

Civil Service  
**LEADER**

**Exams Open for NYC  
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All Subjects—See Page 10

Vol. 6—No. 34

Tuesday, May 1, 1945

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**U. S. JOBS—NO TESTS**

**JUST WALK IN—TAKE CLERK JOB—GOOD PAY**

See Page 16

**Also—Listing of White Collar, Business, War Posts;  
New York City, New York State Open Permanent Jobs**

See Pages 10, 11, 14

**WHAT EVERY U. S. EMPLOYEE SHOULD  
KNOW ABOUT FORTHCOMING PAY RISE**

See Page 2

**A GUIDE FOR NYC EMPLOYEES:**

**How to Choose Your Pension Plan**

One of the advantages of New York City employment is membership in the New York City Employees Retirement System. However, many persons coming into the City service make the mistake of choosing the smallest possible pension payments; then realize later that they might have made a better choice of pension plan.

"The flexibility of the municipal retirement system," says Ralph L. Van Name, secretary of the pension bureau, "is perhaps its best feature." Following is a guide, prepared by Mr. Van Name, to help NYC employees make their selection among the options offered by the retirement laws when they enter the service or later during their employment. It is possible—

**At entrance:**  
To choose lesser minimum retirement age of 55 instead of 58, 59 or 60.  
To choose 30 year half-pay

basis instead of 33, 34 or 35 year half-pay basis. That is, for each year of service, a pension of 1/120 of "final compensation" and the annuity purchasable by a contribution calculated to match the pension at the minimum service retirement age.  
**During first year of first membership:**

To purchase credit for city-service rendered since eligibility to membership first began.

**During service:**  
To increase contributions by 50 per cent for purchase of additional annuity.

To contribute any additional lump sum necessary to produce half-pay (where prospective service to the minimum service retirement age is not sufficient to produce half-pay).

**Upon transfer to or from N. Y. State service:**

To transfer your membership funds, reserve and service credit to or from New York State Employees' Retirement System.

**After 3 years of membership:**

To borrow not exceeding 40 per cent of accumulated contributions and not more than can

be repaid to age 65 by additional contributions of 10 per cent of compensation.

**Until minimum service retirement age:**

To pay any additional lump sum necessary for half-pay.

**During 5 years preceding retirement:**

To pay in during 5 years or less immediately preceding retirement, any additional installments necessary to purchase half-pay. (This privilege not available before age 50.)

**After attaining minimum service retirement age and completing service necessary for halfpay:**

To discontinue further contributions.

**After cancelling rate of contribution:**

To withdraw annually in cash the 4 per cent interest thereafter credited to accumulated contributions, and to restore such withdrawals if desired.

**Upon resignation or dismissal:**

To withdraw all or any accumulated deductions including 4 per cent interest.

**After resignation or dismissal:**

To retain membership for five

(in some cases, more) years unless more than two-fifths of the accumulated contributions are withdrawn.

**From age 70 to 80:**

To have service extended in periods not exceeding two years, provided department head and Board of Estimate approve.

**Until death in service:**

To elect annuity to beneficiary at member's death or cash death benefit.

**At retirement:**

To take a maximum retirement allowance or a lesser retirement allowance under options, with provision for payment of a lump sum or a life income to a named survivor.

**Advice**

To obtain the maximum of City assistance toward benefits, and since the privilege does not remain open, it would be well at the beginning of membership to consent to the additional contributions necessary to provide an annuity of approximately 1/120 of salary for each year of service instead of the lesser fraction which you have the right to elect. The City will then provide, and

not otherwise, a pension of 1/120 of "final compensation" for each year of service upon service retirement.

Later, for a still larger annuity, you may increase your future contributions.

The annuity obtained by additional contributions will depend on the amount accumulated at 4 per cent interest and the age of actual retirement.

The Retirement System offers excellent and flexible facilities for building up additional life income at minimum cost by a lump sum payment or by contributions over a period of years.

If you remain in service beyond the planned retirement age, your life annuity will be increased, for accumulated contributions earn interest, and cost of annuity decreases as age increases.

Deposits, both below and above \$5,000, with 4 per cent annual interest, are conservatively invested and guaranteed against loss by the City of New York.

Special information not covered in this article may be requested in writing from the office of the Retirement System, Room 316, 52 Chambers St., Manhattan, or by telephoning Worth 2-4560, "Retirement Information Bureau."

**Civil Service Commission Tells Clerks  
About Rights, Privileges in New Titles**

ALBANY—The State Civil Service Commission has answered a variety of questions from clerical employees and eligibles concerning the upward classification of titles which went into effect April 1. These upward classifications had been recommended by the Classification Board and approved by the Director of the Budget.

**Increment Credit**

The State Civil Service Commission has ruled that the incumbents of such reclassified positions shall be entitled to the rights and privileges of the reclassified titles without further examination; that for the purpose of computing future increments in the reclassified positions such incumbents shall be credited with the number of years of serv-

ice in the reclassified positions that their present salaries represent; that any such incumbents who have been rendering probationary service under their former titles shall be credited with such service in the reclassified titles; that for the purpose of promotion and salary increments, the last service record ratings received by the incumbents of such reclassified positions in their former titles

shall be deemed to be the service record ratings for the reclassified titles; that for the purpose of determining eligibility for reinstatement after resignation, employees who have resigned from positions under the old titles listed above, shall be deemed to have resigned from position under the respective reclassified titles.

**Priority of Lists**

The Commission has also ruled that existing eligible lists shall be certified to fill such reclassified positions in the following order of priority:

(a) Preferred eligible lists for po-

- (b) Preferred eligible lists for positions having titles similar to the former titles which were reclassified;
- (c) Promotion eligible lists for positions having titles similar to the reclassified titles;
- (d) Promotion eligible lists for positions having titles similar to the former titles which were reclassified;
- (e) Open competitive eligible lists for positions having titles similar to the reclassified titles;

- (f) Open competitive eligible lists for positions having titles similar to the former titles which were reclassified. The new classifications:
  - All Junior Clerk positions to Clerk.
  - All Junior Typist positions to Typist.
  - All Junior Stenographer positions to Stenographer.
  - All Junior Dictating Machine Transcriber positions to Dictating Machine Transcriber.
  - All Junior Office Machine Operator positions to Office Machine Operator (group of classes).

For More State News  
See Pages 6, 7, 8, 9, 10, 16

# What U.S. Workers Should Know About S.807

The material which follows isn't high-winded theoretical stuff. It's bread-and-butter stuff, literally. S. 807 is the thing that says you're to get more pay; and the article below says that the Civil Service Commission and the President of the United States are backing you up. Moreover, it explains this measure so you'll know exactly how it applies to you. And this is an outline of testimony he gave to the Senate Civil Committee last week. It's arranged so you can understand it.

**By Arthur S. Flemming**  
Member, U. S. Civil Service Commission

## Introduction

A. S.807 is the most far-reaching and the most significant legislative proposal affecting the welfare of the employees of the federal government that has been placed before the Congress of the United States in recent years.

B. The legislation contained in S.807 relating to the executive branch is, with the exception of one minor provision, enthusiastically endorsed by the United States Civil Service Commission.

C. We are authorized by Mr. William H. McReynolds, Administrative Assistant to the President, and by the Director of the Bureau of the Budget to state that the legislation contained in S.807 which relates to the executive branch of the federal government would be, with the exception of one minor provision, in accord with the program of the President of the United States.

D. We have also been informed by Dr. George W. Taylor, Chairman of the National War Labor Board, "the proposed increase of 15 per cent for the federal white-collar workers is entirely consistent with the Little Steel formula and the national wage stabilization policy."

1. This conclusion is likewise concurred in by William H. Davis, Director of the Office of Economic Stabilization.

E. Generally speaking, those provisions of S.807 which relate to the executive branch of the government affect approximately 1,525,000 positions.

1. S.807 does not apply to—

- (a) Elected officials.
- (b) Judges.
- (c) Heads of departments, independent establishments, and agencies.
- (d) Officers and employees in the field service of the Post Office Department.
- (e) Employees whose basic compensation is fixed and adjusted from time to time in accordance with prevailing rates by wage boards or similar administrative authority serving the same purpose.
- (f) Employees outside the continental limits of the United States, including Alaska, who are paid in accordance with local native prevailing wage rates for the area in which employed.
- (g) Officers and employees of the Inland Waterways Corporation, employees of the Transportation Corps of the Army of the United States on vessels operated by the United States, and vessel employees of the Coast and Geodetic Survey.

## How Much Pay Raise?

A. The Congress should, in our judgment, grant to the salaried-federal employees covered by this bill an increase of 15 per cent in basic rates of compensation as provided for in section 306.

1. The Little Steel formula of the National War Labor Board provides that appropriate units of employees, who have not received increases in their basic rates amounting to 15 per cent above their average straight-time hourly earnings in January, 1941, may receive increases up to the 15 per cent.

(a) General speaking, the wages and salaries of industrial workers have been increased in accordance with this formula.

(b) Also, skilled and unskilled Federal workers who are employed in government operated navy yards and arsenals, have had their basic rates of pay adjusted upwards in accordance with this formula.

(c) Also, a second large group of Federal employees—the postal workers—have been granted a temporary war-time bonus of \$300, and legislation is now pending before the Congress which would increase this to \$400 and make it permanent.

2. By and large, there have been no increases in the basic rates of compensation for the positions held by the 1,525,000 employees covered by this bill since 1930.

3. This situation prevails in spite of the fact that there has been an increase, according to the

were within these salary brackets. In 1942, 4.5 per cent received \$3,800 or more but less than \$9,000 while in 1944, 5.9 per cent were in these salary brackets.

A shift such as is reflected in these statistics would appear to be nothing more or less than a reasonable shift, assuming that the departments and agencies were following a promotion-from-within policy.

(e) That all of these factors—within-grade salary advancements, transfers, promotions—have had very little effect on the overall picture is demonstrated conclusively by figures compiled by the Bureau of Labor Statistics which show that the average weekly earnings of Federal employees

306 and urge that employees under the Classification Act be given an increase of 15 per cent in basic rates of pay. Just plain ordinary justice requires it.

## Overtime Pay

B. We believe that the provision for genuine overtime pay for the 1,525,000 employees covered by this bill, as set forth in section 102, should be enacted into law.

1. From the employee's standpoint, he should receive extra pay for work beyond his normal working hours, and the rate of overtime pay should be higher than the regular rate to compensate for increase in fatigue, decrease in normal leisure time, and, in

ment who work in field establishments are, by permanent law, entitled to additional premium pay for all hours worked in excess of 40 hours a week.

4. The provisions of section 102 of this bill are vastly superior to the provisions of the temporary Overtime Pay Act which will expire on June 30 of this year.

(a) The present law is temporary.

(b) The so-called provision for time and one-half pay for overtime, in the existing law, is a misnomer. The existing law provides, in fact, for only time and one-twelfth pay for overtime work.

5. The present Overtime Pay bill provides that overtime computation for salaried workers is to be limited to that part of a person's salary not in excess of a rate of \$2,900 per annum.

In the case of those Federal workers who are engaged in skilled or unskilled work in field establishments such as navy yards and arsenals, there is, of course, no salary ceiling in so far as payment of overtime is concerned.

To the extent possible under the government's salary stabilization policy, we believe the inconsistency in overtime pay computation method for skilled and unskilled workers and for salaried workers should be corrected.

Section 102 sets forth a method of equalization which is in conformity with the salary stabilization policy.

For employees receiving basic compensation at a rate of less than \$3,800 a year, the overtime hourly rate would be computed by dividing the annual rate by 2,080 and multiplying by 1½. For this group, therefore overtime will be compensated at true time and one-half rates.

For employees receiving basic compensation of \$3,800 or more, a specific schedule of overtime rates based on 416 overtime hours (8 hours a week for 52 weeks) is provided in the bill. The purpose of this schedule is to taper off the overtime rate of true time and one-half at \$3,800 a year, down to a flat amount of \$654 at \$6,500 and higher for the 416 overtime hours.

For employees receiving basic compensation of \$3,800 or more, the schedule of overtime rates endeavors to apply to the Classification Act schedules the government's salary stabilization policy for industry.

The government's stabilization policy in this respect is based on the recognition that when hours are extended and some workers receive additional pay for overtime they may, unless some provision is made for workers at higher levels, receive more total compensation than employees do.

(Continued on Page 12)



Harry B. Mitchell and Arthur S. Flemming, President and Commissioner, respectively, of the U. S. Civil Service Commission, which has come out in favor of a 15 per cent pay raise to salaried employees and time-and-a-half overtime pay.



covered by this bill have increased from January, 1941, to December, 1944, by only 26.9 per cent.

Now, remember, that included in that figure is 20.3 per cent increase which on the average all employees in this group receive for working 8 hours a week overtime. Included, also, is an undetermined amount of compensation beyond the 20.3 per cent for working more than 8 hours a week overtime. So that at the very outside within-grade salary advancements, transfers, and promotions have not accounted for more than a 5 per cent increase in the average weekly earnings of Federal employees over a period of 4 years.

And let's remember again that workers in private plants and the skilled and unskilled Federal workers have, in addition to receiving an increase in the take home of 30 per cent—not 20.3 per cent—because of overtime and in addition to receiving transfers and promotions, also received increases in basic rates of pay of 15 per cent over the rates paid in January of 1941.

6. There would seem, therefore, to be no valid reason for refusing to grant to the employees covered by this bill the relief from increases in cost of living provided for by the Little Steel formula—a relief which has already been granted to industrial workers, and to approximately 50 per cent of the employees now on the Federal payroll.

That is the main reason why we enthusiastically endorse section

many instances, additional expense.

2. Looking at it from the standpoint of government, as an employer, overtime should result in extra pay at a premium rate as a device for discouraging overtime, and, holding it down to a minimum.

Furthermore, in the post-war period, overtime work schedules should be done away with, in both industry and government, in favor of affording more widespread opportunity for employment.

3. The Federal government, as an employer, has already recognized the soundness of this policy, as a permanent proposition, except for those employees covered by the provisions of this bill.

(a) In the Postal Service, by permanent law, additional compensation is authorized for work in excess of eight hours a day performed by employees in the more numerous occupational groups. Also, for work on Saturday permanent law permits many groups of postal employees to be given compensatory time off.

(b) Skilled and unskilled employees of the Federal govern-



HIGH BLOOD PRESSURE SYMPTOMS

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## CIVIL SERVICE LEADER

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## Which Means More—Education Or Experience?

A project to measure the relative values of education and experience in civil service examinations and employment has been launched jointly by the Maryland state department of employment and registration and the Goucher college (Baltimore) department of political science.

Results of the study may be of considerable potential value because of the effects of the war on the educational progress of war veterans, and because of trends in veterans' preference legislation eliminating educational requirements as a prerequisite in civil service examinations, the Civil Service Assembly reports.

Civil service officials hope the study will yield information useful in shaping practical policies regarding establishment of educational and experience requirements in connection with civil service tests.

Three major points are emphasized in the study:

1. To determine whether there is a trend away from the establishment of hard and fast educational requirements.

2. To compare the job success of employees having extensive educational qualifications.

3. To identify the occupational fields in which specific educational requirements are necessary, in contrast with those in which the substitution of experience is practicable.

Results of the study, first of its kind to be made, may be of value to civil service jurisdictions throughout the country in their efforts to establish education and experience requirements for employees after the war, when a great many applicants will be war veterans who did not complete their formal education before entering the service. In some cases, experience gained in military service might well aid applicants in qualifying for positions formerly requiring formal educational training. (The NYC Civil Service commission allows credit for military experience.)

## Personnel Rating Boards Name New Personnel

Changes in the personnel boards, which review the service ratings of NYC employees in their departments, were made last week by the Borough President, Manhattan, the Department of Marine and Aviation, and the Law Department.

The Borough employees elected the following Board: Gertrude J. Cronin, Albert Dick, Charles McCarthy, William P. Vandendries, Thomas P. Cooney, Rocco J. Masucci, Ernest Hochwald, and Mary O. M. Sullivan.

Marine and Aviation had the following slate chosen by the Department: Joseph A. Boylan, Kenneth P. Behr, John C. Fleming, Alfred Wagner, Israel A. Margolius, Ferdinand Lapen, Joseph A. Cronin, Lorenz Sanzone, Garrett E. Moore, James J. Smith, John White, William C. Withers, and Charles J. Smith, personnel



Both of these men, employees of the NYC Department of Water Supply Gas and Electricity, have made the supreme sacrifice in World War II. William Martone (left) was a seaman with the Army Transport Service. Private Irving Benimoff was also with the ATS when his death in service was reported.

## Employee War Casualty Lists Continue to Grow

Four war casualties have been reported among service men from the New York City Department of Water Supply, Gas and Electricity. They are:

**Pvt. Irving Benimoff**—Clerk, Bureau of Water Register, Brooklyn. Inducted 4-1-42 U.S. Army—Medical Corps. Missing in action 12-1-42. Reported "Missing in Action at Sea" in the Western European area.

**Pfc. Charles Leddin**—Laborer, Bureau Water Supply, Croton Div. Inducted 2-23-43 U.S. Army—Infantry. Killed in Action in Italy 11-8-43.

**Pvt. Dominick Masiello**—Laborer, Water Supply—Bronx. Inducted 1-27-44 U.S. Army—Infantry. Killed in Action in Germany 2-26-45.

**William Martone**—Laborer, Water Supply—Nassau County. Enlisted 5-9-44—Merchant Marine (Ordinary Seaman). Died in Army Hospital in Italy 12-26-44.

**Correction**  
From the NYC Department of Correction comes reports that both of their war casualties were first lieutenants. James R. Garry, former correction officer, who was killed in Italy on June 2, 1940; and Andrew T. Hucko, former instructor in farming, killed in Wales on April 2, 1944.

## CITY COURT LIBRARIAN JOB STAYS COMPETITIVE

After holding a public hearing, the NYC Civil Service Commission voted to retain the position of Principal Librarian (Law), City Court, in the competitive civil service.

The Commission was considering an amendment which would have placed the position in the non-competitive class. The position is listed as paying "\$3,000 a year and over."

officer.

In the Law Department, Cyrus C. Perry was designated to succeed H. Broadman Epstein as chairman of the Personnel Board when he took over the position of executive Assistant of the department, formerly held by Epstein.

# N Y C Civil Service News Briefs

CLERKS in Mayor LaGuardia's own office have filed a protest against the recent promotion examinations to Clerk, Grade 3 and 4, but so far they haven't been answered by the Civil Service Commission. . . . Time clock in Sanitation headquarters went awry last week, but it didn't mean that people could come and go at will. Time sheets made their appearance in the offices, and a red line was drawn across the page at 8:30, when the day begins. . . .

QUERY OF the week came to Sam Greenberg, info clerk at the Civil Service Commission. . . . Someone had heard about jobs out west "shooting coyotes." He had heard it on the radio and wanted more information. . . . Some City departments are snafu so far as returning service men are concerned. The boys come

back from service. No one tells them about checking in at the Civil Service Commission to see if they have missed any promotion examinations. Then when they hear that a "special military" test is being given, it's too late for them to file. The law says they must report to the Commission within 60 days after discharge to protect their rights to promotion tests they might have missed. . . .

THE DIFALCO Bill to increase penalties in the Fire Department to 45 days for a single violation seems to be on the skids. . . . Last week, the sponsor, Councilman S. Samuel DiFalco, asked to have it held back to the next Council meeting. He is expected to have it killed as a result of the opposition expressed by many firemen and officers. That's the smart thing to do, Councilman. . . . Catholic Guild of Court Attaches

is awarding five free scholarships to parochial High Schools. Children of members have until May 5 to get their applications to Raymond E. Hussey, 52 Chambers Street. . . .

NYC CLERK list has been exhausted for certification for temporary appointment as Bookkeeper. . . . If you're on the Fireman, F.D. eligible list, you have been skipped because you were in 1-A, and aren't now, let the Civil Service Commission know about it. Seventeen appointments are expected soon, and you may be in line for one of the jobs. . . . Here's an angle on Fireman John Crane's return to the City from his 10-month Staten Island exile. . . . It isn't a break for him. The story is that he was just getting ready to move into the summer home he has taken on the Island, near his job, when the order came shifting him to the Bronx.

## Fire Groups Clash in Council Hearing On Measure to Change Pension Trustees

The present state of the "old-line" organizations in the NYC Fire Department, which are under liquidation by the State Insurance Department, highlighted a public hearing on the Carroll Bill to change the setup of the Trustees of the Fire Department Pension Fund before the City Council Finance Committee last week.

The Chief Officers Association, Officers Association, Captains and Lieutenants Associations appeared to ask preservation of the old system under which the presidents of the groups serve as Pension Trustees.

Backing their argument was Vincent Kane, president of the Uniformed Firemen's Association, who at the time, didn't have authorization from his group to appear against the proposals. However, at a UFA meeting the next day, Kane succeeded in having a resolution passed approving his appearance against the measure.

In favor of the bill, the Citizens Union appeared, and also the newly organized Uniformed Fire Officers Organization, headed by President Captain Winford Beebe, gave reasons why a change was necessary.

### UFO Arguments

They pointed out that since the endowment features of the officers' groups had been dissolved by the State Insurance Department, the men had lost confidence in the old organizations. Another point brought out was the fact that the old officers' groups were subject to dissolution at any time, by order of the State Insurance Department. "That," said UFO spokesmen, "opens the possibility of men on the trustee board representing nobody." Attorney Isaac Goldstein of the State Insurance Department, verified the fact that liquidating groups were subject to complete dissolution by the Insurance Department at any time.

Chief argument of the proponents of the Carroll Bill was the fact that the change would substitute a democratic means of

election of the pension trustees.

Against the argument that the old organizations had been in existence for fifty years, the UFO members brought up the fact that changing conditions had eliminated need for the old groups which were primarily benefit associations to provide life insurance for firemen—who years ago were unable to obtain insurance from commercial insurance companies.

### Dugan's Arguments

One of the chief spokesmen against the bill was Captain Walter Dugan, president of the Officers Association. He said that his group still had "1,400 members," but added that members who did not pay dues were not dropped from the organization, "but would be welcomed back at any time." His statement on membership brought a roar of laughter from 50 firemen present.

He stressed the fact that the whole matter was a fight within the department which didn't call

for any changes in the laws regulating the Board of Trustees.

However, his offer to accept the "prodigals" didn't find any takers on the UFO side of the room. The UFO men countered that they had all formerly been members of one or more of the old groups, but had dropped out and felt that there was no purpose in perpetuating the old system.

Some members of the UFO bloc indicated that Councilman Louis Cohen's questions (as chairman of the Finance Committee, he presided) showed a tendency to favor the old organizations in their opposition to the Carroll Bill.

Among those who appeared in favor of the bill were: Captain Winford Beebe, Lieutenant Charles Freely, Captains Ryan and Whitney and Lieutenant Faley of the Fire Department, and Major Albert De Roode, attorney for the UFO, and George Hallet of the Citizens Union.

No decision by the Finance Committee was made at the termination of the hearing. The Committee may present the measure to the Council for a vote with a favorable report, or may kill it in committee.

## Bill Proposes Pay For Workers Who Take Holidays Off

A bill, which, if passed, would establish a law granting paid time-off to NYC employees for observance of religious holidays, is now in the hands of the City Council's Finance Committee.

Introduced by Councilman Hart, the measure provides an amendment to the Administrative Code which allows the City Council to specify the days which will be recognized as religious holidays. Then the Council would notify the head of each department of these days.

Any employee applying for the day off for religious observances, must be given the leave. The proposed bill also says that: "Any Commissioner or head of a City agency who wilfully violates any of the provisions of this section shall be guilty of a misdemeanor and, upon conviction thereof, shall be removed from office."

At present, there is no way in which per diem employees may be paid for religious time. The new bill specifies that all per diem employees absenting themselves on religious holidays "shall receive per diem pay for each of said days."

six months. The Yard will crack down on abuse of sick leave by greater use of investigators. The Union's main proposal, calling for continuity of pay during illness by a temporary charge on annual leave was accepted by the Yard but has met with the opposition of the Navy Dept. The Union has written to Washington in an attempt to persuade the Navy Dept. to agree to the incorporation of this feature in the new regulations.

## \$10,000 and \$144 Job Have It in Common

The non-competitive class of the NYC Civil Service includes positions for which the Civil Service Commission considers it impracticable to give competitive examinations. Qualifying tests for such positions are given either by the Commission or the department.

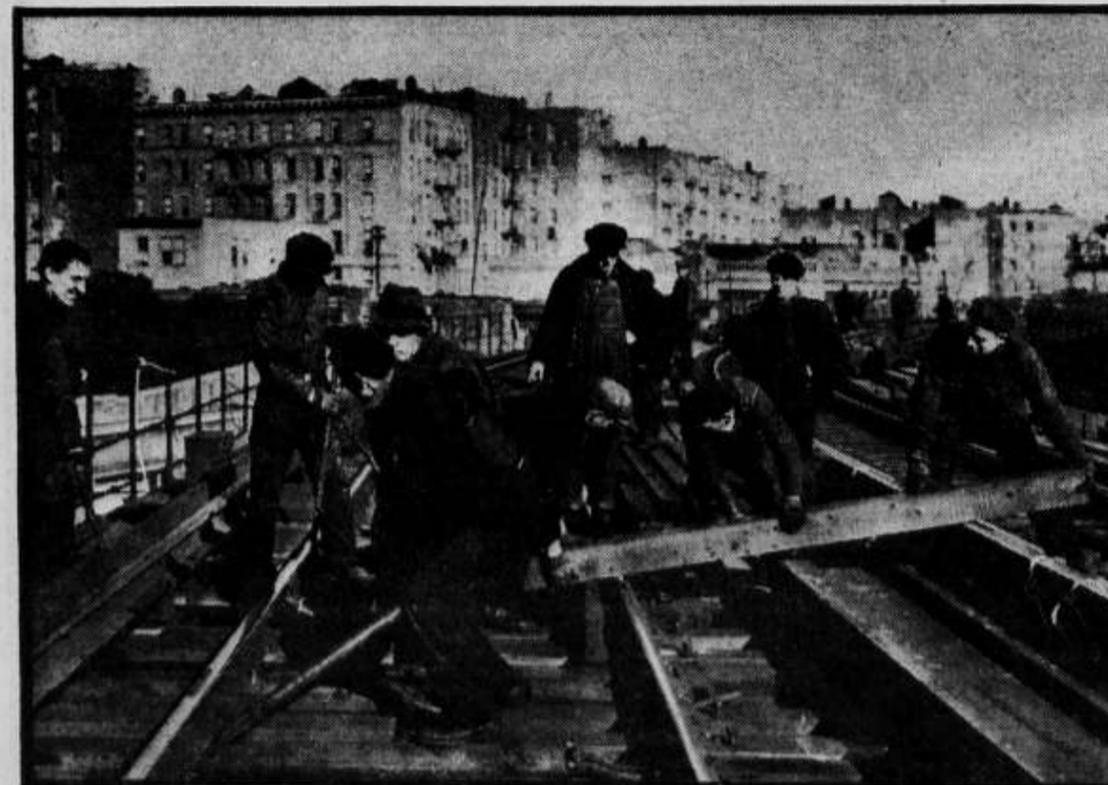
The listing includes such unusual positions as: Armorer, City College, not to exceed \$720 per annum; Confidential Food Inspector in Markets; Curator at Jumel Mansion, at \$1,823 a year; Sump Tender, \$6 a day.

Top job in the list is Director of Management, NYC Housing Authority, \$10,000 a year. The bottom, financially, is the position of Guage Keeper, for the Department of Water Supply, Gas and Electricity, at \$144 a year.

## New Leave Rule Promised for NY Navy Yard

New sick-leave regulations have been promised to workers in the New York Navy Yard. Reporting on negotiations with the administration, the CIO technical union reports:

"At a conference held for the purpose of discussing the Union's proposals for changes in sick-leave regulations, Commander N. D. Hubbell revealed to Union representatives that a new order will soon be promulgated which will put into effect several improvements over the present procedure. Notarized corroborative affidavits will no longer be required, and doctor's certificates will not be needed for short term illnesses, even after the third in



Transit men at work. While the New York City budget grants them an increase in pay, it isn't simple to determine just how that raise goes into effect, and who gets it. So representatives of the employees and of the Board of Transportation are getting together to iron out the wrinkles.

# What NYC Employees Should Know

## Eligible Lists

Different types of eligible lists for the same positions are a part of the civil service setup which confuses many employees. Following is an explanation of the "eligible lists" maze:

In filling vacancies the issue often arises as to which eligible list must first be certified for filling the vacancy. There are four types of lists usually available and authorized to be established under the Civil Service Law, from which appointments may be made. They are: (1) Lists established after open competitive examinations; (2) promotion eligible lists; (3) preferred lists (or reinstatement lists); (4) special lists established pursuant to the Military Law.

## Priority of Lists

(1) Preferred lists. Section 31 of the Civil Service Law provides that persons on a preferred (reinstatement) list shall be certified for reappointment before resort is had to any other eligible list for filling vacancies;

(2) Promotion lists. Section 16 of the Civil Service Law provides that vacancies must be filled by promotion wherever practicable;

(3) Open competitive lists. In the absence of a preferred list or a promotion eligible list, resort may be had to open competitive lists for filling vacancies.

## A Post War Problem

With the termination of war, the civil service commissions will be confronted with the problem of certifying from special eligible lists, both promotion and open competitive, established under the Military Law for those who had been reached for appointment and had been passed over while they were in military service. Such lists will have to be certified for

appointment before resort may be had to any eligible list thereafter established.

Ordinarily eligible lists are established for filling a specific position, and the title of the eligible list usually conforms with the title of the position to be filled. However, the Civil Service Law authorizes the commission in filling vacancies to certify names from the most nearly appropriate eligible list. The commission may, therefore, in the absence of an eligible list created for the specific position, certify another list which in its discretion is believed to be an appropriate list.

## "Appropriate" Lists

An appropriate list is one where the general qualifications sought to be tested in the examination are sufficiently similar or equivalent to the requirements for filling the position under consideration. For example, the commission may, in the absence of an eligible list for a position of a general clerical nature, certify the existing list for bookkeeper, statistical clerk or file clerk, whichever list the commission believes most appropriate.

Occasionally the commission finds it desirable under certain circumstances to hold both a promotion and an open competitive examination for the same class of position. Where this practice is followed the promotion list takes precedence over the open competitive list even though the promotion and open competitive examinations were identical. The circumstances under which both promotion and open competitive tests may be concurrently held are extremely limited, and the practice should be applied with caution.

# Transcribing Typists in Welfare Dept. Must Take Exam to Earn Higher Pay

Transcribing typists, whose dispute with the Department of Welfare has been going on for years, didn't do too well last week.

The typists, who work from dictaphones and ediphones, have maintained that their work calls for a higher type of skill than that of ordinary typists. Employee organizations in the department have asked that these employees be reclassified to a higher grade in view of their work. At present, most of the transcribing typists are grade 1 (\$1,200 a year base pay). They have been requesting reclassification to grade 2 (\$1,200-\$1,800 a year).

However, after considering their situation, the Municipal Civil Service Commission decided that the position did call for a grade 2 salary, but did not order reclassification of the typists now working as transcribers.

## Exam Set

Last week, the Commission wrote to Harry M. Marsh, Commissioner of Welfare, advising him:

"At a meeting of the Municipal Civil Service Commission the following promotion examination was ordered for your department—Transcribing Typist, Grade 2." The Commissioners also told Marsh that subjects, weights and terms of the examination had not yet been approved.

In ordering the examination, the Commission noted that the Department of Welfare had long desired this examination and that the Budget Director has given his consent.

The LEADER will follow the progress of this examination and carry full details when the ap-

plication period is opened by the Civil Service Commission.

## The Line Count Affair

The transcribing typists in Welfare came into the limelight when they protested violently against

the imposition of a "line-count" minimum production quota by the department. At that time Edith Alexander was the department's director of staff relations, and heated discussions were in progress for months until the department modified its ruling.

# P.O. Carriers To Hold Memorial Rites

The annual Memorial Service of Empire Branch No. 36 and the New York Letter Carriers Association, will be conducted on Sunday, May 13, at 2:30 p.m., at Our Lady of the Scapular R. C. Church, 339 East 28th Street.

Rev. Andrew P. McHugh, O. Carm., will officiate. He is the son of Carrier Philip P. McHugh, Station H, who is Chairman of the Memorial Service Committee. His topic will be "The Meaning of Memorial Service."

Branch President Emanuel Kushelewitz and President Joseph DiPerna of the New York Letter Carriers Association urge every member to attend, in summer uniform, if possible, together with their families and friends.

On the committee are Milton Adams, Secretary; Thomas D. Marin, Station K; Raymond Casey, Times Square; Noel Morrell, College Station and William Gowrie, Jr., Washington Bridge.

# Word Test Part of Clerk Grade 2 Exam

Vocabulary tests are an important part of NYC clerical promotion examinations. Following are samples of the type of word-tests which are used on the promotion to Clerk, Grade 2 exam. The NYC Civil Service Commission has ordered this examination, many clerks are waiting for the filing period to open. Answers to these questions will be found in next week's LEADER. Answers to last week's set appear at the bottom of this article.

1—"Contributions to the employee's welfare fund shall be prorated." The word *prorated* means most nearly:

- A. On a voluntary basis.
- B. Divided proportionately.
- C. Compulsory for all.
- D. Regular in payment.
- E. Audited.

2—"Complete cooperation by the members of the staff is postulated." The word *postulated* means most nearly:

- A. Encouraged.
- B. Endangered.
- C. Achieved.
- D. Obviated.
- E. Assumed.

3—"To say that a clerk is *dynamic* means most nearly that the clerk is:

- A. Careful.
- B. Stubborn.
- C. Energetic.
- D. Insubordinate.
- E. Dutiful.

4—"To say that a clerk has *misconstrued* directions means most nearly that the clerk has:

- A. Followed instructions implicitly.
- B. Displays commendable ingenuity.
- C. Acted in a supervisory capacity.

D. Interpreted his assignment erroneously.

E. Listened carefully to his instructions.

5—"The supervisor advised his staff that the benefits of the proposed plans are likely to be transitory." The word *transitory* means most nearly:

- A. Significant.
- B. Temporary.
- C. Obvious.
- D. Cumulative.
- E. Determinate.

6—"An action which is *inexplicable* is:

- A. Not explicit.
- B. Incapable of being explained.
- C. Ineffectual.
- D. Inexpedient.

E. Inappropriate to the end in view.

7—"To say that the circumstances surrounding an act were *extenuating* means most nearly that the circumstances:

- A. Were stimulating.
- B. Tended to be sustained.
- C. Existed for a considerable time before the act.
- D. Tended to excuse the act.
- E. Were variable and inconsistent.

8—"In presenting his argument, the clerk should be careful lest his argument be *specious*." The word *specious* means most nearly:

- A. Deceptively correct.
- B. Irrelevant.
- C. Unintelligible.
- D. Heated.
- E. Somewhat verbose.

Answers to last week's questions: 1, C; 2, D; 3, A; 4, B; 5, D; 6, E.

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# Wide Effects on NYC Employees Foreseen As McGoldrick Crosses Up LaGuardia

Last week's revolt of the Borough Presidents and Comptroller McGoldrick against Mayor LaGuardia's budget has important aspects to every New York City employee.

For the past twelve years, new appointments to fill vacancies in the Borough offices and promotions, required the approval of the Budget Director—in effect a Mayoral O.K. But last week's action of the Board restores autonomy to the Borough Presidents in their personnel matters, gives them the right to fill their vacancies; make promotions; grant step-up increases to their

employees without having to get permission of City Hall.

Despite reports of some daily papers that it increases the patronage powers of the Borough Presidents, it was pointed out by the office of President Nathan of Manhattan that the changed set-up merely gives the Presidents "more freedom to grant their Civil service employees the fullest benefits of civil service law." For instance, it will now be possible for a Borough President to make promotions which involve actual cash benefits to employees instead of following the administration's policy of limiting promotions to employees who only receive \$1 extra when they are

upped. The liberal bonus granted to members of the Board of Education staff resulted in quick resentment among the general City employees who find the teachers receiving a bonus jump from \$240 to \$350 and the "ceiling" for the bonus raised from \$5,000 to \$10,000. "That's fine," was a typical comment, "but why only teachers and not all of us?"

**Top-Bracket Change**  
Upper-bracket City employees find their status changed by a resolution, adopted by the Board, to eliminate the provision that any increases granted to New York City employee earning \$5,000 a year, or over, must have

the separate approval of the Mayor.

One effect of these changes, of interest to civil service employees, will be to make jobs with the Borough Presidents much more desirable than those with City departments under the Mayor. In the past, such autonomous bodies as the Housing and Tunnel Authorities have provided better working conditions than the mayoral departments. Now the Borough Presidents will come into the "desirable" category.

**Payless Furlough Possibility**  
The possibility of employees facing payless furloughs in the (Continued on Page 16)

## VET DISQUALIFIED FOR SANITATION POST

A disabled veteran, Peter H. Stokolosa, number 305 on the NYC list for Sanitation Man, Class A, was declared not qualified for the Sanitation job last week by the Municipal Civil Service Commission, but was approved for other City posts.

The Commission declared him qualified as: elevator operator (for passenger elevators where operation can be performed with the left hand); attendant; messenger; watchman; process server; caretaker.

## Sanitation Men In Service Win for Tales

Employees of the NYC Department of Sanitation can win a prize of \$50 or \$100 by telling the best story; even it is isn't exactly a fact.

A committee representing the Joint Board of Sanitation Locals, A. F. of L., have presented a very unique offer. They are offering two 7th War Loan Bonds in denominations of \$100 and \$50 respectively, as a first and second prize to the winners of a contest to be held among the D.S. service men and women for the "tallest" letter written concerning an outstanding incident or incidents, either hazardous or amusing, which occurred to them, or they have witnessed, since they have been in the service.

The interpretation gathered from the committee as to what they consider a "tall" story is one which describe the incident related by the serviceman of the experience he writes about in such descriptive and embellished fashion as to render it almost unbelievable, in brief, a paradox—a canard.

Those desiring to participate in the contest will address their letter to the editor of "The Spectator," NYC Department of Sanitation and have the envelope plainly marked "Tall Letter." The contest will close on July 1st, 1945, after which the Contest Committee comprised of the five union officers, Commissioner Wm. F. Carey, Administrator Harry R. Langdon, Radio Announcer Lowell Thomas and Radio Star Kate Smith will review the letters

## Pathologists Will Be Discharged If They're Not M.D.

The NYC Hospital department will be forced to discharge provisional employees in the department, who are working as pathologists or assistant pathologists, but who are not licensed physicians.

At their meeting last week, the Civil Service Commissioners ruled that payrolls for such provisionals who are not M.D.'s would not be honored after April 30, 1945.

Practically all of the department's regular pathologists are now in military service. Provisionals are receiving salaries of from \$2,220 to \$3,780. The assistant pathologists start at \$2,000 a year, and that rate, the City finds it difficult to obtain the services of physicians.

## All Firemen, Eligibles in Armed Forces To Receive Jobs on Return, Says Walsh

A procedure for reinstating firemen who return from the wars set up in this department a special bureau composed of veterans' commissioner Patrick Walsh. Basis of this war who have come back of the plan, says the Commissioner, is that "every reasonable effort will be made to give our returned servicemen the type of work for which they are so eminent."

## UFA Officers' Slate Urges 10-Point Reform

With a ten-point program of reforms as their platform, the opposition slate in the coming election of the NYC Uniformed Firemen's Association is waging a heated campaign to oust Vincent Kane from the presidency of the UFA.

Before the election, in June, members of the "anti" ticket plan to visit every firehouse in the city and personally present their arguments to the men.

William J. Reid, candidate for the presidency in 1943, has announced his place on the opposition ticket as candidate for vice-president. Heading that ticket is Fireman John P. Crane, present vice-president, who was recently brought back from departmental exile in State Island for breaking the "gag rule" order of Commissioner Patrick Walsh. Fireman Gerard W. Purcell is candidate for treasurer.

As "prime objectives to be gained now," they list:

1. The return of all delinquent members and the restoration of confidence in the U.F.A.
2. The full cooperation with the Civil Service groups and the protection of our Civil Rights.

## Fire Officers, Firemen's Wives, Chide DiFalco

NYC Councilman S. Samuel DiFalco was chided last week by the Firemen's Wives Association of Greater New York and by the Uniformed Fire Officers Association because of his sponsorship of the Council bill to increase the punishments for departmental violation from 10 to 45 days' suspension. In a friendly manner, both groups suggested he withdraw the highly-unpopular bill.

The "Wives" suggested, instead, legislation to provide that cause for dismissal in the department should be limited to:

1. Conviction of criminal offense.
2. Gross culpable negligence.
3. Willful incapacity.

"The passage of such a bill would," they said, "afford some measure of security . . . would provide the necessary safeguard against repetition in the future of such disastrous action as seen in the dismissal of fourteen firemen."

**UFO Against Bill**  
The new Uniformed Fire Officers Association is continuing to mobilize its strength against the bill. In a circular letter to all fire officers, the Executive Board of the UFO advised the men that the bill has been laid over, but "is not killed."

With each letter was enclosed a post card on which the fire officer could indicate his opposition to the DiFalco bill.

3. The elimination of the long drawn out bickering, fighting, and stalling on every question, resulting in the loss of every fight before we start.

4. The immediate introduction of our overtime pay suit.

5. To inform the members, the public, the city officials and all concerned as to the real facts of any controversy we might be engaged in.

6. To seek a more equitable system and the elimination of the 24-hour day.

7. To stop the deliberate delay on the \$400 back pay question as time is running out on some of these men.

8. To start planning now for the expansion of the Fire Department through the introduction of new members, opportunity for promotion for non-veterans, as well as veterans, and a 48-hour leave.

9. A strong legislative program to seek a permanent pay increase.

10. To seek additional revenue for our pension system through liquor taxes, fire insurance, etc., so that present high payments can be reduced.

## Subway Board, TWU Meet to Iron Out Pay Problem

The five-cent an hour increase granted to NYC transit workers by Mayor LaGuardia in the 1945-46 budget is more complicated than just adding five cents an hour to each employee's earnings.

A meeting has been scheduled for this week between members of the Board of Transportation and representatives of Transport Workers Union to try and work out ways to apply the five-cent formula.

The salary schedule of the NYC Transit system is an elaborate setup with minimum and maximum rates for the different titles. Some employees are on hourly rates, others on regular annual salary. Working out suitable ways of applying the increase is expected to present many problems.

Representing the TWU at the meeting with the Board members will be Douglas MacMahon, president; Peter McLoughlin, William Gregory, and Gustave Faber.

Our fighting men need more than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

job which they can handle if they are no longer capable of taking on the full fire duty. Said Walsh: "All men on military leave will naturally be given the work for which they are physically qualified. But those who have been injured in line of duty will receive assignments in which they can function efficiently. There is ample work of this kind available." The Office of Administration has been commissioned to make a study so that ample jobs will be available.

**Eligibles**  
Another significant statement

by Walsh was to the effect that those men who were passed over for appointment because of their selective status, or because they were in the armed forces, will receive the same treatment as those on military leave. This will be interesting news to the men now engaged in the famous "3-A" case—men who were passed over for appointment because they were in 3-A draft classification when their names came up, and who subsequently went to court in an attempt to win the appointment.

Men who are reinstated, according to the order which is being sent to every Fireman in the service, will be employed in a rank or grade no lower than that held when they left to enter military service.

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# Civil Service LEADER

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

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## We Analyze an Editorial In Another Newspaper

THE CIVIL SERVICE LEADER has been honored by an editorial, a full column in length, in the Binghamton (N. Y.) Sun. "It's a good newspaper," says the Sun, for which kind words we say Thanks. But the next clause gives the gist of the Sun's view. "It's a good newspaper, from the viewpoint of anyone on the public payroll." The Sun has a gentle prejudice against people on the public payroll. LEADER headlines are quoted to show that public employees have the "gimmees".

"State Board Gives New Salary to 68 Positions."

"Your Post-War Job Safer Than You Think."

"Chances of U. S. Pay Raise Measure Depend on How Good a Case Is Made Out."

"You Can Belong to the Armed Forces One Day a Week."

"If You're Fired, You Get Paid, Says New Bill for U. S. Employees."

The Sun feels that public employees are making a main assault upon the solvency of the United States. But when you look more closely, what do you find? Let's take those headlines:

The State Salary Standardization Board provided new salary schedules for 68 positions, but only after extended hearings had shown that the salaries previously being paid were out of line in terms of the jobs performed, and in terms of salaries paid for similar work elsewhere. In many cases, the salaries were below subsistence levels, as the Binghamton Sun can discover by making the rounds of one or two mental hygiene institutions in its area.

What means more to any human being than the security of his job? So, when the news came out that resignations, transfers, and change of duties might make unnecessary mass firings among Federal employees, we considered that big news. We ran it under the headline "Your Post-War Job Is Safer Than You Think."

"Chances of U. S. Pay Raise Measure Depend on How Good a Case Is Made Out." Well, surely, the editor of the Binghamton Sun doesn't advocate that Federal employees should not make out the best case they can. Incidentally, they haven't gotten a pay raise since the war began, and have to work a 48-hour week at a lower rate of overtime pay than private employees earn. The Sun doesn't mention these things.

And the other headline: "You Can Belong to Armed Forces One Day a Week," referred to a bill passed by both houses of the State Legislature and signed by Governor Dewey, permitting public employees to go on duty as temporary Coast Guard reservists, one day a week, and thus relieve regular Coast Guardsmen for duty abroad. Is that bad?

"If You're Fired, You Get Paid, Says New Bill for U. S. Employees." This relates the story of a bill which would give to Federal workers unemployment insurance if their jobs fold up, a protection which all industrial workers now possess, and which is accepted—for non-governmental employees—as a fundamental necessity. If anybody needs such protection, Federal employees do, for they have nothing to look forward to when their jobs are finished, no security, no future.

It looks to us that the Binghamton Sun, while saying nice things about us as a newspaper, nevertheless has a deep and unhealthy prejudice against public employees. It's a bias completely unfounded in facts, as comes out in the statement about Federal employees: "... they [are] holding down positions of questionable importance—at least in thousands upon thousands of instances..." We've heard that one before. Nobody ever came up with the proof.

Final note to the editor of the Binghamton Sun: It used to be considered quite the thing to make whipping-boys out of public employees. It's passe now. So, won't you please look at the case of the public employees before writing such an editorial again?

## Sanitation Men Offer Sympathy To Mrs. Roosevelt

Officers of the Joint Board of Sanitation Locals of the NYC Sanitation Department have sent a letter to Mrs. Roosevelt on the death of the late President.

The communication read:

"Mrs. Eleanor Roosevelt

Hyde Park

New York

My dear Mrs. Roosevelt:

The Joint Board of Sanitation Locals representing over 10,000 employees wish to express to you their heartfelt sympathy in the Nation's loss.

The Board feels that the late President was a part of the Sanitation family because of his mani-

fested interest when he showed our Commissioner Bill Carey around Hyde Park, and expressed his willingness to have our Sanita Hills vacation resort adjacent to his property.

Then on your visit to Sanita Hills at Holmes, N. Y., with Mr. John Golden, the Department employees were again reminded of the deep interest the late President had in the working classes, which interest you actively share.

The Board feels it would be remiss if it did not send you an expression of regret on the passing of our President and friend.

Sincerely yours,  
JOINT BOARD OF  
SANITATION LOCALS."

The letter was signed by J. J. DeLury, Local 308; Anthony Greco, Local 238; Ellis Shapiro, Local 111; James Duggan, Local 750; Michael Moro, Local 43.

## Merit Man



Rudolph Halley

MERIT MAN Rudolph Halley, fearless Chief Counsel of the Mead Committee to Investigate the National Defense Program, and formerly Executive Assistant to Hugh Fulton when the Committee was headed by Harry Truman, has made a brilliant record in Washington. This young attorney has worked for all three branches of the Federal Government, judicial, executive and legislative; and he has investigated, in one way or another, almost every agency of the United States, as well as some of the country's biggest industries.

Halley first came to Washington as liaison between the Department of Justice and the Truman Committee in March of 1942. He was attached to the Small Business Section of the Anti-Trust Division during this time. In June, 1942, he left the Department of Justice to become Executive Assistant to the Chief Counsel of the Committee, a position he retained until August, 1944, when, on the resignation of Hugh Fulton, he became Chief Counsel of the Committee.

On the committee he was in charge of many of the field investigations which resulted in its acquiring its reputation for fearless investigation. He headed investigators in Pittsburgh who discovered and proved that the Carnegie Illinois Steel Corporation was furnishing steel to the Navy and to shipbuilding companies under false specifications.

He and his crew of investigators went to Cincinnati and proved that the Curtiss Wright Aircraft Company's subsidiary, the Wright Aeronautical Corporation, was making defective airplane engines and getting them past Army inspection. The story was, of course, one of the great news pieces of the land and ran under page one scare-heads in every daily.

### Vigorous Probes Continue

As Chief Counsel of the Committee, Halley has attempted to continue its policy of vigorous investigations no matter where they may lead. The committee's report on the Accumulation of Surpluses (issued several months ago) analyzing wasteful practices of the armed forces, was characterized by editorial writers as a devastating expose. Lately, the committee has concentrated on surplus property disposal, including investigations of the practices of Waxy Gordon in this field, investigations of manpower, of housing, and of war material production.

Committee investigations have taken Halley to every state of the Union, to Alaska, and as far out on the Aleutians as Attu and Kiska, which he visited with a subcommittee just a few weeks after the Japs left Kiska. He has visited hundreds of war plants in every state of the Union, has studied and analyzed such diverse problems as steel, rubber, mica, manpower.

He believes firmly in President Truman's adage as Chairman of the Committee—"Get all the facts, and they will speak for themselves. Reasonable men will not often differ on the solution of a problem, once they have agreed on the facts."

### Vital Statistics

He was born June 19, 1913, in Harrison, New York, but lived in New York City since he was one year old.

Educated in public schools of New York City and Townsend Harris High School, he was graduated from Columbia College in 1932, Columbia Law School in



### News for Federal People

PRESIDENT Truman's speedy trips to the Pentagon and other agencies in Washington have governmental offices in a dither. They don't know where he's likely to show up next. President Roosevelt was restricted from such activity by his infirmity, but Mr. Truman likes to go out and see for himself what's doing. Result: There has been sharp curtailment of hall-strolling and corridor-smoking. . . . Here's good news for War Dept. employees: Before very long, any civilian employee leaving the department will get his retirement refund from the payroll officer without any delay. That's according to new regulations. The delay had resulted in lots of complaints. . . . Federal service will curb vacations again this year. Maximum: two weeks plus travel time. Could even be your vacation might be cancelled. . . . Rep. Jed Johnson of Oklahoma didn't make himself popular with his sarcasm about incentive program which pays employees for ideas. He should look at the record, see how many millions were saved. You can be pretty sure Johnson won't win the Collier Magazine \$10,000 award which is going to that Congressman who most distinguishes himself this year. . . .

### Albany Stuff

ODD THING: The men around Thomas Dewey don't seem to grow old. Paul Lockwood looks just as he did when he was serving in the D.A.'s office in New York City. Al Goodrich, now Deputy Comptroller, looks even younger. Jim Hagerty, the Governor's press aide, and John Burton, Budget Director, have aged not at all. Amazing, considering how hard they work. . . . Dewey is said to be seeking another big issue like the anti-discrimination issue which was so popular this year. . . . Charles Foster, of Budget Office, a father. . . . Study in seriousness: Charles Campbell, J. Palmer Harcourt, and Earl Kelly, State civil service officials, discussing the enormity of their pot-war problems, over luncheon in the capital cafeteria. . . .

### Politics, Inc.

LOOK FOR Major Robert Wagner, son of the U. S. Senator, to be the Democratic candidate for Manhattan Borough President. He's now overseas. . . . It isn't absolutely certain that Frank T. Hogan will be renominated as New York District Attorney by the Democrats. At the moment his position is in jeopardy. Organization Democrats would like to avoid naming him again, and probably won't unless they have to. If LaGuardia comes up from his present precarious political position and looks like a strong contender for the Mayorally, the organization boys won't dare take a chance and refuse Hogan the nomination. They're sensitive to what the newspapers might say. On the other hand, if they think they can win without newspaper or editorial support,—that is, if LaGuardia isn't in the picture—they'll likely take a chance and dump the non-political independent Dewey successor. . . . Some smart organization men feel that in such a case Hogan would get Republican and Liberal support, and maybe win the election notwithstanding Tammany. . . .

## POLICE CALLS

### PBA Important, Says Candidate

It does matter to the man on the force who heads the NYC Patrolman's Benevolent Association, says John Carton. He intends to battle with Pat Harnedy for the latter's post as head of the organization in the election this summer.

"The benefits now enjoyed by the police came as a result of a strong organization," says Carton, "and there is always the danger of losing them unless the PBA is a powerful organization, headed by an effective leader."

Among these benefits, Carton lists the 8-hour day; 3-platoon law; entrance salary protection; \$3,000 maximum; and the Merit System which fills higher posts from the ranks.

"A strong and active spokesman for the PBA," Carton added, "can assure the improvement of working conditions in accordance with the advances gained by organized labor."

### More on Albany Legislation

A PBA delegate takes issue with Peter Keresman, secretary of the State Police Conference, over the statement, made in Keresman's letter and quoted in POLICE CALLS last week, that the 2-year statute of limitations on disciplinary proceedings and the bill to provide that municipalities must pay expenses for men injured in line of duty didn't affect NYC police. He says:

"The 2-year bill (which was vetoed by Governor Dewey as was the other measure), was introduced after many members of the NYC police were called in for quizzing in the recent Amen investigations. Many of the cops were grilled on incidents which occurred as far back as 1928. It certainly could be called one of the PBA measures which got nowhere. The other bill (on medi-

cal treatment) was also of importance to big-City police. At present, under a law which many consider ill-drawn, a New York City policeman, injured in line of duty, is provided with ward accommodations. But many of the police carry their own hospitalization policies. As it works out, if the cop takes sick, his policy provides medical care in a semi-private room. But if he is injured on the job, the policy doesn't cover him, but he is dumped into a ward by the City. Besides that, the City doesn't pay the hospital bill until after the Comptroller's office has gone through the required red-tape, and hospitals which have had sad experiences waiting for City checks aren't too anxious to take in the cop and then have to wait for their money."

### A Pyrrhic Victory

That's what Pat Harnedy won last week, when his entire Board decided to run for re-election with him. It's the kind of victory that sort of pushes the victor behind the waiting 8-ball.

While this decision gave Harnedy some support, it didn't do him much good in some strong PBA circles. The greater part of the Harnedy boosting lately has come from the Brooklyn delegates. But picking the same Board to run again has left Brooklyn Delegate Ed Phelan out in the cold; and it's Phelan who has been carrying the ball for Harnedy when the going got tough.

1934. At law school he was one of editors of the Columbia Law Review and held a faculty scholarship and a Kent scholarship.

On graduation from law school, Halley became law secretary to William Bondy, United States District Judge in the Seventh District of New York. This appointment was obtained through the Columbia faculty which Judge Bondy had asked to recommend his law secretaries whenever a vacancy occurred. Although Bondy was a Republican, he recommended Halley for appointment as an Assistant United States Attorney for the Seventh District of New York, and Lamar Hardy, then United States At-

torney, appointed him.

Asst. U. S. Attorney Halley served in this role from September, 1937, until March, 1942, when he resigned to come to Washington.

Since he started working, Halley was never out of a job for even a day. He was hired by Judge Bondy before the end of the school year in June, 1934. He didn't have time to take bar examinations until March of the following year. In fact, jobs have always overlapped so that on starting a new job, he always had to finish up work on an old one.

In the United States Attorney's office, Lamar Hardy assigned Hal-

(Continued on Page 15)



# The State Employee

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

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

## Promotions

THE RAISING of the minimum salary to \$1,200 in the permanent Feld-Hamilton Law has raised many questions on the part of employees in the next higher grades. In the minds of employees with long service, the matter of dealing with future promotions looms large.

The Report of the Joint Legislative Committee of 1932 (Legislative Document 55) pointed out clearly the chaotic conditions relative to compensation which then existed. The report shows 106 stenographers receiving \$648 per annum and a considerable number of positions with salaries from \$540 to \$840 per year. This disgraceful condition as to pay for State workers gave way to the Junior Grade in the Clerical Service with a range of \$900 to \$1,400 in 1938. Together with this minimum grade went the classification of positions and the beginning of orderly recruitment and promotion. When the Feld-Hamilton services and grades were first established, the incumbent attained to the minimum or the maximum of his grade, if he were below such, only by yearly increments. Thus it took many years for some employees to attain the minimum of their salary grade.

TODAY, with all appointments being made at the minimum of the grades, and with the higher minimum established in the several grades where it was below \$1,200, we have the situation as to those long employed of the person coming in at the eleventh hour, so to speak, receiving the same as one longer employed in the title. Certainly we cannot complain because the State of New York is taking a more enlightened view of State employment conditions and has seen fit to raise the minimum to \$1,200. We would like to see this minimum at an even higher figure. The cost of living and the high tax rate so reduce the income of workers that maintenance of sound health and social status is a constant worry and often an impossibility in the case of those receiving the minimum or even the maximum of some of the present salaries. Certainly, every employee will welcome the betterment of pay of fellow workers even though it does bring them to a salary status which it took some long years to attain. We are living in an age when the importance of the worker is coming to be more and more appreciated and attention more and more directed to what constitutes fair living standards. This is a trend which this Association did much to create and which it must do even more to extend.

IT IS REASONABLE to expect that in the matter of promotion examinations, action will be taken to recognize the ability and experience of the worker by credit for seniority and for efficiency ratings. Employees who have worked through the junior grade and have been promoted to the next higher grade and have worked in that grade for some time, should be much better qualified than others who have but recently entered the service. Written examinations will not always disclose this difference which is, nevertheless, often very tangible, and seniority would seem to be the best means of evaluating the valuable experience gained.

It is true that as time has progressed since 1938 when the Feld-Hamilton was first established in departmental service, the breadth of differentiation between the duties and responsibilities of junior and assistant positions has narrowed and the merging of these two grades called for action by the Civil Service Commission.

## Progress

WORD from many Chapters indicates that as the classification and allocation work thus far completed is applied, general satisfaction is expressed by employees. This is not apparent at the institutions where the Classification Board has not as yet appeared to hear the appeals of employees or to survey conditions at first hand. It is doubtless apparent to the Classification Board that many institutions have special problems and also that no service or agency is completely static. There are some cases where employees do not feel that their duties were properly evaluated. They will have opportunity for reappeal to the Civil Service Commission. In other cases, the general problem has not been finally decided by the Board.

## New Boards

THE ASSOCIATION will make recommendations to the Governor as to the personnel of the Permanent Salary Standardization Board, the Personnel Board and other agencies having to do with personnel administration. To this end, special conferences have been held. The sponsorship by the Association of the new boards and the fine cooperation of the administration in approving them, indicates that the Governor will welcome constructive suggestions as to the members of the boards and as to the future activities relating to State employment. The importance of the Classification Board, the Salary Standardization Board and of the Personnel Board, as well as the functioning of the various State agencies having to do with personnel, is a constant concern of Association officers and committees. On the practical application of the principles enunciated in the Feld-Hamilton and other laws by the members of these boards, depends to a large extent the efficiency and advancement of State service. Employee welfare depends much upon just and humane considerations of employment problems by personnel leaders.

# Charles Burlingham Heads Committee Making Harold Fisher Memorial Award

Who has done most, in 1944, to advance the ideals of the merit system and improve the standards of State service?

The Civil Service LEADER will present the Harold J. Fisher Memorial Award to the person selected. Actual job of selection has been turned over to the Civil Service Reform Association, which will make an objective survey of State employees and officials to find the winner. The evaluation of candidates and the decision will be made by a committee of three prominent Reform Association members. They are:

Charles C. Burlingham, eminent attorney and governmental authority.

Howard C. Kelly, member of the Board of Education of the City of New York.

H. Eliot Kaplan, Executive Secretary, Civil Service Reform Association.

The committee is communicating with all State departments, requesting suggestions. All employees and officials are invited to submit suggestions, also. If you know of anyone who, in your opinion, should be considered for this award please write to Charles C. Burlingham, giving the candidate's name, title, department, and in full detail the reasons why

you think he should be given the award. Address your communication to the Harold J. Fisher Memorial Award Committee, Civil Service Reform Association, 67 West 44th Street, New York City. Every entree will receive the most careful consideration. Speed is urged.

To Be Announced in May  
The winner of the award will be announced some time this month.

The Harold J. Fisher Memorial Award, which will be made for the first time in 1945, is an annual event, in tribute to the memory of the man who passed away last year, while President of the Association of State Civil Service Employees. Governor Dewey said of Mr. Fisher:

"A devoted and intelligent public official. Mr. Fisher will best be remembered, and most deservedly, for his contributions in improving the working conditions of the employees of all departments of New York's State Government. He worked long and hard to improve those conditions, and was finally responsible in large measure for passing of the Feld-Hamilton Act in 1937. . . . Harold Fisher will be long remembered with affection and gratitude, not only by the employees of the State, but by the people of New York whom he served faithfully and well."



Harold J. Fisher, whose death last year was a deep shock to State employees, is being remembered in The LEADER'S annual Memorial Award, given in his name to the employee or official who has contributed most to the advancement of State service.

# New State Law Protects Pension Rights When Maintenance Value Is Reduced

ALBANY—One of the important civil service measures enacted into law by Governor Dewey's signature is the Hatfield bill (Assembly Int. 888). The bill was drafted by the Association of State Civil Service Employees.

The new law serves an essential purpose in protecting the retirement rights of employees in State institutions who were adversely affected in their pension rights, when a reduction in the value of their maintenance accompanied the extension of Feld-Hamilton to the institutional service.

## The Background

Prior to October 1, 1943, the value of maintenance for retirement purposes was fixed at one-half the cash salary received by the employee in accordance with a ruling of the Comptroller which had been in effect since 1925. The employees paid both Federal and State taxes on this basis in accordance with rulings of the State Tax Department. Under the system which prevailed before October 1, 1943, if an employee received a cash salary of \$2,000, his maintenance was figured at \$1,000, making a total gross salary of \$3,000 on which retirement contributions as well as income taxes were based.

This system was changed on October 1, 1943, and maintenance is now fixed at varying values as

determined by the Director of the Budget in accordance with Civil Service law, Section 42. In many cases, the new value is substantially the same as the old, but in some cases the new value is considerably less than the previous value. In such cases, the employees' pension rights might have been adversely affected by the reduction in gross salary.

## Employees Protected

The new law protects those employees who were harmed by the changeover to the new system. It permits them to continue their pension contributions at the rate established by the Comptroller before October 1, 1943, and to use the gross salary then established as the basis for pension contributions. A change in the law was essential to prevent these employees from being prejudiced by the new means of computing maintenance.

In urging the Governor's approval of the bill, the State Association pointed out that there was ample precedent for affording the employees this relief. In 1936, provisions of the Civil Serv-

ice Law provided that employees who received salary reductions should have the right to continue pension contributions at their former rate.

## Suit Pending

In addition, a law suit is pending in the Supreme Court, to compel the Retirement System to accept contributions on the basis of gross salary before October 1, 1943. The provisions of the bill would accomplish the same objective as the Court proceedings, and moreover, permit a more expeditious handling of the problem than would be possible if the matter were settled through litigation. If the law suit should be decided in favor of the employees involved, the State would be obliged to revise pension payments for all employees in this category, even though the difference might be trifling in many cases. Under the terms of the law, contributions are changed only where the employees elect to make the additional pension payments.

Thus, the new law simplifies the administrative problems of the retirement system and its adoption is an act of fairness to the affected employees without imposing any undue administrative or financial burden on the retirement system.

# State Classification Board Hears Willard Employees



Earl Kelly, head of the State Classification Board.

ALBANY—The Classification Board resumed hearing of appeals of institutional employees of the Department of Mental Hygiene on April 16, at Willard State Hospital. During the recent legislative session, the Board had to remain in Albany in order to service the classification needs of all departments, some of which are in the process of reorganization.

The Willard hearings, totaling 201, extended through the entire week. As soon as the Board is able to discuss its recommendations resulting from these hearings with the Director of the Budget and prepare individual notices announcing the Board's action, these employees will be informed of the outcome of their

appeals. It is hoped that the notices will be ready for mailing early this month.

With its completion of the Willard hearings, the Classification Board has now heard a total of 3,044 appeals filed by the employees of the mental hygiene institutions. Six more institutions must be visited before the hearing work is completed. These six represent a total of about 900 appeals which must still be heard and determined. As rapidly as possible the field trips for these remaining institutions will be scheduled. Although the hearing process has been time consuming, its soundness has been amply demonstrated.

# Assn. Heads Visit Chapters Around the State

ALBANY—Clifford C. Shoro, William F. McDonough, Jesse B. McFarland, and other State Association executives, as well as Counsel John T. DeGraff, have toured many of the State's establishments in recent months. In one week, the week of April

15, the following institutions received visits from the Association's Executive Representative: Middletown State Hospital, Rockland State Hospital, Buffalo State Hospital, Craig Colony, Attica Prison.

John T. DeGraff recently spoke to the members of the Hudson State Training School chapter. President Shoro, in addition to his many other duties as President of the ASCSE, has taken time to visit the New York City chapter, District 2 of the Public Works Department, the Buffalo State Chapter, Matteawan State Hospital, and others.

Additional schools, hospitals, and institutions visited so far this year include: Wassail State School; Kings Park State Hospital; Central Islip, Pilgrim State Hospital; Rome State School (Fort Stanwix Chapter); Rochester Chapter; Syracuse University; St. Lawrence State Hospital; Ray Brook State Hospital.

The activity of officers and committeemen in "getting around" is constantly increasing, and members of the Executive Committee express the hope that even more of this activity will in the near future be undertaken.

The visits to the various chapters have taken place this year despite the press of legislative work, travel difficulties, and an enlarged program of employee aid.

# Believe It or Not—12,750 Vets Will Seek State Jobs

ALBANY—Well, they've worked out, down to the last digit, how many veterans are going to seek jobs with the State of New York. The number is 12,750. Here's how they got that number:

A recent survey of Army enlisted men and officers discloses that approximately 5 percent have definite plans for entering Federal, State or municipal civil service. Another 5 percent have indefinite plans in this direction, while an additional 9 percent are interested. Veterans indicated preference for employment in the Federal Civil Service. Of those with definite plans to enter civil service, 60 percent favored the Federal service, 17 percent the State service, 3 percent the county, 15 percent city or town service, 5 percent did not answer.

## Applying Percentages

Applying these percentages to 1,500,000, the estimated number of New York State veterans, a

rough measure of the number of such veterans who will seek employment in civil service reveals 75,000 with definite plans for becoming government employees; an equal number would consider government service, but aren't so definite about it. Of those with definite plans, 45,000 would prefer Federal employment; 17,750 State employment; 12,250 county employment; 11,250 city and town employment; and 3,750 would indicate no preference.

All these figures have been compiled by the Research and Planning Division of the New York State Veterans' Commission. Head of the Commission is Lieut. General Hugh A. Drum (Ret.)

## NEWS ABOUT STATE EMPLOYEES

### Central Islip

IT'S vacation time for Mr. Joe Marcellus who is having an enjoyable time upstate. . . . also for Mr. and Mrs. Michael Murphy and Mary McTiernan who are spending theirs in horticultural pursuits at their homes on "Brightside Ave." . . . Cadet Robert Crowley, son of Michael Crowley, Chief of Police Dept., had the honor of being on the firing squad at the grave of the late President F. D. Roosevelt. . . . Get well wishes go to the following on the sick list in "J": Pat Murphy, Mrs. Bjydenburg, Mrs. G. Bill Rust and Mrs. Smith of group "A." . . . A new addition to "J" is Marge Tilden on the evening shift. . . . The boys in the service are gradually returning to their posts in the hospital and the latest arrival is Patrick Waters who now works in D6. . . . The 11th annual Irish-American dance, held in the village of Central Islip recently, proved a very enjoyable event and was well patronized by the hospital employees. Congratulations go to Bill Blomberg, chairman of the Committee, who did an admirable job in directing the affairs of the evening. . . .

### Brooklyn State Hospital

Rev. James D. Farragher, a former attendant at the Brooklyn State Hospital, completed his studies at the diocesan seminary of the Immaculate Conception, Huntington, N. Y., and was recently ordained at St. James Pro-Cathedral. . . . Father Farragher celebrated Mass in the hospital chapel on Sunday. Dr. Clarence H. Bellinger, Director, Dr. John B. Byrne, member of the Board of Visitors, members of the medical staff and former co-workers were in attendance. Following the Mass, a breakfast was served at the hospital, at which Father Farragher's parents, Mr. and Mrs. Martin Farragher 132-15 41st Street, Flushing, and the hospital staff were present. Father Farragher was presented with a purse as a token of esteem from his former fellow workers and friends. As he accepted the warm, sincere congratulations of those with whom he had been associated, Father Farragher stated he would always be proud of having worked with such kind and considerate people and that he would cherish many happy memories of Brooklyn State Hospital and remember all in his prayers. . . . The best wishes of his former fellow workers and friends for a long and fruitful ministry of his priesthood go with Father Farragher as he takes up his appointment to St. Joseph's Church, Kings Park, N. Y. . . . Kathryn Madden, popular infirmary nurse, continues on sick leave. . . . Staff attendant Emil Alberts is enjoying a few days' vacation. . . . Miss Lucy Egan is confined to her home in the Bronx by illness. . . . Gertrude Lewis, senior cadet nurse, reported to England General Hospital, Atlantic City, for six months' senior cadet service, on April 15. . . . Margaret Kabak, R.N., 1944 graduate, received orders to report to Camp Dix for induction into the Army Nurse Corps. . . . Anastasia Stone had a very pleasant Boston vacation. . . . Miss Margaret Gannon has been transferred to the Manhattan State Hospital. . . . Mrs. Sally Tiffi has joined the office force. . . .

### New York City

MEMBERS of the NYC Chapter of the Association are sorry to learn of the coming retirement of popular Clinton DeForest Ganse. He's been with the New York City office of the Banking Department for over forty-one years, and has been an active member of the ASCSE ever since it started. In recent years, he has been the Association representative for the Department. He's planning to move down to the sunny shores of Florida to enjoy his retirement. . . . Last week's meeting of the NYC Chapter was devoted to the adoption of the new Constitution. President Charles Culver presided over the well-attended gathering. . . .

### Newark State School

THE LOCAL ASCSE Chapter presented a Minstrel show which proved to be a huge success. A banquet was given to those who participated. Leo Gurry, President of the Mental Hygiene Association, was guest of honor. He spoke of events of the past year and of things to come regarding the Association. Harland Craver, President of the Local Chapter,

presided. . . . Stanley Jewell, Farm Manager, retired in March because of ill health. A party was given in his honor at which he was presented with a rowboat.

## Craig Colony Hears About Assn. Origins

ALBANY—William F. McDonough, Executive Representative of the Association of State Civil Service Employees, addressed a enthusiastic group of members at a dinner meeting at Dansville, N. Y., on Monday evening, April 23.

McDonough gave a detailed account of the growth and accomplishments of the Association of State Civil Service Employees since its inception over 30 years ago.

State Assemblyman Ernest I. Hatfield, who introduced the bill, since become law, which protects the pensions of employees whose maintenance may have been reduced (see page 7).

## STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

### Incompetency or Insubordination?

If your appointing officer should charge you with incompetency but specify instances of misconduct and should find you guilty of such acts of misconduct, you cannot avoid the consequences of the punishment meted out on the grounds that you were improperly charged with incompetency. This is the conclusion to be drawn from a recent court case decided by the Supreme Court of New York County.

### Specified Acts of Insubordination

In this case an employee was found guilty of repeated instances of insubordination of which he had been accused although the charge against him had been characterized by the appointing officer as incompetency. In sustaining the punishment, the Court pointed out that although the appointing officer's affidavit in the case did contain a statement that he was convinced the employee was not competent, the record of the hearing clearly establishes that the dismissal was based on a finding that the employee was guilty of the four specific charges of insubordination made against him.

### The Court's Conclusion

The Court concluded that "the mere circumstances that petitioner's conduct may have been characterized as incompetence rather than as insubordination is immaterial, for the charges of which the petitioner (employee) was found guilty justified his dismissal regardless of the term or expression used to describe them" (*Sofsky v. O'Rourke*).

### Credit for Provisional Service

Under the provisions of the recently enacted Fine Law (Chapter 671, Laws of 1945) no credit in a promotion examination may be granted to any person for any time served as a provisional appointee, except that credit shall be given such person for service in his permanent position for time spent as a provisional.

### State Practice Unchanged

This law makes no change in the practice followed in the State service, although it may result in changes in other jurisdictions. In State service, a provisional appointee is credited, for the period of provisional service, with service performed in the position held just before taking the provisional position. In cases of open competitive examinations, the provisional appointee is deemed to continue in his last job for purposes of determining his eligibility to compete and for rating training and experience. Similarly, in the case of a promotion examination, the provisional promotee is deemed to continue in his regular permanent position for the same purposes. The instant law, therefore, requires no change in this practice.

### New State Promotion Opportunities

Employees of the State Tax Department who are employed in the several Surrogate's Courts throughout the State in connection with the determination of estate tax liability are granted an avenue of promotion from their hitherto dead-end jobs under the provisions of the Barrett Law (Chapter 634, Laws of 1945).



State Assemblyman Ernest I. Hatfield, who introduced the bill, since become law, which protects the pensions of employees whose maintenance may have been reduced (see page 7).

## City, State Social Workers To Attend Conference

Many of the social workers in State and New York City departments are planning to participate in the coming "National Conference Day" of the National Conference of Social Work. Post-war problems as they affect the staff social worker will be considered at the conference.

New York City's social-work group will have their own "National Conference Day" on Monday, May 28th, at the Hotel Pennsylvania, according to an announcement by Mary L. Gibbons, First Deputy Commissioner of the New York State Department of Social Welfare, who is chairman of a representative local committee sponsoring the meeting. Members of the committee include Linton B. Swift, Ralph J. Hurlin, Frances Taussig, and Lester B. Granger, who are members of the Executive Committee of the National Conference, also the following:

Marguerite Boylan, Catholic Charities of the Diocese of Brooklyn; Stanley P. Davies, Community Service Society; Mrs. Gertrude Davis, Jewish Family Welfare Society, Brooklyn; Robert P. Lane, Welfare Council of New York; Harry W. Marsh, Commissioner, New York City Department of Welfare; Bernard Segal, Social Service Employees Union; Program Committee chairman; Russell H. Kurtz, Russell Sage Foundation; Publicity Committee chairman; Clare M. Tousley, Community Service Society; Arrangements Committee chairman; John Moore, New York War Fund; Report Committee chairman; Mrs. Mary Routzahn, Russell Sage Foundation; Finance Committee chairman; Arthur Huck, Children's Aid Society.

### The Aim

In calling the New York City meeting, Miss Gibbons emphasized that it was designed to give the rank and file workers in social work needed stimulation and help in planning for the post-war period immediately ahead, since difficulties and dislocations of the past few turbulent years had prevented many from attending the National Conferences. This one-day Conference is also aimed to help Board members familiarize themselves with the problems confronting professional staffs.

According to present plans, "National Conference Day" will open with the Presidential address by Dr. Ellen Potter of Trenton, N. J., President of the National Conference of Social Work, to be delivered at the first meet-

ing at 9:30 a.m. in the Hotel Pennsylvania. Six meetings will run simultaneously at 11:00 a.m. and 2:30 p.m., subjects to be announced later.

Headquarters of "National Conference Day" are at the New York State Department of Social Welfare, Room 500, at 205 East 42nd Street, New York. Mrs. Mary Holsinger, secretary of the State Conference of Social Work, is secretary for "National Conference Day."

## Albany Shopping Guide

### Schools

STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bldg., Albany 3-0367.

### Furs

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

### Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00 Over 1,000 hats to select from. THE MILLINERY MART, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 126 Main St., Gloversville, N. Y.

### Specialty Shop

LARGE SELECTION—SILK and house dresses. Sizes 18½ to 60 \$4.95 up. Specializing in hosiery, flannel gowns and pajamas; snuggly. At low prices. K's Specialty Shop, 178 South Pearl St., Albany.

### Where to Dine

TRY OUR FAMOUS spaghetti luncheon with meat balls, 50c. Italian home cooking our specialty. Delicious coffee. EAGLE LUNCHEONETTE, 38 Eagle St. (diagonally opposite De Witt Clinton). Open 8 A.M. to 8 P.M.

### Beauty Salon

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## Shoro to Preside Over State Assn. Executive Confab

ALBANY—A meeting of the Executive Committee, Association of State Civil Service Employees, is scheduled for Tuesday, May 1. It will begin at 6 p.m. in the DeWitt Clinton Hotel, and will be presided over by Clifford C. Shoro, President of the Association.

The meeting, described as "a very important one," will deal with a variety of problems. There will be a review of legislative action. Among other subjects on the agenda are: What procedures to follow under the new Feld-Hamilton law in order to obtain special salary recognition for hazardous and arduous positions; recommendations for the Salary Standardization Board and the Personnel Board; the question of equal pay for women in State service.

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### Civil Service Bills Approved And Vetoed

Following is action taken by Governor Dewey on important civil service legislation which was passed by both houses of the State Legislature and placed before him for approval or disapproval.

#### Approved Bills (Now State Laws)

A. Int. 1004. Mr. Ryan. Provides that guard or employee of State Correction Department may retire on disability after 20 years of service.

A. Int. 373. Mr. Fine. Provides that no credit on promotional examination may be given for service as a provisional.

A. Int. 2352. Rules Committee. Allows members of State Employees Retirement System right of optional retirement at age 55.

S. Int. 1306. Mr. Hulst. Allows retirement credit for State employees for prior service on completion of two years' service after separation.

S. Int. 152. Mr. Bainbridge. Allows NYC employee choice of any five years as computation of "final service."

S. Int. 1304. Mr. Oliver. Allows NYC employees prior pension credit for Federal service on payment of contributions.

S. Int. 1310. Mr. Hulst. Minimum retirement age for State employees set at 60 except for those choosing 55; changes superannuation rights and other pension provisions.

S. Int. 1309. Mr. Hulst. Prohibits duplication of benefits between workmen's compensation and pension fund.

A. Int. 2729. Mr. Lupton. This bill liberalizes the provisions of Feld-Hamilton Law. Was hailed by ASCSE as "a bill of major importance."

A. Int. 2242. Mr. Lupton. City civil service employee, dropped without misconduct charge shall be placed on preferred list. Reinstatement within one year shall be considered continuous service.

A. Int. 1451. Mr. Van Durer. Provides that public employee injured on military duty may be transferred to vacant position which he can fill, if rate of pay is not greater than his original position.

S. Int. 561, 1252; A. Int. 1142. These bills allow Courts in New York City the power to set the salaries of their employees, rather than allow the municipal administration this power.

#### Vetoed Measures

S. Int. 7. Mr. Wicks. Provide payment of prevailing wage to manual workers in city-owned subways.

S. Int. 849. Fixes salaries of supervisors and parole officers in State.

A. Int. 573. Mr. Berge. Would give military credit for service with the U. S. Public Health Service.

A. Int. 928. Mr. Shaw. Provides additional death benefit for members of NYC employees Retirement System.

A. Int. 2057. Mr. Shaw. Allows State employees pension service credit for time on sick leave on preferred list.

S. Int. 1152. Mr. Hulst. Allows State employees pension service credit for time on sick leave on preferred list.

S. Int. 1152. Mr. Hulst. Allows State legislators prior credit for service with State, city or county.

S. Int. 153. Mr. Bainbridge. Allows pension credit for time on leave for war work to NYC employees.

A. Int. 1910. Mr. Foy. Exempts State employees retirement benefit from State taxation.

S. Int. 1465. Mr. Hulst. Any five consecutive years of State service may be used in computing final average compensation for retirement.

A. Int. 1851. Mr. Sellmayer. Allows State employees prior service credit in other retirement system, even if transfer rights had been available.

A. Int. 1039. Mr. Bacon. Allows claim for overtime pay by employees of Rome State School.

A. 1237. Mr. Ryan. Allows overtime claims against Dannemora State Hospital.

A. Int. 1005. Mr. Ryan. Provides additional death benefits for employees in the Department of Correction.

S. Int. 5. Mr. Wicks. Extends prior-service credit for NYC transit employees under certain conditions.

S. Int. 1595. Mr. Hulst. Companion to Assembly bill to allow prior credit in other retirement system to State employees.

S. Int. 184. Mr. Condon. Prohibits discrimination in rate of pay because of sex among State and municipal employees. Called "unnecessary."

S. Int. 54. Mr. Halpern. Changes classification of hospital nurses in civil service from junior professional to professional service. Change duplicated in other legislation.

S. Int. 644. Mr. Halpern. Provides mandatory promotion or appointment of eligible in military service reached on eligible list.

A. Int. 1323. Mr. Thompson. Sets salary schedule for employees in the taxation group in competitive and non-competitive class.

A. Int. 349. Crews. Waives educational requirements for certain promotional examinations.

S. Int. 8. Mr. Wicks. Requires municipalities to continue pension system in effect when taking over transit system.

A. Int. 304. Mr. Lama. Allows change to age 55 retirement for NYC employees up to October 1, 1945.

S. Int. 1818. Mr. Halpern. Gives employees right of appeal to civil service commissions in cases of disciplinary action.

A. Int. 195. Mr. Bennett. Allows NYC employees, who is veteran, to retire at age 55 after 20 years of municipal service.

S. Int. 643; A. Int. 1046; A. Int. 1290. These bills make changes in the Military Law, were opposed by both the Association of State Civil Service Employees and the Civil Service Commission.

A. Int. 1915. Mr. Mailler. Would have required filing of disabled veterans claims only after completion of civil service examination.

A. Int. 1071. Mr. Sutor. Fixes maximum hours for firemen in cities; grants time-off after extra work; 3-platoon system.

A. Int. 1200. Mr. Crews. Would extend the eligible list for Clerk, Grade 7, Supreme Court, Kings County.

A. Int. 274 and 742. Mr. DeSalvo and Mr. Berge. These bills grant veterans prior service credit for time in uniform.

S. Int. 1432. Mr. Burney. Sets salary schedules for employees of the Niagara Frontier Authority.

S. Int. 1305. Mr. Hulst. Reduces charges on loans by members of State Employees Retirement System.

A. Int. 2125. Mr. Barrett. Provides for transfer of employees of industrial board to workmen's compensation bureaus.

A. Int. 1830. Mr. Sellmayer. Changes Retirement provision for State hospital employees to allow optional death benefits.

S. Int. 6. Mr. Wicks. Would allow persons ordered by President of U. S. agency to go into war work pension credit for such time; reinstatement after war-work ends.

A. Int. 1831. Mr. Sill. This provides chief abstractor in St. Lawrence County would receive a fee, 60 per cent of money received from search work.

## State Seeks Applicants For Permanent Positions

ALBANY—The State of New York will hold a new series of examinations for permanent appointment. The posts will cover a wide area of occupations, and offer good opportunities. The salaries listed below do not include the additional war bonus which varies from 20 per cent for all jobs paying less than \$1,500 a year, to 10 per cent for posts paying over \$4,000.

Applications for the examinations may be obtained from the State Department of Civil Service, State Office Building, Albany, N. Y., or Room 550, 80 Centre Street, New York City. When writing for detailed circular and application form, give the number and title of position and enclosed a large, self-addressed envelope. Do not enclose application fee with the request.

Deadline for filing is May 11. The examinations will be held on May 26 (with one exception).

Below are the jobs:  
No. 2032—EXECUTIVE OFFICER, Cayuga County, Alcoholic Beverage Control Board. Usual salary range \$2000 to \$2500 plus a war emergency bonus. Application fee \$1.00.

MINIMUM QUALIFICATIONS: Candidates must meet the requirements of one of the following groups:  
Either (a) eight years of satisfactory office experience of which two years must have been in a responsible supervisory capacity;

or (b) two years of satisfactory office experience of which one year must have been in a responsible supervisory capacity and completion of two years of study at a recognized college or university;

or (c) a satisfactory combination of the foregoing training and experience.

Subjects of Examination: Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 4.

Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 6.

DATE OF EXAMINATION: May 26, 1945.

No. 2035—ASSISTANT DISTRICT HEALTH OFFICER, Department of Health. Usual salary range \$4000 to \$5000 plus a war emergency bonus. Application fee \$3.00.

MINIMUM QUALIFICATIONS: Candidates must be graduates of an approved medical school and must be licensed to practice medicine in New York State or be eligible to enter the examination for such license. (Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their licenses and have so notified the Department of Civil Service.) In addition, they must meet the requirements of one of the following groups:

Either (a) four years of satisfactory full-time experience in a responsible public health position, within the six years immediately preceding the announced date of this examination;

or (b) six months of satisfactory full-time experience as apprentice epidemiologist or in another full-time acceptable public health position, within the three years immediately preceding the announced date of this examination, and satisfactory completion of a post-graduate course in public health.

Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 5.

Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 5.

THIS EXAMINATION MAY BE HELD AT A LATER DATE THAN MAY 26, 1945.

No. 2036—EDITORIAL ASSISTANT, State and County Departments and Institutions. Usual salary range \$2000 to \$3225, plus a war emergency bonus. Application fee \$3.00. At present, one vacancy exists in the Albany Office of the Education Department.

MINIMUM QUALIFICATIONS: Candidates must meet the requirements of one of the following groups:

Either (a) two years of satisfactory editorial experience involving proofreading, writing, compilation, revision and preparation of manuscripts, including or supplemented by one year of newspaper or other publicity work, and graduation from a recognized college or university from a four year course for which a bachelor's degree has been granted, preferably with specialization in journalism or English;

or (b) a satisfactory equivalent combination of the foregoing training and experience.

Subjects of Examination: Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 6.

Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 4.

DATE OF EXAMINATION: MAY 26, 1945.

No. 2038—SENIOR ADMINISTRATIVE ASSISTANT, State Institution for the Study of Malignant Disease, Buffalo, Department of Health. Usual salary range \$4000 to \$5000 plus a war emergency bonus. Application fee \$3.00. At present, one vacancy exists.

MINIMUM QUALIFICATIONS: Candidates must meet the requirements of one of the following groups:

Either (a) graduation from a standard senior high school, and eight years of satisfactory progressive experience in accounting, public administration, personnel administration, financial management or other related fields, of which five years must have been in a supervisory or administrative capacity;

or (b) graduation from a recognized college or university from a four year course for which a bachelor's degree is granted, and five years of satisfactory experience in accounting, public administration, personnel administration, financial management or other related fields in a supervisory or administrative capacity;

or (c) a satisfactory equivalent com-

bination of the foregoing training and experience.  
Subjects of Examination: Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 4.

Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 6.

DATE OF EXAMINATION: May 26, 1945.

No. 2039—SENIOR SUPERVISOR OF NURSING EDUCATION, Department of Education. Usual salary range \$3120 to \$3870 plus a war emergency bonus. Application fee \$3.00. At present, one vacancy exists in the Albany Office.

MINIMUM QUALIFICATIONS: Candidates must be graduates of an accredited school of nursing, and must be licensed as registered professional nurses in New York State or be eligible for such license. (Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their licenses and so notified the Department of Civil Service.) In addition, they must meet the requirements of one of the following groups:

Either (a) seven years of acceptable experience in the practice of nursing of which three shall have been in nursing education and two in an administrative capacity, and completion of four full years of study at a recognized college or university including or supplemented by one full year of study of teaching, supervision and administration of nursing education;

or (b) a satisfactory equivalent combination of the foregoing training and experience.

Subjects of Examination: Written examination on the knowledge

and abilities involved in the performance of the duties of the position—relative weight 4.

Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 6.

DATE OF EXAMINATION: May 26, 1945.

No. 2040—SUPERVISOR OF VOCATIONAL REHABILITATION, Division of Vocational Rehabilitation, Department of Education. Usual salary range \$2760 to \$3360 plus a war emergency bonus. Application fee \$2.00.

MINIMUM QUALIFICATIONS: Candidates must be graduates of a recognized college or university from a four year course for which a bachelor's degree is granted. In addition, they must meet the requirements of one of the following groups:

Either (a) completion of undergraduate or graduate courses of at least eighteen credit hours in any of the following subjects: occupational guidance, personnel management, industrial management, industrial and vocational psychology, and two years of recent satisfactory experience in a responsible position in one of the following fields: vocational rehabilitation of civilians, safety service, administration of workmen's compensation, placement service (limited to employment counselors and persons engaged in the actual placement of individuals in industry); vocational guidance, personnel management, vocational instruction, or in a supervisory capacity in a large industrial organization as manager, production manager, superintendent or foreman;

or (b) three years of recent satisfactory experience in a responsible position in one of the fields of experience described under (a);

or (c) a satisfactory equivalent com-

(Continued on Page 10)

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# NYC Opens Variety of Tests Competitive, Promotion

Applications for the following NYC Civil Service open competitive and promotion examinations may be filed at the Application Bureau, NYC Civil Service Commission, 96 Duane Street, Manhattan, between 9 a.m., Tuesday, May 1, and 4 p.m., Wednesday, May 16, 1945. Applications may be brought in person or mailed.

**Custodian**  
Salary: Depends on the size and nature of the building to which the appointee is assigned. This is an ungraded position.  
Vacancies: Approximately 40 in the Department of Education at salaries netting \$1,800 to \$2,600 a year after paying assistants.

**Requirements:** At least three years' experience of a nature to qualify for the duties of the position in the responsible care of buildings with heating plants; or two years of such experience and one year of suitable technical training; or a satisfactory equivalent.

**Tests:** Written, experience and oral.  
**Chief of the Division of Venereal Disease Research, Grade 4**

Salary: \$3,000 a year and over. The salary of this position is to be paid out of Federal funds, therefore competition is open to all citizens of the United States. Filing period until May 29.

**Vacancies:** One expected in the Department of Health at \$5,250 a year.  
**Requirements:** Candidates must have a license to practice medicine in New York State at time of appointment. Must be graduates of an approved school of medicine; have one year of internship in an approved general hospital; one year of clinical experience in the field of venereal diseases; two years' experience in the field of experimental research in venereal diseases; two years' experience in the management of a laboratory and a clinical research unit; or satisfactory equivalent.

**Tests:** Written, oral, experience.  
**Consultant (Medical Social Work) (Reopened)**

Salary: \$3,300 to but not including \$4,200 a year; paid out of funds of Federal Government, so competition is open to all U. S. citizens. Filing period until May 29.

**Vacancies:** One expected in Department of Health at \$3,500.  
**Requirements:** Graduation from a two-year course in an approved school of social work; six years of experience in social work (medical) in a recognized social service department, one year of which must have been as a supervisor, and two years with an agency treating the physically handicapped; or a satisfactory equivalent.

**Tests:** Written, training, experience and personal qualifications.  
**Physician (Venereal Disease Research), Grade 4**

Salary: \$3,000 a year and over; paid out of funds of the Federal Government, so competition is open to all U. S. citizens.  
**Vacancies:** One expected in the Department of Health at \$3,000 a year.

**Requirements:** Candidates must be licensed to practice medicine in the State of New York at time of appointment; graduate of an approved school of medicine; one year of internship in an approved hospital; one year of post-graduate study in venereal diseases; two years experience in the clinical and laboratory

phases of venereal disease work; or a satisfactory equivalent.  
**Tests:** Written, experience.

**Promotion to Assistant Supervisor (Electrical Power) (Reopened)**

Salary: \$3,000 to \$4,000 a year.  
**Requirements:** Open to NYC Transit employees who are: foreman (electrical power); foreman (power-cables); have served in such title for one year; have served six months continuously prior to date of written test; are otherwise eligible.

**Promotion to Auto Engineman Department of Hospitals**

Salary: This is an ungraded position. Appointments are being made at \$1,500 a year.  
**Vacancies:** Twenty at present, others expected.

**Requirements:** Open to permanent male employees in Hospitals Department in labor or non-competitive class for one year. Must have a chauffeur's license on date of practical test.  
**Tests:** Written, July 10, 1945. Practical on light truck to be held later. Medical and physical.

**Promotion to Plumber General Promotion**

Salary: Prevailing rate, at present \$12 a day plus \$1 bonus.  
**Vacancies:** Occur from time to time.  
**Requirements:** Open to permanent employees with one year's experience as: Plumber's helper; Gas Fitter's helper; Steam Fitter's helper; Gas Fitter; Steam Fitter; Inspector of Water Consumption; Inspector of Plumbing; Sanitary Inspector. Five year's practical plumbing experience.

**Tests:** Written, June 23, 1945. Performance test with tools later.  
**Promotion to Satisfaction Clerk, Grade 4 City Register**

Salary: \$2,401 to but not including \$3,000 a year.  
**Vacancies:** One at present; others occur from time to time.

**Requirements:** Open to employees in Grade 3 or 4 of the Clerical or Legal Service with one year's experience in the City Register.  
**Tests:** Written, June 19, 1945.

**Promotion to Supervisor (Electrical Power) (Reopened)**

Salary: \$4,001 to \$6,000 a year.  
**Vacancies:** Five at present; others from time to time.

**Requirements:** Open to employees of the NYC Transit System who are Assistant Supervisor (Electrical Power); have one year's service in title; are otherwise eligible.  
**NOTE:** No date has yet been set for filing of applications for Promotion to Clerk, Grade 2, despite reports in other papers.

conduct and character of an applicant during any period may be considered.  
(f) A physical and medical examination conducted by one of the physicians employed by the Board of Education. Applicants must, if the examining physician so recommends, be vaccinated. Only certificates showing that the applicant has been vaccinated within the past five years, or certificates showing immunity after two recent vaccinations may be accepted in lieu of a new vaccination. All applicants must pass an X-ray chest examination conducted by the New York City Board of Health.

## Examination for License as Substitute Teacher in the Day High Schools (Men and Women)

The Board of Examiners announces that an examination will be held for license as substitute teacher in day high schools in the following subjects and in accordance with the following schedule:

**NOTE:** The numeral preceding the subject indicates the chairman of the committee in charge of the examination, as listed below. All requests for information should be addressed to the chairman of the appropriate committee.

- General Subjects**
- I. Biology and general science.
  - I. Chemistry and general science.
  - II. Economics and economic geography.
  - III. English.
  - II. History and civics.
  - I. Mathematics.
  - I. Physics and general science.
  - I. Physiology and general science.

- Special Subjects**
- III. Accounting and business practice.
  - IV. Fine arts.
  - V. Health education.
  - VI. Home economics.
  - VI. Music.
  - VI. Orchestral music.
  - III. Speech.
  - III. Stenography and typewriting ( Gregg ).
  - III. Stenography and typewriting ( Pitman ).

**MAY 14th:** Final date for filing applications.

**MAY 21st:** Date by which applicants will receive notice of admission to the examination. Applicants who do not receive notice by this date are advised to communicate at once with the Chairman of the committee in charge of the examination.

**WEEK OF MAY 28th:** Date of the written tests, except for the fine arts examination, which will be held the week of June 11th.

**SEPTEMBER 10th:** Date by which applicants must meet the eligibility requirements.

**SALARY:** \$0.50 per diem for each day of actual service.

**Committee Chairmen**

- I. Joseph Jablonow
- II. Harold Fields
- III. Henry Levy
- IV. Mrs. Vesta Davis
- V. Samuel Streicher
- VI. William A. Hannig

**Eligibility Requirements**

**MINIMUM AGE:** Applicants must be at least 18 years of age by September 10th, 1945.

**MAXIMUM AGE:** 40 years. (However, until September 1st, 1945 the Board of Education has suspended the upper age limit for all applicants for substitute licenses, subject to the statutory limit of 70 years.)

**EXPERIENCE:** One year of teaching. Teaching experience may have been in any subject and on any level, but must have been class teaching in a graded school approved by the Regents of the University of the State of New York. (Six semester hours of observation and supervised practice teaching (120 clock hours) may be offered in lieu of the required year of experience in teaching.)

**PREPARATION:** A baccalaureate degree or equivalent, or either in graduate or undergraduate work:

- (a) 12 semester hours in appropriate courses in the following fields, including one course in each of such fields:

- 1. History, philosophy, principles, and/or problems of education.
- 2. Adolescent development of educational psychology.
- 3. Methods of teaching or educational measurements.
- 4. Methods of teaching the subject;

and (b) For general subjects: 36 semester hours in approved courses related to the subject.

For special subjects: 42 semester hours in approved courses related to the subject.

**TIME EXTENSION:** During the period of the war emergency or until otherwise directed by earlier action of the Board of Education, an extension of time until September 10th, 1945 has been granted for the completion of 12 semester hours of the required courses related to the subject, and 6 of the required 12 semester hours in education.

**General Regulations**

Application forms may be obtained at the Information Division, Room 437 of this office, or will be sent upon receipt of a written request accompanied by a large self-addressed stamped envelope.

**Citizenship**

Applicants must be citizens of the United States or legal declarants of their intention to become citizens of the United States.

**Military Regulations**

Persons who will be prevented from taking or completing the examination by service in the armed forces, by service in the United States Merchant Marine, by service overseas with the American Red Cross in connection with the armed forces or who are on "extended military leave" (released from military duty to engage in essential war work), or who expect to be inducted in the near future, or who have been honorably discharged, are advised to send a self-addressed envelope to the Board of Examiners for a circular setting forth in full the "Regulations Governing Persons on Military Leave."

**Out-of-town Applicants**

Residence or previous service in New York City or New York State is not required and will not enter into the determination of competence.

**Standards**

Persons lacking normal use of arms or legs or persons with serious loss of vision or of hearing or with organic speech defects, or with other physical disabilities, such as diminutive stature, excessive deviation from normal weight, or marked spinal curvature, etc., are advised to send for the circular entitled "Health Standards for Teachers."

**Scope of Examination**

The examination may include all or several of the following:

- (a) A short-answer written test on subject matter;
- (b) An essay-type written test on subject matter, in which a satisfactory standard of attainment in written English will be required;
- (c) An interview test to ascertain the applicant's fitness with respect to certain aspects of personality (appearance, bearing, manners, animation, poise, etc.); and his use of oral English (oral reading, speech, enunciation and pronunciation, and voice);
- (d) A performance test, in the case of applicants for license to teach a special subject (except in the subjects of

# State Seeks Applicants For Permanent Positions

(Continued from Page 9)

mination of the foregoing training and experience.  
**Subjects of Examination:**

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 5.

**Training and experience** (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 5.

**DATE OF EXAMINATION:** May 26, 1945.

**NO WRITTEN EXAMINATION WILL BE REQUIRED**

For the following position, no written examination will be required, but candidates will be interviewed at a later date for the purpose of evaluating their training and experience, and their knowledge and ability in relation to the administrative and professional duties and requirements of the position.

Applications for this unwritten examination will be received up to and including May 25, 1945.

**No. 2041—CHIEF SUPERVISING ATTENDANT, Syracuse State School, Department of Mental Hygiene.** Usual salary range \$2400 to \$2800 plus a war emergency bonus. Application fee \$2.00.

**MINIMUM QUALIFICATIONS:** Candidates must meet the requirements of one of the following groups:

Either (a) eight years of progressive, responsible experience in caring for patients in a recognized school for mental defectives, of which three years shall have been in a supervisory position directing subordinate employees in such care of patients;

or (b) six years of progressive, responsible experience in caring for patients in a recognized school for mental defectives, and graduation from a recognized college or university from a course for which a bachelor's degree is granted, preferably with specialization in psychology;

or (c) a satisfactory equivalent combination of the foregoing experience and education.

**Subjects of Examination:**

Oral examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 4.

**Training and experience** (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 6.

**No. 2042—HEAD LAUNDRY SUPERVISOR, Institutions, Department of Mental Hygiene.** Usual salary range \$2000 to \$2400. Application fee \$1.00. At present, vacancies exist in Rome State School and St. Lawrence State Hospital.

**When filing applications, candidates must signify whether or not they would be willing to accept an appointment of Head Laundry Supervisor at Rome State School or at St. Lawrence State Hospital.**

If offered such position from the eligible list.

**MINIMUM QUALIFICATIONS:** Candidates must meet the requirements of one of the following groups:

Either (a) three years of satisfactory experience in large scale commercial or institution laundry work, two years of which shall have involved regular supervision over other employees or over working inmates of an institution;

or (b) a satisfactory combination of training and experience in laundry work of equal or greater value, which must include the two years of supervisory experience as outlined in (a).

**Subjects of Examination:**

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 5.

**Training and experience** (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 5.

**NOTE:** A promotion examination for the position will be held at the same time as this open competitive examination. Although the law requires that the promotion list be used first in making appointments, it is anticipated that there will be a sufficient number of appointments so that the open competition list will be used also.

**DATE OF EXAMINATION:** May 26, 1945.

**No. 2043—SENIOR MAINTENANCE SUPERVISOR, Institutions, Department of Mental Hygiene.** Usual salary range \$2400 to \$3000 plus a war emergency bonus of \$360. Application fee \$2.00. At present, vacancies exist at Binghamton State Hospital, Central Islip State Hospital and at Pilgrim State Hospital.

**NOTE:** A promotion examination for the position will be held at the same time as this open competitive examination. Although the law requires that the promotion list be used first in making appointments, it is anticipated that there will be a sufficient number of appointments so that the open competition list will be used also.

**MINIMUM QUALIFICATIONS:** Candidates must meet the requirements of one of the following groups:

Either (a) eight years of satisfactory progressively responsible experience in the building construction field, of which three years must have been in responsible supervision over journeymen and/or building maintenance men;

or (b) a satisfactory equivalent combination of the foregoing experience.

**Subjects of Examination:**

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 5.

**Training and experience** (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 5.

**DATE OF EXAMINATION:** May 26, 1945.

# High School Teacher Tests

## Examination for License as Substitute Teacher in the NYC Junior High Schools (Men and Women)

The Board of Examiners announces that an examination will be held for license as substitute teacher in junior high schools in the following subjects:

**NOTE:** The numeral preceding the subject indicates the chairman of the committee in charge of the examination, as listed below. All requests for information should be addressed to the chairman of the appropriate committee.

- General Subjects**
- III. English.
  - I. General science.
  - I. Mathematics.
  - II. Social studies.
  - V. Spanish.

- Special Subjects**
- III. Business training.
  - IV. Fine arts.
  - V. Health education.
  - VI. Home economics.
  - VI. Music.
  - VI. Orchestral music.

**MAY 14th:** Final date for filing applications.

**MAY 21st:** Applicants will receive notice of admission to the examination.

**WEEK OF MAY 28th:** Date of the written tests, except for the fine arts examination, which will be held the week of June 11th.

**SEPTEMBER 10th:** Date by which applicants must meet the eligibility requirements.

**APPLICATION FEE:** \$2.00.  
**SALARY:** \$8.25 per diem for each day of actual service.

**Committee Chairmen**

- I. Joseph Jablonow
- II. Harold Fields
- III. Henry Levy
- IV. Mrs. Vesta Davis
- V. Samuel Streicher
- VI. William A. Hannig

**Eligibility Requirements**

**MINIMUM AGE:** Applicants must be at least 18 years of age by September 10th, 1945.

**MAXIMUM AGE:** 40 years. (However, until September 1st, 1945, the Board of Education has suspended the upper age limit for all substitute licenses, subject to the statutory limitation of 70 years.)

**PREPARATION:** A baccalaureate degree or equivalent.

(a) 18 semester hours in approved courses in the following fields, including one course in each of such fields:

hours) and one-half year of acceptable teaching experience. (No other combinations will be accepted.) Such substitution shall be in diminution of the 18 semester hours by six semester hours.

**TIME EXTENSION:** During the period of the war emergency applicants will have until September 10th, 1945 to complete 6 of the required 18 semester hours in education and 10 of the required hours in content course (24 semester hours in the case of general subjects and 30 semester hours in the case of special subjects.) If they do not fulfill all requirements by that date, their licenses will terminate.

**General Regulations**

Application forms may be obtained at the Information Division, Room 437, 110 Livingston Street, Brooklyn, or will be sent upon receipt of a written request accompanied by a large self-addressed stamped envelope.

**Citizenship**

Applicants must be citizens of the United States or legal declarants of their intention to become citizens of the United States.

**Military Regulations**

Persons who will be prevented from taking or completing the examination by service in the armed forces, by service in the United States Merchant Marine, by service overseas with the American Red Cross in connection with the armed forces or who are on "extended military leave" (released from military duty to engage in essential war work), or who expect to be inducted in the near future, or who have been honorably discharged, are advised to send a self-addressed envelope to the Board of Examiners for a circular setting forth in full the "Regulations Governing Persons on Military Leave."

**Out-of-town Applicants**

Residence or previous service in New York City or New York State is not required and will not enter into the determination of competence.

**Standards**

Persons lacking normal use of arms or legs or persons with serious loss of vision or of hearing or with organic speech defects, or with other physical disabilities, such as diminutive stature, excessive deviation from normal weight, or marked spinal curvature, etc., are advised to send for the circular entitled "Health Standards for Teachers."

**Scope of Examination**

The examination may include all or several of the following:

- (a) A short-answer written test on subject matter;
- (b) An essay-type written test on subject matter, in which a satisfactory standard of attainment in written English will be required;
- (c) An interview test to ascertain the applicant's fitness with respect to certain aspects of personality (appearance, bearing, manners, animation, poise, etc.); and his use of oral English (oral reading, speech, enunciation and pronunciation, and voice);
- (d) A performance test, in the case of applicants for license to teach a special subject (except in the subjects of

accounting and business practice, business training, and speech);

(e) An appraisal of the applicant's record, as a student, as a teacher, or as an employee in any capacity, and as a citizen; such record must be adjudged satisfactory as of September 10th, 1945, but reports and records bearing on the

# Government Openings

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

Read the job-listing below. When you have spotted the job for which your training or experience fits you, go to the office of the U. S. Civil Service Commission, 641 Washington St., New York City. You'll need a certificate of availability if you're now engaged in an essential occupation.

- Duty: Langley Field, Virginia ..... \$2190-\$2798
- 2251—Censorship Clerk-Translator (Dutch) ..... \$2190.00
- Duty: N. Y. C. .... \$2190.00
- 3413—Censorship Clerk (English—Male) ..... \$2190.00
- Duty: Camp Kilmer, New Brunswick, N.J. \$1971.00
- 978—Registered Nurses (Female) ..... \$2190.00
- Duty: N.Y.C., Camp Kilmer, New Brunswick, N. J.; Camp Upton, L. I., N. Y.; Thos. England Gen'l Hosp., Atlantic City, N. J.; Fort Dix, N. J.; Mac Rhoads Gen'l Hosp., Utica, N. Y.
- 3055—Medical Technician—Instructor (M-F) ..... \$2433.00
- 3420—Clerk (Male) ..... \$2433.00
- Duty: Overseas (Knowledge of German) ... \$3040.00
- 3018—Clerk-Editorial (Telephone Directory Experience) ..... \$2190.00
- Duty: Belmar, N. J. \$2433-\$2798

**Apply to Room 626**

**ADVISOR (\$3900 to \$4600, Inclusive):** Patent.

**AIDE (\$1800 to \$2300, Inclusive):** Conservation (Batavia, Flemington, Newfries), Physical Science.

**APPRAISER (\$3400):** Repair Cost.

**ANALYST (\$3000):** Research.

**ARCHITECT (\$2000 to \$3200, Inclusive):** Naval Associate.

**CHEMIST (\$2000 to \$3200, Inclusive):** CONSERVATIONIST (\$2000 to \$2600, Inclusive):

- Soil (Ithaca, Syracuse); Soil (Bridgeport, N. J. & New Hartford); Soil (Batavia & Binghamton).

**CONSULTANT (\$3200):** Technical (Marine), Technical (Elect.), DRAFTSMAN (\$1320 to \$2600, Inclusive): Cartographic, Topographic, Mechanical.

(Continued on page 11)

# U.S. Jobs

(Continued from Page 10)

**ENGINEERS (\$2000 to \$5000, Inclusive):**  
 Electrical, Radio, Equipment, Sig. Corps Equipment, Mechanical, Mech. (Refrigeration), Maintenance (Mech.), Electrical (Trinidad), Fire Protection, Engr. Aide (Mech.), Engr. Aide (Chemical), Materials, Mech. (Sprinkler), Packing, Structural, Studio Control, Marine, Aeronautical, Ordnance, Petroleum, Jr. Engineer, Engr. Aide (Radio), Mech. (Rail), Engr. Aide (Elec.), Engr. Aide (Physics), Safety, Recording, Architecture, Hydrologic.

**ESTIMATOR (\$2300 to \$3200 Incl.):**  
 Planner Estimator (Va.), Planner Estimator Asst. (Va.).

**EXPERTS (\$2000 to \$3200, Inclusive):**  
 Spare Parts (Marine), Spare Parts (Lubrication) (Rail), Lubrication.

**ILLUSTRATOR (\$2600):**  
 Art.

**INSPECTOR (\$2000 to \$3500 Incl.):**  
 Plant Quarantine, Textile, Rail, Veterinary Meat, Food and Drug, Sanitary, Materials.

**INSTRUCTOR (\$3200):**  
 Drafting.

**MANAGER (\$3000):**  
 Building.

**MECHANICS (\$2000):**  
 Orthopedic.

**METALLURGIST (\$2000).**

**METEOROLOGIST (\$4000).**

**OFFICER (\$3200 to \$4000, Inclusive):**  
 Medical, Property and Disposal, Property and Supply.

**PHYSICIST (\$2000 to \$3800 Inclusive).**

**PHARMACIST (\$2000).**

**PHOTOGRAPHER (\$2300 to \$2600, Incl.):**

**PROJECTIONIST (\$2900).**

**SPECIALIST (\$2000 to \$4000, Inclusive):**  
 Packing, Photographic Equipment, Maintenance, Production, Industrial, Technologist (Spanish), Procurement, Technologist (Russian).

**SUPERVISOR (\$2000 to \$3500 Incl.):**  
 Farm Labor Program, Photo Equipment Spec.

**SURVEYOR (\$3200 to \$3800, Inclusive):**  
 Marine.

**TECHNOLOGIST (\$2600):**  
 Textile.

**TECHNICIAN (\$2000):**  
 Photographic (Photo Records).

**TERMINAL ASSISTANT (\$2000).**

**TRAFFIC ASSISTANT (\$2600).**

**Apply to Room 960**  
**AGENT (\$3200 to \$3800, Inclusive):**  
 Purchasing.

**ANALYSTS (\$3200 to \$4000 Incl.):**  
 Classification, Wage Rate, Price, Statistical, Purchase Cost.

**ASSISTANT \$1800 to \$3800, Inclusive):**  
 In-Service Training, Commodity, Employee Relations.

**CLERK (\$2000 to \$3200, Inclusive):**  
 Technical (Legal), R. R. Rate, In-Service Training.

**EXPEDITER (\$2600 to \$3200 Incl.).**

**INSTRUCTOR (\$2600):**  
 Radio.

**INSPECTOR (\$3200):**  
 Cost.

**LIBRARIAN (\$3000).**

**NEGOTIATOR (\$3800).**

**OFFICERS (\$2000 to \$3200, Inclusive):**  
 Sales (General), Assistant Relocation, Employee Relations, Sales (Miscellaneous), Sales (Medical & Surgical), Sales (Hardware).

**SPECIALIST (\$2000 to \$5000, Inclusive):**  
 Training, Marketing, Storage, Traffic, Distribution, Packing, Defense Securities Promotion, Information, Procurement, Commercial.

**STATISTICIAN (\$2000 to \$4000, Incl.).**

**SUPERINTENDENT (\$3800):**  
 Asst. Repair Shop.

**TRANSLATOR (\$1800):**  
 Censorship Clerk (German).

**Apply Room 544**  
 Attendant, \$1200-\$1620 p.a.; 64c-77c p.h.; \$23.00-\$26.00 p.w.  
 Chauffeur, \$1320-\$1680 p.a.; 85c-97c hr. Carpenter, \$1860 p.a.; \$6.24 per diem, \$1.14-\$1.26 per hr.  
 Cooks, \$86-\$90 per hr.; \$30.40-\$34.00 per wk.; \$1500 p.a.  
 Checker, \$1440-\$2000 p.a.  
 Elevator Operator, \$1200-\$1320 p.a.  
 Stationary Boiler Fireman, \$1320 p.a.; 87c-93c p.h.; \$7.04-\$8.00 p.d.  
 Electrician, \$2200-\$2600 p.a.; \$1.14-\$1.26 p.h.  
 Firefighter, \$1680-\$2040 p.a.  
 Guard, \$1500-\$1860 p.a.

**Helper:**  
 Helper Trainee, 77c-89c p.h.  
 Helper General, 84c p.h.; \$6.64-\$7.12 p.d.; \$1500 p.a.  
 Helper Machinist, 77c-89 p.h.  
 Helper Electrician, 77c-89 p.h.  
 Ordnance Helper, 64c p.h.  
 Apprentice Mechanical Trades, 88c p.h.  
 General Utility Man, \$1500 p.a.  
 Helper Shipfitter, 77c-89c p.h.  
 Helper Sheetmetal Worker, 77c-89c p.h.  
 Helper Pipefitter, 77c-89c p.h.; \$1200-\$1320 p.a.; 74c p.h.  
 Janitor, \$1200 p.a.; \$6.40 p.d.; 74c p.h.  
 Window Washer, \$1320 p.a.; 85c p.h.

**Laborer, \$1200-\$1680 p.a.; 53c-86c per hr.; \$5.25-\$6.40 per diem.**

**Laundry Operator, \$1200-\$1500 p.a.; 60c-78c per hr.; \$24.80-\$29.60 per wk.**  
 Helper Shipfitter, 77c-89c p.h.  
 Marine Positions, \$1680-\$2800 p.a.; \$79-\$1.27 per hr.  
 Machinist, \$1.07-\$1.30 p.h.; \$9.12 p.d.

**Mechanics:**  
 Auto Mechanic, \$1860 p.a.; \$8.64 p.d.; 70c-\$1.04 p.h.  
 Mechanic (Dockbuilder), \$2040 p.a.  
 Refrigeration & Air Conditioning, \$9.12 p.d.  
 Mechanic, \$1.26 p.h.; \$2000 p.a.  
 Aircraft Mechanic, \$2200 p.a.  
 Mechanic Learner, \$5.12 p.d.; \$56.00 p.d.; 70c p.h.  
 Machinist (Auto Mech.), \$1.14 p.h.; \$9.12 p.d.  
 Mechanic Foreman, \$3500 p.a.  
 Mechanic-Painter, \$1860 p.a.  
 General Mechanic, \$1.00-\$1.10 p.h.; \$1860 p.a.  
 Lubrication Mechanic, 76c p.h.  
 Aircraft Propeller Mechanic, \$9.60 p.d.  
 Parachute Mech., \$8.64 p.d.  
 Addressograph Machine Mechanic, \$1860 p.a.  
 Sub. General Mechanic, 70c p.h.  
 Gnr., \$6.98 p.d.; 70c-84c p.h.  
 Jr. Mechanic, 86c p.h.  
 Auto Equipment Repairer, \$2340 p.a.  
 Aircraft Service Mechanic, \$2340 p.a.

**Miscellaneous:**  
 Steamfitter, \$1860 p.a.  
 Rope & Wire Splicer, 86c p.h.  
 Shipfitter, \$1.14-\$1.26 p.h.  
 Shipwright, \$1.14-\$1.26 p.h.  
 Pipefitter, \$1.01-\$1.26 p.h.  
 Coppermith, \$1.20-\$1.32 p.h.  
 Welder, \$1.05 p.h.  
 Caretaker-Gardener, \$1500 p.a.  
 Wharfbuilder, 86c-\$1.36 p.h.  
 Sandblaster, 83c-\$1.00 p.h.

Sailmaker, \$1.14-\$1.26 p.h.  
 Sub-Pneumatic Tube Operator, 60c p.h.  
 Millwright, 86c-\$1.01 p.h.  
 Jr. Electroplater, \$1860 p.a.  
 Cooper, \$7.80 p.d.  
 Yardmaster, \$1.13 p.h.  
 Instrument Maker, \$10.80 p.d.  
 Toolmaker, \$1.71 p.h.  
 Apprentice Toolmaker, 44c p.h.  
 Blacksmith, \$2200 p.a.  
 Locksmith, 95c p.h.  
 Brakeman, 94c-\$1.06 p.h.  
 Boatbuilder, \$1.14-\$1.26 p.h.  
 Aircraft Fabric Worker, \$9.88 p.d.  
 Assistant Foreman Shop (Optical), \$11.08 p.d.  
 Railroad Conductor, \$1.00-\$1.12 p.h.  
 Locomotive Engineman, \$1.04-\$1.16 p.h.  
 Rope & Wire Splicer, 86c p.h.  
 Pipefitter, \$1.01-\$1.26 p.h.  
 Driller, \$1.14-\$1.26 p.h.  
 Chipper & Caulker, \$1.14-\$1.26 p.h.  
 Steamfitter, \$1860 p.a.  
 Welder, \$1.14-\$1.26 p.h.  
 Shipfitter, \$1.14-\$1.26 p.h.  
 Coppermith, \$1.20-\$1.32 p.h.  
 Shipwright, \$1.14-\$1.26 p.h.  
 Wharfbuilder, \$1.14-\$1.26 p.h.

Cleaner, \$4.48 p.d.  
 Operator, \$5.60 p.d.  
 Power Machine Operator, 67c-73c p.h.  
 Sizer, Marker, Examiner, Folder, 67c p.h.  
 Sewer, \$5.92-\$6.40 p.d.  
 Distributor, 65c p.h.  
 Seamstress, 70c p.h.  
 Cutters Helper, 67c p.h.  
 Packer, 87c-99c p.h.; \$1620 p.a.; \$7.44 p.d.  
 Sorter, 67c p.h.

**Repairman:**  
 Office Appliance Repairman, \$1680-\$1860 p.a.  
 Radio Repairman, \$1.19 p.h.  
 Raincoat Repairman, 60c p.h.  
 Sewing Machine Repairman, \$1.24 p.h.  
 Artist Illustrator, \$1440-\$2000 p.a.  
 Scale Repairman, 76c per hour.  
 Clothing Designer, \$3800 p.a.  
 Tool Designer, \$3000 p.a.  
 Sheet Metal Worker, \$1.02-\$1.26 p.h.  
 Operating Engineer, \$1860 p.a.; \$1.06 p.h.  
 Engineer-Stationary, \$9.00-\$10.03 p.d.  
 Storekeeper, \$1440 p.a.  
 Stock Selector, 77c p.h.  
 Allowance Aide, \$2000 p.a.  
 Artist Illustrator, \$2300-\$2600 p.a.  
 Engineering Aide, \$1440-\$2798 p.a.  
 Clothing Designer, \$3800 p.a.  
 Tool Designer, \$2000 p.a.  
 Technical Consultant Trainee, \$2000 p.a.  
 Elect. Technician, \$2000 p.a.

**Inspectors:**  
 Inspector O. M., \$1440-\$2300 p.a.  
 Inspector Eng. Mat., \$1440-\$2000 p.a.  
 Inspector of Radio, \$1620-\$2000 p.a.  
 Inspector C.W. Material, \$1260-\$1440 p.a.  
 Inspector of Textiles, \$2600-\$3200 p.a.  
 Material Inspector, \$2000 p.a.  
 Inspector Knitted Goods, \$2000 p.a.  
 Rail Inspector, \$3500 p.a.  
 Inspector, \$2000 p.a.  
 Fire Prevention Inspector, \$2000 p.a.  
 Ship Repair Inspector, \$2300-\$2600 p.a.  
 Prin. Sanitary Inspector, \$2300 p.a.  
 Negative Cutter, \$2000-\$2600 p.a.  
 M.P. Lab. Tech., \$2000 p.a.  
 M.P. Printer, \$1620 p.a.  
 Deputy Marshall, \$2000 p.a.  
 Spare Parts Expert, \$2000 p.a.  
 Machinist, \$4500 p.a.  
 Photographer, \$100-\$2300 p.a.  
 Inspector Film Procurement, \$2300 p.a.  
 Firechief Communications, \$1.10 p.h.  
 Property Man, Ungr., \$2900 p.a.  
 Photographer (Enlarger), \$1620 p.a.  
 Photographer (Contact Printing), \$1620 p.a.  
 Negative Cutter, \$2600 p.a.  
 M.P. Lab. Tech., \$2000 p.a.  
 M.P. Printer, \$1620 p.a.  
 Deputy Marshall, \$2000 p.a.  
 Seenic Artist, \$2000-\$2300 p.a.  
 Locomotive Messenger, \$2900 p.a.  
 Langley Field, Va., and other Federal Agencies in the Fourth District:  
 Checker, \$1620-\$2000 p.a.  
 Storekeeper, \$1260-\$1440 p.a.  
 Tallyman, \$1860 p.a.  
 Timekeeper, \$2300 p.a.  
 Property and Supply Clerk, \$2600 p.a.

**OVERSEAS POSITIONS**  
 Armature Winder, \$1.60 p.h.  
 Firefighter, \$2600 p.a.  
 Laborer, \$1.00 p.h.  
 Evaporator Operator, \$1.70 p.h.  
 Mechanic (Refrigeration), \$1.60 p.h.  
 Power Plant Switchboard Operator, \$1.66 p.h.  
 Boiler Operator, \$1.45 p.h.  
 Diesel Operator, \$1.70 p.h.  
 Mechanic (Oil Burner), \$1.50 p.h.  
 Diesel Oiler, \$1.20 p.h.  
 Fire Truck Driver, \$2600 p.a.  
 Ice Plant Operator, \$1.05 p.h.  
 Crittender, \$3947 p.a.  
 Senior Refrigeration Mechanic, \$3200 p.a.  
 Luneman, \$3200 p.a.  
 Mechanic Refrigeration, \$3200 p.a.  
 Foreman-Mechanic (Refrig.), \$3600 p.a.  
 Armorer, \$1.44 p.h.  
 Armament Machinist, \$1.50 p.h.  
 Watch Repairman, \$1.29 p.h.  
 Auto Mechanic, \$1.26-\$1.59 p.h.  
 Overseas Communicator, \$2798 p.a.

## Career Plan For NYC Health Nurses

The New York City Health Department has completed its plans to build the department's Public Health Nursing service into a career for women in the field of nursing. As soon as the employees of the department now in military service return, the plan will be established.

One sore point in the department has been the fact that top-ranking positions usually had to be filled from the outside because of the lack of any regular means of advancement for nurses in the department.

However, the Municipal Civil Service Commission has recently set up a new classification of the Public Health Nursing Service as follows:

Public Health Nurses, \$1,500 to \$2,400.  
 Assistant Supervising Public Health Nurse, \$2,401 to \$2,700.  
 Supervising Public Health Nurse, \$2,701 to \$3,500.  
 (The title of Consultant Public Health Nurse, \$3,001 to \$3,500, will be added to this classification later.)  
 Assistant Director Public Health Nursing, \$3,500 to \$4,500.  
 Director of Public Health Nursing, \$4,500 or over.

At present there are 899 public health nurses on the rolls of the department. Future plans call for the expansion of this force to meet anticipated post-war needs. Then there will be 62 assistant supervisors in the table of organization, 31 supervisors, 2 assistant directors and 1 director.

## Recent Appointments in NYC Agencies

**Department of Welfare**  
 Marian C. Quinn, Special Patrolwoman at \$1,500.

**Office of the Comptroller**  
 Nettie Siegel, Temporary Clerk at \$4.50 a day, Celia Solotar, Temporary Comptometer Operator at \$1,440, Bernard M. Goldberg, Temporary Investigator at \$1,800 and Aaron Zitman, Accountant at \$2,401.  
 Temporary Clerks at \$1,200: Kathryn G. Ward, Ethel T. O'Hare, Elsie Aul, and Elizabeth Pitts.

**Department of Marine and Aviation**  
 Joseph Bonora, Temporary Laborer at \$1,860, Philip J. Moore, Temporary Deckhand at \$1,920, Amy Camera, Temporary Cleaner at \$4.50 a day.

**Department of Housing and Buildings**  
 Rita F. Campbell, Temporary Clerk at \$1,200.

**President, Borough of Manhattan**  
 Joseph E. Stankiewicz, Temporary Surface Heater Operator at \$8 a day.

**Office of the City Sheriff**  
 Gladys Kaplan, Clerk at \$1,440.

**Department of Public Works**  
 John T. Grace, 2nd Assistant Marine Engineer (Diesel) at \$200 a month, Harry A. Zuch, Assistant Mechanical Engineer at \$3,120, Cleaners at \$1,040: Adelaide Hurd, and Tillie Nerer.

**Department of Health**  
 Sally Goldmark, Administrative Assistant at \$3,000, Fannie Tomson, Assistant Health Officer at \$4,000, Thomas J. Kerr, Auto Engineman at \$1,500, Josephine J. Annunziata, Ada M. Bartoli and Jeanette Henry, Junior Bacteriologists at \$1,681.  
 Bacteriological Laboratory Assistant at \$1,200: Harriet Gottlieb, Stanford J. Grayson, Lillian Weingarten, Gwendolyn O. Bacon, Cleaners at \$1,200: May C. Davis, Mae J. Haley, Beatrice Farowitch, Clerk at \$1,620, Livia DiNapoli, Yohannes Muller, Florence E. Holland, Helen B. Morrison, John A. Peters, Rita V. Bodrie, Virginia Nash, Eugene S. Knisley, James J. Quinlan, Mary Wolfe, Maximilian Navarro, Lillian DeLawrence, Yeddie M. James, Elsie C. Hoy, Jeanne Hendy, Florence Green, Laboratory Helper at \$1,200, C. Winfield Ketchum, Laborer at \$1,200, Margaret Masella, Office Appliance Operator at \$1,440, Concetta Vasta, Porter at \$1,200.  
 Public Health Nurses at \$1,680: Irene E. Cohen, Ruth E. Cress, Emma J. Grube, Edith C. Herbert, Natalie L. Harrison, Mary Hinka, Beatrice L. Jones, Dora H. Kane, Beatrice G. Dail, Alice E. Greene, Leona Leshnowe, Ruby B. Small, Dorothy M. Spencer, and Anne Zimmerman.  
 Mary M. Hurley, Senior Statistician at \$3,000, George Kerchner, Senior Statistician at \$3,600, Florence Eisinger, Statistician at \$3,400, Stenographers at \$1,201: Helen Rappaport, Dorothy Levine, Esther Daly, Thelma P. DeCosta, and Alma Teed, Typists at \$1,200; Miriam Rosen, and Sadie Rothstein, Typists at \$1,320.

**Board of Education**  
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## ODB Employees Contribute 2,500 Pints of Blood

NEWARK-The Red Cross Mobile Unit, at its periodic visit to the Office of Dependency Benefits for blood collection last week brought forward four more employees of the ODB who have given a full gallon.

This brings to 22 the ODB membership in the "Gallon Club," General Gilbert pointed out.

"Well over 2,500 pints of blood have now been donated by our employees," ODB Director Brig. Gen. H. N. Gilbert stated. "According to Red Cross statistics, this ratio is nearly twice as high as that of the city as a whole. One ODB employee is a 2-gallon donor. Our workers may be justifiably proud of such a record."

The new members of the ODB Gallon Club are Ruth Hollis, of 17 Plainfield Avenue, Metuchen; Mrs. Anna Gold, 227 Park Avenue, East Orange; Margery Boyack, 28 Winams Street, East Orange; and Helen Kaplan, 214 President Street, Passaic.

Our fighting men need more than mail. Your blood-given at a Red Cross Blood Bank-goes overseas to the front lines. Make your appointment today!

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# What Every U. S. Worker Should Know About S. 807

(Continued from page 2)

ing more difficult or responsible work.

The overtime pay provisions of S. 807, if enacted into law, would provide the government with a permanent overtime pay policy which would be fair to both the employee and the government, and which would, at the same time, keep government in line with its own wage stabilization policy. We urge favorable consideration of this section.

## Night Pay Differential

C. We believe that the provisions for a night pay differential as set forth in section 104 of this bill should be enacted into law.

1. The objectives of providing a night differential are to compensate employees for working at undesirable hours, and for the dislocation and disruption of their lives which results from such work.

2. The validity of these reasons has been recognized by the Federal government by making it possible for the following groups to receive a night pay differential:

(a) Per hour and per annum employees of the Government Printing Office.

(b) Plate printers, craftsmen and clerical mechanical employees of the Bureau of Engraving and Printing.

(c) Employees of the Postal Service, including all custodial employees except those charmen and charwomen working part time

(d) Per diem employees in the field service of the Navy Department, except master mechanics, foremen and other employees in charge appointed by the Secretary of the Navy.

(f) Certain field employees of the War Department who are subject to the jurisdiction of wage boards, whenever the payment of such a differential is a part of the prevailing wage structure.

2. Provisions for night differential pay for industrial workers on regular night shifts are very common.

4. This bill would apply to the Federal service generally the provisions now applicable to the Postal Service, namely, that persons working between the hours of 6 p.m. and 6 a.m. shall, for work performed between such hours, be paid a differential of 10 per cent.

## Holiday Pay

D. We believe that, following the war, employees who are called upon to work on a holiday should be compensated at time and one-half rates as provided for in section 105 of the proposed bill.

1. In private industries having war contracts, Executive Order 9240 of September 9, 1942, states that work on 6 of the 8 usual national holidays shall be compensated at time and one-half rates.

2. Our recommendation for premium pay for holiday work is based on conformance with industrial practice and on the desirability of paying a Federal employee more for a holiday on which he is required to work than he would be paid for such a holiday when he is excused from working because of the occurrence of the holiday.

## Types of Jobs

E. We believe that the Civil Service Commission should have the right to recognize the existence of separate types of jobs within the various grades of the Classification Act, and then where the nature of the work justifies such action to authorize departments and agencies to hire persons at a rate of pay higher than the minimum of the grade. Section 302 of the proposed bill grants such authority.

1. If this section is approved, the Civil Service Commission might, for example, recognize stenographers as a separate class within grade CAF-3. We might at the same time decide that the duties of stenographers, as compared with other types of positions within grade CAF-3, are sufficiently more difficult to justify an entrance rate of pay of \$1,740 a year instead of the minimum rate of \$1,620.

Or taking, for example, the higher brackets, we might recognize the existence of a separate class within grade CAF-12, the entrance rate for which is \$4,600, and specify that the duties and responsibilities of that class are sufficiently difficult when com-

responsibilities of other classes in CAF-12 to justify an entrance rate of \$5,000.

2. The passage of this section would introduce into the Classification Act a flexibility which does not exist at the present time and which, if introduced, would enable the Commission and the departments and agencies to operate in a much more realistic manner than at the present time.

## Within Grade Advancement

F. We believe that the waiting period for within grade salary advancements should be reduced from 30 and 18 months to 18 and 12 months as provided for in section 303 of the proposed bill.

1. We have already pointed out the disparity which exists between practices approved by the National War Labor Board for industry and the provisions of existing law.

2. Within-grade salary advancements are supposed to be a recognition for good work in a particular job. Such recognition should take place much more frequently than is provided for by present law. Failure to grant such recognition within a reasonable period of time always results in unusual pressures being exerted to bring about reallocations of positions. The Federal pay structure could be administered in a much more effective and efficient manner if this provision were enacted into law.

## Extra Rewards

G. We believe that definite provision should be made by the Congress for rewarding superior accomplishment as provided for in sections 304 and 305.

1. Stated simply, if these sections were enacted into law, departments and agencies would be able to grant one additional within-grade salary advancement within each waiting period, assuming that the accomplishment upon the part of the employee measured up to standards promulgated by the Civil Service Commission.

A program of this kind properly administered will pay for itself many times over in terms of improved efficiency in the Federal service.

## Special Provisions

H. In so far as the general provisions of Title IV are concerned, we desire to call attention to just two sections, 403 providing for an increase in basic rates for customs clerks and section 405 relating to the suspension of the Saturday half holiday law.

1. Section 403 is designed to provide a basic pay increase of 15 per cent for customs clerks whose base pay rates, \$1,700 to \$2,100 a year, are now established by the classes of customs employees, all Bacharach Act of May 29, 1928. This law formerly covered other classes of customs employees, all of whom, except customs clerks, have now been brought under the Classification Act pay scales by legislation.

We can not recommend section 403 as desirable legislation. We believe it preferable to bring customs clerks within the purview of the Classification Act. If this is done, they would then immediately become subject to the provisions of this bill relating to increases in basic rates of compensation and to overtime pay.

## 40-Hour Week

2. As a substitute for section 405, we recommend the following:

SEC. 405 (a)—It shall be the duty of the heads of the several executive departments, independent establishments and agencies, including government-owned or government-controlled corporations, and the municipal government of the District of Columbia, to require of all full-time employees in their respective organizations in the departmental and the field services, a basic administrative workweek of 40 hours within any one period of seven consecutive calendar days: Provided, That such heads may, with the approval of the President, establish a basic administrative workweek of less than 40 hours, whenever the President finds in the particular situation, that such shorter basic administrative workweek is necessary in the interests of national full employment policy, or that the establishment of a basic administrative workweek of at least 40 hours is not feasible.

in the interests of good administration, in view of the work and working conditions of a particular group of employees; and Provided further, That employment in excess of a basic administrative workweek of 40 hours shall be compensated as overtime employment in accordance with the provisions of this Act.

## Computing Your Pay

(b) For all pay computation purposes, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of not to exceed 40 hours, as established under Section 405 (a) of this Act.

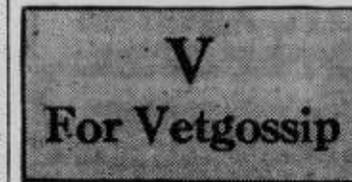
(c) Where the basic rate of any employee is annual or monthly the following rules for division of time and computation of straight-time or basic pay for services rendered are established:

(1) A monthly rate shall be multiplied by 12 to derive an annual rate;

(2) An annual rate shall be divided into twenty-six equal installments, one of which shall be the rate for each pay period, which shall consist of two basic administrative work-weeks established under Section 405(a) of this Act;

(3) In making payments for a fractional part of such pay period, the pay-period rate established by paragraph (2) above shall be divided by the total number of hours (not to exceed 80) in the two basic administrative work-weeks to derive an hourly rate; and

(4) An hourly rate will be multiplied by the number of hours in the basic administrative work-day to derive a daily rate.



2 PARK AVENUE is still having its difficulty with administrative-personnel problems, according to reports reaching this reporter. This time it's the Readjustment Allowance Subdivision, headed by Chief Herbert A. Hutson, said to be a personal pal of the General, Frank T. Hines. . . . Pettiness and child-tactics practiced by Chiefs, Assistants, and those persons in a supervisory capacity is beyond everything previously reported by this column since its inception, employees tell us. . . . Persons leaving their desk are timed and it is noted how many times they leave. Employees are censured for errors without the person in charge checking to see if any instruction had been given on those phases of the work—the persons in charge seem to forget that if the employee hasn't learned it's because maybe the supervisor hasn't taught. . . . Gossiping and rumor-mongering are prevalent.

IS THIS the way that the veterans' administration expects to continue serving those who made sacrifices? If staff and administration can't get along and these tactics persist, then there's something wrong and a Congressional probe is in order. . . . The matter of service to the ex-servicemen and women of past wars and this one should be handled in an efficient competent manner and not subjected to the low ebb that required various columnists to write "searing items of expose" . . .

THE LETTERS and phone calls that this columnist has received since he first started this column in 1942 when the New York Branch Office of Central Office came to New York City have served for a basis of many of the items that have found their way into this column. . . . More than once, in interviews with Manager Charles Reichert, at 346 Broadway, this reporter has suggested solutions to stop these tactics. This column believes that Mr. Reichert would sincerely like to do something about the trouble in his agency, but he's caught up in a sluggishness which originates in Washington. . . . The fact that Manager Reichert admits that there is much to be done to rectify conditions and the instituting of the Employees Relations Unit was a step in the right direction. . . . It is suggested that this step be taken by all of the divisions of the Veterans' Administration within the New York City area, to rectify employee-grievances and provide for a way for those gripes and grievances to

# General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

## Exam to Open for Merchant Marine Cadets

The next competitive examination for appointment as cadet-midshipman in the United States Merchant Marine Cadet Corps during 1945 has been set for May 26, the War Shipping Administration announced today.

Other examinations set for this year will be held on the last Saturday of September and November and on the last Wednesday in July. They will be conducted by the U. S. Civil Service Commission.

Application forms and information booklets relative to admission to the examination and the Academy at Kings Point may be obtained by writing to the Supervisor, U. S. Merchant Marine Cadet Corps Training Organization, WSA, National Theatre Building, Washington, D. C.



### Qualifications

Men who are unmarried citizens and who are 16 years and six months of age and not yet 23 may submit application for appointment as cadet-midshipman. The minimum requisite for admission to the examination is 15 high school credits. The competitive examination for appointment will be based upon high school courses in English, mathematics, physics, modern history and the general knowledge that a young man should acquire in attaining 15 high school credits.

Entrance to the Cadet Corps in the order of the highest rating received in competitive examination will be based upon State quotas according to the population.

Physical requirements correspond to those of the Navy De-

partment for appointment as midshipmen in the U. S. Naval Reserve and are the same for deck or engineer candidates. No candidate will be appointed who fails to meet with these rigid physical requirements, regardless of the grade achieved in the competitive scholastic examination.

## War Dept. Allows Men To Take Civilian Jobs When on Leave

The War Department is encouraging military personnel, while on leave, pass or furlough, to employ free time in essential war industries or agricultural pursuits. Commanding officers have been authorized to permit such work, but passes or furloughs will not be granted simply because a man may want to take such a job.

The War Department neither encourages nor authorizes employment at such times which renders direct personal service to the general public, such as operation of streetcars or busses, employment as salesmen or store clerks, or as waiters, elevator operators or drivers of taxicabs.

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be heard. . . . But all this is only the beginning, the Chiefs and Assistants, as well as those in supervisory capacity throughout Veterans' Administration, should be instructed in the proper fulfillment of their duties and then reassigned if they fail to fit the bill due to temperament or some other difficulty. . . .

THIS PAST WEEK found this reporter at several of the discharge-rehabilitation centers where V. A. Representatives have been assigned. It would all have been grand if . . . if some of those V. A. Representatives knew just what they were there for and what their duties were. . . . In interviewing several of them, without them knowing who this reporter was, it was apparent many of them required more instruction on their duties and how to handle problems of the average veteran tactfully. . . .

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 SLOW AND OTHERS

**KNOTT HOTELS**

FREE EMPLOYMENT SERVICE  
 234 7th Ave., bet. 23d & 24th Sts.  
 Essential Workers Need Release  
 Statement

**NOTE TO  
JOB APPLICANTS**

The regulations of the War  
 Manpower Commission per-  
 mit you to apply for any  
 job listed in this newspaper,  
 directly to the employer or  
 through an Employment  
 Agency. Either may inter-  
 view you and arrange clear-  
 ance with the War Man-  
 power Commission. When  
 applying for positions, men-  
 tion this advertisement.  
 For Job Advertisement Information  
 Call SAM GUNYAN CU 7-5405

Help Wanted—Male-Female

**GIRLS—WOMEN  
BOYS—MEN**

JOIN OUR STAFF OF WAR WORKERS  
NO PREVIOUS EXPERIENCE REQUIRED

We train you and **PAY YOU** while learning. Im-  
 portant WAR industry. Plant located in the heart  
 of Manhattan, convenient to all transportation.  
 Many advancement opportunities, with automatic increases in pay.  
 Choose your own shift—day or night work!

**UNIVERSAL CAMERA CORPORATION**  
PERSONNEL OFFICE, 32 WEST 23d ST.

**MEN and WOMEN**

For Wiring and Soldering  
Experienced or Trainees

MEN FOR GENERAL PLANT WORK

WOMEN FOR LIGHT PARTS PACKING  
GOOD OPPORTUNITY

**FADA RADIO & ELECTRIC CO., INC.**  
30-20 Thomson Ave. Long Island City, L. I.

**WOMEN-MEN**

Needed At Once

Steady Postwar Jobs  
 Starting Rates  
 Men . . . . . \$33.50  
 Women . \$24.50 to \$26.50  
 5 days - 40 hours - Mon-  
 day to Friday, inclusive.  
 Permanent.

Apply in Person for  
Interview.

**United Cigar-  
Whelan Stores**  
Employment Office - 5th Fl.  
80—39th St., Brooklyn, N.Y.

**WOMEN-MEN**

PART TIME  
**CLERICAL and  
STOCK WORK**  
 Daily 5 P.M. or 6 - 10 P.M.  
**S. KLEIN**  
 6 UNION SQUARE  
 NEW YORK CITY

**MEN WOMEN**

21-55 21-40  
 for for  
 Train Service Station Dept.  
 75.875c hr. start 68.75c hr. start  
 No experience necessary.  
 Apply by letter only  
**HUDSON & MANHATTAN  
R.R. CO.**  
 Room 113-E. 30 Church St.  
 New York 7, N. Y.  
 RELEASE REQUIRED

Help Wanted—Female

**CLERKS**

Permanent Postwar Position  
 Experienced or Recent Graduate  
 40 Hours - 5-Day Week  
 Lower Manhattan  
 Box 340 Civil Service Leader  
 97 Duane St., N. Y.

Help Wanted—Female

**GIRLS & WOMEN**  
No Experience

FULL OR PART TIME  
 WAITRESSES  
 Full-Part-time, Lunch hours  
 BAKERS  
 COUNTER GIRLS  
 Pantry Workers  
 SALAD MAKERS  
 Sandwich Makers  
 STEAM TABLE  
 DISHWASHERS  
 HOSTESSES  
 COOKS  
 Dessert Makers  
 Food Checkers  
 Laundry Washers  
 SALESGIRLS  
 CANDY PACKERS  
 CLERKS  
 CASHIERS  
 MEALS AND UNIFORMS  
 FURNISHED  
 BONUSES—PAID VACATIONS  
 PERMANENT POSITIONS  
 OPPORTUNITIES FOR  
 ADVANCEMENT

**SCHRAFFT'S**

APPLY ALL DAY  
 56 West 23rd St., N. Y.  
 Or Appl: 5 to 8 P.M.  
 1381 Bway, nr. 38 St.

**Girls - Women, 18-50**

Experience Unnecessary  
 TO FOLD CLEAN DIAPERS  
 Pleasant Working Conditions  
 FREE MILK AND COFFEE  
 \$23 WEEK TO START

CAN EARN \$35 WEEK OR  
MORE IN SHORT TIME

General Diaper Service  
 79-55 Alhoun Ave., Elmhurst, L. I.  
 Elmhurst Ave. station, Ind. subway

**WANTED—TYPISTS**

5-DAY WEEK  
 PLEASANT SURROUNDINGS  
 PERMANENT POSITIONS  
 VACATION WITH PAY  
 OLD ESTABLISHED CONCERN  
 \$30 WEEKLY TO START  
 GROUP INSURANCE PLAN  
 Write: Box 599, Civil Serv. Leader,  
 97 Duane St., N.Y.C.

Help Wanted—Female

**GIRLS!**  
**AND MORE GIRLS!**  
 needed for  
**"Bulova Watch Time"**  
 to turn out  
**MORE AND MORE**  
**FINE MILITARY WATCHES**  
 demanded by  
**ARMY ORDNANCE & AIR CORPS**  
 IN 1945

**WE ALSO NEED**  
**EXPD MACH OPRS!**  
 Also Stenographers  
**TYPISTS & CLERICAL**

BOTH FULL-TIME &  
 HALF-TIME JOBS AVAILABLE  
 ASSURED FUTURE OPPORTUNI-  
 TIES, EXCELLENT WORKING  
 CONDITIONS IN QUEEN'S MOST  
 MODERN PLANT!  
 LIBERAL PIRCE RATES  
 PENSION PLAN  
 CAFETERIA  
 MUSIC  
 Apply Mon. to Fri. 8-4; Sat.  
 till noon, (If under 21, bring  
 proof of age).

**BULOVA WATCH CO.**  
62-10 Woodside Ave., Woodside,  
Queens

IRT-BMT-LIRR to Woodside Sta.

**STENOGRAPHERS**

Permanent Postwar Position  
 Experienced or Recent Graduate  
 40 Hours - 5-Day Week  
 Lower Manhattan  
 Box 929, Civil Service Leader,  
 97 Duane St., N. Y.

**SALES  
CLERICALS**

40-Hour — 5-Day Week  
 Apply Employment Office  
**Bloomingdale's**  
 50th St. Lexington Ave., N. Y. C.

**SALESWOMEN**

Full or Part Time  
 CLERICALS  
 CASHIERS  
 STOCK GIRLS  
**RESTAURANT WORKERS**

**HEARN'S**

At Fifth Ave. and 14th St.  
New York City

**COMPTOMETER  
OPERATOR**

EXPERIENCED  
5 Days - 40 Hours

Apply Employment Office  
3rd Floor

**THE NAMM STORE**

452 Fulton at Hoyt Street  
Brooklyn, N. Y.

**CLERKS**

**TYPISTS**

Full or Part Time  
 Beginners Acceptable  
 Important Positions  
 Await You Here  
 If you are seeking a better type  
 position with

**GOOD PAY**

**Post-War Future!**

This is your opportunity to join  
 a progressive retail organization,  
 where working conditions are un-  
 usually pleasant and where ability  
 and initiative is well rewarded.  
 You'll really like working here.  
 Come and talk it over.

**FINLAY STRAUS**

25 West 14th St., New York

**TYPISTS**

Permanent Postwar Position  
 Experienced or Recent Graduate  
 40 Hours - 5-Day Week  
 Lower Manhattan  
 Box 525, Civil Service Leader  
 97 Duane St., N. Y.

READER'S SERVICE GUIDE

MR. FIXIT

Clockwork

KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City. Telephone WOrth 3-3271.

ACCURATE WATCH REPAIRING. All work guaranteed for one year. Prompt service. Nathan Wolk, 10 W. 47th St. Room 1205. BR 9-1054.

DOLLAR WATCH REPAIR CO. Clinic for Sick Watches, Jewelry. Present this Ad and Receive Special Discount. 150 West 34th Street, 85 Liberty St. (Room 1232) N.Y.C. LA 4-0473-N. Y. C.

Radio Repairs

FOR GUARANTEED RADIO REPAIR SERVICE. Call GRAM. 3-8692. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 University Pl. Bet. 9th & 10th Sts. IF YOU HAVE TROUBLE getting radio tubes, we can help you with most of the types made or with suitable substitutes and adapters. Written guarantee with every job. RUTLAND RADIO SERVICE, 1044 Rutland Rd., Brooklyn, N.Y., or call PResident 4-1387.

Auto Accessories

B & B AUTO ACCESSORIES & SERVICE, 608 Lenox Ave. (Savoy Ballroom Bldg.). Featuring tires, batteries, ignition, carburetor and minor repairs. ROAD SERVICE. "Call for us and we will call for you." Phone AU 3-9421.

MISS & MRS.

Youth-Beauty

FACE LIFTING—No surgery! corrects, rebuilds contour, REDUCING: spot, all over. No diet, exercise, heat. ALIGNMENT COUGH; increases height. Free demonstrations. Michele, 20 E. 53d St. PL. 9-4834. Hours 11-7.

Hair Styling

THERE'S A KNACK to hair cutting that coaxes a wave into a woman's hair or molds the foundation for a permanent. Sleek or casual... which for you? Contourcut, \$1.50. Complimentary analysis and "typing" by CAESAR, 431-5th Ave., nr. 39th St., CA 5-7769.

Girth Control

REDUCE—INDIVIDUALIZED DIETS. Exercises "For You." One hour massage and combination deep-tissue facial will prove wonders. Chelsea Studio, 36 E. 40th St. LE 2-8915.

Corsettes

REMOVAL NOTICE: Rebecca Watkins Allen, Agent for Charis Foundation Garments, formerly of 224 W. 116th St., N. Y., has moved to 855 Westchester Ave., Bronx. Call DAYTON 3-3551 for appointment for measurements. Gowns, slips and brassieres.

Height Increased

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

AFTER HOURS

PERSONAL INTRODUCTIONS FOR SERIOUS MINDED PEOPLE. All Religions. All Ages. Finest References and Recommendations. Confidential Service. Interview Free. Helen Brooks, 100 West 42nd St. Corner 6th Ave., Room 602. Wisconsin 7-2430.

NEW FRIENDS ARE YOURS! Through Our Personal Introductions. Enhance Your Social Life. Discriminating Clientele. Non-Sectarian. Original Dating Bureau. GRACE BOWEN, Est. 1935, 230 West 70th St. (Bet. B'way and West End Ave.), END. 2-4680.

MEET NEW FRIENDS—Dignified introductions; congenial ladies, gentlemen, all ages, non-sectarian; articles appear in "Liberty," "Woman," "Digest" and other national magazines giving testimony to Clara Lane's record of accomplishment. Call daily, Sunday 12-8 or write for particulars. CLARA LANE CONTACT CENTER, 58 W. 47th St., N. Y. Bryant 9-8043 (Hotel Wentworth).

HEALTH SERVICES

DURBY NURSING HOME. Reg. by N. Y. Dept. of Hospitals. Chronic, invalids, elderly people, diabetics, special diet convalescents. N. Y. STATE REG. NURSE in attendance. Rates reasonable. 139-24 Farmers Blvd., St. Albans, L. I. Vigilant 4-9504.

Druggists

SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1942 re-filled on our premises. Notary Public. 15c per signature. Jay Drug Co. 305 B'way WO 2-4738.

Optometrist

EYES EXAMINED—glasses fitted. Modern eye wear at moderate prices. Week days 10 to 7:30; Fri. & Sun. 10 to 3. Closed Sat. S. G. SEDLIK (Successor to J. F. Hurwitz), 201 E. B'way (nr Jefferson), GR 5-8028.

EVERYBODY'S BUY

Thrift Shop

BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices. Clothing for men, women, children. Home furnishings, novelties. THE TIPTOP, 29 Greenwich Ave. WA. 9-0528.

Tires

TIRES-TIRES-TIRES—Have them Recapped, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave., Longacre 5-8304.

Postage Stamps

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

Loans

ON UNIFORMS of any personal property. Care guaranteed. Low rates. United Pledge Society, Inc., 800 8th Av. Bet. 51st & 52d Sts.

Dogs and Cats

EDDIE VINCENT KENNELS, 609 Third Avenue. Expert dog training. We board dogs, cats, and other small animals. Attendant available 10:00 a.m. to 10:00 p.m. MU 9-9542.

Household Necessities

SUBSTANTIAL SAVINGS, GIFTS—all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops. Unique personalized plan. Small lots wholesale Municipal Employees Service, 41 Park Row.

Furs

FURS REPAIRED, REMODELED, expert glazing, blending; all kinds of furs for sale. BROADWAY FURRIERS, 305 7th Ave., 7th floor JB 4-6095. FUR MANUFACTURER sells mink, squirrel, silver fox scarfs at tremendous savings for immediate sale. HARRY GLASSMAN, Room 503, 307 Seventh Av., N.Y.C. CH 4-5421.

Dresses

EXPERT, LATEST DESIGNING, fitting and sewing at economical prices. Phone for appointment. GLOVENIA, 57 W. 124 St., N.Y.C.

Dressmaker

MODELS TO SUIT YOUR PERSONALITY, made to order. Dorothy Dantzer-Pyles, dressmaker, 1275 Fifth Ave., N. Y. C., Cor. 109th St. UNIVERSITY 4-4557.

CREATIONS IN STYLE AND FASHIONS as seen in Harper's Bazaar, Vogue, etc. featuring exquisite suits, street and cocktail dresses for fall and winter. Most complete store of its kind in city. DOROTHE'S EXCLUSIVE DRESS SHOPPE, 270 St. Nicholas Ave. (Cor. 124th St.) UN. 4-7790.

Florist

ARTISTIC FLORAL CREATIONS. Consideration to Civil Service Personnel Star Florist (Thos. Molias Prop), 198 Flatbush Ave., Bklyn. MAIN 2-0120.

Music

RECORDINGS—made in your home; sing, recite, or play your instrument at home while being recorded on a high-fidelity record; special attention to children; rates cheerfully given. Custom Recordings, TAlmadge 9-5055.

Typewriters

TYPEWRITERS, adding, calculating machines. Addressographs, mimeographs. Rebuilt, Bought, Repaired, Sold, Serviced. Worsner Typewriter and Adding Machine Corp., 152 Broadway at 23 St. AL 4-1772.

WHERE TO DINE

SCOOP! The place to eat in the Village: Calypso Restaurant, Creole and So. American dishes. Lunch 50c to 60c. Dinner 70c to 95c. 148 McDougal St. (Opp. Provincetown Theatre) GRamercy 9-9337.

Trainee War Jobs and Spots for Skilled Workers

The San Francisco Conference is making plans for a world at peace, but peace itself will be made by G.I. Joe and the war workers on the Home Front who are turning out the weapons and supplies that G.I. Joe must have to beat the enemy. Statesmen and diplomats will chart the peace, but their plans can become fully effective only when the last shot is fired and the enemy can no longer fight back. To finish the war quickly, thousands of additional war workers, men and women, skilled and unskilled, are needed immediately. Everyone able to work can be used. And the more people take up war work, the sooner will the war be over. So if you want an early peace and are willing to work for it, have a conference with the United States Employment Service. They can tell you how and where you can help. Call CHickering 4-8800 for the address of the nearest office. Among jobs now open are:

SKILLED AIRCRAFT WORKERS... Men over 18 to work for a Syracuse plant engaged in the manufacture of aviation engines. MACHINE PARTS INSPECTORS, TOOL MAKERS, JOBBITTERS, ENGINE ASSEMBLERS, and OPERATORS of BORING MILLS, ENGINE LATHES, MILLING MACHINES, RADIAL DRILLS, SCREW MACHINES and UNIVERSAL

GRINDERS will be paid from 81 cents to \$1.25 an hour, depending on skill and experience. Apply at the Manhattan Industrial Office, 87 Madison Avenue.

SEWING MACHINE OPERATORS... Men and women over 18, to work on canvas army tents for a Brooklyn plant. Any power sewing machine experience is acceptable and operators can earn 75 cents to \$1.25 an hour to start. Later they will do piece work, at which they can average from \$40 to \$60 a week. The work is for 5 days, 40 hours a week, with optional overtime at time and one. (Continued on Page 16)

LEGAL NOTICE

ROUND TRIP COMPANY—Notice of substance of certificate of limited partnership subscribed and acknowledged by all partners, filed in the New York County Clerk's Office on April 12th, 1945, on which date said partnership commenced and is to continue until all rights of the partnership in the play shall be terminated. Name: Round Trip Company, Business: Producing and turning to account the play Round Trip, Location: 234 West 44th Street, New York City, New York. General partner: Clifford Hayman, 234 West 44th Street, New York City. Limited partners, their addresses and cash contributions: Renee Carroll, 231 West 44th Street, New York City, contributing \$10,000.00; Samuel Berkowitz, 319 East 57th Street, New York City, contributing \$5,000.00; Sidney M. Lids, Newport, Pennsylvania, contributing \$20,000.00. Limited partners' contribution returnable in cash only after play opens in New York, and payment of or provision for all liabilities, plus cash reserve of \$2,380.00; all cash in excess of said reserve payable monthly to limited partners including any additional limited partners hereinafter referred to, until their total contributions shall have been returned. Each limited partner shall receive that portion of such cash monthly excess of cash as the total of his contribution bears to the aggregate amount of all contributions made by all limited partners. Limited partners' contributions not theretofore returned are to be returned to them upon the termination of the partnership after payment or provision for payment of partnership liabilities. Limited partners shall receive the percentage of net profits for each dollar contributed as capital, as follows: Renee Carroll 12 1/2%; Samuel Berkowitz 6 1/2%; and Sidney M. Lids 25%; remaining 55 1/2% of the net profits to general partner, Clifford Hayman; such payments to be made monthly. If partnership, after returning contributions to limited partners or distributing profits to limited partners and general partner becomes unable to pay all of its liabilities, then the limited partners and general partner shall be required to return all or a part of such contributions and/or profits in the manner set forth in the limited partnership agreement. Additional partners admissible, but share of profits payable only out of general partner's share. Substitute limited partners prohibited. No priority to any limited partner as to contributions or compensation. Partnership terminates on death, insanity or retirement of general partner. Unless agreed to in writing by all partners, no limited partner has the right to demand or receive property other than cash in return for his contribution.

LEGAL NOTICE

LIAN BAIRD, send greeting: Upon the petition of DON H. ROBINSON, who resides at 244 W. 74th Street, New York City, you and each of you hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 29th day of May, 1945, at half-past ten o'clock in the forenoon of that day, why an application for denial to probate of two instruments purporting to be wills, executed by said decedent, dated July 24, 1944 and July 28, 1944 and an application for letters of administration of the goods, chattels and credits of GRACE R. ROBINSON, deceased, whose last residence was 244 W. 74th Street, New York City, should not be granted to petitioner. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable James A. Foley, a Surrogate of our said county, the 13th day of April, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court.

GEFFEN, CHARLES G. (Pl026, 1945)—CITATION—The People of the State of New York by the Grace of God Free and Independent, to JULIUS GEFFEN, individually and as a distributee of IRVING GEFFEN, deceased, Dr. Sonia Skop, individually and as a distributee of IRVING GEFFEN, deceased, if living, or if dead, her heirs-at-law, next of kin, distributees and legal representatives, if any, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, the next of kin and heirs at law of CHARLES G. GEFFEN, deceased, send greeting: WHEREAS, JULIUS SHAPIRO, who resides at 13 East 80th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date May 17, 1932 relating to both real and personal property, duly proved as the last will and testament of CHARLES G. GEFFEN, deceased, who was at the time of his death a resident of the Park Central Hotel, 7th Avenue and Fifty-fifth Street, the County of New York, State of New York, and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 29th day of May, one thousand nine hundred and forty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable James A. Foley, Surrogate of our said County of New York, at said county, the 13th day of April, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court.

hereunto affixed. WITNESS, Honorable James A. Foley, Surrogate of our said County of New York at said County, the 13th day of April in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court.

HESKETH, ANNIE P. (P846, 1945)—CITATION—The People of the State of New York, by the Grace of God Free and Independent, to MRS. G. W. RICHARDSON, 3 Crossley Road, Sale, Near Manchester, England, and to GEORGE WILLIAM HESKETH, if living and if dead, to his personal representatives, distributees, legatees, devisees and successors in interest claiming through said GEORGE WILLIAM HESKETH, the next of kin and heirs at law of ANNIE P. HESKETH, deceased, send greetings: WHEREAS, LUCIE E. RALL, residing at Hotel Woodward, 55th St. and Broadway, Borough of Manhattan, City of New York, and LOUIS BRINGEMAN, residing at 103-12 218th Place, Queens Village, Long Island, New York, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing, bearing date December 20th, 1944, relating to both real and personal property, duly proved as the last will and testament of ANNIE P. HESKETH, deceased, who was at the time of her death a resident of 535 West 135th Street, the County of New York, and

WHEREAS, there has been filed herein a certain undated and unattested testamentary instrument, bearing the purported subscription of ANNIE P. HESKETH, deceased, and naming WINNIE RICHARDSON, 3 Crossley Road, Sale, Near Manchester, England, as beneficiary of certain articles therein enumerated, and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 24th day of May, one thousand nine hundred and forty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament, bearing date December 20th, 1944, should not be admitted to probate as a will of real and personal property and why the said undated and unattested testamentary instrument should not be denied probate. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable James A. Foley, Surrogate of our said County of New York, at said county, the 18th day of April, in the year of our Lord one thousand nine hundred and forty-five. GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MYDIN REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of April, 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 ROBERT STUART, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 18th day of April, 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 TEMLE MFG. CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105

NOTICE IS HEREBY GIVEN that License No. RL 1032 has been issued to the undersigned to sell beer and wine at retail in a restaurant under the Alcoholic Beverage Control Law, at 43 E. 50 St., City and County of New York for on-premises consumption. LORENZO GRASSI, c/o Chateau Moderne Restaurant, 43 E. 50 St.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of THE ESOMOND BLANKET SHOP, 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 11th day of April, 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 MYDIN REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of April, 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 ROBERT STUART, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 18th day of April, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

NOTICE IS HEREBY GIVEN that License No. RL 1032 has been issued to the undersigned to sell beer and wine at retail in a restaurant under the Alcoholic Beverage Control Law, at 43 E. 50 St., City and County of New York for on-premises consumption. LORENZO GRASSI, c/o Chateau Moderne Restaurant, 43 E. 50 St.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of TEMLE MFG. CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105

J. H. MACKLER, A.B. Opt. Optometrist. Eyes Examined - Glasses Fitted. 122 EAST 34th ST. N. Y. C. bet. Park and Lexington Aves.

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

Arch Supports. A new kind, no metal, semi-flexible, hand made work, individually fitted at REASONABLE PRICES Especially for Workers.

Hugo Loew. Formerly M.D. in Europe, now co-operating with the Orthop. Section of Harlem Hospital. 220 W. 98th Cor. Broadway Only by Appt. AC. 4-2344

of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 13th day of April, 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 ARVEY CREATIONS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 12th day of April, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

I. STERNBERG OPTOMETRIST. Announces Removal to 971 SOUTHERN BOULEVARD Bet. 143rd St. and WESTCHESTER AVE. In the Loew's Spooner Theatre Building Specializing in the Examination of the Eyes and Correction of Vision

HAIR REMOVED PERMANENTLY! BY ELECTROLYSIS. Hairline, Eyebrows Shaved. RESULTS ASSURED. Men also treated. Private. ERNEST V. CAPALDO. 110 W. 52nd, (Hours 1-5 P. M.) PK. 6-1059

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

HOLLANDER, M. Foot Correction Appliances. 369 7th Ave. bet. 30th & 31st Sts. Visit my office and let me show you by scientific application of appliances I can eliminate your foot trouble. 30 Years of Experience. 369 7th AVE., nr. 30th BR 9-2030

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### Merit Man

(Continued from Page 6)

ley to the Civil Division, but he never handled a civil case in the entire five years. On his first day, he was asked to assist on a criminal case, the prosecution of Disability Insurance frauds, and as a result he never did get to civil work. There was always a criminal case which the United States Attorney wanted him to handle before he began his civil Division activities.

During the last two or three years in the United States Attorney's office, Halley has worked almost exclusively on mail fraud and financial cases. He was Chief Assistant to Hugh Fulton in prosecution of Howard C. Hopson for defrauding the Associated Gas and Electric Company. Hopson was one of the most fabulous of the large utility magnates. He was convicted of stealing \$20,000,000 and sent to jail for five years.

Before coming to Washington, Halley prosecuted Fortuny Publishing Company and exposed the Vanity publishing racket, which prosecution attracted nation-wide attention because there were thousands of victims in every state. Witnesses included Sinclair Lewis, Boake Carter and other prominent figures.

Halley also assisted Hugh Fulton on prosecution of Stephen Paine for defrauding investment trusts. After Fulton came to Washington head up the Truman Committee staff. Halley stayed in New York to continue prosecution on his own, but after war broke out, he was requested by Fulton to join the Truman staff, and did.

#### Family Life

Mr. Halley is married to Grace Ralston, a New York teacher now on maternity leave from Stephan Decatur Junior High School in Brooklyn. They have two children, Marion, 3, and Henry, six months. His hobbies are his children and playing tennis.

### Long Island Acres Waterfront Plot

One of the largest land purchases on Long Island in recent years was made by New York's foremost acreage dealer, Walter T. Shirley, of 500 Fifth Avenue, N. Y. C.

Mastic Acres is located about 60 miles from New York and a Long Island R.R. station is at one section of the property. There is over a mile of frontage on the Montauk Highway and over seven miles of waterfront.

This will be the first point east of Jones Beach where individuals can obtain a home site on or near the bay and from which they can walk to the ocean front.

# Amusement

By J. RICHARD BURSTIN



ALAN LADD plays the title role of "Salty O'Rourke," which is the latest screen attraction of the Paramount Theatre. Starring in



the role of the trumpet-blowing angel in the gay Warner comedy, "The Horn Blows at Midnight," is Jack Benny.

"Salty O'Rourke" with Alan Ladd in the title role and Gail Russell as co-star takes the limelight at the Paramount Theatre. Ladd, who is once again as "tough" as his fans could desire, is supported by Stanley Clements, and William Demarest. The in-person show is headed by Charlie Spivak and his Orchestra and features lovely radio singer Jo Stafford and the satirist Dean Murphy, along with Tip, Tap and Toe, Jimmy Saunders, Irene Daye and Alvin Stoller. . . . Jack Benny, Alexis Smith, Dolores Moran, Guy Kibee and Reginald Gardiner continue to tickle the funny bones of the helpless audiences at the New York Strand Theatre which is currently screening the Benny starrer, "The Horn Blows at Midnight." Singing maestro Vaughn Monroe and his Orchestra head the stage show which includes Ziggy Talent, Rosemary Calvin, the Norton Sisters, Bobby Rickey, Johnny Bond and Andy Bagni. . . . At the Radio City Music Hall, "Without Love," co-starring the now famous team of Tracy and Hepburn, continues for another week.

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**"The Valley of Decision"**

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Donald Crisp — Lionel Barrymore  
Directed by Tay Garnett — Produced by Edwin H. Knopf.

**ON THE STAGE**  
"SUMMER IDYLL"—Melody-filled spectacle produced by Leonidoff, settings by Bruno Maize . . . with the Corps de Ballet, Glee Club, Rockettes and Symphony Orchestra, direction of Erno Rupec.  
Reserved Seats may be purchased IN ADVANCE by mail or at box office.

### VOGEL TO SPEAK AT FIRE VETS MEETING

Councilman Edward Vogel will address the Veteran Firemen's Association on Saturday afternoon, May 5th, at 2:30 p.m. at Volunteer Firemen's Room, Room No. 9, Borough Hall, Brooklyn, it was announced by Jacob Emman, Jr., President of the Association.

Councilman Vogel will discuss his bill to increase the pensions of retired fireman and policemen.

Alan **LADD** Gail **RUSSELL**  
**"SALTY O'ROURKE"**

With William Demarest  
Bruce Cabot  
Spring Byington and  
STANLEY CLEMENTS  
Directed by RAOUL WALSH  
A Paramount Picture  
IN PERSON  
**CHARLIE SPIVAK**  
Irene Daye, Jimmy Saunders, Alvin Stoller, Jo Stafford, Tip, Tap & Toe, Dean Murphy, Don Baker at the organ.

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# War Jobs Open For Experienced And Unskilled

(Continued from Page 14)

half pay. The firm is reached by 8th Avenue and IRT subways. Apply at the Brooklyn Needle Trades Office, 205 Schermerhorn Street.

### Trainees

Women over 21, to learn to do inspection or soldering for a Long Island City employer. No experience is required, and applicants will earn 60 cents an hour while training. There are three shifts, and bonuses are given for night shifts. Workers can work 6 days, or 5 nights, 48 hours or more, with time and a half rates for work over 40 hours. This light and airy plant also provides rest periods, and is conveniently reached by the IRT or 8th Avenue subways. Apply at the Bank of Manhattan Building, Queens Plaza, Long Island City or the new Jamaica office at 90-01 Sutphin Boulevard.

**DRAFTSMEN . . . MEN** over 21, for work on aircraft and aircraft parts for a Manhattan war plant. Applicants should have at least 2 years' experience. Architectural, Structural and Mechanical experience are acceptable. The pay runs from \$1.15 to \$1.44 an hour, depending on skill. The work week is 6 days, 48 hours, with time and one-half paid for all work over 40 hours a week. Apply at the Professional Office, 44 East 23rd

# Budget Gains Aid Employees of Boro President

(Continued on Page 5)

event that their departments did not follow the financial policies of the Mayor was also ended by another change. The following section of the "Terms" was eliminated: "Employees in departments were required accruals deducted from personal service codes are not realized may be required to take payless furloughs at the end of the fiscal year in amount to make up the deficit."

That section was a powerful weapon in Mayor LaGuardia's hands, enabling him to control the filling of vacant posts; mak-

ing of promotions, etc., by threatening to withhold salary checks from employees in the event that department heads didn't follow his recommendations. Street, Manhattan.

**LABORERS**, Men 17 to 50, by a meat packing plant in midtown Manhattan. Applicants should be active and fairly strong, able to stand all day. The pay is 72½ cents an hour, with time and a half for all work over 40 hours a week and 5 cents an hour bonus after 6 p.m. The regular work week is 48 hours, making the take-home pay \$37.70 a week, and there is opportunity for overtime in addition to these eight hours. Employees have the privilege of buying meat in the company store at wholesale prices. No experience is required for these jobs. Apply at the Manhattan Industrial Office, 87 Madison Avenue.

**INDUSTRIAL ENGINEERS** and **MECHANICAL DRAFTSMEN** by an industrial plant manufacturing glass products at Corning, N. Y. College graduates will be preferred, but a degree is not absolutely essential. Salaries range from \$1,850 to \$6,000 a year, depending on ability and experience. Time and a half is paid for all work over 37½ hours a week. Any qualifying experience will be considered. Apply at the Professional Office, 44 East 23rd Street, Manhattan.

**EXPERIENCED WASHERS** and **STOCK CHASERS**, men over 18, by a modern war plant in Jamaica, Long Island. **WASHERS** will be paid 75 cents to 79 cents an hour, and their work will consist of washing parts in solution to remove paint. **STOCK CHASERS** will do follow-up on tools distributed throughout the plant and will earn 83 cents an hour. Openings for Stock Chasers are on day and night shifts, and for Washers on the night shift only. The work is for 6 days, 48 hours a week, with a 10% bonus for night work and time and one-half over 40 hours. This modern plant offers many employee benefits such as a cafeteria on the premises, recreation rooms, group life insurance and sick benefit, hospitalization and credit union plans. The 8th Avenue subway is convenient for transportation and there is also a company rider system. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City, or at the Jamaica Industrial Office, 90-01 Sutphin Boulevard.

# No More Written Tests for U.S. Clerks; Just Walk in, Take a Job — \$38 a Week

James E. Rossell, Regional Director of the United States Civil Service Commission, stated last week that the clerical situation in Government offices is more serious in the New York City area than it has ever been before in the history of the Commission. At the present time, there are more than 1,000 clerical vacancies going begging and Mr. Rossell has decided to speed the hiring process by eliminating the written examination previously required for

clerical positions in the CAF-2 and CAF-3 grades.

Hereafter, persons applying for clerical positions at \$34.00 per week or \$38 per week will be rated eligible upon the basis of one year of clerical experience and will be put to work immediately. Clerical experience in a volunteer organization will also qualify. Mr. Rossell emphasized that no written examination would be required for clerks except where the required experience is not shown.

It is expected that the new procedure will aid materially in solving the serious problem which the Civil Service Commission faces in staffing Federal agencies in this region.

All applicants should report at once to Room 662, Federal Building, 641 Washington Street, New York 14, N. Y., where those qualified will be hired on the spot. All appointments in the Federal service are made in accordance with War Manpower Commission regulations.

# Gen. Hines Proposes 3 Hours Extra Each Day for Vet Agency Employees

WASHINGTON—Assuring veterans their full rights—in and out of Government—is occupying increasing official attention here, with strong support for the proposal that Veterans Administration be given cabinet status and converted into a Department of Veterans.

Two major problems are currently worrying the officials. One is the backlog of veterans claims in the Veterans Administration, piled up through lack of adequate staff. The other is trouble predicted by personnel officers in restoration of veterans to their old jobs unless Civil Service Commission spells out regulations more clearly.

### Three Hours Extra Work

Veterans Administrator Frank T. Hines has conferred with President Truman and has proposed that the agency be allowed to work its employees three hours more each day to catch up with work. The extra work would be on a voluntary basis. The agency is already on a 48-hour week.

General Hines hopes to get volunteers from other Federal agencies who would like to earn additional overtime pay after their regular jobs. This extra pay might also be partial answer to the strongly documented charge that Veterans Administration employees are underpaid.

General Hines also discussed with the President the shortage of nurses for which strong recruitment plans are now under

way. Indicative of the staffing problem in VA, the agency now sends dictation to New York for transcription. This is one factor in holding up 150,000 unpaid veterans' claims.

### Wage Regulations

Personnel officials claim that re-employment regulations for veterans are vague. They say there is danger of a Congressional investigation back of each mis-handled veterans' case. They pose these hypothetical problems for demobilization day: What of the veteran who returns qualified by service training for a higher position? Will the agency be required to give him a better job? What of the veteran who comes back incapacitated for his old job? What happens when more than one veteran seeks one job for which, theoretically, only one has re-employment rights?

Civil Service officials see little difficulty in the cases cited by personnel officers, declaring that if an agency properly releases an employee for military duty and takes correct steps to re-accept him, no difficulty need arise.

## BULLETIN BOARD

Following are meetings of New York City employee organizations which are taking place this week. Organizations who wish their meetings listed in this column may communicate with the editor of THE LEADER, who will be pleased to include them.

### Tuesday, May 1, 1945

Local 111, Health Department, State County and Municipal Workers of America, 6:30 pm. at 13 Astor Place.

### Wednesday, May 2, 1945

Local 622, American Federation of State, County and Municipal Employees, Department of Purchase, 5:30 p.m. at 216 Broadway.

### Thursday, May 3, 1945

Local 633, AFSCME, Department of Public Works, 6 p.m., at Terminal Baret Hall, 47 Vesey Street.

### Tuesday, May 8, 1945

Local 632, AFSCME, Department of Water Supply, Gas and Electricity, 8 p.m., at 261 Broadway.  
Local 111, SCWMA, Finance-Comptroller, Executive Committee, 6:15 p.m.; Local 333, Sanitation, 8 p.m., at 18 Astor Place.

If you care for your country, and if you are not now in war work, TAKE A WAR JOB!

### Advertisement

**4-Week Evening Typing Course**  
The Victory Typewriting Institute, Paine-Hall School, 101 W. 31st Street, New York City, offers a 4-week typing course, beginning Tuesday, May 8, on Tuesdays and Thursdays, from 6 to 8 p. m.

The course includes mastering the keyboard, speed development, letter arrangement, tabulation, and stencil cutting. A typewriter is available for home practice.

A free demonstration lesson and registration will be held at the school at 6:30 p. m., on Wednesday, May 2. Attendance does not obligate.

Write for information, Adv. L.

Effective May 14th

our office at

# 51 Chambers St.

will remain open until

# 6 p.m.

## Mondays & Fridays

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Struninski, Adolf, Brooklyn	3	88628
Mann, Helen M., Shorack Ldr.	4	88047
Waterman, M. E., Albany	6	86167
Economie, Ethel J., Albany	6	86167
Tobey, Maude R., Albany	7	85123
Gusy, Annette E., Buffalo	8	84596
Chamberlain M. E., Cohoes	9	84524
Cavanaugh, John J., Cohoes	10	83652
Radin, Janet, Troy	11	83026
Magilton, Jean M., Albany	12	82168
Shay, Mary E., Albany	13	81881
Hanley, Marie A., Brooklyn	14	81523
Sheehan, Elizabeth, Schtoly	15	80858
Petit, Ronald S., Bronx	16	80395
King, Rita C., Belle Harbor	17	80291
Lynch, Mary F., Albany	18	80152
Larosa, Bernice, Albany	19	80147
Kelly, Jeanne F., Albany	20	79897
Durkee, Hazel F., Albany	21	79692
Shapiro, Rachel, Albany	22	79740
Ramsay, Beatrice, NYC	23	79557
Bergman, Marie, Brooklyn	24	79257
Breen, Rhea M., Schtoly	25	79025
Lewis, Virginia C., Albany	26	78830
MacManus, M. Agnes, Albany	27	78645
Hollan, Ellen T., Troy	28	78266

Embalming and Understating Investigator, Open-Comp.

Young, Everette W., Appleton	1	81160
Disabled Veteran	2	87080
Murphy, Mary E., Malone	3	85920
Ensign, Herbert, Cambridge	4	81500
Loucks, Sherman, Ellenville	5	80240
Brex, Frank, Brooklyn	6	78700
Cecil, Leon, So. Rochester	7	78200
McCarole, Francis J., Kingston	8	77380
Walton, Spencer L., Watervliet	9	77320
Luives, James F., Cornwall	10	76360
Caven, John, Poughkeepsie	11	76200
Donahue, Francis, Ozone Park	12	76100
Defriest, David, Southold	13	76100
Petit, A. C., Albany	14	75760
Vinciguerra, Anthony, NYC	15	75360
Dorey, Arthur T., Buffalo	16	75000
Clark, Edward, Rochester	17	75000

Clerk Gr. 3, Off. of Dist. Atty., N. Y. Co., Prom.

Lipachits, Samuel, NYC	1	91734
Feld, Charles A., Bronx	2	91332
Scher, Benjamin, NYC	3	89190
Stahl, Benjamin, NYC	4	86425
Karney, Jacob, NYC	5	85983

Executive Officer ABC Board, Greene County, Open-Comp.

Dodro, George F., Ashland	1	84380
Moore, Robert V., Catskill	2	76840
Clerk, Gr. 5, Off. of Dist. Atty., N. Y. Co.	3	90388
Dank, Harry, Brooklyn	4	90880
Murphy, Thomas, NYC	5	88240
Messer, Gerald E., NYC	6	88240
Coyle, Francis T., Bronx	7	88000
Giordano, Anthony P., Flushing	8	87183
Lind, Charles B., NYC	9	87134
Fay, William J., Brooklyn	10	86953

Typist, St. Inst. Malignant Diseases, Health, Prom.

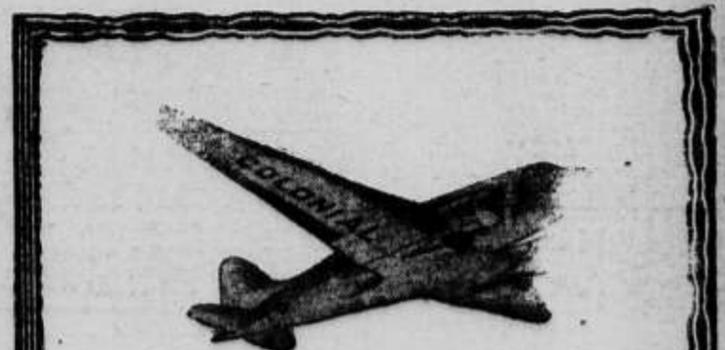
Hulse, C. E., Buffalo	1	85155
Burns, Monica, Buffalo	2	76014

Our fighting men need more than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

## Cleaning Women Want Bonus, Too

In the 1945-6 Budget, the cleaning women in the NYC Department of Public Works are carried at a salary of \$1,140 a year. Formerly some of them earned \$1,040, others \$1,140 for a 36-hour week.

But the women, represented by the American Federation of State, County and Municipal Employees, are not satisfied. They're negotiating for the cost-of-living bonus. Because they have recently been granted an increase, they're out of the present bonus.



## Do You Have A Problem?

- Are you Worried about your job?
- Do you seek a position with a Post-War Future?
- Would you like a position in a Growing Industry?
- Do you want to make use of your Mechanical Aptitude?
- Are you "Airplane Minded"?

### See Mr. ANTHONY

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