in the New York State Hospital Retirement System
 - 11) Exemption of retirement benefits from taxation by the State.
- (To Be Continued)

Action on New York City Eligible Rosters

Many New York City eligible lists saw the following action last week. Here are some of the certifications made by the City Civil Service Commission to departments filling vacancies or making promotions.

Assessor
The Open Competitive list for Assessor (Railroads), was used to make one appointment as Engineering Assessor (Railroads), Grade 3, on a permanent basis with the Tax Department at \$4,000.

Butchers
The promotion list to Butcher in the Hospitals Department was certified for five promotions to \$1,680 a year. The seven names submitted were all that were available on the list.

Transit Examiners
Two names were certified to fill vacancies as Claims Examiner, Torts, with the NYC Board of Transportation, at \$1,500, Number 363 was reached on this open-competitive list.

Education, WSGE Want Clerks
The Clerk, Grade 1 list was certified to the Department of Water Supply, Gas and Electricity to make permanent appointments at \$1,200. Eight names certified reached number 4258. The same names were certified to the Board of Education for similar jobs.

Stenos to Bd. of Education
The open-competitive list for Stenographer, Grade 2, was sent to the Board of Education, to make 2 appointments in Brooklyn, one in Manhattan. Nineteen names on the list reached number 377 for appointment at \$1,201 plus cost-of-living bonus.

Storekeeper Promotions
The promotion to Storekeeper list in Welfare saw its first use. The top four names were certified for promotion to \$2,401. The list appeared on January 4, 1944.

Appliance Operators to Health
Seven vacancies in the Health Department are being filled from the open-competitive list for Office Appliance Operator (IBM

Alphabetic Duplicating Key Punch Machine), at \$1,440. The last number reached was 23.

CCNY Gets Help
Stenographers and Telephone Operators are being hired by the College of the City of New York. The open-competitive Stenographer, Grade 2 list provided 16 names for appointment at \$1,320 a year. The open-competitive list for Telephone Operator at \$1,320 gave 11 names for \$1,320 posts.

Police Department
Paper work connected with the Police Department Promotions went through the Civil Service Commission. Seven Captains, 14 Lieutenants and 26 Sergeant promotions went through the routine.

DPW Architect
One promotion is being made from the promotion list to Assistant Architect in the Department of Public Works, to \$3,120. Seven names were sent in from the list which appeared on July 25, 1944.

Bookkeeper to Clerk
The open-competitive list for Bookkeeper was used to make 2 appointments as Clerk, Grade 2, in the office of the Medical Examiner at \$1,201 plus a \$120 bonus. Number 27 was the last used for the appropriate certification.

Hospital Promotions
One promotion will be made from the list to Clerk, Grade 2 in the Hospitals Department at \$1,440, another promotion will be made from the promotion list to Stenographer, Grade 3 at \$2,040.

Old List Used
The list for promotion to Bookkeeper, NYC Employees' Retirement System, which appeared on November 10, 1941, was used for the first time. The top six names were certified to make one appointment at \$1,320.

How Can NYC's Job Classification Muddle Be Solved

Some recommendations to help solve the muddle of New York City's job title and classifications (described in earlier issues of The LEADER, come from Ellis Ranen, as spokesman for the AFL locals in municipal departments.

Among the present flaws is the City setup are these:

1. There are no definite job specifications to describe the duties of City position.
2. There are no quotas to set up definite promotional lines by which an employee may progress through increasingly responsible positions. At present, there is little relationship between the grade of an employee and his duties. A grade 1 clerk may be performing difficult and important work. A grade 4 next to him may be handling a simple job. Promotion to a higher rank and salary does not always mean change in duties.

As a solution, the AFL head proposes that a modified Reuther Plan (which is being used to guide factory reconversion) be applied to the City personnel setup.

Obsolete titles should be wiped out, each job should be set according to definite duties and assigned to a definite salary range.

In order to make such changes, Ranen suggests that by working together with employee organizations, the City could establish a satisfactory system without incurring expenses.

Photog Wanted By Health Dept.

A position as photographer, to be filled without written examination, is offered by the Bureau of Social Hygiene of the New York City Department of Health. The job pays \$1500 per annum. Applicants will be expected to know color work, copying, enlarging, developing and printing. Men only are required. Apply in person to Dr. Adolph

Flemming Urges 'Absolute' Vet Preference

WASHINGTON—The Federal Government is pledged to give returning veterans every chance in the world to get on Uncle Sam's payroll.

This pledge was made by Civil Service Commissioner Arthur S. Flemming in a speech made in Chicago to the International Organization of Lions Club.

Mr. Flemming said that disabled veterans must be given what amounts to absolute preference in the filling of Federal positions.

He revealed that over a period of 20 months approximately 2,500 veterans of World War I and II with real physical handicaps had been placed in the Federal Government.

Jacoby, Room 328, Department of Health, 125 Worth Street, Manhattan any morning between 9 a.m. and 12 noon.

CITY COURT OF THE CITY OF NEW YORK, COUNTY OF NEW YORK—
Manuel Orellana Cardona, plaintiff, against Victor Orellana C., as executor of the estate of Manuel Orellana Contreras, deceased, defendant.

To the above named defendant:
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within ten days after the service of this summons, exclusive of the day of service, and 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 July 30, 1944.

HARRY GOULD,
Attorney for Plaintiff,
Office and Post Office address, 11 West 43d 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 the Honorable Rocco A. Parsella, a Justice of the City Court of the City of New York, County of New York, dated August 17, 1944, and filed with the complaint in the office of the clerk of said court, at 62 Chambers Street, New York City.
Dated New York, N. Y., August 25d, 1944.

HARRY GOULD,
Attorney for Plaintiff,
Office and P. O. address, 11 West 43d Street, Borough of Manhattan, City of New York.

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