

HOW WARS' ENDING AFFECTS YOUR JOB

Police and Fire Tests to be Held Annually by NYC

By TYRONE MULVANEY

The Patrolman (P.D.) and Fireman (F.D.) examinations and possibly Correction Officer also, will be held once a year, it was revealed today at the NYC Civil Service Commission. These are among the largest general open-competitive exams.

Also announced was the fact that the special military competitive physical examination for Patrolman and Fireman, to enable veterans, who passed the written test, to take the part they missed because of military duty, will be held either next month or in October. The notice of examination will be published within a week or 10 days.

Thus, also, the legal problem of holding any different kind of physical test for veterans than was given to the other candidates was avoided.

Widens Base for Veterans

The decision by President Harry Marsh and his fellow-Commissioners, Ferdinand Q. Morton and Mrs. Esther Bromley, to hold the two big "wide-open" exams annually, was prompted by the desire to give opportunity to successively returning veterans to become candidates reasonably soon after discharge. It was expedited by the news of Japan's surrender offer.

Samuel H. Galston, the Commission's Executive Director, passed the news of the decisions along to his subordinates. The next step is to enlist the aid of the Budget Director, which is expected to be forthcoming.

U.S. TO DROP THOUSANDS AND HALT RECRUITMENT; STATE AND NYC WILL HIRE

By K. L. B. MELFORD

The news of Japan's surrender offer produced an immediate and divergent effect on the Federal, State and NYC civil service.

In the Federal Government plans for reduction in force, which had been begun long previously, were advanced toward rapid accomplishment. In fact, the move got started as soon as the secret of the atomic bomb was out.

Layoff Plan Held Lacking On U.S. Jobs

Special to The LEADER

WASHINGTON, Aug. 14

—Congress is expected to be spurred to enact legislation for national reconversion, including unemployment protection for Federal workers.

Old-time Federal workers have hoped that there would be no repetition of the confusion that resulted after World War I. There is a growing insistence among employees for planning to prevent it. One request will be to delay the demobilization of war agencies.

Four Needs Cited

The European war has been over for three months, yet the Government has failed to provide for:

- 1—A simple, efficient system of reduction-in-force, which is rated as the No. 1 priority.
- 2—Over-all reorganization to salvage functions of war operations that will be useful as peacetime establishments.
- 3—Unemployment insurance or a travel-home allowance allowance for Federal employees.
- 4—A standard, fast-working system of transferring employees laid off by liquidating agencies to those agencies that are expanding, such as the Veterans Administration and the Treasury.

U.S. To Put More Agencies On A 44-Hour Week

Special to The LEADER

WASHINGTON, Aug. 14.—Agencies which were exempted from the general order of President Truman to cut down to 44 hours a week may soon receive reduced work schedules. All agencies were told to cut down the work-week to reduce the amount of overtime, except Treasury, War, Navy and Veterans Administration.

However, the Treasury Department has just started to determine which of its bureaus can be cut down the extra four hours. Other agencies are expected to follow suit in the near future.

On the other hand, some small groups of employees have been put back on a 48-hour basis. Geological Survey workers for the Army, Bureau of Mines employees

working on helium production, employees of the Alaskan Railroad and Weather Bureau workers on plane routes are among those reported restored to the 48-hour schedule.

More State News
Pages 6, 7, 8, 10

The almost total destruction of Hiroshima by the first such bomb dropped was taken as a signal for preparing to get back on a normal basis of operation. There are nearly 3,000,000 Federal employees now; normally, a little under 1,000,000.

NYC Expedites Exams

In the State civil service the prospect was for considerable shifting of personnel, with many duration promotees going back to their former lower titles and salaries, and for some employees to be released, both effects related to the return of veterans. Plans were discussed for holding war-deferred exams.

In NYC the first word was that the heads of departments should canvass their personnel needs, so that existing shortage of manpower may be overcome as rapidly as possible.

Sunday Held Part of Basic Work Week

Special to The LEADER

WASHINGTON, Aug. 14

—Sunday was held part of the basic Federal work week today by Comptroller General Lindsay C. Warren.

The ruling affects the 1945 Federal Employees Pay Act.

Government employees can be required to work at any time during the week, including Sunday, that day being considered the same as any other day in making up the basic administrative work week of 40 hours. Ordinarily the 40-hour-week is applied Monday through Friday, with Saturday work calling for overtime pay. If the employee worked 40 hours during the week, Sunday will be paid for on the overtime basis.

Mr. Warren ruled that overtime and night differential pay may be whether the period worked is 15, 30 computed in 15-minute periods, or 45 minutes.

NYC has more than 17,000 of its employees in the armed forces. Unlike the Federal government which faced demands for large layoffs, and unlike the State, which may offer relatively fewer new openings, NYC offers prospects of thousands of jobs both to veterans and non-veterans. Speeding up its open-competitive examinations was discussed by President Harry W. Marsh, Commissioners Ferdinand Q. Morton and Esther Bromley, and the Executive Director, Samuel H. Galston.

U. S. CIVIL SERVICE

The U. S. Civil Service Commission stressed that the immediate effect of the peace would be a drop in outside recruiting to the absolute minimum. Only in cases where abilities were needed which cannot be found in the Civil Service employment rolls will open recruiting be sought. Cuts in Federal agencies are expected rapidly and registers of employees with re-employment rights and returning veterans are expected to meet practically all of the recruiting demands.

(Continued on Page 12)

Papers Are Being Graded For Two Big State Jobs

ALBANY, Aug. 14.—Whether J. Palmer Harcourt, Assistant Administrative Officer of the State Civil Service Commission, and J. Earl Kelly, Classification Director, retain their jobs will probably be known by October 1.

Examiners of the Commission are working speedily in grading the papers of those who took the written examinations for these two titles on July 21 and 28. Next there will be an oral examination, for the purpose of further determining the fitness of the various candidates for the positions. All

who pass the written test are eligible to take the oral.

Both posts carry a pay range of \$6,700 to \$8,200. And both are filled provisionally by the present incumbents, pending appointments to be made from the two lists.

Don't Repeat This!

Politics, Inc.

Look for a big blow-off in the AFL municipal employee union over politics. Ellis Ranen, regional representative of the union, is a member of the Liberal Party, hence for Goldstein. Henry Feinstein, President of the District Locals of the union, and the majority of the individual local presidents, are for O'Dwyer. Inside story goes that Ranen will be asked to refrain from sending out any releases on political matters unless first OK'd by the Districts Council.

Both Goldstein and O'Dwyer are going to come out with well-rounded programs to attract civil service employees. One report says that both will ask, among other things, the return of the three-platoon system for Firemen.

Despite contrary talk, Newbold Morris emerges a bigger man for making the Mayorality run. He makes his weight felt decisively; he remains in the public eye; he carries with him the reputation of having run for Mayor; and he is probably all set for a big job which LaGuardia will hand him after election, but before the Mayor's term expires on December 31 next.

Morris looks like Joel M'Crea, the movie actor. OK to tell this to Newbold, but don't repeat this to Joel.

Ranking of executives at O'Dwyer headquarters at the Hotel Commodore, opening of which is to be officially observed tomorrow, may be judged by the size and furnishings of the rooms they occupy. Wayne Johnson, chairman of the Independent Committee that's running things, has the biggest and best layout. Lester Stone, ex-secretary to LaGuardia, and Arthur Lynch, labor leader, tie with Henry Epstein, campaign manager, for second place. Stone and Lynch are ALP men and were executives in LaGuardia's last campaign. Democratic organization men are on the job, too, but purposely without fanfare.

Strictly Limited

New Yorkers strolling through Central Park these warm summer evenings are tittering at a large wooden sign on one of the large lawns. It reads "For Passive Use Only."

N.Y. State Loses First Place on U.S. Job List

Special to The LEADER

WASHINGTON, Aug. 14.—New York State ranks second in the number of Federal employees, losing its former lead, the U. S. Civil Service Commission reported today. New York has 297,800 workers. California jumped from second place to first with 213,400. The figures are as of April 30 last.

The national total of U. S. employees was 2,920,400.

Largest gains were shown by these States in the given order: California, Washington, New York and Florida.

Senators Want Reduction
The eSenate Economy Committee wants reductions in force to be effected without delay.

The Senate Economy Committee that it will ask the Budget Bureau to use all its resources, staff, information and powers, to apply a reduction plan promptly.

Senator Byrd declared that despite his repeated requests for reduction of 300,000 in Federal pay lists, there were 100 civilian employees added every hour of the working day in Washington during June. He estimated that 600 civilians had been hired hourly during the month for Government service abroad.

Repeating his recommendation that this "rapid rate of hiring" be stopped, he advocated a full Government manpower inventory to assure a prompt cut from present totals.

"It is essential," said Senator Byrd, "that the Congress and the general public immediately look to the source of the thousands of Government cost items that make up this huge total and promptly lend every effort to roll back reckless expenditures of the public funds so that a point of proper balance can be made with the Nation's revenues."

Pot of Gold For Ex-Employees In Prison Camps

WASHINGTON, Aug. 14.—A pot of gold is waiting at the end of the rainbow for Government workers now being liberated from enemy prison camps. To illustrate:

Accumulated back pay for Joseph Embree of Silver Spring, Md., who was employed by the War Department in the Philippines at the time of its capture, runs into the \$5,000 figure.

All a released internee has to do is to make application at the payroll office of the bureau in which he worked.

One Million Vets to Get U. S. Jobs

By C. F. J. CARTER

Special to The LEADER

WASHINGTON, Aug. 14.—Eventually more than a million veterans of this war will find jobs in Government, with about half being placed during the next year, according to estimates compiled today by Government departments and agencies. There are more than 12,000,000 service men and women.

Under the U. S. Civil Service Commission's preference for veterans in all Government jobs, present plans provide for 446,000 veterans being placed in Federal agencies by July 1 next. There are now about 16,000 veteran placements a month. The number will increase per month as men are released from the armed forces.

Civil Service Commission reports that during the past two and a half years, 374,000 veterans were placed by the Government.

Non-Veterans to Go First
Veterans in Government jobs will not be affected by the cut in the Federal staff that is planned after V-J Day. Non-veteran personnel will be discharged first.

This emphasis on employment of veterans includes finding jobs for physically disabled veterans, of whom 8,000 have been given Federal jobs.

The Veterans Administration itself, charged with looking after veteran problems, will be an important source of jobs for former servicemen. There will also be large veteran employment in the War and Navy Departments.

Typical of the demand for veterans in other agencies is the present call by the Department of Commerce for veterans to fill jobs throughout the country. According to Personnel Officer Oliver C. Short, the Commerce Department could use several thousand now to man its Office of Surplus Property and sell consumer goods.

V. A. Day by Day

Charles A. Cornish, Veterans Administration, 2 Park Avenue, NYC, will enter his twenty-eighth year of continuous Government



service next Monday. He was born down in New Orleans, where he received an appointment to the War Department. After the close of the first World War he was transferred to the office of the late Franklin K. Lane, Secretary of the Interior Department. Later was promoted to the Bureau of Pensions where he remained until the merger of the Bureau with the V. A. He joined the Insurance Staff in NYC, at 346 Broadway in 1942. Last February he received a promotion to the office, which has charge of administering the G.I. Bill of Rights. He was an active official of the V. A. Local No. 15, U.F.W.A. He was the son of the late Chas. A. Cornish, a professor of education and music in the South.

Many of the staff at New York Branch of Central Office and the New York Regional Office that can do so are leaving. However, they are being replaced at a very rapid pace, so that the staff number doesn't change. The majority object to the promotion policy. Outsiders from other agencies and direct appointments from the U. S. Civil Service Commission receiving higher grades don't help the situation.

Certain Chiefs and their Assistants have the idea that working overtime is a solution on the backlog, but no matter how long you may work, nor how many you may have working, if the staff is improperly instructed and supervised a backlog will still exist.

There have been quite a number of complaints about Appeals Hearings conducted by several Chiefs. While the employees agree that the hearing should not take on the aspects of a court trial, they feel that it should be substantial.

Ernest Thiel's Assistant on 7th Floor of 2 Park Avenue is all out for efficiency these days.

Jimmie Jones is now in the Big Chief's office, upstairs.

Chief Maddock and Chief Boyette have some excellent employees.

Herbert Siefert may soon be in the armed forces.

The 24th Street Regional Office has an innovation which involves merely writing electrically and having the writing reproduced in the File Room to expedite cases to the Direct Contact Unit.

Inverse Seniority Back As Sole Basis of Layoff

WASHINGTON, Aug. 14 — Seniority is being stressed by employee organizations as the principal basis of retention when layoffs are ordered, and the United Federal Workers of America (CIO) today cited the 1945 Federal Employees Pay Bill in support of that aim.

The subordination of the efficiency rating is sought.

The FWA issued the following statement:

"During discussions in the Civil Service Labor-Management Committee, UFWA raised the question of revisions of the retention-of-force procedure (Circular 510). UFWA pointed out that in passing the pay bill, Congress had eliminated the Very Good efficiency rating as a requirement for in-grade raises above the middle of the grade, making years of service the main basis for automatic raises.

"The FWA asked that the Committee consider giving principal weight to seniority when layoffs occur. The question is now under consideration and Civil Service Commission representatives have indicated that they will favor some revisions along this line.

"Under the present procedure it takes 8 years of service to equal the difference between a Good and

Very Good rating, or between a Very Good and an Excellent. The Magnuson Bill, which UFWA is backing, would make seniority the sole basis for layoffs for permanent workers in Navy establishments."

V.A. Chiseling For Overtime Is Barred

Nobody at the Veterans Administration, New York Regional Office, or area branches, need think that he can squeeze overtime out of Uncle Sam by interrupting an annual leave to work on Saturday for time and a half.

Station Order 27, signed by E. B. Dunkelberger, manager, specifically warns that it can't be done;

"An employee who desires to avail himself of ten days leave and this is approved by the Division Chief, the ten-day period must be consecutive and may not be divided in such manner that the employee will resume duty on the intervening Saturday only for the purpose of obtaining overtime pay."

Vets at USES Aid Dischargees To Locate Jobs

There is a veterans' representative in every office of the United States Employment Service. This representative gives his whole attention to finding suitable jobs for ex-service men essential jobs are waiting to be filled.

Selective Service will help veterans get their old jobs back, if they apply within 90 days after honorable discharge. For other jobs, they should go to the United States Employment Service. In NYC to find out at which office to apply or call, phone CHickering 4-8800. That's the War Manpower Commission, under which the Employment Service operates.

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Bill Seeks Hearings on Dismissals And Provides for Court Review

By CHARLES SULLIVAN

Special to The LEADER

WASHINGTON, Aug. 17.—Federal Civil Service employees and applicants should be given broad protection, including the right of court review not now existing, in specified cases of dismissal on charges or denial of eligibility, in a bill introduced by Senator Sheridan Downey. He is chairman of the Senate Civil Service Committee and co-introducer of the 1945 Federal Employees Pay Act.

The U. S. Civil Service Commission, committee members said today, has approved the general terms of the bill.

The measure will be given hearings when Congress resumes in October.

Present procedure of the Commission's investigators was described as "fundamentally un-sound." The use of unidentified witnesses in "unsuitability" cases would be prohibited. Further, the measure would be made retroactive to February 28, 1942.

Scope of Cases Covered
The bill applies to any investigation which the Commission is authorized to conduct, dealing "with character, truthfulness, sobriety, moral fitness, loyalty, po-

litical activity or membership," in any organizations. The bill's procedures could be invoked by any employee, eligible or ex-employee seeking reinstatement after an adverse finding by the Commission.

The Commission, under the Downey plan, must send to each such person a copy of the finding, with the evidence on which the finding was based.

Provision for Hearings
Civil Service has long opposed publicizing the names of persons who make accusations against an employee.

Should the person elect to appeal, the Commission would appoint a hearing officer and set a hearing date at a place convenient to all parties. The employee can be represented by counsel at the hearing and would have the right to confront accusers, cross-examine them, introduce evidence in his own behalf, and make the hearing public, if he desired. A transcript would be kept of such hearings and of the findings.

This would go into the record for the Commission's final decision. **Court Appeals Provided**

The bill provides for appeals to the U. S. Circuit Court and up to the U. S. Supreme Court. The Commission could subpoena witnesses and pay their expenses.

Senate Civil Service Committee members say that the measure was submitted to the Commission and approved in general.

The bill is regarded as long-overdue action to protect rights of Federal employees and applicants.

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CIVIL SERVICE LEADER

Published every Tuesday by CIVIL SERVICE PUBLICATIONS, Inc. 97 Duane St., New York 7, N. Y.

Entered as second-class matter October 2, 1935, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$2 per Year, Individual Copies, 5c

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Council Is All Set to Pass 'High and Wide' Increment Bill Again, If It's Vetoed

The bill passed by the Council, providing for \$150 minimum increments for City employees getting more than \$1,801, was sent today to the Board of Estimate. Should the Board approve the bill, but the Mayor veto it, the Council is expected to pass the bill over the veto.

That is what the Council did with the bill to raise the pay of Playground Directors in the Parks Department. The Board had approved that bill, Council President Morris voting in the negative and Deputy Mayor McGahan not voting. The same balloting is expected to take place in the Board on the present measure.

Higher and Wider Increments
The new bill for new higher and wider increments amends Section B40-6.0 of the Administrative Code, so that both new entrants and promotees, in the Competitive Class, whether in the graded or the ungraded service, would get four future annual increments of \$150 each, instead of future \$120 increments or no increments.

In the graded service the top of the grade cannot be pierced through operation of the terms of the new bill, while in neither service can the new increments operate to bring the salary above \$4,860.

The McCarthy Increment Law, which the present bill amends, provided four annual increments of \$120 each up to the top of the grade, but not to make the annual salary exceed \$2,400. It was applicable to positions of which the entrance salary was \$1,800 or less. Those whose entrance salary was more than \$1,800 could get higher pay through "earnest pleading" concerning the value of their services and the importance of their duties or by legislation.

The amendment introduces the increment benefit to those whose entrance salary was or will be \$1,801 and up. Those whose entrance salary was lower, and who have benefited by at least one \$120 increment, provided the series of four is not complete, would be entitled to the remaining number of increments at \$150 each, provided they now get above \$1,801, and for instance, an employee who received two increments of \$120 each would be entitled to two more at \$150 each. Up to \$1,801 annual pay the \$120 still holds, until the \$1,801 is passed, when \$150 applies.

Text of Bill Affecting Graded Employees

The new bill provides: "Employees: Competitive Class; Annual Increments.—In each annual expense budget there shall be included and provided annual increments to take effect January first or July 1st of each year, of at least one hundred fifty dollars for each employee in the competitive class, as defined by section fourteen of the civil service law, except part time employees, as more particularly hereinafter described and provided:

"1. There shall be included and provided for each such employee in the competitive class annual salary increments, to take effect January 1st or July 1st each year of at least one hundred fifty dollars as provided hereinafter.

"(a) For each employee in service, or hereafter appointed into the service, who on January 1st or July 1st each year has served one year or more in a grade or rank of a position in the graded service of the competitive class the minimum annual salary of which is more than \$1,801 per annum there shall be provided in each annual budget and paid, from such January 1st or July 1st, an annual salary increment of at least \$150 until four such increments shall have been added to the salary received by the employees at the time of the enactment of this law; provided, however, that the maximum salary so reached or received shall in no event exceed the maximum limit of the salary of the grade or rank of position, and provided further, that the maximum annual salary so reached or received shall in no event exceed \$4,860."

An ensuing subdivision makes the same provision for the ungraded service of the Competitive Class.

\$150 for Uncompleted Increments

The text of the bill that concerns the substitution of \$150 for the \$120 follows:

"For each employee in service, or hereafter appointed or promoted, who on January 1st or July 1st each year has served one

Thumbs Down, Noses Up Among Maintainers as City Offers 68c an Hour

A group of maintenance men in the NYC Hospitals indignantly turned down an offer of the Comptroller to settle their wage claims on the basis of a new rate of 68 cents an hour. Under Section 220 of the State Labor Law, the men claim, they are entitled to the prevailing rate of pay for their work. At present they earn 55 cents an hour (\$1,380 a year) plus a bonus of \$240, bringing them to \$1,620.

Welfare Has New Rule on Promotions

Elimination of promotion on the basis of units, in the NYC Welfare Department was announced by the Municipal Civil Service Commission today.

In the future, all promotion lists promulgated for Welfare will be published as a single list for the entire department.

Tracing the development of promotions by lists for units in the department, the Commission explained that in 1939 the Department had been divided into two units for the purpose of promotions — Old Line Divisions and Home Relief Division. Then on May 21, 1941, the Commission added a third promotion unit, the Division of Aid to Dependent Children.

Since then, however, all functions of the Department have been merged, and it is held no longer necessary to continue to recognize specialized sub-divisions of the Department.

Adoption of the change by the Commission will broaden promotional opportunities in the Department. Employees will be able to advance through promotion examinations from which they were formerly barred because of the promotion-unit setup. In the future, when promotion examinations are advertised, persons who possess the necessary experience will not be debarred because they work in a particular division.

At the Commission it was said that this change was in line with the Commission's policy of reducing the number of promotion units in the City service to allow wider use of promotion lists.

year or more in a position in the graded service of the competitive class the minimum salary of which is more than \$1,801 per annum, who has received less than four increments of \$120 but who has not reached the maximum of the grade on or before the date this local law becomes effective, there shall be provided in each annual expense budget and paid from January 1st or July 1st, an annual increment of at least \$150 until said employee has received the remainder of four annual increments; provided, however, that the maximum annual salary so reached or received shall in no event exceed the maximum limit of the grade or rank of position, and provided further that the maximum annual salary so reached or received shall in no event exceed \$4,860."

The subdivision that follows the one just given makes the same provision for the Ungraded Service.

Specifically excluded from the bill are those who got annual increments of \$150 or more and members of the uniformed forces of the Police or Fire Departments.

The vote was 15 in favor and 2 not voting. The two were Councilman Stanley M. Isaacs and Genevieve B. Earle.

They contend that the rate of pay in private employ is considerably higher, and challenge figures cited by the Comptroller in offering the 68 cent an hour rate. They say that outside rates of as low as 30 cents an hour were used by the City, and that the standard union rate of \$1 an hour was ignored. In reply, the Comptroller says that the \$1 rate represents skilled craftsmen, such as plumbers or electricians, not general maintainers.

The complaint started back in April 1943 (Murray vs. McGoldrick). Figures for back pay computation offered by the Comptroller are: 1943, 63 cents; 1944, 66 cents; current rate, 68 cents.

Another argument, the maintainers cite the case of unskilled maintenance workers in the Board of Transportation (bus maintainers' helpers), who earn 80 cents an hour to start.

About 350 maintainers are involved in the action for higher pay rates. The group who are actively working for higher reclassification have formed an organization, "Maintenance Men, Department of Hospitals Association." Attorney David Savage is representing Mr. Murray.

Helbig Is Appointed. Union Organizer

In a drive to organize NYC hospital workers, the American Federation of States, County and Municipal Employees has appointed Eugene Helbig to direct the organizing committee.

Recently honorably discharged from the Coast Guard, Mr. Helbig is a former State Hospital employee.

Locals have already been formed among ambulance drivers and hospital attendants, according to Mr. Helbig, and efforts will be made to unionize the nurses in the City institutions.

Playground Directors who now receive a starting salary of \$1,500 can rise to a maximum of \$2,400 under the new Local Law. The previous top was \$2,100, and was defended by Mayor LaGuardia, who contended that he did not want the playground jobs to become a career service.

A bill passed by the Council adds laborers to the increment group and sets their salary maximum at \$2,280.

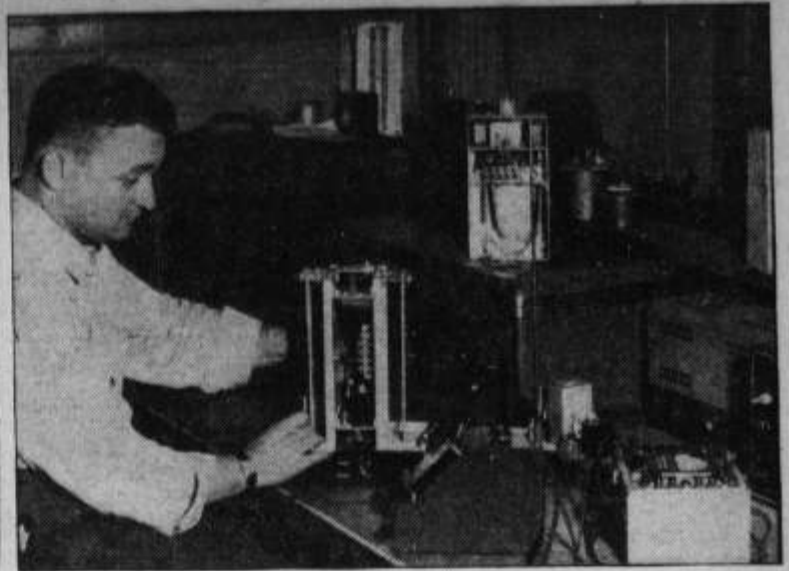
Another measure, also passed, applies to the Correction Department and sets up a graduated service with promotion lines and mandatory increments, as follows:

1. Correction officers, Grade 1, both men and women, a minimum salary of \$2,000 and a maximum salary of \$3,000.

2. Captains, Grade 2, both men and women, a minimum salary of \$3,000 and a maximum salary of \$3,500.

3. Deputy Wardens and Deputy Superintendents, Grade 3, both men and women, a minimum salary of \$3,501, and a maximum salary of \$4,000.

4. Wardens and Superintendents, Grade 4, both men and women, a minimum salary of \$4,001 and a maximum salary of \$5,000.



Fireman Arthur Meyerson, adept at his radio job in the department, finishes the design of a post-war two-way radio for use in fire-fighting. The sets are virtually automatic, have special features of his own design and are to supplement sixteen sets now used by the department.

Board Asks Approval of 10 New Tests

A group of ten NYC Civil service examinations was sent by the Municipal Civil Service Commission today to the Budget Director for approval. If OK'd by him, the tests will be held in the near future. The LEADER will carry notices when the filing period is opened.

The proposed examinations are:

Promotion
Title Examiner, Grade 3 (Office of the President of the Borough of Bronx and the Law Department.)

Junior Civil Engineer (Department of Parks.)

Inspector of Housing, Grade 3 (Department: Housing and Buildings; Welfare.)

Electrical Inspector, Grade 3 (Department: Water Supply, Gas and Electricity; Welfare.)

Foreman of Bakers, Grade 3 (Department of Correction.)

Inspector of Markets, Weights and Measures, Grade 3 (Department of Markets.)

Clerk, Grade 2 (General Promotion.)

Foreman of Laborers (Department of Water Supply, Gas and Electricity.)

Transfer and Change of Title to Laborer (Labor Class.)

Open-Competitive
Office Appliance Operator (Multilith), Grade 2.

NYC Dean

Oldest municipal commissioner in terms of service is Ferdinand Q. Morton, member of the NYC Civil Service Commission. He was appointed to the Commission 23 years ago.

Fireman Vet Plans A Suit To Regain Job

Another Fire Department dispute is reaching the courts. Fireman James Huben, refused reinstatement to his job after discharge from military duty, is planning to bring action in the Supreme Court to regain his Fire Department post.

Fireman Huben was among members of the Department who disputed the Commissioners' policy of requiring men discharged from military service for medical reasons to produce their military medical reports.

Mr. Huben is represented in the litigation by Attorney Austin Mandel.

Bill for Higher Police and Fire Pensions Voted

Members of the Police and Fire Departments who retired before January 1, 1938, benefit by a bill passed by the Council to establish a new minimum of \$1,200 a year for retired members of the uniformed forces.

The bill also provides a minimum of \$1,500 for retired captains and lieutenants, in the Fire Department.

In the Police Department, former Sergeants and Lieutenants would also be entitled to the \$1,500 minimum.

Approval by the Board of Estimate and Mayor LaGuardia is necessary before the change goes into effect.

18 Out of 19 Granted Veteran Preference

The Municipal Civil Service Commission today announced the results of hearings on claims of 19 returned veterans for disabled veterans' preference.

Only one was denied absolutely. Another was denied for two titles but granted for five other appropriate titles. In cases where the preference is granted, the veteran moves to the top of the list, gains priority in appointment or promotion over non-disabled veterans or non-veteran eligibles.

Auto Engineman, Anthony J. Sanzone, granted.

Auto Engineman, Ira Mayer, denied.

Promotion to Clerk, Grade 3, Department of Hospitals, James Angela Gullino; granted.

Promotion to Clerk, Grade 3, Board of Transportation, Patrick Joseph Hickey; granted.

Promotion to Clerk, Grade 3, Department of Public Works, Lester Norman Lipkind; granted.

Promotion to Clerk, Grade 4, Department of Finance, Sidney Polshuk; granted.

Promotion to Clerk, Grade 4, Department of Correction, Reuben Tuchman; granted.

Sanitation Man, Class A, Wm. J. Beagan; granted.

Stenographer, Grade 3; Promotion to Clerk, Grade 3, Board of

Transportation, Joseph Cooper; granted.

Life Guard (Temp.); Sanitation Man, Sal Montagnino; denied for above jobs, but approved for Attendant, Messenger, Watchman, Process Service and Caretaker from Sanitation list.

Sanitation Man, Joseph A. Ageglia; granted.

Promotion to Assistant Fore-Department of Sanitation, Anthony C. Arbuiso; denied.

Cashier, Grade 5, Sheriff's Office; Deputy Sheriff, Grade 1, Rudolph J. Glantz; granted.

Promotion to Assistant Foreman, Department of Sanitation, John Helmer Neblad; granted.

Correction Officer, Rocco Anthony LaCourte; granted.

Promotion to Foreman, Grade 2, Borough President Brooklyn, Wilfred Charles McInnis; granted.

Promotion to Clerk, Grade 3, Police Department, Edgar Paul Murray; granted.

Promotion to Assistant Foreman, Department of Sanitation, Howard Blaine Smith; granted.

Promotion to Clerk, Grade 3, Department of Welfare, Walter T. O'Neil; granted.

UFA Officers Installed; Chambers Back in Job, Cook is Head of Board

The John P. Crane slate of officers of the NYC Uniformed Firemen's Association officially took over at informal ceremonies when Vincent Kane, retiring president, installed the new UFA leaders in his capacity as vice-president of the International Fire Fighters Association.

One of the first acts today of the new officers was to rehire James Frank Chambers as business secretary of the Association, in place of John L. Pollock, who resigned to Mr. Kane when the new officers took over. Mr. Chambers held the position of Association secretary for 18 years until he took sick leave from the position some years ago.

New Resolutions Due

The new officers were studying records of the Association and have appointed committees to prepare resolutions for the first executive board meeting, which will be held at the UFA headquarters, 63 Park Row, on Friday.

However, it was indicated that one of the first objectives of the new administration would be to clear up the \$400 back-pay claims of Firemen appointed to the force on July 1, 1939, at \$1,200 a year.

Further objectives and plans of the UFA will be formulated at the executive board meeting.

Cook Is Selected

New officers of the UFA are Mr. Crane, president; William J. Reid, vice-president; Gerard W. Purcell, treasurer; Terence P. Dolan, sergeant-at-arms; Frank Mott, treasurer; Trustees: Walter C. Haynes, Staten Island; Walter Sheering, Brooklyn; Howard P. Barry, Manhattan; James P. Murphy, Bronx; George H. Cook, Queens.

Fireman Cook has been selected as chairman of the executive board of the UFA.

Stebbins Asks An Exam for Clerk, Grade 5

Commissioner Ernest L. Stebbins of the NYC Health Department has requested the Municipal Civil Service Commission to hold a promotion examination to Clerk, Grade 5 (unlimited salary) for his department.

However, the Commission in recent years has not held any grade clerical examinations, preferring to hold promotion examinations to the Administrative Service.

Grade 4 clerks may advance to \$2,000 a year, when they reach the top of their salary range; further advancement depends on passing a higher grade test.

Among those who would be eligible for the Grade 5 test are several employees who took the recent open-competitive examination for the \$5,000 a year post of Personnel Officer in the Health Department.

Halpern Saw Plenty Of Action in Pacific

When Harold Halpern was working at New York City's WNYC, he never thought he'd see so much of the Pacific. But as Radio Man Harold Halpern, Second Class, there hasn't been much action in the Far East that he's missed.

He's been in all the Philippine actions, saw the beginnings of the fight for Iwo Jima, the Battle of the China Coast, was in the sea-fights off Indo-China and Saigon. His nine battle stars make him one of the more-decorated former NYC employees who are making their mark in the armed forces.

He served aboard an Essex class carrier and his task force sank 544 Jap ships and downed 523 Jap planes.

Long Fire Dept. Hours Are Attacked in Bill

The 84-hour work week embodied in the 2-platoon system in the NYC Fire Department, which includes one full 24-hour tour, was attacked on the floor of the Council.

A resolution, introduced by Benjamin Davis, Manhattan Councilman, and addressed to Mayor La Guardia and Fire Commissioner Patrick Walsh, asked immediate ending of the 24-hour tour of duty to raise "the material

Appointment of Captains And Battalion Chiefs Illegal, Kaplan Finds

Following is a study requested of H. Eliot Kaplan, attorney and civil service authority, as to its implications on future administration of the civil service in the Fire and Police Departments, and obtained from him today:

You asked me for my opinion as the validity of the appointment of 25 Fire Captains as "Acting Battalion Chiefs," and the promotion of 25 Lieutenants to Captain from the recently expired list.

It appears that the Budget Director pursuant to the Terms and Conditions of the 1945-6 Budget revised the budget lines for the Fire Department Code by reducing the number of Battalion Chief places by 25 and purporting to establish 25 new places of "Acting Battalion Chief," but with salary equal to that of Captains. This change was effected with the approval of the Comptroller, as required by the Budget Terms and Conditions.

Twenty-five Captains were thereupon designated as "Acting Battalion Chiefs" with continuing pay as Captains. This presumably, according to the views of the City officials, created 25 "vacancies" in the rank of Captain. The next step was to appoint from the expiring eligible list for Captain 25 eligibles, and appoint them as Captains to the purported vacancies left by those designated as "Acting Battalion Chiefs."

Lieutenant Promotions Called Nullity

To begin with, there is no such title provided for in the Charter relating to the organization of the Fire Department as "Acting Battalion Chief"; and it is doubtful whether even the Board of Estimate, much less the Budget Director, could establish such new positions interim budget periods. The Fire Commissioner could, of course, in the absence of an eligible list appoint a captain as a battalion chief, or assign a Captain to act as a Battalion Chief without the pay of a Battalion Chief. The Fire Commissioner, however, did not do this. He merely designated 25 captains to act as Battalion Chiefs pretending to fill 25 vacancies of "Acting Battalion Chiefs," positions which did not legally exist.

Secondly, when the Fire Commissioner designated 25 Captains to be Acting Battalion Chiefs with the pay of Captains, the incumbents remained Captains. They could not be Battalion Chiefs as such, except on a temporary assignment basis at best. Actually therefore there never were 25 vacancies in the office of Captain to which the 25 Lieutenants were purported to be promoted. The promotion of the 25 Lieutenants was thus a nullity. In the meantime the eligible list has expired and the eligibility of the 25 Lieutenants for Captaincies has expired. At most they can be only assigned to act temporarily as Captains until an eligible list is established for Captain. Similarly the Acting Battalion Chiefs are designated only as a device of pretending that there were vacancies in the rank of Captain.

The litigation now before the

Court of Appeals involving the Deputy Fire Chiefs relates solely to the power of the Budget Director to change the budget lines by creating additional Deputy Fire Chiefs by reducing the number of captains. In the case of the Deputy Fire Chiefs, however, the eligibles would be entitled to the promotion if the Budget Director has the power to so revise the budget. In the case of the Acting Battalion Chiefs a similar situation is involved. They may serve only if the Budget Director has the power to revise the budget lines. There is another issue involved here which is not involved in the Deputy Fire Chiefs' case, and that is, whether the designation of the 25 Captains to "Acting Battalion Chiefs" in fact created any vacancies as Captains to which the Lieutenants on the list could be permanently appointed. One who is designated to "act" in some other capacity still retains his original legal status. Hence the Captains acting as Battalion Chiefs are still holding the offices of Captain and paid as such.

My off hand conclusion therefore is that the Budget Director does not have authority under the Charter to create the offices of Acting Battalion Chief; the Fire Commissioner could not promote the 25 Captain eligibles, for there were no vacancies to which such promotions could legally be made. At most the 25 Captains designated as Acting Battalion Chiefs could serve as such only as "details"; the 25 Lieutenants abortively promoted to Captains could serve only as provisional appointees, if at all; and that permanent appointments to any vacancies of Captain that may hereafter occur must be filled after a new promotion test.

Co-Workers Plan Dinner to Dwyer

Employees of the central office of the NYC Department of Water Supply, Gas and Electricity are planning a dinner to honor Assistant Engineer John A. Dwyer, recently appointed a City Magistrate by Mayor La Guardia. At the dinner, Magistrate Dwyer will be presented with a judicial robe by his former co-workers in the Water bureau, where he had been employed for 15 years.

Chief Engineer Tobias Hochlerner is making arrangements for the fete.

As yet no announcement has been made of the staff changes necessitated by Mr. Dwyer's leaving the department. However, it is expected that half a dozen employees will be upgraded.

Summer Hours at Last

Although most other municipal agencies went on their summer working schedules on July 1, the NYC Civil Service Commission employees didn't get their reduced summer hours until last week. The work schedule is either 9 to 4, or 9:15 to 4:15, with an hour for lunch. The regular program calls for work from 9 to 5.

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Study Aid for Clerk, Grade 2, Promotion Test

Here is another selection of words often used on civil service examinations. Study of these lists will help candidates preparing for the October promotion examination to Clerk, Grade 2, which will be given by the NYC Civil Service Commission. Answer^{ed} will appear next week. At the end of this article are the answers to last week's word quiz.

Match the first word with the word or phrase nearest it in meaning.

Yrill: (1) Cook, (2) Argue, (3) Enmesh, (4) Tangle.

Bog: (1) Flow, (2) Swamp, (3) Legendary Character, (4) Gem.

Blight: (1) Difficulty, (2) Ruin, (3) Pledge, (4) Predicament.

Bade: (1) Ordered; (2) Sharp Instrument, (3) Moor, (4) Hummock.

Calumny: (1) Slander, (2) Eulogy, (3) White Paint, (4) Diurnal.

Brusque: (1) Mediterranean, (2) Abrupt, (3) Cruel, (4) Picaresque.

Canton: (1) District, (2) Cloth, (3) Musical Term, (4) Caisson.

Clandestine: (1) Secretive, (2) Gilded, (3) Related, (4) Open.

Chore: (1) Task, (2) Reward, (3) Vocal Selection, (4) Metal Plating.

Clemency: (1) Mercy, (2) Mildness, (3) Gratitude, (4) Flower.

Answer to last week's words: An Order; Slave; Weakened; Gourmand; Swell; Slow; Tell.

Personals in Investigation

June Sprague, formerly Secretary to the department, has been transferred to the Magistrates' Court.

Bertha Basch, Reporting Stenographer, who resigned a year ago because of illness, has been reinstated.

John F. Juhafz, Clerk, Grade 3, is the father of another son.

The Leon Browns will celebrate their fifth anniversary on August 24.

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Telegraphed Everywhere
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Complete Selection of Men's Work Clothes
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Appointments To NYC Jobs

President, Borough of Manhattan
Gloria Levine, Temporary Clerk, at \$1-440; Julius Spell, Temporary Attendant, at \$1,440; Fridolf Sorman, Temporary Laborer, at \$1,740; Domenico A. DiMaso, Plumber's Helper, at \$7 a day.

Department of Markets
Maurice M. Wargold, Temporary Inspector of Markets, Weights and Measures at \$500 a month.

Laborers at \$2,040 as Military Substitutes: Louis Foschi, Frank M. Cummins, Horace J. Stragratano.

Department of Housing and Buildings
Inspectors of Housing at \$2,400: Chas. F. Casazza, Nicholas F. Cotti, Charles W. Kinsman, Isaac Levy, John Loiccono, Jr., and George B. Stiefater.

Department of Marine and Aviation
Temporary Deckhands at \$1,920: Fortunato M. Tuzso and Robert W. Martin, Robert S. Allyn, Deputy Commissioner at \$7,000; Carolyn H. Bamber, Temporary Typist at \$1,440; Temporary Marine Stokers at \$2,520: Jack S. Billard, Gilbert F. Perkins, Thomas V. Rizzo, Antoinette M. Dellaventura, Temporary Stenographer at \$1,440.

Department of Finance
Bookkeepers at \$1,440: Olga Landau, Louis G. Orner and Eva K. Weitzer.

Council Votes Waiver On Age of Veterans
Veterans up to 36 years of age will be able to apply for the next open competitive examination for Patrolman (P.D.) and Fireman (F.D.), according to terms of a bill passed by the Council.

In addition, age limits for honorably discharged veterans of the armed forces and the Merchant Marine will be waived for all other City civil service examinations. This provisions would apply for a period of four years following the date of discharge.

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Eves. Wind. 6-4594

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and spiritual welfare of the Fireman and their families." The resolution was received today by the Council's Committee on City Affairs, Labor and Industry.

Our fighting men need more a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

Latest Certifications

Note: "Q" means qualified after investigation "D.V." indicates a disabled veteran.

BROOKLYN—PRESIDENT
Preferred List, Crane Engineman (Steam Sullivan, J. P.

CORRECTION
Special Military List, Correction Officer (from Fireman, F.D.)
 G046 Boertlein, J.
 (Special Patrolman)
 Q19 McKenna, John E.
 (from Correction Officer)
 Q51 Seidenberg, J.
 Q65 Seidel, H.
 Q106 Terino, P.
 Q138 William, C. E.
Correction Officer
 DV 332 Kane, T. F.
 Q81 Cetrangolo, J.
 70 Croce, J. T.
 78 Brady, J. F.
 80 Bajki, A. C.
 Q93 Farley, Joseph
 Q144 Wander, J.
 169 Lloyd, G. W.
 172 Kelly, J. M.
 179 Dougherty, E. A.
 179a O'Brien, Pat.
 195 McKean, F. P.
 203 Murphy, M. F.
 214 Klein, C. J.
Jr. Psychologist (Female)
 30 Goldstein, R.
 96 Karl, Madeline
 105 Dominguez, K.
 106 Lichtblau
 107 Wallison, Geri.
 109 Solomon, M. R.
 110 Pincus, Sophie
 113 Cohen, Beatrice
 115 Graham, Gladys
 116 Crombstein, A. R.
 117 Schwartz, Naomi.
 118 Rosolino, D.
 122 Albert, Lillian
 123 DeCillis, Olga
 125 Brand, Pearl
 126 Fruechtbaum, V.
 127 Collins, Eliz.
 131 Weaver, Marg.
 133 Brecher, Sylvia
 134 Brennan, G. F.
LAW DEPARTMENT
Promotion to Clerk, Gr. 4
 3 Porehovich, B.
 4 Fox, Arthur
 5 Feinstein, H.

8 Bleich, L. S.
 7 Janover, F.
 8 Rothfuss, W. J.
 9 Stockfeder, Harry
 10 Vignano, L. J.
Promotion to Stenographer, Gr. 3
 25 Solomon, Freda
 26 Noskin, Sadie
 27 Schildkraut, F.

MARINE AND AVIATION
Promotion, Quartermaster, Ferry Service
 19 Bolger, J. J.
 21 Kullman, R. G.
 22 Szarka, Geo.
 23 Girard, John
 25 Langdon, R. H.

MUNICIPAL COURT
Promotion, Clerk, Gr. 4
 1 Aronson, M.
 3 Camen, Samuel
 4 Rosen, H. M.
 5 Mapelli, J. L.
Promotion, Clerk, Gr. 3
 1 Rabinitzky, S.
 3 Brown, Leon
 5 Munn, Belle
Court Stenographer
 45 Barris, Martin

PUBLIC WORKS
Preferred List, Asst. Civil Engineer (Structures)
 Horstein, Henry

REGISTER
Promotion to Clerk, Gr. 4
 5 Mohr, Morris
 6 Coffey, Cath.
 7 Julian, Estelle
 8 Sullivan, D. J.
 9 Miller, D. B.
 10 Gittins, E. T.
 11 Geiger, N.
 12 Solisano, B.
 13 Cohen, Morris

SANITATION
Special Military List, Sanitation Man (Class B)
 2350 Dauria, Phil. J.

TRANSPORTATION
Conductor
 5871 Mastrangelo, A.

WELFARE
Clerk, Gr. 1
 3073 Crompton, Cath.
Promotion to Section Stockman
 1 Kelly, John M.
 2 Kelly, Patrick



Frederick Volk of Hook & Ladder Co. 150, Queens, and his wife celebrated their 25th Wedding Anniversary.

Inspectors Seek Eligibility to Test

The Municipal Civil Service Commission was asked today to admit all Grade 4 Inspectors to the open-competitive examination for Borough Superintendent, Department of Housing and Buildings.

Present requirements, as announced by the Commission, demand that candidates be licensed architects or engineers. The positions are now held by provisional appointed as such after an earlier test had been voided by Court action. They had been appointed to permanent positions before the list was invalidated.

The request was made by a local of the American Federation of State, County and Municipal Employees.

Board Won't Have Others Check Errors

A request from the State, County and Municipal Workers of America (CIO) for a change in the Committee on Manifest Errors of the Municipal Civil Service Commission was denied by the Commission today.

This committee considers appeals of persons who have taken examinations given by the Commission and who feel that errors have been made by the Commission in marking their papers, or in the subject matter of the examination.

The union asked outside representation on the Committee, which is composed of Commission officials appointed by the Commissioners on the recommendation of Samuel H. Galston, executive director.

Bridge Operators Protest Long Hours

Employees of the Department of Public Works are asking for a meeting with newly-appointed Commissioner Andrew J. McGrew to discuss their grievances.

The main subject, according to officials of the American Federation of State, County and Municipal Employees, which represents the DPW workers, the working schedule of Bridge Operators.

8 Get \$120 Raise; Expected \$180

The NYC Budget Bureau isn't too popular these days with eight employees of the NYC Health Department. Commissioner Ernest L. get officials to approve individual merit increases of \$180 to eight Health employees, most of whom hadn't received any budget line increases since 1929.

Budget certificates came through in due time, but with the amount slashed to \$120.

The employees affected were Joseph J. Amato, Samuel Dere, Michael J. Marlowe, Joseph J. Gallichio, Henry Licht, Isidore Raphael, Herman L. Scupp and William Scheinberg.

Ambulance Drivers File Pay Claims

An average of \$500 is asked by 29 NYC ambulance drivers who have filed claims with the Comptroller's Office on back pay for holiday work performed during past years.

The ambulance men are asking straight time for the extra hours worked on holidays on which other municipal workers were given time off.

According to Ellis Raunen, international representative of the American Federation of State, County and Municipal Employees, who is handling negotiations with the administration for the drivers, more than 200 men will be eligible for back pay if the 29 win their claim.

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POLICE CALLS

Questions on Promised Legislation Planned for Next PBA Meeting

Members of the Patrolmen's Benevolent Association, especially delegates who are lined up on the anti-Pat Harnedy side of the room, were preparing today to make the August meeting of the PBA an exciting event.

At the May and July meetings of the organization, Mr. Harnedy told the delegates that they could expect action in August on important matters. He said that legislation would be introduced in the Council to put the \$450 temporary bonus on a permanent basis. Also on the August calendar, Mr. Harnedy listed another Council bill, to establish a starting salary of \$2,000 for Patrolman, instead of the present \$1,320 rate for the first six months.

To appease the younger men in the department, Mr. Harnedy also said that he would introduce a bill to revise the high rate of pension contribution paid by men who have come into the department in recent years. The anti-Harnedy faction plans to ask what was done about these bills.

PBA members noticed that bills to extend the increment range for other municipal civil service employees and to include laborers had received the Council approval, but that nothing had been accomplished on promised police legislation.

Member Voting Is Backed
 The appointment of a committee to investigate the possibility of elections by the full membership instead of by delegate votes, has aroused interest among members interested in making the operations of the organization more

democratic. Campaign literature used by John Carton in the last PBA election, in which he stressed the need for "an informed and participating" membership is again being passed around among the delegates.

One change favored by many is to vote on policy-making matters by a secret ballot of the entire membership. In the past, about the only active part that a member could play was to be given the opportunity to sign a petition which had been drafted by the officers and delegates of the PBA. Many of the PBA delegates are actively working for a wider participation of members in the organization's affairs.

Notice of Appeal Filed In Firemen's Suit

The NYC Firemen are continuing their court battle for overtime pay. Despite their setback in the Supreme Court, it was learned today that David Savage, attorney for John P. Crane, president of the Uniformed Firemen's Association, and for Fireman John Bonifer, in whose names the suit was brought, has served notice on the City that the case will be appealed.

It is expected that the appeal will come before the Appellate Division in the Fall.

New Eligible Lists of NYC

Promotion to Collecting Agent, NYC Transit System

1 Jas. D. Lawrence 17 Alpb. Wellons
 2 F. J. McGowan 18 Francis Owens
 3 Ralph E. Russo 19 John C. Clark
 4 Giovanni Russo 20 McKinley Cutler
 5 H. W. Schart 21 John F. Murphy
 6 William Burke 22 Louis Diamond
 7 V. Calabrese 23 Milton Heller
 8 Jas. C. Whitehead 24 Patrick Duffy
 9 Ernest Franklin 25 C. A. Loughheed
 10 M. L. Dixon 26 Flournoy Bills
 11 Morris Kessel 27 Pat. Fleming
 12 Harry Fromer 28 Albert A. Licht
 13 W. M. McCann 29 Thos. J. Hopkins
 14 Frank Briza 30 P. F. DeFabitis
 15 H. W. Stewart 31 V. G. Smith
 16 C. C. Lombardo

IRT Division

1 John Mullane 7 Val Vallery
 2 James Murphy 8 H. R. Faison
 3 William Ahern 9 Bernard Curran
 4 John Cronin 10 Jas. M. O'Reilly
 5 Henry V. Fraser 11 Jas. P. O'Connor
 6 Patrick Lynch 12 Jos. De Castro

BMT Division

1 Louis A. Manning 7 Salvatore Gitto
 2 Salv. H. Cuffaro 8 Oscar Archer
 3 N. H. Rochford 9 A. H. Washburn
 4 Jas. V. Rendino 10 T. J. Gallagher
 5 Sidney Arfano 11 Owen Lyons
 6 E. L. Kollensbaum 12 M. J. Miller

Promotion to Foreman of Pavers President, Borough of Brooklyn

1 Chas. J. Hoerner
 President, Borough of Manhattan
 1 Walter J. Gillen 3 Thos. P. Cooney
 2 Michael Flynn 4 Vito J. Sineno

Promotion to Stock Assistant (Women)

1 Johann Spergel 7 Inez B. Azard
 2 Cath. Helley 8 Eliza McCarthy
 3 Charlotte Levy 9 Helen Truesdale
 4 E. Pennyfeather 10 Evelyn Berman
 5 M. Quedina 11 Sylvia Grier
 6 Sylvia Azark 12 V. Emmerich

Promotion to Stock Assistant (Men)

1 Jas. J. Sullivan 12 E. A. Ronner
 2 Jas. W. Cavanaugh 13 Ralph Sciliano
 3 Wm. H. Heidt 14 Frank Gaetano
 4 C. F. De Propso 15 Jos. J. McCarthy
 5 Edw. J. Lescance 16 W. J. Reilly
 6 Francis Mattei 17 H. E. La Priele
 7 Eugene Romano 18 M. P. Madigan
 8 J. G. Lavender 19 Jacob Ende
 9 Michael Ryan 20 Leo Spatz
 10 V. Demianot 21 Edwin Walters
 11 Samuel Phillips

Promotion to Stock Assistant (Women), Department of Welfare

Johanna Spergel 4 Sylvia Azark
 2 E. Pennyfeather 5 Evelyn Berman
 3 Mar. Quodnau 6 Sylvia Grier

Promotion to Stock Assistant (Men), Department of Welfare

Jas. W. Cavanaugh 6 Ralph Sciliano
 2 C. F. De Propso 7 Frank Gaetano
 3 Francis Mattei 8 Jos. K. McCarthy
 4 Eugene Romano 9 W. J. Reilly
 5 J. G. Lavender 10 Jacob Ende

Army Thanks Walsh On Empire State Aid

The men of the NYC Fire Department have been thanked by the U. S. Army for their work after the recent crash of a bomber into the Empire State Building.

In a letter, released today, Brigadier General C. P. Kane wrote to Commissioner Walsh from the headquarters of the Atlantic Overseas Air Technical Service Command:

"I wish to compliment the quick action and efficient manner in which you, your staff, and Firemen handled the call resulting from the plane crash last Saturday at the Empire State Building.

"With disregard for personal safety, a superb job was done in quelling the fire and bringing a serious situation under control. The heroism and bravery shown proved the efficiency of the New York firemen.

"The Army requests that I express its appreciation and commendation to all of those who served on this duty."



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Civil Service LEADER

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

Published every Tuesday by

CIVIL SERVICE PUBLICATIONS, INC.

97 Duane Street, New York 7, N. Y.

COrtlandt 7-5665

Jerry Finkelstein, Publisher

Maxwell Lehman, Editor

H. J. Bernard, Executive Editor

Brig. Gen. John J. Bradley (Ret.), Military Editor

N. H. Mager, Business Manager

TUESDAY, AUGUST 14, 1945

Post-War Job Challenge

RECONVERSION, the biggest domestic problem, affects the whole economy of the United States, and unless it is accomplished with far greater skill and speed than during the last war, the consequences are bound to be costly and punitive.

The realization that it must be a planned result is appreciated both by labor and management. Employee organizations are bewailing the recess of Congress as the shirking of a responsibility, because it postpones for two months action on vital economic measures. The recess was voted before the public or Congress was apprised of the atomic bomb. Corporations with post-war plans for hundreds of millions of dollars of construction seek Government priorities. Both the legislative and the executive branches of Government must set an unparalleled example of teamwork to accomplish the admittedly difficult, but by no means impossible, result, of enough jobs at good wages, to go around.

Permanent jobs cannot be created by fiat. They spring from a nation's needs and its capability of fulfillment. We therefore face a challenge to our knowledge, skill and courage. We must meet that challenge, otherwise we shall inflict hardships on deserving veterans, on conscientious war service workers in civilian jobs in both private industry and government, and add to the toll of war one of its worst disasters.

Grand Opening Impends

THE fact that examinations for Patrolman (P.D.), Fireman (F.D.) and Correction Officer are planned by NYC once a year indicates that the Civil Service Commission is in for a hard winter. It also shows what many have expected—that whatever the reasons for postponement, the need for supplying lists from which recruitment may be made by hard-pressed departments is paramount. The increasing number of army discharges, the beginning of cutbacks in private industry and Federal Government and the signs of early relaxation of manpower controls, all support the argument in favor of holding the examinations, especially in view of the Japanese situation.

Veteran organizations want opportunities to be provided for men still in the armed forces. The discharges will continue certainly for months, possibly for years. It is necessary to comply with this reasonable request to preserve opportunities for service men and women who will be discharged in the future. The two considerations are not mutually exclusive.

The new examinations, to fill exhausted lists, and renew an activity suspended for three or four years, will lift interest in NYC and State civil service jobs. The candidate base will be widened generally and the quality level of recruitment will increase. These factors constitute one of the pillars of the merit system.

Truman on Civil Service

DESPITE President Truman's many and weighty international problems, he keeps a paternal eye on civil service. He was an undisguised sponsor of the 1945 Federal Employees Pay Bill and put his official imprimatur on the Regulations under which it is to be administered. He asked for the \$25-a-week minimum unemployment Pay Bill, to include civil service employees. The Postal Pay Bill had his support long before he signed it. While arranging for his trip to Potsdam he found time to say no to the request for restoration of holidays to Federal employees.

It must be recalled, however, that the President has spoken repeatedly about the need for economy, that the Federal Pay bill contained an economy section, called the "Personnel Ceiling," and that the law instructed the Budget Director to eliminate unnecessary employees as fast as practicable. Mr. Truman has never shown any disposition to perpetuate war-created agencies, or the war-created enlargement of departments, hence the war-service Federal employees must realize that transfers, and future conversion to permanent status, is their best possibility, and obviously is an outlet for no substantial percentage.

Hollister's Good Start

THE wide acclaim with which the appointment of Lawrence J. Hollister as Field Representative of the Association of State Civil Service Employees has been greeted must be gratifying indeed to the former staff member of Binghamton State Hospital. The aggressive way in which he has begun his duties confirms anew the soundness of the acclaim. No doubt he never expected such a reception, including the hailing words from many Chapters of the Association, for he is a modest man.

Merit Man



Lee C. Dowling

When State Social Welfare Commissioner Robert T. Lansdale recently appointed Lee C. Dowling as First Deputy Commissioner, he rewarded a merit man.

Mr. Dowling has served as Deputy Commissioner since 1938 under three State Welfare Commissioners. To each he has been a bulwark of strength.

"See what Lee thinks about it," is a common tribute paid to Mr. Dowling by many officials throughout the State who respect his sound judgment on tough problems.

He can turn out a prodigious amount of work, for he has the ability to grasp quickly the essentials of the most difficult problems and the courage to act decisively.

"I've got to be a workhorse," he explains, "because I'm not too bright. So I have to wade in the hard way—to learn what is second-nature to other people." (Nobody believes that but Lee Dowling.)

Modest Fellow

The secret behind his high batting average of being right, even in competition with specialists, stems from his practical philosophy:

"Don't assume anything, at any time, under any conditions. If you do, you'll get into trouble. Get the facts, do your own thinking, and reach your own conclusions."

But he seeks the advice and guidance of experts who know their way around. The first statement he made at a social affair given on the occasion of his advancement to First Deputy was: This promotion of mine I owe to the people in this room. It was the things you did that made it possible for me to become First Deputy. You realize that. But I want you to know that I realize it too. I am grateful to you, naturally, and I want to say thanks, thanks very much."

Mr. Dowling went to Albany seven years ago from Buffalo, where he had been Executive Director of the Emergency Relief Bureau, a post he took over after a successful business career which brought him into top-flight executive posts while still young.

In a few years he established fruitful working relationships with scores of local Welfare Commissioners, legislators, private welfare organizations, professional groups and others. Countless improvements in the administration of local welfare programs and the State supervision of those programs were effected through his staff.

Understands People

Mr. Dowling can talk any man's language. He understands the "average man." Everything he does is predicated upon the simple objective of benefiting the State population at large and the needy in particular. If a plan of action won't make sense to the man in the street, he won't accept it until it does. Being both socially conscious and tax conscious, he regards himself as the average American.

He is a native New Yorker. He has lived in all boroughs of NYC except Richmond. He was educated in New York elementary and high schools, but his real education came from his hero, his late father, John Dowling, a self-educated man who in the express business made of himself a leading international figure.

Lee Dowling like his father, is a family man. He spends all possible time with his wife, Grace Dowling, and his daughters, Elizabeth, a Manhattanville College student, and Lynne, 4.

Many a True Word

By H. J. Bernard

THE idea of having higher NYC increments, and bringing more employees under the increment law, is not only high and wide but, to the employees benefited, also handsome.

TOM: Why is that egg so hard-boiled?
JERRY: Because he's in hot water so much of the time.

Veteran organizations, while appreciating the fact that NYC granted preference to 18 out of 19 veterans who applied, can understand why it wasn't 19 out of 18.

The new promotion plan in the NYC Department of Welfare looks all right, but what I like better, and which never has been tried, is the plan that promotes everybody, and often.

The act of the Maintenance Men in the NYC Hospitals Department in turning thumbs down at an offer of 58 cents an hour minimum was polite at least. Thumbs could have been moved up to just below the eye level.

The State Personnel Council gets too many complaints that are personal with the complain-

ants, too few that encompass a broad area. Maybe it's because consistency of printers in spelling Personnel the wrong way finally produced results.

Denial of Federal permission to drop in on Saturdays from annual leave to get time and a half for overtime deprives many a vacation of much of its fun.



Question, Please

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

\$300 Minimum Increase

PLEASE GIVE the effect of the \$300 minimum increase provided in the 1945 Federal Employees Pay Bill. C. E. J.

It applies only to workers who were in the Government service on June 30, 1945. The bill says that such employees shall not receive a total increase (over former base pay) which is less than \$300. Everybody's pay is computed on the basis of the formula (20 per cent on the first \$1,200, etc.). Then, any overtime pay is added. If the total increase, including overtime, is less than \$300, the employee gets \$300. This will only aid people when overtime work is eliminated.

Police Eligible's Queries

I WAS approximately 777 on the 1942 Police List. I was certified, but never appointed, because of call to the service. (1) At what salary will I start if I choose a career with the NYC Police Department? (2) Will my seniority with the department be considered from the time I come back with my discharge from the service or accrue from the date the next man after me was appointed from the 1942 Police List? (3) How long before I become a First Class Patrolman, and what is the pay rate? (4) The NY Police Department had a couple of planes

at Floyd Bennett Field before the war. Do you know of any future plans of the aviation division?—A. H. Q.

(1) \$1,320 for the first six months; (2) Neither, seniority starts from the date of actual appointment; (3) Five years; \$3,000 plus \$420 bonus; (4) At Police headquarters there are no definite plans worked out for this division, but it is expected that more planes will be added after the war ends. However, advice from the Department is to get on the force first, then begin thinking about specific assignments, such as the aviation division.

Copies of Past Exams

PLEASE tell me how I may obtain previous examination questions for the State Civil Service Examination for Principal File Clerk; also for the NYC open-concursive Clerk examination.—E. S. F.

The State Civil Service Commission has not made a practice of releasing examination questions. The Municipal Civil Service Commission recently discontinued the sale of old exam papers. However, previous NYC examinations may be seen at the office of the Commission, 96 Duane Street, Manhattan; and at the Municipal Reference Library, Municipal Building, Park Row, Manhattan, 22nd Floor.

Comment, Please

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

Thanks from Postal Workers

The officers and members of the New York State Federation of Post Office Clerks thanks you sincerely for your fine support and magnificent editorials in behalf of the Postal Employees' permanent salary increase campaign of 1945.

GEORGE ERNENWEIN, President; SAMUEL L. LEVINE, Legislative Representative; HOWARD FLEISHMAN, Sec.-Treas.; LOUIS MARUCCI, Publicity Director.

NYC Holidays

Sanitation Men B and C are supposed to receive eleven whole holidays with pay, according to the NYC Administrative Code, but my husband only gets one whole holiday, with pay, on Christmas—if it doesn't snow.

Why should Sanitation Men be compelled to work five hours on

the other holidays and receive no time off for the five hours? If they do not report to work, they are liable to charges, fine and possible suspension. Why should the heads of the Sanitation Department have the right to bring charges if the men don't report to work on one of the ten holidays?

SANITATION WIFE.

A Temporary's Comment

I would like to add something to the letter, signed Temporary Patrolman, printed in July 31 issue of The LEADER.

Both Temporary Patrolmen and Firemen do not receive the bonus of \$420 that regular men receive and also Temporary Firemen do exactly the same work in every instance as First Grade Firemen, and in some divisions work the two-platoon system, which is 84 hours a week.

TEMPORARY FIREMAN.

Pension Article Correction

An article in the July 3 issue of The LEADER, analyzing the State Retirement law, failed to carry the distinction as to a critical date, given in respect to different interest payments, to include a difference affecting also option of withdrawal of accumulated contributions. The correct distinction in regard to such withdrawal follows:

Any member who became such prior to April 6, 1943, may withdraw his accumulated contributions in lieu of a retirement allowance at any time prior to the compulsory retire-

ment age of 70, regardless of the number of years of service to his credit.

A member who becomes such on or after April 6, 1943, and who has attained the age of 60 may not withdraw his accumulated contributions in lieu of a retirement allowance, if he has five or more years of allowable service to his credit.

The article indicated that there was option on leaving service, except retirement, if there were five or more years of allowable service, regardless of dates.



The State Employee

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

The Atomic Bomb

THE WHOLE WORLD is interested in the effect upon humanity during the coming years of the atomic bomb. Those who have had an active part in perfecting this marvel of power will live in history. We are naturally thrilled that one of our own New York State employees and a member of our Association should have had a first-hand part in this scientific creation. Brigadier General Thomas F. Farrell, Chief Engineer of our State Department of Public Works, on active military service since February 1, 1941, was the first assistant to Major General Leslie R. Groves who was in charge of the entire project.

General Farrell had a brilliant record in the first world war, receiving three citations, including the American Distinguished Service Cross and the French Croix de Guerre with Palm. He served our State in responsible positions, dating from his first assignment to engineering work on the Barge Canal in 1912, following his graduation from the Rensselaer Polytechnic Institute. He was appointed Commissioner of Canals and Waterways of the State in 1926, and to his present State position in 1930. General Farrell has always shown a keen interest in good employment practices.

"More Hazardous or Arduous"

Chapter 302 of the laws of 1945, which amended the Career Service law of 1937, contains a provision reading in part:

"No person holding a position or employee in any department, bureau, commission or office to which this article applies and for which a definite salary or compensation has been appropriated or designated, shall receive any extra salary or compensation in addition to that so fixed. Notwithstanding the provisions of this section, additional compensation may be authorized when in the opinion of the director of the budget, the duties to which an employee is assigned are more hazardous or arduous than those normally performed by an employee with the same title. The director of the budget is hereby authorized to increase the compensation otherwise payable to such employee by the percentage which in his opinion compensates such employee for the duties to which he is assigned. The increase in compensation shall in no event exceed ten per centum of the compensation otherwise payable, and shall have effect only with respect to services thereafter to be rendered."

Many inquiries are being received as to how employees who feel they are entitled to such additional compensation should proceed to bring the matter to the attention of the budget director.

The first step should be a request to the department head, setting forth the reasons for additional pay. It is to be expected that the department head will assist in bringing all facts supporting additional compensation for any group that so appeals to the attention of the director of the budget. In the department of mental hygiene plans, have been under way for some time to establish a procedure to provide extra pay for hazardous work.

The department states that machinery has been developed and it is expected that a definite start can be made at an early date. There seems little doubt but that the director of the budget will be impressed with the essential facts covering the character of duties performed by some groups here and there throughout the service, particularly the institutional service indicating that the duties are beyond the normal as to hazard or arduousness. Should employee appeals through department heads need support before the director of the budget, association action through committees and hearings will be in order.

Getting Ready for Further Progress

The Association is continuously setting forth the facts through the splendid mediums of The CIVIL SERVICE LEADER and "The State Employee" regarding each and every feature of Civil Service law, rule and activity throughout the service. Its chapters and representatives, its officers, its executive committee, its headquarters, and its headquarters staff are busy throughout the year in planning and promoting better service to the people of the State and better working conditions for employees of the State.

The addition to our staff of Laurence Hollister, a former staff attendant at Binghamton State Hospital, makes available to our chapter officers and members additional valuable help in obtaining practical attention to all matters affecting State employment. William F. McDonough, our Executive Representative; John T. DeGraff, our Counsel, and Joseph D. Lochner, our Executive Secretary, now with General MacArthur's army in the Philippines, and who, God willing, will soon be with us again, and Mr. Hollister, are outstanding in experience and ability to serve the officers and members of the Association in promoting employee welfare. Here we have post-war planners who know the problems of labor and are keen to solve them in the best interests of the State and the workers of the State.

Membership Increases

Association membership as of August 7, totalling 27,596, shows an increase of several hundred over last year. The membership of the Association as of the date of the annual meeting last year, on October 17, was 27,052. The increase is a splendid testimonial to confidence in the Association and maintains our organization as the largest all-State-employee body in the world.

What State Employees Should Know

By THEODORE BECKER

Court Invalidates Eligible List

Over Irregularities in Passing One Candidate

If you passed a civil service examination on your merits, and another candidate passed only because of certain irregularities, you would probably oppose the cancellation of the entire examination merely because the one candidate got through improperly.

Yet, such is the concern of the courts of this State for a careful observance of the spirit of the merit system that an entire civil service eligible list is cancelled today because one of the eligibles attained a place on the list as a result of irregularities practiced by a city Civil Service Commissioner. The principles laid down in the case are applicable also to State civil service.

President Predicted Who Would Pass

From the facts outlined in the case, it appears that while a Board of Special Examiners was rating the candidates on the oral part of the test, a prospective appointing officer, anxious to fill vital jobs in his department, repeatedly

asked the City Civil Service Commission to supply him with a list from which he could make some provisional appointments.

In response to his requests, and about 17 days before the eligible list was published, the President of the Commission telephoned the appointing officer and gave him the names of six candidates who would "certainly pass." The accuracy of this prediction, at a time when no final ratings were known, and—when only the written examination results had been tabulated, revealed a situation which the court believed was "not healthy," even if the President's explanation—that one of the Commission's own examiners sitting in with the special board noted that

Personnel Board Sets Job Policy

Special to The LEADER

ALBANY, Aug. 14—The State Personnel Council would like officials of operating departments to pay more attention to the individual grievances and problems of employees.

The Council, which met here in private session, finds itself swamped today with communications from employees of a nature never contemplated by the Council for its consideration. Employees who are dissatisfied with their classification or their salary allocation have written in, demanding action from the Council.

Campbell States Policy

Charles L. Campbell, a member of the Council and administrative director of the State Civil Service Department, today told The LEADER:

"We will not undertake to deal with problems which are in the lap of some other State agency. We cannot pass upon the work of State Classification Board or the Salary Standardization Board. Nor can we undertake to deal with individual problems. We are undertaking a program gradually to educate personnel officers in the various departments so that they can deal with such problems at the source—within the department itself. We strongly favor such consideration to the individual employee's problems."

Mr. Campbell revealed that the Personnel Council is interested in the "broad problems which affect large groups of employees."

After Labor Day, the Council will get down to the business of preparing a memorandum for the use of personnel administrators in the various agencies, indicating what types of problems, the council will undertake to handle, and what types of problems should be dealt with either locally or by other agencies.

Schechter Explains Laws

Mr. Campbell stated that all letters sent in so far will receive replies. He suggested that any employees or officials with questions coming within the jurisdiction of the Council should write in detail, giving as much of the background as possible, so that when the Council undertakes consideration of the matter, it will have the necessary facts at its disposal.

At the recent meeting, Joseph Schechter, Counsel for the State Civil Service Department, outlined the changes in civil service legislation which had been put through by the 1945 Legislature.

The Council has tentatively scheduled its next meeting for the first Wednesday in September.

Westchester Pay Report Challenged

A \$1,200 minimum for Westchester County employees has been endorsed by the Westchester County Competitive Civil Service Association, an affiliate of the Association of State Civil Service Employees.

A resolution passed by the county group criticized the report of a private investigating firm which had been hired to study the problem for the county and had recommended a minimum of \$1,050. The employee association said they were "greatly disappointed in the failure of the survey to recommend an increase in base pay from \$900 to \$1,200 a year."

some candidates had done well, and he had imparted this information to the President in a casual discussion—were assumed to be true. Said the court:

Court's Opinion

"One of the cardinal policies of civil service examinations is anonymity of the persons taking the examination. Papers are given a code letter so that the marker will not know whose paper he is reading. Candidates examined orally are introduced by number. It is not until the final tabulation that the marks are identified with the individual. As regards the special examiners who conducted this examination this principle was carefully carried out and elaborate arrangements to insure it were meticulously observed. The purpose is plain. The candidate, and beyond him the public, is shown that civil service by competitive examination is real, that there is no opportunity to favor, no chance

Densler Outlines Rights Of State's Employees, Including Vet Preference

ALBANY, Aug. 14—A detailed and simplified explanation of veteran preference in New York State was made public today by Mr. F. H. Densler, consultant to the State Civil Service Commission. Mr. Densler's explanation was made at a meeting of Veteran Guidance Counselors who had assembled from over the entire State. Not only did the well-known civil service expert delineate the boundaries of legislation affecting veterans; he even explained the classifications of the civil service. Mr. Densler's analysis follows in full:

In treatment of this subject, a broad interpretation of the title will be assumed, so that there will be included not only the preferences afforded veterans in original entrance to positions and promotions in the public service of New York State and its political subdivisions, but also the rights and privileges of veterans who may wish to return to such positions left by them to enter the military service. It is felt that by so broadening the subject, the Veteran Counselor will be better equipped to answer the questions likely to arise.

That an understanding may be had of the application of these various rights and preferences, an elementary knowledge is necessary of the basic classes or divisions of positions in the State service because certain of these advantages do not apply uniformly to all of these classes.

Classes of Positions

Competitive Class: This usually includes by far the largest number of positions in the service. Original appointments and promotions to positions in this class are obtained through competitive examinations.

Non-Competitive Class: Appointments are made through non-competitive qualifying examination. A rather large number of positions are found in this class. The types are usually those like mechanical journeymen, helpers, handymen, skilled laborers and caretakers.

Exempt Class: Positions are filled without any examination by the Civil Service Commission of the qualification of the appointees. Under this class will be found such positions as deputies of principal executive officers authorized by law to act for and in place of their principals, executive secretaries of departments, and such other positions as it is deemed not practicable to fill by competitive or non-competitive examination. These high positions comprise a very small part of the State service.

In State and County service, it (the Exempt Class) also contains all of the unskilled laborer positions. In cities, these laborers are placed by law in a separate Labor class.

Unclassified Service: The civil service Law specifies the types of positions which shall be in this service. They are of such character as elective officers, certain offices filled by appointment by the Governor, heads of State departments, and the superintendents, principals and teachers in public schools, or in state normal schools and colleges. The Civil Service Commission has no jurisdiction whatever over these positions.

Entrance Preferences to Veterans

War Disabled Veterans: Honorably discharged soldiers, sailors, marines or nurses of the Army, Navy or Marine Corps of the United States, disabled in actual performance of duty, in any war, to an extent recognized by the U. S. Veterans Administration,

who pass a civil service examination for a position in the competitive class, are entitled to have their names placed at the head of the civil service eligible list resulting from the examination. In making appointments or promotions from such a list, they receive absolute preference over other persons on the list.

The minimum passing mark for the examination is the same for all veterans and non-veterans.

In order to establish this preference, the disabled veteran must make his claim in writing to the Civil Service Commission. To qualify, he must have been a citizen and resident of New York State at the time of his entry into the war and must still be a citizen and resident of this State. He must furnish proof of an honorable discharge from military duty and report the war-incurred disability which must still exist.

This preference in appointment really applies only to positions in the Competitive Class. There is no preference provided for appointments in the other classes of positions, except that in the Labor Class of cities, the disabled veteran's name is placed at the top of the employment list and he receives absolute preference in appointment.

Veterans (Non-Disabled): The Constitution provides no preference such as has just been described for disabled veterans. In fact, in New York State, there are no preference provisions for the non-disabled veteran.

Contrary to popular belief, veterans whether disabled or not, do not receive any special credit points on examinations.

Amendment to Constitution to Be Submitted to Voters. The legislative concurrent resolution introduced by Downey and Sherman will be submitted to the voters of this State in November, 1945.

This resolution entitles the non-disabled veteran to preference in appointments and promotions during the next five years, similar to that already described for the disabled veteran. Nevertheless, the disabled veteran will still receive first preference.

Availability of Positions. Although proposed examinations for filling State positions in the competitive class will continue to be announced publicly through various channels, such as by posting notice in post offices, public libraries, schools, employment offices and newspapers, it is the intention of the State Civil Service Commission to appoint a veterans' assistant in its main office at Albany and one in its branch office in New York City. The functions of such an assistant will be to keep informed of all vacancies as they occur in the State service and, upon request, to give such information as well as other pertinent information and advice to veterans and Veteran Guidance Counselors.

(Concluded Next Week)

to prefer an individual except upon merit shown. This show of faith which the commission insists on with others it disregards as to itself. The immediate result is the charge made in this case and the lack of faith which it implies."

Requirement Waived to Pass Candidate

The court also found fault with the action of the Commission in waiving a requirement that a candidate had to receive a rating of 60 per cent in each subdivision of the oral examination to pass. This action was taken by the Commission because it thought the candidate in question had showed himself to be better qualified than those below him despite his disqualification by the Board of Special Examiners. The court carefully noted that the President's prediction of the candidates who would pass would have been inaccurate "if this requirement had

not been waived. The court concluded that these acts of the Commission showed a lack of good faith, stating:

"An obvious disregard of the spirit of a legislative mandate as to the means of doing an act may be quite as invidious as a similar disregard of its purpose. Whether any practical or immediate gain will result from vitiating this particular examination is extremely doubtful. In no other way, however, can the system be preserved or faith in it maintained."

Invalidation Affected All
The cancellation of the entire list, including the names of candidates as to whom no irregularities were charged, did seem unfair to one Justice of the Appellate Division and to three judges of the Court of Appeals.

However, the majority of both courts, respectively, sustained the invalidation of the entire list. (Hanning vs. Kern.)

5-Day Week Issue Dead But Faces Revival Later

ALBANY, Aug. 14.—The five-day week is a dead issue. The Civil Service Commission today revealed that no departments, other than the three which had already inaugurated the contracted work-week, contemplate assumption of the shorter period.

Special to The LEADER

The memorandum of J. Edward Conway, President of the Commission, issued early in the summer, indicating his displeasure at the shortened week, at this time, effectively put the brakes upon those officials who had felt they would put the schedule into effect for the summer months.

Reasons for Protests

There had been many protests from employees following the Conway memorandum, objecting to it on the grounds that (1) the five-day week did not mean fewer hours, but gave the employees a full Saturday to themselves; (2) the patriotic element in the Conway memorandum was without validity, since the quantity of work performed would not be less; (3) an additional day would enable employees to work on farms and perform other war-desirable

actively; (4) the Federal government is reducing the total number of work-hours. However, the operating departments preferred to be guided by the head of the Civil Service Commission. It was not claimed by the Commission that the Conway memorandum was compulsory; and those three departments which had established the 5-day week before issuance of th memo—Education, Health, and DPUI—are continuing them for the entire summer.

Prospect as Hostilities End With the cessation of hostilities, however, the way should be opened to a renewal of the five-day week drive for all departments in which it is practicable, but it is expected that months would elapse before its resumption.

\$278,911 In Claims Paid On Insurance

ALBANY, Aug. 14.—A report submitted today, covering a 15-month period of operation of benefits under the insurance system of the Association of State Civil Service Employees shows that for a recent 15-month period \$278,911.76 was paid on claims. Of this amount \$172,947.86 was on claims arising from insured women and \$105,963.90 from insured men.

The following table gives the total amounts, by 77 departments and institutions of the State government:

Table with columns: Members' Dept., Number of Claims, Amount Paid. Lists various departments like A&M, A&C, Banking, etc., with their respective claim counts and amounts.

NEWS ABOUT STATE EMPLOYEES

Syracuse State School

The employees of Syracuse State School gave a party for Mr. and Mrs. J. H. Anderson, Mr. Anderson, for the last 2 1/2 years our Senior Business Manager, is transferring to Creedmoor State Hospital. Mr. Anderson is very well acquainted in the Department of Mental Hygiene, having worked at different times in Albany office as well as at Wingdale and Willard.

Craig Colony

Mrs. Mary Keady is on vacation. Nellie Reilly has returned to duty after several days' absence due to the illness of her husband, M. P. Reilly.

Mr. and Mrs. Carl Spaeth are on vacation. So are Mr. and Mrs. J. Walter Mannix. Add to the list Mr. and Mrs. J. J. Little and Clifford Green.

James Jackson has been ill. Sgt. James Dugan is spending a furlough with his parents, Mr. and Mrs. David Dugan.

Mr. and Mrs. Lester Carlson are on vacation.

Miss Mabel Davis, occupational therapist, has returned from California and is expected to resume her duties shortly.

Joyce Smith of Buffalo is a new employee in the O. T. Dept.

Mabel W. Doran, retired, died suddenly at her home in Honeoye Falls. Mrs. Doran entered the State service in 1912 as Superintendent of Nurses and Principal of the School of Nursing at Craig Colony, serving in this capacity until her retirement four years ago. She is survived by a son, Lieut. - Commander Robert E. Doran, U.S.N.; two daughters, Mrs. Orlando Brewer of Rye, and Mrs. Leo Cooney of Honeoye Falls; two brothers, one sister, and several grandchildren.

Clinton Prison

Here is the result of the election of officers of this Chapter: President, William Meehan, re-elected; Vice President, John Ruiz; Treasurer, Al Gilbert; Secretary, Sheldon F. Lindsay.

Thanks are due Lem Armerf for the time and effort he has spent on the proposed bill on 25 year retirement for Prison Guards.

We regret very much the loss of the four officers transferred from this Institution — Fred Walsh, George Lipkowski and Steve Metzger, D. Attia, and Donald Volker to Sing Sing. The best of luck to them all in their new homes.

Our PK, Mr. Murphy, is enjoying a few days of vacation in Elmira.

Mr. and Mrs. Edward Ayotte and Mr. and Mrs. William Cosgrave are spending several days of their vacation, visiting relatives and friends in Maine.

The comment by the Correspondent at Great Meadow, that some of the best fishing in the State was down in their neck of the woods, and best fisherman, too, leads me to suggest they take a trip up this way and try some of our streams and lakes in Clinton County. While here they should check some of these former catches with some of the catches by some of our outstanding anglers, such as Maynard Lavigne Clyde (Apple) Miller, Greer (Mickey) Walker and others at our institution.

Harry Mitchell returned to work after a serious illness.

Barney Wing has returned to work after nearly four years in the Armed Forces, a little over 3 years of which was spent in the South Pacific. He is the first employee from this prison to be returned to civilian life under the point system. After returning he married a former school chum, Miss Marion Heron, daughter of Game Warden Hugh Heron.

Central Islip

A farewell party was given for Peter Milhaven by the employees of this State hospital at Hotel Frank on his retirement after 25 years of State service. The music and entertainment was furnished by Wallace McCrone and family. The party was a surprise to the guest.

Mr. Milhaven was appointed in 1921 as Recreation Instructor. He always had the patients' interest at heart and won the esteem and affection of patients and employees alike. He gave cash prizes each year to patients, out of his own pocket. He was coach of the patients' and employees' baseball team. Between '30 and '41 this hospital won the championship nine times as a member of the Patients' Baseball League. The baseball diamond considered to be one of the best, is attributed to his skill and effort. In 1933, with a group of patients and the Assistant Recreation Instructor, Jerry Lysaght, he completed the work on this undertaking.

While in the Army prior to his State service he was an outstanding baseball and basketball player.

He will continue to live in Central Islip with his wife, Catherine, a Supervisor who retired from the Nursing Staff four years ago.

Auburn Prison

Lewis E. Tyler died after a very short illness. Mr. Tyler was appointed to Sing-Sing Prison in 1923 and transferred to Auburn in 1930. Lew, as we knew him, had a host of friends here and in Sing-Sing. He certainly will be missed around the prison.

The Auburn Prison Chapter held its annual Clam Bake. Most of our guards hail from Clinton Prison. And if you want to find a hungry guard go to Clinton. On the other hand if you want to eat when at Dannemora, drop in to Bill McCurdy's.

Speaking of hunting, a few years ago, a party of men from Auburn Prison went deer hunting in the neighborhood of Wannakena. Late one afternoon during the hunt four or five of the party were sitting on a log waiting for the rest of the party to come in. Suddenly a huge black bear appeared about fifty feet in front of them. The excited gang sprang to their feet. Someone shot. You could see the bear flinch. He started walking toward them, making an awful noise. He was hurt. Several other shots rang out and each time one could see the big

animal getting madder. He kept on growling and coming nearer. The big fellow came until he was within seven feet of the party. There he fell. After the smoke had cleared away and they were sure the bear was dead, some one said, "Where is Jim Coleman?" He wasn't around. They looked around the vicinity and one spot looked as if a bull-dozer had just gone through. The men followed this trail for quite a spell. They crossed a stream that was about ten feet wide. There on either side were Colman's tracks. He had cleared the stream as if it had been about three feet wide instead of ten. They found him that night about six miles away.

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Eligible Lists For State Jobs

Table of eligible lists for state jobs. Columns include position title and list number. Includes roles like File Clerk, Ins. Mental Hygiene, Psychiatric, etc.

Table of eligible lists for state jobs. Columns include position title and list number. Includes roles like Farm Manager, Insps. Dept., Mental Hygiene, etc.

Table of eligible lists for state jobs. Columns include name and list number. Includes names like Blockidge, Marjorie, Crofut, F. C., etc.

Albany Shopping Guide advertisement for various categories.

Schools advertisement for Stenotype Secretarial Studio.

Furs advertisement for Custom and Ready Made Fur Coats.

Millinery advertisement for Hats Inspired With Quality.

Where to Dine advertisement for Try Our Famous Spaghetti Luncheon.

Beauty Salon advertisement for Otto-Hairdresser.

Books advertisement for See our large stock of used books.

Large advertisement for Personal Loans For Civil Service Employees at a Bank Rate, featuring a photo of a man and the logo for Bronx County Trust Company.

Advertisement for The Handy Andy Shoe store, located at Chapel Street or 12 Pine Street.

Conflict of Rulings Held Menace to Jobs for Vets

Special to The LEADER

PITTSBURGH, Aug. 14—Employers are out on a limb because of conflict in the nationally-applicable rulings on the rehiring of discharges from the armed forces, Col. James S. Erwin said today. He is president of the Tri-State Industrial Association.

"The director of Selective Service and the Department of Labor each have issued diametrically opposed interpretations of the act that provides for the re-employ-

ment of discharged veterans. This situation is bad enough for both the veterans and the wartime worker, but it is intolerable for the employer. No matter what he does in a disputed case, he may be taken before the War Labor Board or the courts and charged with violating either a contract or the Selective Service Act.

Hershey vs. Labor Dept.

"Section 8 of the Selective Service Act provides that the veteran must be restored to his old position or to a position of like seniority, status and pay, if he meets such

conditions as having been honorably discharged and applies for his job within ninety days, and it is humanly possible for his employer to rehire him.

"An employer cannot, without just cause, discharge such an employee within one year. Lewis B. Hershey, Selective Service Director, has ruled that it means just that, absolute restoration to a job without regard to relative seniority.

Retention Preference

"However, the Department of Labor has said this provision of

the act merely guarantees the veteran his place on the seniority list of the company where he formerly worked, with accrued seniority credit for time spent in the armed forces, but does not guarantee a job if it means letting out a worker with greater seniority.

"Furthermore, the Department of Labor contends a veteran once reinstated in his job is to be given no preferential treatment in respect to layoffs if, after his rehiring, cutbacks or anything else make it necessary to release him."

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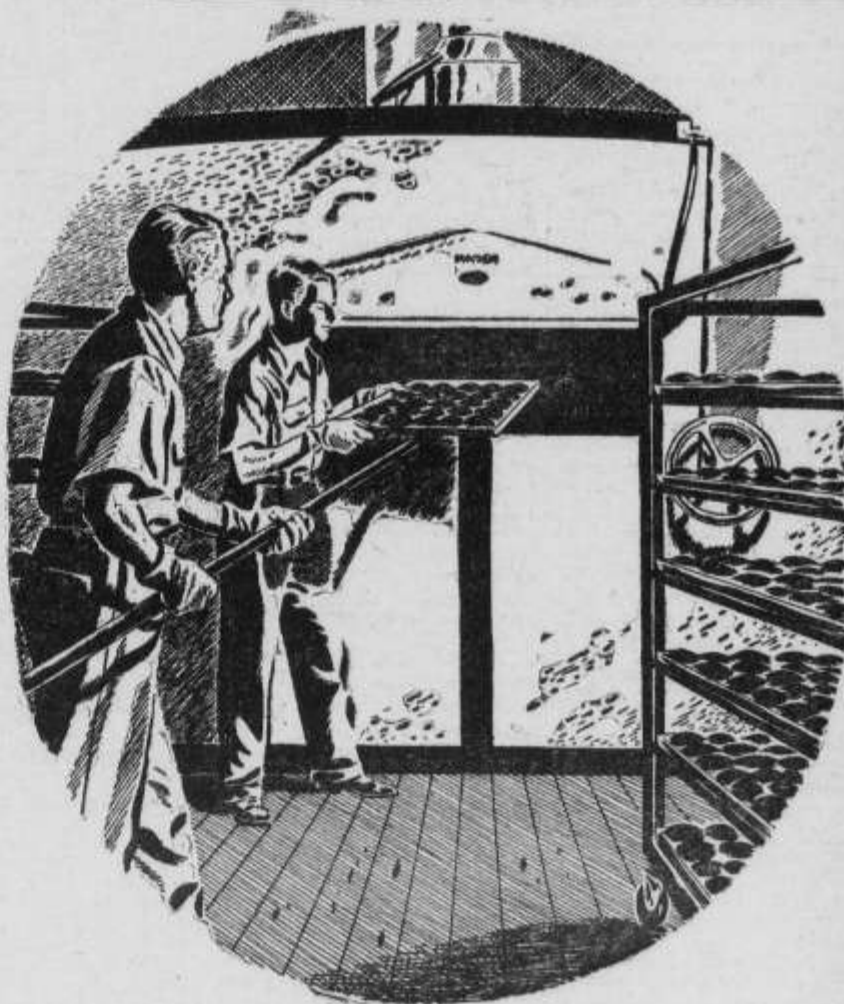
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- ... instead of a few huge plants, 27,000 humming factories where every conceivable skill will be welcomed.
- ... a pent-up demand for goods.
- ... business with ambitious plans for expansion. (Local plants recently surveyed tell us they expect to employ 37% more people after the war than they did before!)
- ... and an abundance of dependable electric power provided by alert private management to make those plans practical.

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All-Out Aid to Employees Is Pledged by Hollister

Special to The LEADER

ALBANY, Aug. 14—Lawrence J. Hollister, recently appointed Field Representative of the Association of State Civil Service Employees, has plunged into his manifold tasks with a visit and survey of employee needs at Harlem Valley State Hospital. Mr. Hollister attended a meeting (and a picnic) of the Association chapter there.

He spoke on matters intimately affecting the daily lives of institution employees—the anticipated regulations concerning sick leave, time off and vacations; overtime; classification, veteran preference; pay schedules.

States His Policy

Mr. Hollister was roundly acclaimed by employees at the institution, who expressed themselves as well pleased with the new service which the State Association is rendering through Mr. Hollister. To a reporter, the new Field Representative said:

"I have scheduled an itinerary which will in due course cover every Association chapter in the State. I am available to all employees for consultation on their problems—whether these problems be of a personal nature or affecting a group of employees or all employees. Not only should employees not hesitate to contact me, but it is my job specifically to aid in every way I can. I urge that employees let me know what their problems are."

Letters should be addressed to Mr. Hollister at the Association of State Civil Service Employees, Room 156, State Capitol, Albany 1, N. Y.

The Harlem Valley event was under the supervision of Willis O.

Markle. Irving Brown acted as chairman of the amusements committee. The picnic-meeting included dancing, games, refreshments and the distribution of war bonds.

Found Best Fitted

Mr. Hollister's appointment to the position of Field Representative had been announced on July 31 by Clifford C. Shoro, President of the Association. The appointment filled a long-felt need, Mr. Shoro explained, and Mr. Hollister had become intimately acquainted with the problems and requirements of the employees. As executive secretary of the Binghamton chapter of the State Association, Mr. Hollister has had experience in group activity, and was a vital factor in building up that chapter as one of the foremost in the Association's roster. He has been with the Binghamton State Hospital, as attendant and staff attendant, since 1931.

Mr. Hollister will aid in carrying out the Association's broad program for the improvement of the State service and the welfare of employees. He will maintain liaison between the local chapters and Albany headquarters. And he will act as trouble shooter for the employees.

Progress Report On State Exams

OPEN-COMPETITIVE

SENIOR CIVIL SERVICE INVESTIGATOR. Department of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is completed. Rating of training and experience is completed. Interviews have been held. Clerical work in progress.

JUNIOR ADMINISTRATIVE ASSISTANT. Labor Department: 91 candidates, held November 18, 1944. Rating of the written examination is completed. Rating of training and experience to be checked. Interviews to be held.

EDITORIAL ASSISTANT. Department of Education: 45 candidates, held May 26, 1945. Rating of the written examination is in progress.

HEAD LAUNDRY SUPERVISOR. Mental Hygiene Institutions: 39 candidates, held May 26, 1945. Checking of the written examination is in progress. Rating of training and experience is completed.

SENIOR ADMINISTRATIVE ASSISTANT. Department of Health: 26 candidates, held May 26, 1945. Rating of the written examination is in progress.

SENIOR MAINTENANCE SUPERVISOR. Mental Hygiene Institutions: 45 candidates, held May 26, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

SUPERVISOR OF VOCATIONAL REHABILITATION. Department of Education: 199 candidates, held May 26, 1945. Rating of the written examination is completed. Checking of training and experience is in progress.

ASSISTANT ADMINISTRATIVE DIRECTOR OF CIVIL SERVICE. Department of Civil Service: 20 candidates, held July 21, 1945. Rating of the written examination is in progress.

ASSISTANT PURCHASING AGENT (DRUGS). Executive Department, Division of Standards and Purchase: 29 candidates, held July 21, 1945. Rating of the written examination is in progress.

LABORATORY WORKER. Department of Health, Division of Laboratories and Research: 10 candidates, held July 21, 1945. Rating of the written examination is in progress.

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

SENIOR STATISTICIAN. Department of Correction: 15 candidates, held July 21, 1945. Rating of the written examination is in progress.

DIRECTOR OF CLASSIFICATION. Department of Civil Service: 9 candidates, held July 28, 1945. Rating of the written examination is in progress.

PROMOTION

ASSISTANT STATE ACCOUNTS AUDITOR. Department of Audit and Control: 9 candidates, held March 3, 1945. Awaiting settlement of one disabled veteran's preference.

HEAD STATIONARY ENGINEER. Department of Mental Hygiene: 60 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

PRINCIPAL COMPENSATION CLERK. Department of Labor, New York Office: 42 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

PRINCIPAL STATIONARY ENGINEER. Department of Mental Hygiene: 88 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

SENIOR AUDITOR. Department of Audit and Control: 18 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

ACCOUNT CLERK. Department of Mental Hygiene (Institutions): 88 candidates, held March 24, 1945. Rating of the written examination is completed. Rating of training and experience completed. Clerical work in progress.

SENIOR STORES CLERK. Department of Mental Hygiene (Institutions): 37 candidates, held March 24, 1945. Rating of the written examinations is completed. Rating of the training and experience is completed. Clerical work is in progress.

CLERK. Department of Mental Hygiene: 47 candidates, held April 7, 1945. This examination has been sent to the Administration Division for printing.

SENIOR STENOGRAPHER. Department of Mental Hygiene: 176 candidates, held April 7, 1945. Rating of the written examination is completed. Rating of training and experience completed. Clerical work is in progress.

STENOGRAPHER. Department of Mental Hygiene: 92 candidates, held April 7, 1945. Rating of the written examination is completed. Rating of training

How Veterans Should Protect Insurance

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

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

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

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

and experience is completed. Clerical work is in progress.

TYPIST. Department of Mental Hygiene: 63 candidates, held April 7, 1945. This examination has been sent to the Administration Division for printing.

SENIOR INSURANCE REPORT AUDITOR. Insurance Department: 19 candidates, held April 21, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

SENIOR TAX COLLECTOR. Department of Taxation and Finance, Brooklyn District Office: 10 candidates, held April 21, 1945. Rating of the written examination is in progress.

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Church Announcements FOR CIVIL SERVICE EMPLOYEES

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DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45
SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:50
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.)—5:30 and 7:30
CONFESSIONS—At all times.

St. Francis of Assisi

(National Shrine of St. Anthony)
135 WEST 31st STREET
NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—5, 6, 8:30, 7, 8, 8:30, 9, 10, 11:15 (11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 4:30 A.M. to 10 P.M.

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NOTHING LIKE IT ANYWHERE!

Latest Revised List of Government Openings

The United States Civil Service Commission's list of openings, as obtained from the Second Regional Office, and corrected to date, shows that the demand for employees in expanding government agencies, such as Veterans Administration will continue. Recruiting for skilled workers also continues.

Read the job listing below and the General Instructions at the end of the listing. When you have spotted the job for which your training or experience fits you, go to the Second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Christopher and Washington Streets). You'll need a certificate of availability if you're now engaged in an essential occupation, but not until you actually have the offer of a new job.

Contact Representative
\$2,980 a Year, Plus Overtime Pay
Places of Employment: Veterans Administration Regional Office located at Albany, N. Y.; Batavia, N. Y.; New York, N. Y. and Lyons, N. Y.

However, successful candidates will be required to signify their willingness to accept assignment at any Contact Office coming under the jurisdiction of the particular Veterans Administration Regional Office at which employment is desired.

Under the Veterans Preference Laws those who have the right to veteran preference must be considered for this position before all other persons. Applications will be accepted from persons not entitled to military preference who live in the place of employment or the immediate vicinity of the place of employment, but such persons can be considered for employment only in the absence of eligibles entitled to military preference.

Closing Date: Applications will be received until the needs of the Service have been met.

Salary and Workweek:
Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the overtime hourly rate is 1 1/2 times the basic hourly rate. At present most Federal employees work a 44- or 48-hour workweek; the Veterans Administration, however, is operating on a 48-hour week basis.

Annual salary for this position is as follows:

Basic Salary	Overtime Pay	Total Salary
\$2,984—48 hours	\$3,874	\$6,858
\$3,984—48 hours	\$5,274	\$9,258

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

Duties:
Interviews claimants; furnishes general information as to benefits provided by law and assists claimants in executing the forms and supporting documents necessary to make claim for benefits; furnishes to claimants such specific information as is necessary on any particular issue in the case; explains to claimants the action taken by the Veterans Administration; ascertains and notes carefully the exact reasons for the claimant's dissatisfaction; secures from claimants all information bearing upon the injuries or diseases alleged to have been incurred or aggravated by military service; arranges for further consideration of the basis for claims if such course is indicated; assists in presenting cases before rating boards; contacts patients at discharge to learn if further assistance and advice is desired; makes field investigations; serves on temporary boards, permanent boards, committees, as substitute member on Rating Board when so authorized; in cooperation with agencies directly responsible for the placements of the unemployed, assists veterans in securing employment; verifies regarding the existence of a service-connected disability; and maintains necessary working relationships with service and welfare organizations.

Minimum Qualifications:
Experience required for admission to examination:

Except for the substitution provided for below, applicants must have had at least three years of progressively responsible experience in any one or any combination of the types of experience listed below:

- (1) Experience with an organization primarily engaged in dealing with the public, giving counsel and assistance to individuals regarding personal, family, financial, employment, or legal problems.
- (2) Experience as a teacher or vocational guidance or placement service in a secondary school, college, or university, provided that it was a regularly designated responsibility, and not merely incidental to other assigned activities.
- (3) Experience in the personnel office of a public or private organization which involved responsibility for the interviewing and placement of employees.
- (4) Experience in the armed services in which a substantial part of the experience involved rendering aid to members of the armed forces in solving personal, family or financial problems.
- (5) Experience in an organization concerned with the administration of rehabilitation, placement, advancement, training, disability compensation or insurance programs for veterans which requires a knowledge of the policies, uses, and regulations governing such programs.
- (6) Experience in Government, business or industry which involved responsible contact with the public.

Examples of Non-qualifying Experience:
1. Experience in a purely clerical capacity in any organization.
2. Experience as a credit investigator.
3. Experience as a door-to-door salesman.

Substitution of Education for Experience:
For each six months of the experience prescribed above, up to a maximum of two years of experience, applicants may substitute one full year of study successfully completed in a college or university of recognized standing.

In addition applicants may substitute for one year of the required experience successful completion of the special 20- or 24-week course given for the training of national service officers who serve veterans' organizations under the provisions of Public Law 16.

Part Time or Unpaid Experience:
Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a full-time or part-time occupation. Such experience will be credited on the basis of time actually spent in appropriate activities.

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

Written Test:
Competitors will be required to take a written test designed to test their general knowledge and aptitude for learning and adjusting to the duties of the position. Rating will be on a scale of 100.

For eligibility, competitors granted 5-point military preference must attain a rating of at least 85, excluding preference credit, and competitors granted 10-point military preference, a rating of at least 90, excluding preference credit.

Oral Examination:
Competitors who attain eligible rating on the written test may be required to qualify in an oral examination, which will be held at points as convenient for competitors as conditions permit. Competitors will be notified, in advance, of the date and place of the oral examination. Traveling expenses incurred by an applicant in connection with an oral examination can not be borne by the Government. The oral examination is designed to determine the following qualifications which are essential to the successful performance of the duties of the position:

1. Ability to secure facts through observation, interview, and investigation without friction, and under difficult conditions.
2. Ability to gain cooperation and cooperate with others.
3. Initiative, resourcefulness, comprehension, self expression, presence, and other such observable personal characteristics.

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

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

3. There are no age limits for this position.

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

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

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

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

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

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

How to Apply:
1. Applicants must file the forms and material listed below, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y.:
A. Application Form 537;
B. Card Form 4000-ABC;
C. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.

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

This announcement immediately cancels and supersedes Announcement No. 2-32, for contact representative, issued May 8, 1945.

Applications are not desired from persons engaged in war work unless the position applied for requires the use of higher skill than the worker is using in his present employment. Appointments in the Federal service are made in accordance with War Manpower Commission policies and employment stabilization programs. This means, generally, that persons employed in certain activities or occupations may be required to obtain statements of availability from their employers or referral from the United States Employment Service before they can be appointed. Offer of Federal appointment will be accompanied by instructions as to what steps the person must take to secure necessary clearance. Statements of availability should not be secured until offer of appointment is received. A veteran of World War II, who has other than a dishonorable discharge, is not required to secure a statement of availability or of referral from the United States Employment Service.

Adjudicator
\$2,320 a Year, plus Overtime Pay
Places of Employment: Veterans Administration Regional Offices located at Albany, N. Y.; Batavia, N. Y.; New York, N. Y. and Lyons, N. Y.

Closing Date: Applications will be received until the needs of the service have been met.

Salary and Workweek:
Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized

time worked in excess of 40 hours. For employees whose basic annual salary is \$2,320 or less, the overtime hourly rate is 1 1/2 times the basic hourly rate. At present most Federal employees work a 44- or 48-hour workweek; the Veterans Administration, however, is now operating on a 48-hour week basis.

Annual salary for its position is as follows:

Basic Salary	Overtime Pay	Total Salary
\$2,320	\$348—44 hours	\$6,668
	\$506—48 hours	\$8,016

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

Duties:
Under immediate supervision of Authorization Officer, responsible for (A) the preparation, technical accuracy and legal correctness of awards and the explanation of legal points involved in the decision of the Rating Board where the decision is unfavorable to the beneficiary; (B) the technical correspondence necessary to inform the claimant or his representative of his rights and the evidence necessary to establish them; (C) assembling evidence necessary to adjudication of claims for disability and death compensation or pension, accrued disability and death compensation or pension, and the statutory burial allowance, or to adjustment of emergency officers' retirement pay by reason of apportionment or hospital treatment or institutional or domiciliary care; (D) the preparation and accuracy of stop-payments, disallowances and forms and correspondence with reference to the claims outlined above; (E) upon direction, contact with and assistance to claimants and beneficiaries, their representatives, cooperating agencies and interested parties in reference to adjudication matters; (F) field investigation (where field examiners or contact representatives are not available) to secure necessary evidence or to clarify points at issue in claims under jurisdiction of adjudication division or to secure information or evidence requested by Central Office; (G) discharge of duties in capacity of attorney for the Government and as an aid to the claimant; (H) and performance of such other duties as may be assigned in furtherance of adjudication activities.

Minimum Qualifications:
Applicants must have been admitted to the Bar of a State, Territory, or the District of Columbia, and in addition must

(Continued on Page 12)

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WESTCHESTER COMMERCIAL SCHOOL, 529 Main St., New Rochelle, N. Y. Accounting, Stenographic, Secretarial. Day & Eve. Sessions. Enroll now. Send for booklet.
- Watchmaking**
STANDARD WATCHMAKERS INSTITUTE—2061 Broadway (72nd), TR 7-8599. Lifetime paying trade. Veterans invited.

U.S. Jobs

(Continued from Page 9)

Show the experience specified in (f) or (g) immediately below: (1) At least one year in the general practice of law. (2) At least one year of legal or quasi-legal experience. Quasi-legal experience is defined as experience involving, in a substantial way: (A) Analysis of statutes; (B) Examination or investigation of claims arising under law, contract, or Government order; (C) Adjustment of claims arising under a law, contract, or Governmental order. (NOTE: Persons entitled to veteran's preference should include in their experience statement the duties performed while serving in the armed forces.) Credit will be given for all valuable experience of the type qualified, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

General Instructions

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

Apply in Room 460

641 Washington Street

Positions at West Coast Naval establishments such as Puget Sound Navy Yard—Bremerton, Washington; Mare Island Navy Yard—Vallejo, California; or Hunters Point Naval Drydocks—San Francisco, California.

- Blacksmith \$1.50-\$1.26. Boilermaker, \$1.20-\$1.26. Coppermith, \$1.20-\$1.26. Electrician, \$1.21-\$1.27. Helper Boilermaker, 89c. Helper Electrician, 89c. Helper General, 89c. Helper Machinist, 89c. Helper Rigger, 89c. Helper Sheetmetal Worker, 89c. Helper Shipfitter, 89c. Instrument Maker, \$1.25-\$1.31. Machinist Inside, \$1.20-\$1.26. Machinist Outside, \$1.20-\$1.26. Radio Mechanic, \$1.20-\$1.26. Rigger, \$1.20-\$1.26. Sheetmetal Work, \$1.22-\$1.26. Shipwright, \$1.21-\$1.27. Welder, Electric, \$1.20-\$1.26.

Positions at U. S. Naval Air Stations, Alameda California, or Seattle, Washington.

- Aircraft Instrument Mechanic, \$1.14. Aircraft Mechanic General, \$1.14. Aircraft Mechanic Motor, \$1.14. Electrician, Aviation, \$1.16. Machinist, Inside, \$1.14. Metalmith, Aviation, \$1.16. Watch Repairer, \$1.14.

Positions at Pearl Harbor Navy Yard, Territory of Hawaii.

- Boatbuilder, \$1.52. Boilermaker, \$1.52. Electrician, \$1.52. Gas Cutter or Burner, \$1.52. Helper Boilermaker, \$1.08. Helper Coppermith, \$1.08. Helper Electrician, \$1.08. Helper General, \$1.08. Helper Machinist, \$1.08. Helper Pipefitter, \$1.08. Helper Radio Mechanic, \$1.08. Helper Rigger, \$1.08. Helper Sheetmetal Worker, \$1.08. Helper Shipfitter, \$1.08. Machinist Inside, \$1.52. Machinist Outside, \$1.52. Painter, \$1.52. Pipefitter, \$1.52. Radio Mechanic, \$1.52. Rigger, \$1.52. Sandblaster, \$1.10. Sheetmetal Worker, \$1.52. Shipfitter, \$1.52. Shipwright, \$1.52. Welder, Electric, \$1.52.

Positions at other Naval Activities—11th Naval District (Pearl Harbor), Territory of Hawaii.

- Aircraft Instrument Mechanic, \$1.53. Auto Mechanic, \$1.44. Cement Finisher, \$1.52. Chauffeur, \$1.20. Engineman, Hoisting & Portable, \$1.52. Engineman, Refrigeration, \$1.52. Fireman, Steam, \$1.28. Helper Aircraft Instrument Mech., \$1.10. Helper Aircraft Mechanic General, \$1.09. Helper Auto Mechanic, \$1.08. Helper Metalmith Aviation, \$1.10. Helper Refrigeration Mechanic, \$1.08. Helper Woodworker, \$1.08. Joiner, \$1.52. Laborer (Male), 84c. Metalmith Aviation, \$1.53. Operator Automotive Equipment, \$1.52. Ordnanceman Powder, \$1.30. Painter, \$1.54. Plumber, \$1.52.

Recruitment Ends For These Jobs

Following is a listing issued today by the Second Regional Office of the U. S. Civil Service Commission, of jobs for which recruiting has been closed:

Under Inspector, Ordnance Materials, \$1,440, and Minor Inspector, Ordnance Materials, \$1,360, both at Ordnance Department at Large, War Department, Rochester Ordnance District.

Farm Placement Representative, \$1,980. No more applications accepted from persons residing in the areas served by the following Local U. S. Employment Service Offices in the State of New York: Glen Cove, Lockport, Middletown, Oneonta, Patchogue, Schenectady and Utica.

Toolmaker, Ordnance Service War Department, at Planting Arsenal, Dover, N. J.; Basitan Arsenal, Metuchen, N. J.; Watervliet Arsenal, Watervliet, N. Y.; Navy Department, New York Navy Yard, Brooklyn, N. Y.

Chief Tool and Gauge Designer, \$2,600-\$3,200, Principal Tool and Gauge Designer, \$2,300-\$2,600, Senior Tool and Gauge Designer, \$2,000-\$2,300, Tool and Gauge Designer, \$1,800-\$2,000; War Department, Planting Arsenal, Dover, N. J.; War Department, Watervliet Arsenal, Watervliet, N. Y.

Rent Inspector, Office of Price Administration, \$2,433. For duty in the Albany-Troy Defense Rental area and Rensselaer counties.

How End of War Affects Your Job

(Continued from Page 1)

Some Will Expand

On the more cheerful side of the picture—from the Federal employees' view—is the fact that the cessation of hostilities doesn't mean an immediate heavy slash in the Federal employment rolls. Reconversion takes time; many of the war service agencies will need large staffs for many months; some, such as the Veterans Administration, will continue long into the post-war era and even expand for months to come. Some of the old-line agencies have taken on new importance and functions during the war years and will need far larger staffs than before 1941.

Many War Service Employees will have little to look forward to when the mass layoffs begin. One hope for them is the increase in unemployment compensation to \$25 a week for 26 weeks which has been requested of Congress by President Truman.

One question on the minds of many, both in and out of the Federal service, is: "When will the Federal Government drop War-Service Regulations and begin hiring for permanent jobs?"

The answer to the Commission is that officials haven't even begun to think about that. They foresee future needs for some time being filled by transfers and re-hirings. This applies to top jobs as well as to others.

THE STATE

A fairly large number of State employees face the probability of imminent release from their jobs. However, "imminent" does not mean immediate. These are the employees who now hold war-duration or temporary appointments. The number varies from department to department, but while no accurate total could be obtained, it is said to be a substantial percentage of the entire roster of State employees, since comparatively few examinations for permanent positions have been held in wartime.

How long these employees will hang on to their positions depends upon (1) how quickly the veterans return; (2) how soon examinations in the titles will be given; and (3) how soon, thereafter, eligible lists will be set up. It is certain that in some cases as much as a year must pass before present temporary employees will have to leave to make room for those who pass examinations.

The State Civil Service Commission has already prepared its examinations for a wide variety of the duration posts, and is ready to announce them just as soon as the time is propitious. But the Commission must consider the problem of staff; its present staff is not considered sufficiently large to handle the huge quantity of work which will be entailed.

Expect Complex Problems

The Commission is looking forward to a huge complexity of problems resulting from the claims of returning veterans, from cases of temporarily promoted employees who will have to go back to their former jobs at reduced pay, to the struggle to hold on when severance impends.

Spokesmen of the Commission look forward to a tough time, and the probability of litigation.

Should the Sherman-Downey veteran preference amendment become law, it will mean that many competent employees will have to give up hope of promotion. This amendment permits disabled veterans to go to the top of any eligible list for which they have passed an examination; then they are followed, immediately below, by non-disabled veterans who have passed; and last come the civilian members of the department. In some departments, the number of returning veterans will be sufficient to reduce drastically the promotion opportunities of those who remained on their jobs during the war period.

SITUATION IN NYC

The following effects of the war's end on NYC employment were outlined at the Civil Service Commission:

1—Since the City has been struggling along with a manpower shortage, immediate steps would be taken to fill the gaps as soon as recruitment possibilities permit. This means the expediting of entrance examinations, including the popular ones of Patrolman, Fireman, Sanitation Man and Correction Officer. The eligible lists have expired or are exhausted.

2—A canvass of personnel needs by department heads, so that

the Commission can quickly act on requests for examinations. 3—Arrangements will be made without delay for speeding up the restoration of returning veterans to their city jobs, and the holding of special military tests where the candidate already passed one part of the test. 4—Funds to be requested of the Mayor and the Board of Estimate with which to pay the salaries of returning veterans and to hold the examinations.

PRIVATE INDUSTRY

Employees in private industry will feel the effects of the termination of war contracts. A large part of the war-production program has been financial, directly or indirectly, by the Federal Government.

The United States Employment Service is expected to play an important part in the relocation of workers from war to peace-time jobs.

Applicants for Civil Service jobs will find the competition keener again, as the security offered by a permanent civil service post becomes a powerful attraction to job-hunters.

Leaders of industry are confident that the conversion plans already prepared will absorb the former war-workers and returned veterans, although employment is expected to keep dropping for several months before a rise starts again.

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New U. S. Pay Law Explained in Plain Words

A THREE-PART article by H. J. Bernard, member of the Federal Bar, analyzing the 1945 Pay Law which directly affects all in the Classified Service and many others, was published in The LEADER July 10, 17, and 24. Tables show new and old rat

Clear, exact information is given on coverage, basic compensation, overtime, in-grade promotions, differentials and holiday pay. Besides, Mr. Bernard's answers to readers' questions on the law are included. In the July 31 issue official rulings by the Comptroller General on the Pay Law were printed.

Send 25 cents and ask for the four Pay Law issues. They will be mailed postpaid.

The LEADER, 97 DUANE ST., NEW YORK 7, N. Y.

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 Uniforms and Meals
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LEGAL NOTICE

AIGELTINGER & CO.—Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere and have filed a certificate in the Clerk's Office of the County of New York, of which the substance is as follows: The name of the limited partnership is AIGELTINGER & CO., located at 79 William Street New York City. The character of the business is a general and commission business in stocks, bonds and commodities, and in general, such business as is usually conducted by dealers in listed and unlisted securities. The name and place of residence of each member is as follows: FRANK W. AIGELTINGER, 80 Brewster Road, Scarsdale, New York. ENNIS K. AIGELTINGER, 80 Brewster Road, Scarsdale, New York. Both of whom are general partners, and WILLIAM F. MULLAN, 485 Summit Avenue, Oradell, New Jersey, who is a limited partner. The term for which the partnership is

to exist is from the 1st day of August, 1945 to the 31st day of July, 1946, and thereafter, from year to year. The amount of cash and securities contributed by the limited partner is the sum of \$20,000. No other property is contributed and no additional contributions are agreed to be made by the limited partner. The time agreed upon when the contribution of the limited partner is to be returned to him is upon the termination of the partnership agreement, as hereinafter stated; unless said agreement is sooner terminated at the option of said limited partner, should the completion of the partnership change in any respect due to the addition or subtraction of partners from any cause whatsoever; or in the event of the death of the limited partner, at the option of his estate. Such option in either event to be exercised upon 90 days' notice, and to be given within 30 days after the happening of the event. Any of the general partners or the limited partner may terminate the limited partnership agreement upon 90 days' written notice to the other partners by registered mail.

The compensation of the limited partner is interest at 2% per annum upon his capital contribution and, in addition, William F. Mullan shall receive 40% of the net profits of the partnership, after charging of Frank W. Aigeltinger's salary as an expense of the business. No right is given the limited partner to substitute an assignee as contributor in his place. The limited partner is given priority as to contribution and as to compensation by way of income. No right is given the limited partner to demand and receive property, other than cash, in return for his contribution. In case of the death of a general partner, the surviving general partner may, subject to the terms herein above stated, continue the partnership to the end of the term. Upon the termination of this partnership agreement, the right to continue a partnership under this same firm name and style is reserved to the general partners. The certificate referred to above has been sworn to by all the general and limited partners on July 30th, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of RAY WELDING 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 23rd day of July, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of LOUIS FEHLMAN, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 31st day of July, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of RASGO SPORTSWEAR, 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 24th day of July, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of THE GILBRETH MANAGEMENT DESK CO., INC. and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

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

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

J. G. ANDRESEN.—The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows:

I. The name of the partnership is J. G. Andersen. II. The character of the business is generally, but not exclusively, acting as dealers and brokers in the purchase and sale of hides, skins and leather.

III. The location of the principal place of business is at 8 East 36th Street, in the Borough of Manhattan, City, County and State of New York.

IV. The name and place of residence of each partner, the general and limited partner being respectively designated, is as follows: General Partner: Name, John G. Andersen; place of residence Manursing Way, Rye, N. Y.

Limited partner: Nan Eastman Andersen, Manursing Way, Rye, N. Y.

V. The term for which the partnership is to exist is from the first day of July, 1945, until the 30th day of June, 1955, but shall be terminated sooner upon the death or incapacity of the general partner, or upon the written mutual consent of the general and limited partner.

VI. The amount of cash contributed by Nan Eastman Andersen is \$25,000, and no other property is contributed by her.

VII. The contribution of the limited partner is to be returned to her upon the termination of the partnership with adjustment for profits or losses of the partnership as of the date of such termination.

VIII. The share of the profits which the limited partner is to receive by reason of her contribution is 35% of the net profits of the firm.

IX. Additional limited partners may be admitted into the partnership upon the written consent of the general and limited partners.

In witness whereof, we have hereunto set our hands and seals this 30th day of June, 1945.

Signed, acknowledged, sworn to by all partners and filed in County Clerk's office, N. Y. County, July 24, 1945.

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

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

Scholarships Offered To Cadet Nurses

The U. S. Cadet Nurse Corps, is seeking 60,000 more student nurses to maintain its program. The Corps offers all-expense scholarships for women between the ages of 17 and 35 who want to prepare for the nursing profession.

LEGAL NOTICE

hand and official seal of the Department of State, at the City of Albany. (Seal) this 30th day of July, 1945.



Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104-year-old Palmer's "SKIN SUCCESS" Ointment.

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AS MORE and more Federal troops are sent out of the United States and those remaining are being trained for overseas service, the State Guards of the various States become of greater and greater importance.

THE New York Guard has already supplied the Federal armed services with innumerable officers and large numbers of men who have been trained to speak and understand the military language.

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

IT IS understood that there are some 300,000 civil service employees in the New York State area. It is earnestly hoped that that great force will supply the Guard with a substantial number of members.

Join now! Do your bit!



General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Army's 'Maximum Assistance' Policy Puts It First In Giving Civilian Jobs to Veterans

With the motto "maximum assistance," the War Department has adopted an extensive recruitment policy to assure jobs to former War Department employees returning from military service, and to speed the hiring of veterans who want civilian jobs in that department.



As explained today by Lieutenant Colonel John E. Moore, Director of the Division of Civilian Personnel, Second Service Command, the re-employment problem of the War Department concerns itself with three types of veterans:

- 1—The veteran who was an employee of the War Department, went to military duty, and is entitled to re-employment under the G.I. Bill;
- 2—The veteran who has recently been discharged and is seeking employment;
- 3—The man still in military service.

As to the first group, the Department has ordered commanders of all installations to render all possible assistance to former employee who returns from military duty. The honorably discharged veteran who asks for reinstatement within 90 day of his discharge and is physically able to handle his job is to be rehired.

In cases where the veteran is unable physically to take over his old job, he is, whenever possible, to be given an equivalent job within his physical capacities.

While changes in the War Department setup during the progress of the war have resulted in the abolition of some installations and the consolidation of others, every effort is to be made to rehire the veteran at his former place of employment. In cases where the former job does not exist, the order is to find a job for the returned veteran within the "competitive area"—generally considered as within commuting distance. This rule is to be applied to veterans who had both permanent and war-service appointments when they entered military duty.

They Keep on Trying To Find Vet a Job

However, the former permanent employee has a still higher job-right-priority. If he cannot be rehired to his old position, then all nearby installations are "monitored" to find a job for him; if that still fails, then a nation-wide survey will be made to locate an opening. If necessary, reduction-in-force procedures will be used to create an opening.

As to the second group—veterans who have just returned and seek jobs—Colonel Moore added that their employment is facilitated by the fact that the Civil Service Regulations grant them 5 and 10-point preference, the 10-point advantage going to disabled veterans. In addition, certain jobs, mainly in the CPC ratings (Custodial-Protective-Craftsmen) are set aside exclusively for veterans. Also, they have retention rights over non-veterans in the event of reductions in force. However, the War Department is not adopting a policy of hiring all veteran job-applicants at the expense of administrative efficiency. The extra credits granted by the Civil Service Commission to veterans over non-veteran applicants give them sufficient advantage on the job-register lists, is the Department's feeling.

The third group—persons still in military service—also are receiving serious consideration by the War Department. The Department and Veterans Administration are cooperating in organizing in-service training courses to prepare for civilian jobs with War Department. Also, many soldiers and Wacs are assigned to Department installations. Where a soldier or Wac becomes eligible for discharge under the point system, every effort is made to keep him or her at the job which he or she handled as a soldier.

For example, a heavy-duty truck driver at Fort Jay became eligible for discharge from the Army when he amassed 85 points. He asked for his job as a civilian and 24 hours later he was doing the same work as an employee of the War Department. However, a soldier will not be given the job if it entails depriving another person of his job-rights.

Leads All Others in Employing Vets

Recruiting figures show that War Department is leading all other Federal agencies in the employment of veterans.

"Perhaps in a year or so after V-J Day," Colonel Moore said in summing up, "competitive examinations will be given for permanent civil service jobs. We will try to find jobs for discharged veterans who were taken into the armed forces from temporary ap-

Army Trains Personnel To Aid Vets on Jobs

The Army is instructing picked personnel on how to help veterans to get jobs. A conference was held at the 810th Air Force Specialized Depot at Ft. Monmouth.

Among the New York military installations represented were: Fort H. G. Wright, Fort Slocum, Fort Totten, Mason General Hospital, Mitchel Field, LaGuardia Field, Signal Corps Photographic Center, Port Tilden, Suffolk County Army Airfield, Stewart Field, Camp Shanks, Fort Wadsworth, Staten Island General Hospital, Halloran General Hospital, United States Military Academy at West Point, Pawling Convalescent Center and several military installations from Governor's Island.

Expert Advice Offered On Forestry Study

The College Veterans' Counseling Committee will aid veterans in choosing a course of forestry study. It will evaluate for them, in terms of advance standing, credit for courses completed before entering service and the many types of training and experience obtained while in service. The committee also offers advice to veterans with regard to refresher courses and various kinds of State and Federal educational aid for which they may be eligible.

Hearing Is Asked On Ross Dismissed

A protest against the discharge of Paul Ross, Regional OPA enforcement chief in the NY area by Regional Director Daniel P. Wooley was made by the United Federal Workers of America (CIO) in a letter to Administrator Chester Bowles asking that Mr. Ross be given an "open hearing before an impartial board."

Eleanor Nelson, president of the union, wrote the letter. She criticized "a situation in which a government employee is prevented from carrying out the stated policies of his agency by his immediate superior."

N. Y. GUARD NEEDS 3,000

The New York Guard needs slightly more than 3,000 men. Efforts are being made to recruit war veterans. The headquarters are at 80 Centre Street, New York 13, N. Y.

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Jobs Waiting In Hospitals And Plants

Opportunities are offered by the United States Employment Service to skilled and semi-skilled workers, while jobs are also still plentiful for other applicants, including those without any experience.

Spinners, men between 20 and 30, are needed by a Hicksville, L. I., plant, to draw glass fibres from small ovens. Pay varies from 70 to 80 cents an hour, according to shift. The work-week is 6 days, 48 hours. Time and a half is paid for work over 40 hours. Traveling time from mid-Manhattan is an hour. Apply at the USES Office, 79 Washington Street, Hempstead, L. I.

Laborers are wanted in Brooklyn on the night shift in a dyeing and finishing plant handling textiles. The starting pay is 80 cents an hour, with increase in two weeks. The work is for 5 nights, up to 60 hours a week, with time and a half pay after 40 hours. Health insurance and life group insurance are paid by the employer. Apply at the Industrial Office, 205 Schermerhorn Street, Brooklyn.

Hospital Jobs
The municipal hospitals of NYC urgently need personnel to care for the sick. More than 6,300 jobs are vacant. The need is particularly great in the nursing field, where many hundreds of registered nurses, practical nurses, hospital attendants and helpers are needed now. Many other positions are vacant. There is a place for almost every one, even persons with no previous experience. Starting pay is \$100 a month for inexperienced workers, to \$175 a month for nurses. Free meals, laundry, vacations, sick leave and pensions are offered. Apply at the USES, 40 East 59th Street, Manhattan.

Mechanic Helpers and Laborers are sought by a Brooklyn private shipyard, men between 18 and 59 years and 9 months. Proof of citizenship is required. Mechanic helpers will receive 84 cents an hour base pay and laborers, 82 cents an hour. No experience is needed for the laborer jobs. Men will work 6 days or nights, 53 hours a week, and those on the night shift, will earn a 7 per cent bonus. Time and a half is paid for more than 40 hours a week. Most jobs are for night work. Apply at the Shipbuilding Trades Office, 165 Joralemon Street, Brooklyn.

Shipyard Jobs
A Yonkers yard is seeking experienced shipyard workers for the following openings: Journeymen Electricians, Shipfitters, Pipefitters, Outside Machinists, Arc Welders, Journeymen Carpenters, Chippers and Caulkers and Ship Riggers. Base pay is \$1.20 an hour, with time and one-half over 8 hours a day and for Saturday work. A 7 per cent bonus is paid for night work. Work is for 6 days a week, 9 hours a day. Apply at the USES, 71 South Broadway, Yonkers, or at any Shipbuilding Trades or Industrial Office of the United States Employment Service in New York City.

Freight Truckers, Car Loaders and Unloaders are sought for full-time or part-time work on railroads in NYC and nearby points in New Jersey. No experience is required and the rate of pay is 77 to 79 cents an hour, plus time and a half for work over 40 hours. Servicemen will be accepted for employment if approved by their superiors. They will be paid daily along with temporary workers. Apply at 87 Madison Avenue.

To learn more about the jobs described above or for any other employment information phone CHickering 4-8800. All offices of the USES are open five days a week, from 8:30 to 5:30, and Saturday from 8:30 to 12:30.—Editor.]

Amusement

By J. RICHARD BURSTIN



Joan Blondell, who stars in the comedy film at the Victoria Theatre, "Don Juan Quilligan."

"Don Juan Quilligan" starring William Bendix, Joan Blondell & Phil Silvers is one of the funnier pictures in town... Especially recommended is the new Soviet film at the Stanley, "Military Secret"... For those who like the rough and ready, "Along Came Jones" is at the New York Palace theatre with Gary Cooper and Loretta Young as hero and heroine... The new film at the Roxy Theatre "Captain Eddie" with Fred MacMurray in the title does not have too much to recommend it as screen entertainment... "Rhapsody in Blue" the Warner Bros. all-star musical treat continues for another week at the Hollywood Theatre, as the Gersh-

win film is a sellout both in New York and all over the country... One of the livelier films in Gotham is the teen-age fun fest which stars little Peggy Ann Garner, "Junior Miss" at the Rivoli Theatre... Betty Hutton's fans are keeping "Incendiary Blonde" at the New York Paramount for still another week... "Anchors Aweigh" the musical film starring Frank Sinatra, Kathryn Grayson and Gene Kelly has been held over at the Capitol Theatre... The Barbara Stanwyck-Dennis Morgan co-starring film, "Christmas in Connecticut" continues for another week at the Strand Theatre.

U. S. Workers Put 18 P.C. of Pay In War Bonds

Special to The LEADER
WASHINGTON, Aug. 14.—Uncle Sam's hired help throughout the country bought a total of \$434,000,000 in E-bonds during the Mighty 7th War Loan drive. E. F. Bartlett, chairman of the Government Bond Committee, announced today. He said sales were 41 per cent over the \$306,000,000 quota set.
Mr. Bartlett reported that servicemen and women in all branches of the armed forces bought \$262,000,000 in E-bonds.
U. S. civilian employee purchases represented more than 18 per cent of pay in April, May and June, he added.

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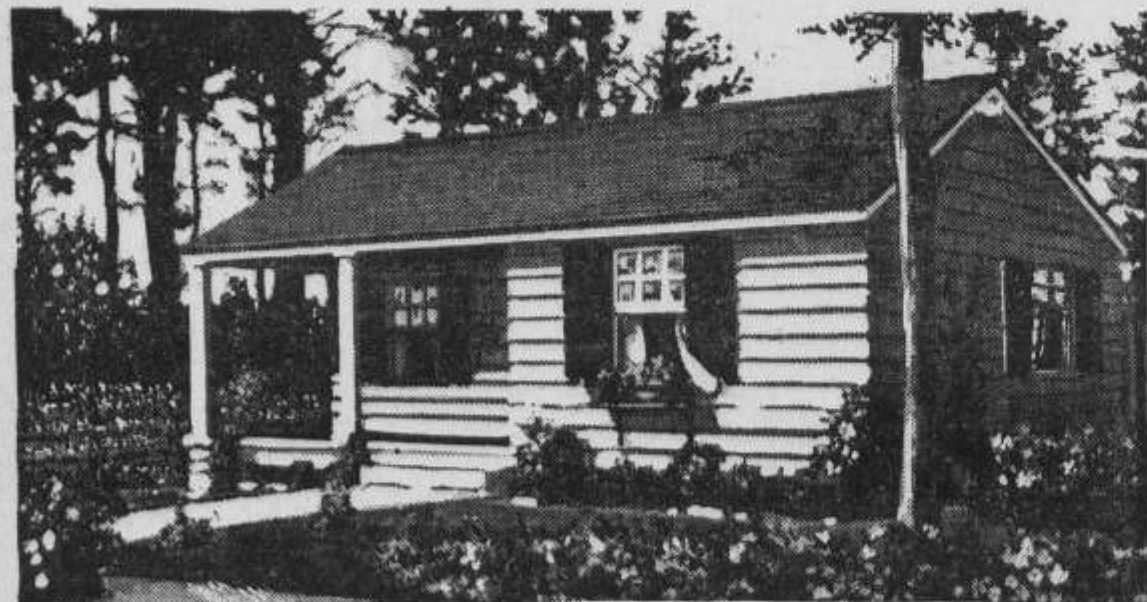
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