Civil Service

Vol. 6-No. 39

Tuesday, June 5, 1945

Price Five Cents

TRUMAN SEEKS AID TO FEDERAL EMPLOYEES WHO LOSE

See Page 2

100% DRAFT DEFERMENT N NAVY YARD J

See Page 10

NYC Clerk Grade 2 Promotion Test Opens

The long-awaited promotion examination to Clerk, Grade 2, for all NYC De-partments except Welfare is partments except Welfare is Date of Test: Written examinow open. Applications for nation will be held October 6, the test may be filed at the Application Bureau, Municipal Civil Service Commission, 96 Duane Street, New York City, until 4 p.m. June 19, 1945.

Following are the official re-quirements for the promotion

Vacancies: Occur frequently; 1,400 appointments were made from lists after the last examination.

1945,

Eligibility Requirements: Open to all permanent employees in all departments of the City except the Department of Welfare (which has existing grade 2 lists), who on the date of the written test

1. Serving in any title in grade 1 or 2 of the clerical service (except clerk, grade 2), in any title of Grade 1 of the attendance serv-Salary: \$1,201 to \$1,800 a year, of Grade 1 of the attendance sexclusive of war emergency loans. ice or the accounting service:

3. Have served continuously in the department for the six-month period immediately preceding that

Duties: Under close supervision to perform clerical work and such office duties including the operation of simple mechanical devices such as the addressograph and mimeograph, the care and dis-tribution of mail, the handling of supplies and equipment, the supply of information to the public in person or by telephone, and filing; direct small groups of em-ployees in the performance of

2. Have served in such title for a period of not less than one year immediately preceding that date;
3. Have served continuously in ployees in higher positions in the discharge of their duties, perform related work.

Tests: Record and Seniority 50 per cent, 70 per cent required; written, weight 50 per cent, 70 per cent required. [Turn to Page 5 for study ma-terial.]

terial.]

Other Promotion Exams

Promotion to Battery Constructor, Sanitation and Fire Departments: \$8 a day, plus \$1 bonus; test will be held September 6, 1945.

Promotion to Chief Marine En-

gineer, Department of Marine and Aviation, \$3,120 a year; test will be held September 5, 1945.

Promotion to Examiner, Grade 5, NYC Housing Authority, \$3,000 a year and over; test will be held September 13, 1945.

Promotion to Senior Accountant, NYC Housing Authority, Municipal Civil Service Commission, Finance, Investigation, \$3,000 a year and over; test will be held July 30, 1945.

Promotion to Welder, Sanita-tion, \$11.20 per day and \$1 bonus, test will be held September 15, 1945.

|See Page 4 for details of Conductor promotion examination.]

True Time-and-a-Half Overtime Pay Added To U.S. Salary Bill; Hours Going Down to 44

By HAL MILLER

9 per cent raise for most Federal white collar workers, over and above the average 15.9 per cent cost of living raise already endorsed by the Senate, is repre-sented in the "true" time and a half for overtime, ap-Service sub-committee in reporting out the pending pay

The measure goes to the full House Civil Service Committee Monday or Tuesday and is scheduled to come up in the House the week of June 11. The House recently approved the time and a half overtime principle in the postal pay raise. Civil Service Committee Chairman Ramspeck, majority House whip, has de-plared himself in favor of the overtime provision.

Present Act Ends June 30 The sub-committee has ap-



WASHINGTON—Another per cent raise for most dorsement of the pay increase for over 1,250,000 Federal white col-lar workers through ratification of the measure to replace the war overtime act expiring June 30. Sub-committee Chairman Jack

son, of Washington, who will sub-mit a bill to the full committee embodying all approved pay fea-tures, reveals that the House Civil Service Committee will demand proved by the House Civil that hours of most white collarites

be cut soon to 44.

A Budget Bureau survey is now determining which agencies can reduce hours immediately.

The House sub-committee rec-

ommended full time-and-a-half for overtime beyond 40 hours for workers with base salaries under \$2,980. Employees in this bracket would get 20 per cent additional for the 48-hour week, or 15 per cent more for 44 hours.

A diminishing scale is provided for employees earning more than \$2,980. Thus a \$4,000 worker would get straight time, and the rate would slump to half time for a \$6,440. All with base sal-aries over \$6,440 would get \$628, as now. This gives low-paid workers more money. A \$1,440 em-ployee would have a base salary of \$1,704 under the cost of living

The House sub-committee's proposal also calls for time and a half for holiday work if the President designates a holiday as a day off fer Federal staffs. Another amendment allows credits toward in grade propositions to toward in-grade promotions to the 650,000 permanent Federal employees in the armed forces, without regard to the efficiency rating, when they return to Fed-eral employment. eral employment.

Features Retained sub-committee retained

crease formula, 20 per cent increase on the first \$1,200; 10 per
cent on salary between \$1,200 and \$4,600, and 5 per cent on those above; reduced within-grade promotion waiting periods from 20 work after 6 p.m.

Extensive changes to the original pay bill, by the Senate and the pay increase from \$391,000,000 to about \$600,000,000 on the basis of present staff and the 48hour week.

proved the same basic pay changes principal provisions of the Senate to 18 months and from 18 to 12; a new as the Senate proposed and all bill, such as the cost-of-living in- 10 per cent night differential for changes.

Dewey Names Krone, Foster, Campbell To New York State Personnel Council

ALBANY-This week Gov- | nel Council was "the first step" | ernor, provide a me ernor Dewey created by administrative action a threemember "Personnel Council" to promote the efficient functioning of personnel procedures for State employees. At the same time, Governor Dewey announced the ap-pointment of Miss Mary G. Krone, director of the Miscellaneous Tax Bureau of the Department of Taxation and Finance, as chairman of the Council, and Charles L. Campbell, Department of Civil Service and Charles H. Foster of the Division of Budget as the two other members.

In establishing the Council, the Governor praised the Civil Service Commission for its steady progress in personnel work, but said that there were many problems which were being bardled. lems which were being handled within the departments and that the establishment of the Person-

toward greater uniformity.

Functions of Council

The functions of the new body as explained by the Governor would be primarily educational.
"Administrative rulings made in
Albany." he said, "are often of
immediate personal interest to a large number of State employees. Interpretations by departmental officers and supervisors sometimes vary, resulting in dissimilar treat-ment that naturally creates a certain amount of dissatisfaction, if not unwarranted discrimination. Reliable information, widely disseminated and properly under-stood will permit settlement with-in the operating departments of difficulties that arise from faulty interpretation of State policies and procedures."

Opinion Differences It would also, added the Gov-

tling differences of opinion and allow means of considering suggestions for improvement of personnel management through Civil Service Commission and the Budget Director.

Regular meetings of the Council will be held with fiscal offi-cers of State agencies to establish

cers of State agencies to establish channels through which these objectives may be attained, he said. In concluding, Governor Dewey said he hoped the Council would promote efficiency and provide a rapid solution of employee problems.

The new Council has an appropriation of \$35,000, included in the current budget at the recommendation of the Governor. A staff to assist the Council members in their work is expected to be appointed in the near future.

For More State News See Pages 6, 7, 8, 9, 10, 15

Chances of Unemployment Compensation To Federal Employees Considered Good

dent Truman's proposal to provide Federal workers with "reconversion" jobless benefits of \$25 a week for 26 weeks a year appears to have a far better chance of acceptance by Congress than his overall proposal to es-tablish this standard of unemployment compensation to employees in private ndustry.

Congressional reaction at this time indicates that increased benefits for all war workers would be rejected. In any event there is a hot fight coming up on the com-pensation issue. It appears that Fresident Truman may experience his first major Congressional rebuff on it, just as President Roosevelt was turned down on the same question last year.

Mr. Truman asked for immediate actions on the same question last year.

diate action on his proposal, to assure war and government work-through additions to State unemployment benefits.

WASHINGTON — Presi- Federal government employees, in Navy Yards, arsenals and government offices, is particularly inequitable," he said. "To produce what is needed for the Pacific war, we must appeal to the workers to accept and remain on jobs which they will ultimately. jobs which they will ultimately lose. The Government has thus incurred a moral obligation to these workers and to those who have struck faithfully to their posts in the past."

posts in the past."
While Chairman Robert Doughwhile Chairman Robert Doughton of the House Ways and Means Committee could "see no great emergency," Chairman George of the Senate Finance Committee and author of last year's Senate bill, said he would talk to President Truman to learn what emergency legislation could be worked out. could be worked out.

"I have no objection," George said, "to setting a standard pay-ment for Federal workers for a limited period."

Won't Go More Than \$20

He was not disposed, however, to go above the \$20 a week pro-

The absence of protection for vided in the GI Bill of Rights deral government employees, in nor to go through with the President's request to establish a uniment offices, is particularly form Federal standard for all

However, Rep. Dingell, co-spon-sor of a bill to expand the whole Social Security program, including higher unemployment bene-fits, undertook to introduce a bill to implement the President's proposal if Rep. Doughton failed to act on it. Rep. Dingell also said he would include Federal pay-ment of travel costs home for itinerant war workers, which was rejected last year.

President Truman asked Congress to bridge what he termed a major gap in the reconversion program, "lack of adequate benefits for workers temporarily un-employed during the transition from war to peace."

Specific Proposals

Existing unemployment insurance systems, he said, had major defects in State laws, and he made three specific proposals to correct them, for the time being.

1. Emergency action to widen

to increase amount and duration of benefits, at least for the emer-

gency period of reconversion.

2. Extend jobless compensation to Federal employees, maritime workers and others not now in-

3. Provide supplementary emergency funds to assure each eligible worker 26 weeks of benefits in one year if unemployed that long; and pay workers with dependents at least \$25 a week.

Calls State Rates Too Low

In most States, he said, the maximum rate of compensation for unemployment is between \$15 and \$18 weekly. This, he termed, "clearly inadequate to protect un-employed workers against ruth-less cuts in living standards, par-ticularly if they have families."

He also stated that in nearly a third of the States no worker can receive more than 16 weeks of benefits a year.

He stressed the need for action, saying: "One the specific issue of unemployment, benefits, we may

unemployment benefits, we may not have time available. We are

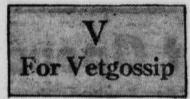
reconversion; we must be pre-pared immediately for the far larger problems of manpower displacement which will come with end of the war in the Pacific," Mr. Truman contends that Con-

gress would, by assuring workers a definite income for a stated time, help to prevent a sharp decline in consumer expenditures and maintain national purchasing

Civil Service Program

The Civil Service Commission had under consideration a similar program to assure the \$25 weekly income for the 1,000,000 to 2,000,000 Federal war-service workers who are expected to leave the Federal service during recon-version. A tentative Commission proposal was for a separation payment based on length of service, probably about \$100 for each year. Travel home would be in-

The Truman proposal provides the \$25 for 26 weeks if they have dependents. It is estimated about one-fourth of war service appointees can claim dependents.



THERE HAVE BEEN some changes made at 2 Park Avenue.
... Veterans Administration, now occupies the 7th, 11th, 12th, 15th, 19th, 23rd, and 25th floors, and from the looks of things a further expansion is planned.
... Some of the Chiefs: Goggins, Stewart, Maschmeyer, Hickey, and Hutson, and the divisions Stewart, Maschmeyer, Hickey, and Hutson, and the divisions specialize in Life Insurance Claims, Dependency Benefits, G.I. Education and Readjustment Allowances. .

VETS THROUGHOUT the Bureau are wondering about those rumors that are fluttering around, to wit: "An investigation is planned on Employee-Administrative Relations because of the numer-ous complaints received by the Central Office of the Vets Bureau, and the various Congressmen..."
This reporter has been trying his best to get to the bottom of this rumor and so far there appears to be no substantiation of it.

AT A RECENT visit to the Vets at 2 Park Avenue, 246 Broadway, and 350 Broadway, this reporter noted that many of the staff had an almost lacksadaisical attitude an almost lacksadaisical attitude about the work. Some, when interviewed, remarked that this attitude was due to the improper attitude of the Chiefs and those placed in supervisory capacities who just failed to properly instruct the staff and treated the staff as children. The problem of improper supervision by persons who are not fit for their positions. who are not fit for their positions is now being taken up by the re-sponsible authorities, this reporter was informed by an official who declined to be quoted directly... "Many complaints from staff rela-criticism. . . . " If and when this is corrected, then the full attention and efficiency of the staff can be turned to an expeditious handling of veterans and vet-erans' dependents' problems. . . .

NURSES in Veterans Adminisration facilities will be up-graded and receive salary in-creases by July 1, 1945. Brigadier General Frank T. Hines, adminis-trator of Veterans' Affairs, has ordered all nursing positions in the Veterans Administration to be raised from the sub-profes-sional service to the Professional Scientific Service by that date. About 5,600 nurses will be affected by the change, and a majority, according to General Hines, will receive salary increases. He cites the case of staff nurses, whose entrance salary will be increased from \$1,800 to \$2,000 a year.

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!

It's Housecleaning Time For Vetgossip In Federal Agencies

WASHINGTON—It's housecleaning time in Federal agencies, as reconversion gets under way. Abolition or consolidation of 49 independent agencies having 629 bureaus or divisions is foreseen. and it is predicted that nearly three quarters of a million Federal workers will leave the Federal payroll in six to nine months. Most of the cuts are expected outside of Washington's Federal staff of

This 25 per cent reduction in current civilian staff is augured as a result of President Truman's request for reorganization legislation, because of budget revisions now being mapped, the President's request for unemployment benefits for Federal workers and other non-covered segments and the House Civil Service Committee prediction a 44-hour week can be

expected soon.

Heavy reductions are likely in field staffs of War and Navy Departments, Uncle Sam's largest employers. Cuts are also expected in the large groups of skilled workers in arsenals and yards, and among civilian employees of

large military establishments.
Already employment figures reflect a drop. Civil Service Com-mission reports the total Federal staff in the country was 2,914,000 as last month ended, a drop of 5,700. While War Department dropped 11,700 in the month; Navy. 6,700; Veterans Administration added 2,000

In his message to Congress, the President has asked for a perma-nent reorganization law similar to the Reorganization Act of 1939, declaring this was necessary for orderly conversion from war to peace and for future governmental efficiency.

Job for Vice-President

Interesting reorganization pro-posal to the Congressional streamlining committee made by Sen. Raymond Willis, of Indiana, was that the vice-president be ap-pointed "assistant president in charge of the domestic side of government," with authority over the Commerce, Interior, Agricul-ture, Labor and Justice Departments. This would leave the President primary concern for ac-tivities of the "three great parts"

of the Executive Branch, State, War and Navy Departments. Rep. Ramspeck recently pro-posed a central "better manage-ment" administrator for govern-

Mead Seeks Quick Passage of U.S. Salary Raise Bill

WASHINGTON-Senator James M. Mead this week came out unqualifiedly for passage of the Downey pay raise bill. Senator Mead's statement:

"I am hopeful that there will be a minimum of delay in pass-age of the bill now before the House Civil Service Committee providing for basic pay and over-time compensation to enable nearly 1,225,000 employees of the

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gress has as its major purpose to-provide a permanent law embodying certain basic pay-scale ad-justments and forms a basis for permanent overtime compensa-tion for a large group of Federal

Classes Within Grades
"The pending proposal furthe, allows the Civil Service Commiss. sion to set up classes within grades with a minimum rate higher than the present minimum. The Commission now must hire at the lowest rate in a grade. It further allows employees with an efficiency rating of 'good' to time compensation to enable nearly 1,225,000 employees of the legislative, executive, and judicial branches of the Government to meet the rising costs of living. "The measure before the Control of the grade."

The measure before the Control of the grade."

The measure before the control of the grade."

U. S. Employees Get Despite Travel Plea

WASHINGTON-In June, people think about their summer vacations, so here's the latest on how Federal employees will make

summer vacations because of an expected crisis in transportation, the Laision Office for Personnel Management has OK'd the twoweek period.

But it looks that July 4 will be just another workday for Uncle Sam's employees. Christmas Day is still the only official holiday on the wartime calendar. Capital employees who expect

to get away on their summer furloughs may run into trouble get-ting on trains. Washington is a rail gateway to the South, and with troops being shifted around there won't be many seats left for unessential civilan travel.

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Patent Office Will Return to Washington

WASHINGTON-U. S. Patent Office is slated for a return to Washington from Richmond. Present plans call for return of the Patent personnel as soon as cuts in Maritime staff make room and office space of the Office of Inter-American Affairs is availe Building

However, Richmond employees will be given adequate notice. Transfers may be arranged to accommodate "hardship" cases.

MURPHY'S HATS

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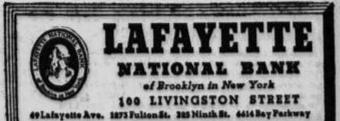
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NYC Budget Director Would Prefer Lengthier Promotion Requirements, But Opposes Flat Two-Year Service Rule

NYC Budget Director Thomas J. Patterson wants to Chief marine engineer, to be exsee a kind of "sliding scale" of promotion requirements, the length of the pre-promotion period depending on the post. In a letter to the Municipal Civil Service Commission last week, the Budget Director made these proposals:

1—For employees in a higher grade, for example, from gardener to head gardener or to forester, Mr. Patterson recommended a two-year service requirement. This would apply to ungraded employees.

On the clerical service promotions, he recommended that the present rule be un-changed, but the present waiver changed, but the present waiver which allows a six-month period. for the duration, be repealed. "Of course, as you know," said Mr. Patterson, "the clerical service has been giving us all the trouble and the most complaints in connection with eligibility and my actions during the past two years on promotions." (Ed. Note. This six months to two years."

substitute "at least two years."

4—Ferry Service. Mate to quarton to be extended from six months to two years. Captain to assistant superintendent, to be changed from one year to two years. Marine engineer to chief marine engineer to be changed from six months to two years.

1 am of the opingion that a municipal employee should first prove his merit for a higher grade by satisfactory training in his existing grade before he is eligible to participate in a promotion examination for higher grade.

1 and of the opingion that a municipal employee should first prove his merit for a higher grade by satisfactory training in his existing grade before he is eligible to participate in a promotion examination for higher grade by satisfactory training in his existing grade before he is eligible to participate in a promotion examination for higher grade by satisfactory training in his existing grade before he is eligible to participate in a promotion examination for higher grade.

1 and the most complaints in consistent superintendent, to be changed from one year to two years.

2 and the most complaints in consistent superintendent, to be changed from one year to two years.

3 and the most complaints in consistent superintendent, to be changed from one year to two years.

4 and the most complaints in consistent superintendent in the provent superintend

refers to the policy of withhold-ing promotions where eligibles at top of the promotion list are skipped because they are not near the maximum salary of their

-Inspection, Legal, Attendance and Medical Services. Eliminate present one-year rule and substitute "at least two years."

-Promotions from the labor class to competitive positions would be eased under Mr. Patterson's plan. He suggests that the three-year experience requirement be lowered to two years; that the six-month waiver be repealed.

In conclusion, the Budget Director said: "It is reasonable to assume that an employee of the City should be trained in his present grade before being eligi-ble to take on higher responsi-bilities. This by no means should be a hardship in view of manda-tory increments. I am of the opin-



Budget Director Thomas J. Patterson

tion of service ratings. Satisfac-

acts as an incentive for employees to do better work for the reason they will receive ratings helpful in promotion examina-

"In addition to the above, the examination for qualification is the only basis by which a person's fitness for a grade is tested. If a person is permitted to take such an examination before he has obtained adequate training and succeeds in passing it, then an examination is by no means valid and may furnish the City with an improperly trained per-son for the assumption of higher duties."

Another Hearing Expected

It is expected that the Municipal Civil Service Commission will order another public hearing for further discussion of the promotion-eligibility problem, but no date had been announced at press

New Pay Rates Announced Senior Clerk For Skilled NYC Workers

New pay scales for skilled NYC workers were set by Comptroller McGoldrick last week, after hearings were held on employees' complaints and investigating rates paid for similar work by private firms.

According to the State Labor Law, skilled workers are entitled to the prevailing rate for their work.

Following are the determinacions approved last week:

Cable Splicers-From January 10, 1941, to December 31, 1941, \$1.33 an hour; 1942, \$1.43; 1943, \$1.44; 1944, \$1.51. The present rate is \$1.275 an hour.

Cable Tester-From April 19, 1941, to December 31, 1941, \$1.26 an hour; 1942, \$1.45. That is the period for which complaints were filed. At present the cable testers receive annual salaries.

Linemen—January 24, 1940, to December 31, 1940, \$1.33; 1941, \$1.40; 1942, \$1.45; 1943, \$1.34; 1944, \$1.50. At present they earn \$1.12½ an hour.

Steamfitters' Helpers—January 1938, to May 1, 1938, \$1.17; ay 2, 1938, to April 10, 1945, May 2, 1938, to April 10, 1945, \$135. The present rate is \$1.03\(^1_a\)

Marble Setters - January 1938, to April 30, 1940, \$1.52; May 1, 1940, to August 31, 1944, \$1.58; September 1, 1944, to April 9, September 1, 1944, to April 9, 1945, \$1.59. The present rate is

Comptroller's office has started the 'ob of checking pay-rolls to compute the exact amount of back pay which is due each employee in these five groups. This job may take several months, each employee's payroll must checked to determine number times he signed "under pro-t," number of hours worked,

Some Deductions In the case of the marble setters and the steamfitters' helpers, deduction of 10 per cent from the award will be made for the bene-fits of City employment—paid va-



In charge of Labor Law Matters for the NYC Comptroller's Office, Morris Paris, assistant deputy comptroller, last week announced new rates for five groups of skilled workers.

cations and the NYC pension plan. No deductions will be made for the three other groups, since the new wage rates were based on the salaries paid by private concerns such as the electric utilities which also offer paid vacations and pensions.

Title Proposed In NYC Service

A proposal to create the title of Senior Clerk in the NYC Civil Service classification is now before the Municipal Civil Service Commissioners.

The plan originated with the City Budget Bureau, which wrote to the Commission suggesting that the "clerical service be amended to include the title of senior clerk.'

At present, clerk grade 4 is the highest active title in the clerical classification at a salary of \$2,401, but not including \$3,000 a year. Promotional possibilities above that grade are into the Administrative Service.

There is a title "Clerk, grade 5" in the listing of civil service titles, at \$3,000 a year and over, but no examination for promotion to that grade has been given since

However, the Commissioners reserved action on the Budget's proposal at their meeting last Tuesday.

\$20,000 Subway **Appointment** Is Held Up

After a public hearing last week, the NYC Civil Service Commission withheld approval of the appointment of Jesse B. Snow to the position of consulting engineer in the Board of Transportation. The

post pays \$20,000 a year.

The Board of Transportation had requested his appointment under Rule V-9-8 of the Commission's regulations: "Where there is a vacancy in any position in the competitive class demanding peculiar and exceptional qualifi-cations of a scientific, profes-sional, or educational character, and upon satisfactory evidence that competition is not practica-ble, and that the position can best be filled by the selection of competition in such case.

What LaGuardia Was Doing at Welfare Dept.

Last week's "News Briefs" in The LEADER wondered what brought Mayor LaGuardia down to the main office of the NYC Welfare Department. Here's the story, as told by a Welfare employee:

"No, it wasn't a fire truck; only adverse newspaper publicity about a man who worked in the post office and was getting relief at the same time. A Federal judge seized the opportunity to vent his spleen against relief and to de-mand an investigation of the Department for its inefficiency.

"This happened several weeks ago and the Mayor, in typical fashion that has so endeared him to everyone, quizzed a dozen or

so clients who were receiving large budgets and their case supervisors separately.

"It is reported that he came away quite satisfied with his findings, impressed with the knowledge of the workers with their Consolation may be found in this fact, but to many of us in Welfare, his actions put the de-partment in a very, very sorry.

UFA Election Campaign Has a Dark Horse, Too

Dark horse in the campaign for presidency of the NYC Uni-formed Firemen's Association is James G. Fitzgerald of the 52nd Battalion in Queens. Not particularly active in the UFA, Fitzgerald surprised many UFA members by his entry into the race.

Basing his campaign on his career in the Brotherhood of Locomotive Firemen and Engineers before he came into the Fire De-partment. Fitzgerald offers his nomination as a cure to the "can-cer of factions" which he says has been eating away the UFA.

As qualifications for the office

he lists the following offices held in the railway union: local and general organizer; member of the Board of Trustees; member of Lo-cal Grievance Committee; Acting Chairman of Grievance Commit-

A group of 33 UFA members have endorsed the candidacy of Pitzgerald and their names are listed in his leaflets, distributed among City firehouses. They claim to be unaffiliated with any of the factions in the UFA and to be factions in the UFA and to be solely interested in the "preserva-tion and retention" of the UFA "as an honest medium through

In his personal message to UFA members, Fitzgerald says: "As for

a platform, I have always thought and believe that platforms are good things to stand on, finding that the man who states plat-forms, promises a great deal, and after election forgets his prom-ises, or wished he could, being at a loss as to the means necessary to fulfill his platform pledges. My thoughts in this matter may be summed up in this manner: I am a Fireman too, and know what is near and dear to our hearts. I promise to do everything in my power to raise our standards both of a monetary and material na-

Believes in Arbitration

"I am a firm believer in arbitration and mediation as initial measures to clear up situations, which from my experience has been the best way to benefit the laboring man, having recourse to court action only as a last resort. . . . I promise also to clear up the two main issues we are confronted with, the abolition of the twoplatoon as soon as possible, and payment for those extra hours of

(In earlier issues, The LEADER has carried the platforms and background material on John P. Crane and Harry Crews, leading contenders for the UFA post.)

Wage Rate Hearings To Be Held in June

The following hearings on prevailing rate complaints of NYC employees will be heard by Morris Paris, assistant deputy comptroller, on the dates given at 2 p.m. in Room 636, Municipal Building, Park Row, Manhattan.

Door-check repairers, clock repairers, window shade repairers.

June 11. Wiremen, June 12; Stationary engineers, June 15; Electricians, June 18; Hose Repairers, June 21.

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

Welfare Dept. Time-Off Awards Still in Effect

Despite Mayor LaGuardia's vaeation order limiting NYC em-ployees' time-off to the strict terms of the City Budget, the Welfare Department's incentive reward for promptness is still in

A notice to the Welfare staff last week read: "Staff members who, in accordance with Execu-tive Order 203, dated April 27, 1945, shall earn one-half day per month (for promptness; no ab-sences) may add this time either to vacation or sick leave credits, as they choose."

Promotion Tests Ordered by NYC

Another group of promotion examinations were ordered by the NYC Civil Service Commission

last week, subject to approval by the Budget Director.

Following are the proposed tests: Promotion to Foreman Machinist, Fire Department; Junior Civil Engineer, Department of Parks; Mechanical Engineer-Draftsman, Department Education.

WATER DEPT. SECRETARY NOW UNDER CIVIL SERVICE

The position of Secretary to the Commissioner, Department of Water Supply, Gas and Electricity best be filled by the selection of became a civil service job last week. After a public hearing, the NYC Civil Service Commission approach to the form and such qualities, the Commission in such qualities, the Commission in the rules requiring the rules requiring the position can which we may present our demands as opposed to its present confused and misguided state."

His Platform

In his personal message to UFA proved changing the job from an may suspend the rules requiring

the Municipal Civil Service Com-

mission on Wednesday, June 6, at 2:30 p.m., at 299 Broadway. The Commission will have to move

the budget lines of Sanitation workers to avoid conflict with Civil Service classifications and the cost-of-living bonus.

PUBLIC WORKS is still looking for chemists typists byidge-

for chemists, typists, bridge-tneders, messengers, labors. . . . Apply at the 18th floor, Munici-pal Building. . . .

test. . . . It seems that clerks will be able to move into the \$3,000 plus group without having to get into the administrative class. . .

NYC Civil Service News Briefs

MANY men and women in service are interested in the Sharkey bill to allow vets up to 36 to take Police-Fire Department examinations on their return. It will probably be reported out by the Committee on Civil Employees and CLERKS should have better chances of getting into high income-tax brackets in the future.

The Civil Service Commission has requests of the Budget Bureau Telephone operators and Veterans soon, and should pass the Council and Board of Estimate.

Telephone operators should have a chance to take a promotion test to grade 2 (to has requests of the Budget Bureau \$1,800 a year)... The test has career man.

SANITATION men are inter-ested in the public hearing before from the City Collector to revive June 9 is the day that Police and the Municipal Civil Service Com-Clerk, grade 5, with a promotion Fire baseball teams meet at the Polo Grounds . . . the cop on the beat or the firehouse around the corner can sell you tickets.
Old Lieutenants' Associ Association elected James P. Kottnauer, H&L 7, as president last week.

FRIDAY, June 8, will be a big day in the Police Department, when nine captains, twenty-one lieutenants and forty-five ser-geants will be made.

What NYC Employees Should Know

Examination Fees

Many persons who apply for civil service examinations wonder why they have to pay a fee for the privilege of taking a test for a City job. Here's an explanation of the why and wherefore of these

The legal authority for the col-lection of examination fees by municipal service commissions is contained in Section 14 of the Civil Service Law. Under these proviisons, commissions may charge a fee to conduct examinations for positions in the competitive and non-competitive conducts. petitive, and non - - competitive

The basic criterion of who must pay a fee centers around the state-ment in the law that the "holding of the examination must have been publicly announced." Thus if a non-competitive examination given to one candidate nominated to the commission by the appointing officer, no fee should be charged the applicant. On the other hand, if the commission announces the holding of an ex-amination for positions in the non-competitive class, then a fee may be required from the candidates. Since no examination is held for exempt class positions, no fee can be received from an employee in this class.

The fee requested from applicants to the public service is an examination fee. No additional fee can be exacted from the candidates unless he competes in another examination. It should also be noted that no further exam fees may be collected from the employee after he has entered into the service. The legality of requiring candidates to pay an refund.

additional fee for medical examinations is highly questiontable since the examination fee is stipulated by law. The medical examination is a cost that should be borne by the municipality. Even if the legal restrictions were removed, candidates shouldn't pay the medical fee because a high ex-amination fee discourages candidates from applying for the posi-

Dependent Salary The amount of the examination fee is established by law and is dependent on the minimum salary announced for the position. It is a fixed fee applicable to every lo-cality in the State. No local civil service commission has the power to change the schedule or to charge what its deems appropri-The rates "on salaries paid per diem or at a rate less than twelve hundred dollars per year, a fee of fifty cents shall be charged; from twelve hundred dollars to two thousand dollars both inclusive a fee of one dollar; of more than two thousand and not more than three thousand dollars, a fee of two dollars; of more than three thousand dollars and not more than four thousand dollars, a fee of three dollars; more than four thousand dollars and not more than five thousand dollars, a fee of four dollars; of

more than five thousand dollars, a fee of five dollars."

Fees paid by any applicant whose application is not approved

How to Earn More in a Grade 1 Post Than You Would in a Grade 2 Position

plan was worked out by the City officials, say many employees. Otherwise, they insist, it doesn't seem logical that a grade 1 provisional clerk will, in many cases, earn more than a grade 2 permanent clerk with years of service.

But that's how it is working out.

For example. A clerk, grade 1, provisional, hired without an examination before June 30, 1944, started at \$1,200 a year. But on July 1, 1945, he first goes to the new minimum of \$1,440. Then he receives a bonus of \$120 making the total salary \$1,560. Those appointed after June 30, 1944, now jump from \$1,200 or \$1,320 to \$1,440. \$1,440,

But the Grade 2 Clerk Now, go back to the clerk who is now a grade 2, with from five to twelve years of service behind

time). His base salary then was \$1,201 or \$1,440 with the bonus. On July 1, 1945, these employees receive a \$60 increase so now they earn \$1,260 (\$1,500). That brings them exactly \$60 a year-less than the lower grade provisionals earn. In some cases, they have these lower-grade higher-paid employ-ees working under them. And they had to pass two examinations—an open-competitive and a promotion —to reach their present state.

Even higher-paid employees to twelve years of service behind the City have their complaint him. He was promoted to grade 2 on January 1, 1945 (a batch of promotions was made at that 1, who was earning \$960 a year in

apply to the Civil Service Com-

mission within 90 days following

termination of your military

4. If you are a disabled war veteran, do you know that you may be entitled to disabled vet-

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duty?

\$600 a year more. But the upperbracket workers complain that their expenses have increased in proportion and they have heavier responsibilities; but that their bonus is nowhere near meeting their needs. For instance, a \$2,400-a-year employee only goes to \$2,760; a \$4,000 a year executive only gets \$350 a year more,

In other cases, as among Dental Hygienists, the bonus plan works out so that employees with seniority will receive less money than their juniors in service,

Board of Ed. Employees

In the Board of Education, administrative employees have their bonus problems, too, and are meeting at the Board of Educa-tion Building, 110 Livingston Street, Brooklyn, on Tuesday, June 5 at 6 p.m. for a discussion of their bonus situation

of their bonus situation.

In general, they are supposed to receive the \$350 bonus, but there are angles:

Some instances: A \$1,482 em-ployee now receives a \$240 bonus, but because of a \$156 increment, gets no additional bonus; employees at \$2,820 receive \$120 bonus now, will get another \$230 on July 1, 1945; those at the top of their grades will receive the full \$350 bonus if they haven't received any other bonus

erans' preference?

Do not allow your 60 or 90-day period for application to elapse. Come to see us immediately with your discharge papers. Report to the Service Rating Bureau, Room American Federation of State, 606A, at 299 Broadway.

County and Municipal Employees.

Subway Men May Try for Promotion to Conductor

Here are official details of the Promotion to Conductor examination for employees of the NYC Board of Transportation. Applications may be filed until 4 p.m., June 19, 1945, at the Application Bureau, Municipal Civil Service Commission, 96 Duane Street, New

York City. Salary: 70 to 88 cents an hour

present. Vacancies: There is a large imber of present vacancies, number of most of which are in the operation of street cars and buses

Date of Test: The written test will be held September 29, 1945. Eligibility Requirements: Open to all permanent male employees in the New York City Transit System who on the date of the writ-

ten test: Are serving in the titles of railroad clerk, collecting agent;
2. Have served in such title for

e period of not less than one year

Wages Whirlwind

One of the most active cam-paigners in the NYC Fire De-partment election is Frank A. Mott, Hook and Ladder 102, can-didate for financial-recording

Basing his drive for election on personal visits to firehouses, Mott has already visited over 275

of the 368 engine and truck com-panies in the City. His campaign

has been basing his appeals on a

As personal qualifications, he hists labor in training at St. Xavier's Labor School and 250 credit hours of study personnel management at NYU.

Perfect attendance at all UFA meetings for the past three years

is claimed by the candidate, who adds that he has had to make seven "mutuals" during the past two years in order to attain that

His Proposals

Among reforms proposed by Mott are: filling of vacancies in quota and promotion schedules within 90 days; recognition of

occupational diseases and disorders in accordance with the International Association of Fire Fighters' policy; legislation to protect firemen against unwarranted diseases he offers the fol-

On dismissals, he offers the fol-

lowing safeguards: elemination of multiple jeopardy; provision for complete trial records; rights to counsel; restriction of dismissals to incapacity, gross negligence, conviction of a criminal act; and review by a Court of record.

arted in December,

25-point platform.

record.

Fireman Mott

Campaign

immediately preceding the written examination;

4. Are otherwise eligible.

Tests: Record and Seniority,
weight 50 per cent, 70 per cent
required; Written, weight 50 per
cent, 70 per cent required.

Physical: Eligibles are required

by the Board of Transportation rejected for any deficiency.

3. Have served continuously in

the transit system for the six-month period immediately preceding that date;

Are otherwise eligible.

to pass its medical and physical examinations immediately prior to appointment, These require-ments are: Candidates may be normality or disease that tends to impair health or usefulness, such as defective vision; defective color vision; heart and lung disease; hernia; varicose veins; paralysis; defective hearing. Candidates defective hearing. Candidates must be free from physical or personal abnormalities or deformities of speech or appearance. The agility of the candidates may be tested by a jump test of clearing a rope at 2 feet 6 inches, and a strength test by dumbbell lift of 20 pounds (each hand).

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NYC Civil Service **Advises Vets on Rights Under Law**

To make sure that every NYC employee who returns from military duty is aware of his rights under Military Law, the Municipal Civil Service Commission has prepared a card which will be handed to each City employee when he returns to his department.

The employees will be advised: Do you know what your civil rights are under the State Military Law and the State Civil Service Law?

2. If you missed any promotion examinations because you were on military duty, do you know that you may be entitled to take special military promotion examina-tions, provided that you apply to the Civil Service Commission within 60 days from the date of

restoration to your position?

3. Do you know that you may be entitled to have your name placed upon a special military preferred list, provided that you

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Employee Unions Form in 102 Cities, Disband in 51

Municipal employee unions af-filiated with national labor or-ganizations were organized in 102 cities of 10,000 or more popula-tion in 1944, and disbanded in 51 cities during the year, the Inter-national City Managers Associa-tion reports tion reports.

By the end of the year, the association said, the four major organizations operating in the governmental field had a total of 944 locals in cities. In addition, local employee organizations unaffiliated with any national group were reported functioning in 124 were reported functioning in 124 cities of 10,000 or more popula-

The American Federation of State, County and Municipal Employees (AFL) reported new locals in 38 cities and the disbanding of locals in 20 cities. Among the cities where new locals were organized are Burbank, Calif.; Brockton, Newton and Quincy, Mass.; Albany, Binghamton, Syracuse and Troy, N. Y.; Columbus and Springfield, O.; Knoxville and Nashville, Tenn.; Portsmouth, Va.; and Bremerton, Wash.

CIO Organization of new locals in 25 cities, and disbanding of locals in 12, was reported by the State, County and Municipal Workers of America (CIO), Among the new cities are Kansas City, Mo.; Buf-falo, Jamestown and Yonkers, N. Y.; Youngstown, O.; Salt Lake City; Janesville and Milwaukee,

Firefighters
The International Association of Fire Fighters (AFL) organized new locals in 31 cities, while lo-cals were disbanded in five. Among the new cities: Burbank, Pasadena and San Francisco, Cal.; Wilmette, Ill.; Newton and Salina, Kans.; Ferndale, Mich.; Provi-dence, R. I.; Columbia, S. C..; and Newport News, Va.

Police
The Fraternal Order of Police
were organized in eight cities in were organized in eight cities in 1944, including Detroit, and lodges were disbanded in 14 cities, in-cluding East Cleveland, O.; Rapid City, S. D.; and 11 cities in Pennsylvania.

By the end of 1944, the AFL municipal employees Uion had locals composed entirely of police officers in 39 cities, with 17 of these locals established during the year. In adition, the AFSCME has 34 other local unions of municipal employees, including police officers. employees including police offi-

Total figures for the four groups show that by the end of 1944 the AFSCME had locals in 221 cities of more than 10,000 population, the SCMWA in 83 cities, the IAFF in 477 cities and the FOP in 163

Commission OK's Contracts With **Private Firms**

Contracts between two New York City Departments and the engineering firm of Parsons, Brinckerhoff, Hogan and Mac-Donald were approved by the Municipal Civil Service Commis-sion last week sion last week.

The Department of Marine and Aviation received approval for a contract from January 1, 1945, for one year at the rate of \$100 for each operation, the total not to exceed \$1,200 or \$200 in any two months.

The Borough President of Manhattan received permission to hire the firm as consulting engineers at the rate of \$50 per day from May 1 to June 30, 1945.



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Fire Auxiliaries; **Better Not Get Hurt**

Auxiliary Firemen of the NYC Fire Department are in a quan-dry. They haven't been demobilized along with other civilian defense organizations, but they're not allowed to do anything. Last week's order from Fire Headquarters had both the volunteers and Fire officers puzzled. It read: "This Department has been

notified by the Director, State Office of Civilian Protection, that no benefits under the tem-porary War Civilian Security Program will be payable for injury or death in connection with services as a civilian de-fense worker occurring after

"In view of the above, Auxil-lary Firemen shall not be per-mitted to ride on the apparatus of this Department, slide poles in quarters, participate in drills, or any other activity where

there is a possibility of their being injured."
So, all they can do now is come around to the firehouse and sign the book that they reported. Said one Fire Captain: "If I even let one of them sit on a bed in quarters and the bed caves in, I'm in

Appointments to NYC Agencies

Following are appointments reported last week by New York City

Board of Transportation
The Board of Transportation
made the following permanent
appointments from eligible lists: Claim Examiner (Torts) at \$1,500: Sarah S. Katz and Moses Rosen-blatt. Conductor at 75 cents an hour: John R. Clements, John J. Dunphy, Nicola S. Macchiarolo, Francis Owens, Joseph T. Skerrett, Milton B. Smith, James S. Spence, James R. Sullivan, Richard V. Walker, Thomas A. F. Whitfield, Nathaniel Wilkinson, Charles Bremer, Charles F. Collum, Ami-Goffredo, James L. Rose, Adam Zach.

Department of Markets Michael D. Navarino, Temporary La-orer at \$5.50 a day.

Department of Finance Department of Finance
Dorthy B. Joseph. Typewriter-Book-keeper at \$1.440. Temporary Clerks at \$1.300: Adele A. Farrell and Florence G. Davis: Clara C. Straub: Maggaret Tully, Temporary Typists, at \$1.200: Catherine J. Keller. Harriet M. Reins. Temporary Investigators at \$6 a day: Benjamin Shonfeld, Anita Marcus. Edward J. White-side. Joseph A. Farrell. Temporary Appraises of Real Estate at \$2.401.

Department of Public Works

Department of Public Works
Elevator Operators at \$1,320: Amelia
Willow and Barbara Lodate: Mary E.
Trotta. Cleaners at \$1,040: Mary McGerry
Joan M. Shechan, Arnes Vandeventer,
Margaret Staffani, Florence Garbe, Elvira
Watson, Ethel Johnson and Edith Holder,
Lena B. Turner, Ella Donian, Anna F.
Jones and Robert E. Hawkina.

Office of the Computabler

Lona B. Turner. Ella Doelan, Anna P.
Jones and Robert E. Hawkins.

Office of the Comptroller
Clerks at \$1.440: Klizabeth S. Parnes,
Blanche L. Borchert, Adria Liss, Dorothy
Fishenfeid, Lillie I. Paris, Evelyn Puller,
Temporary Investigators at \$1.800.
Marian P. Callahan and Peter Russo.

Board of Education
Bureau of Supplies: Anne Feld, Office
Appliance Operator at \$1.482; Catherine
A. Scott, Telephone Operator at \$1.200.
Bureau of Attendance: Kathryn G.
Reilly and Florence L. McKeever, Clerks
at \$1.200: Phillis Liphin, Stemographer at
\$1,201. Frances R. McDonaid, Senior
Lunchroom Assistant at \$1.10 an hour,
Bureau of School Lunch Service.

Burcau of School Lunch Service: Sallie
Bell, Lunchroom Helper at 60 cents an
hour; Fannie H. McClusky, Cook at 75
cents an hour.

Temporary Clerks at \$1.200. Bureau of
Superintendent of Schools: Margio Daniela,
Peter Villela, George Mormon, Temporary Stenographers at \$1.201. Bureau of
the Secretary, Shirley Baron, Veconica A.
Schwarz, Temporary Clerks at \$1.200,
Bureau of Beference, Research and \$1sttistics: Louis G. Hasselback, Marraret M.
Tango, Shirley Boulfogel, Dominick M.
Aliano, Temporary Roubfogel, Dominick M.
Aliano, Temporary Boulfogel, Dominick M.
Aliano, Temporary Boulfogel, Dominick M.
Aliano, Temporary Labover at \$1.500,
Bureau of Plant Operation and Maintenance.

Schua Golum, Bureau of Superintendent

nance.
Schua Golum, Burvan of Superintendent of School, Typist at \$1,200.
May Ann Dolce, Stenegrapher at \$1,201 (Mintary Substitute), Burvan of Secre-

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Study Aids for Coming Clerk Grade 2 Promotion

Duties of a clerical nature, calling for independent judgment on the part of the employee, are expected of a grade 2 clerk in the NYC Civil Service. Parts of the promotion test to clerk grade 2 are designed to test that ability. Following are questions of that type. Answers will appear in next week's LEADER. At the end of this article are the answers to last week's questions.

Assume that you are delivering incoming mail to the offices of the bureau in which you are employed. After you have opened a letter addressed to the chief clerk you discover that the envelope is marked "personal." Of the following the best action for you to take is to:

A. Reseal the letter and say nothing about it in order to avoid any unpleasantness.

B. Deliver the letter in the opened envelope and wait to see if anything happens.

C. Read the letter and if it does not really seem to be of a personal nature, deliver it without the envelope.

Deliver the letter in the opened envelope and explain exactly what happened.

2 Suppose that you have been assigned to proofread a typed copy of a mimeographed report with another clerk. The mimeographed copy had been prepared in another City office and the copy in your office. Your supervisor has asked you to make corrections neatly in ink. You are reading aloud from the mimeographed report while the other graphed report while the other clerk follows the copy. You notice an obvious spelling error in the mimeographed report which has been repeated in the copy. Of the following, the best action to take is to:
A. Correct the spelling error on

the mimeographed report only. B. Return the mimeographed report for correction to the de-

partment which prepared it. C. Correct the spelling error in both the mimeographed report

and the copy.

D. Leave the error in both the mimeographed report and the

3-One of your duties as a clerk may be to answer routine credit inquiries concerning the employees of your department. These inquiries generally ask the confirmation of employment and salary. However, you have re-ceived a letter which, in addition to the usual request, asks for an opinion as to whether the credit of the person invoved is good. Of the following, the best action for you to take first is to:

A. Refer the letter of inquiry to your supervisor before making any reply.

B. Give a favorable reply since the employee presumably needs the article he wishes to buy. C. Consult the person involed and ask him whether or not he

can afford this purchase. D. Ask other employees in the

department what they know of this person's' financial condition. Suppose that you are assigned the task of arranging 5,000 disarranged cards, numbered from 1 to 5,000, into numberical order. Of the following, the best procedure for you to follow is to:

A. Take each card in turn and insert it into the proper place.

B. Divide the cards into five ap-

proximately equal groups, then take each card in turn and insert

into the proper place.

C. Sort the cards into smaller

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groups, first by digits in the "thousands" place, then by digits in the "hundreds" place, then by digits in the "tens" place, then by digits in the "units" place.

D. Sort the cards into five

groups according to the digit in tions: O the "thousands" place, then take Two: D.

each card in turn and insert into

the proper place.

—Assume that you are given an assignment which involved many problems in long division. The divisor in each problem is 2135.2. Of the following, the best procedure is to:

A. Prepare a table listing the products of the divisor and each

number from 1 to 9.

B. Arrange the dividends in order of size and begin dividing into

C. Arrange the dividends in order of size and begin dividing into the largest.

D. Move the decimal point one place to the left. Answers to last week's ques-

tions: One, 1, B; 2, D; 3, A; 4, D.

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

19 MEMBER AUDIT BUREAU OF CIRCULATIONS DT DUANE STREET NEW YORK 7, N. Y.

COrtlandt 7-5665

New York City Can Learn From New York State

■HREE innovations which the New York State Government has instituted ought, we feel, be copied by New York City. They are:

1. The Classification Board.

2. The Salary Standardization Board.

3. The Personnel Board.

The first of these-the Classification Board-a unit functioning within the Civil Service Department-is empowered to hold hearings dealing with the nature of jobs and to give those jobs their proper titles, in accordance with the duties performed.

The second - the Salary Standardization Board then sets up the proper salary range for the job, allocates titles to appropriate salary grades-all after public

The third—the Personnel Board—is empowered to deal with the personnel relations between departments, to make suggestions for improved personnel operations.

In all three of these functions, New York City is far behind the State. The City's classification setup is literally a mess. It is at the bottom of much of the difficulty that comes up all the time-lower grade people doing higher grade work and the reverse; promotions which carry no additional duties; promotions based on budgetary legerdemain rather than merit; salary grievances of many kinds; duties having little relation to title. The first task is properly to classify the whole civil service. Mayor LaGuardia seems to be peculiarly allergic to setting up a proper classification system in the City. Yet no big business, no large industry, would today consider so ill-suited a classification of employees as that of the City government. Of course, the budget office must be considered in any classification. But the City shouldn't wait too much longer, because the end of the war is going to engulf the Civil Service Commission with a variety of pressing problems—and if the City doesn't improve its classification setup now, it's in for a lot of trouble later.

One important feature common to all three of the State's boards is the public hearing angle. Any employee with a grievance under the jurisdiction of one of these

boards can bring his grievance there.

The Civil Service LEADER urges upon the NYC Civil Service commissioners, the Budget Director, the City Council, the Board of Estimate, as well as the Mayor, a study of the State's legislation which established the excellent innovations. Best beginning would be to analyze the work which came out of the famed Feld-Hamilton

Of this, more next week.

POLICE CALLS

A Popular Pension Issue Which The PBA Should Consider Seriously

Members of the NYC Police Department may have changed their uniforms for navy blue or khakl, but they're still thinking about their old jobs. A few weeks ago, POLICE CALLS presented a letter from a soldier on Okinawa, who had ideas on the PBA election.

This week we have a communication from Patrolman Joe Wall, now Seaman First Class, serving with the U. S. Fleet Hospital. His APO is San Francisco, so he's probably out in the Pa-

The problem he brings to light is one that's troubling a lot of the men in service. To get their full pension, they'll have to make up the pension payments they missed, and for those in service a long time, it amounts to a big wad of dough. This is one issue that should be considered by the men who will head the PBA after election. And then there's the uniform situation.

"... Now my problem is this: I had just finished my probation-ary period before coming into service and it was pretty tough going on \$1,320 a year, so I couldn't pay for my uniforms and must pay for them when I get back on the job. Now, on top of that I must pay 13 per cent of my salary (\$2,000) which I didn't get, and this will amount to about \$400 if the war ends this year. The City is in good financial con-dition and if anything can be done about this, it would be greatly appreciated by us fellows

A Popular Issue

This problem, which will have be faced by plenty of the young cope in service would seem to call

for some solution. It's a good chance for the PBA to go to bat for the men in service with a popular issue. Right now it would seem that many of the men who get out of service will have to put all their mustering-out pay right into the pension fund, and to pay for uniforms; and then they'll have to get into debt to make up the balance.

Some PBA Figures

The following facts and figures are taken from the official annual reports of the Patrolmen's Benevolent Association:

Legal Services Rendered For and Paid by the P.B.A. 1. Year ending June 30, 1939—

1. Year ending June 30, 1939—
Pres. Burkard \$3,255,99
2. Year ending June 30, 1940—
Pres. Burkard \$3,296.06
3. Year ending June 30, 1941—
Pres. Burkard *... ... \$6,925.81
4. Year ending June 30, 1942—
PRES. HARNEDY ... \$7,496.80
5. Year ending June 30, 1943—
PRES. HARNEDY ... \$9,061.28
46. Year ending June 30, 1944—

PRES. HARNEDY \$9.061.28 5. Year ending June 30, 1944— PRES. HARNEDY \$13,171.07 *This sum does not include an

outstanding bill for legal services rendered by the law firm of Say-pol & Kaplan in connection with bonus case.

It is obvious from the above figures that if Harnedy is permit-ted to remain in office another year we will exist for the sole (Continued on Page 10)

Merit Man



Theodore Becker

HE BELIEVES that the duty of the citizen entails more than just voting on election day. A person who is qualified for public service should, he thinks, feel it an obligation to participate in govern-ment as a public officer or em-ployee via election or appointment through the civil service So, the day he was admitted to the New York State Bar, Theo-dore Becker filed an application for New York City civil service position. That was in 1935 and started a career which has brought him to his present position as Assistant to the Counsel of the State Civil Service Department, and made him an authority on civil service matters.

Headed Eligibles

He is a native New Yorker and studied in the City schools. His first entrance into the complications of civil service came as president of an association of eligi-bles. His name was on that eligible list. He brought litigation to courts, and won.

His present work in the State Civil Service Department's Legal Bureau involves interpretation of complex civil service law and rules, military laws and related laws for the Department and for scores of local civil service commissions which look to the State Commission for guidance. He also works on drafting legislation; hearings on appeals from disciplinary action; answers queries of service men who plan to re-enter join civil service after their discharge.

An excellent background in State position. He served as a law clerk in the office of a former Assistant Corporation Counsel of NYC; as associate in the office of Town Counsel of the office of Town Counsel of Putnam Valley; as Junior Counsel of New York City Board of Statutory Consolidation which drafted the Administrative Code of New York City; as Junior Counsel to Nassau County Board of Statutory Consolidation; and for the past five years has held his present State post.

With State Seven Years

Seven years ago, he took a State position with the examin-ing staff of the Civil Service Com-mission and now "double in brass" by handling examinations for legal and semi-legal positions in all State departments and courts and for county positions under State jurisdiction

He would like to correct a com-mon fallacy—that the examining work of the State Commission has fallen off because of the large number of war-time temporary substitutes. In many instances, nominees for temporary jobs must prove qualified by an examination. Tests must be given more frequently because the limited number of applicants results in smaller lists which are exhausted more quickly. They for the more quickly. Then, too, turn-over has increased with the war demands for men and women. And the staff of the Commission has felt the loss of trained personnel. The present staff, he says, deserves credit for doing a big job to keep essential State services available under severe handicaps.

A graduate of the College of the City of New York, he studied at Brooklyn Law School where he

was on the Dean's Scholarship list and received the advanced degree of Doctor of Juridicial Science.

He has combined literary work with his public career. While at law school he was on the staff of the Law Review and served as an editor. In 1937 he wrote a book, (Continued on Fage 16) Repeat This!

Civil Service Commission

HARRY W. MARSH, who was formerly NYC Civil Service Commissioner, now head of the City's Welfare Department, is coming back to his former post. In returning to the Commission, he takes a cut of \$2,500 in salary -from \$11,000 to \$8,500.

Marsh will fill his own unexpired term for one year-until May 31, 1946. Aftre he had shifted over to Welfare, the composition of the Commission consisted of Commissioners Esther Bomley, Ferdinand Q. Morton, and Russell Lord Tarbox. Mrs. Bromley shifted to Marsh's position as acting head of the Commission. Tarbox held on to his previous job in the NYC Law Department at the same time; last week, he resigned from the post at the Commission.

By law, not more than two members of the Commission may be of the same political party. Marsh is an independent Democrat, Morton is a Democrat who once held strong power in Harlem. Mrs. Bromley is a Republican.

MARSH first came to a City job on January 1, 1934, as second deputy commissioner of the old Charities Department. His salary was \$6,440. On May 1, 1935, he became first deputy, at \$6,500. He then left the City service and returned at the Mayor's behest on February 18, 1942, when he became head of the Commission

If William O'Dwyer should be nominated and elected Mayor, it is considered likely in political circles that Marsh will not be re-

IT IS KNOWN that Ferdinand Q. Morton, oldest Commission member in point of service, would dearly like to be named President of the body. His term expires June 1, 1948. The probability of his being selected to head the Commission is small. It is conceded that he knows civil service law and rules, but such things as the recent blast of the Civil Service Reform Association against him-criticizing his absences from his office-and the opposition from good government groups, would militate against Morton's promotion to the presidency. O'Dwyer would have nothing to gain by kicking up a public fuss, when he could just as well give the job to another Democrat.

DURING the past two years, the most active commissioner has been Mrs. Bromley, wife of the noted attorney Bruce Bromley. She has been serving as acting President since Marsh left, and has made a constantly improving impression on all who have been in contact with her. Recently she has been most active in serving veterans who apply for municipal positions, interviewing large numbers each week. Her term doesn's expire until 1950.

THE MAIN current criticism of the Commission has been that it failed to take advantage of the wartime lull to prepare for the post-war problems which will descend upon it when the veterans start returning in mass.

Politics, Inc.

LAWYERS in the Federal Government, not covered by civil service, are reported to have cause for concern, with the Truman Administration determined to reward the party faithful . . . Henceforth, it is said to be important to lawyer aspirants for office to have political indorsements from Democrats. . . . This column hears that general counsel in several agencies have been asked to clear appointments with the Democratic National Committhe Democratic National Commit-tee. . . . Attorneys formerly were protected by a merit system ad-ministered by the Board of Legal Examiners, set up by executive order when the late President Roosevelt brought all legal jobs under civil service. Congress refused the board an appropriation a year ago, however. Some agenat \$8,500, filling the unexpired cies set up their own boards to term of Paul J. Kern. and have set minimum standards and observe veterans preference. . . . Legal appointments were a source of criticism during the Roosevelt Administration. clique headed at times by Su-preme Court Justice Felix Frankfurter and one-time braintruster Tommy Corcoran was accused of controlling important legal appointments.

> LT. COL. BOB WAGNER, Jr., LT. COL. BOB WAGNER, Jr., whose nomination to the post of Manhattan Borough President seemed assured a few weeks back, might lose out to Councilman William Carroll, who is being pushed by an important bloc of Tammany leaders. . . If this bloc should succeed in its objective, it would take the chance of offending U.S. Senator Robert Wagner, Sr., who can—and does—use his power forcefully as Peduse his power forcefully as Federal patronage dispenser in New York. . . . Governor Thomas E. Dewey is making more speeches than most candidates, and his problem is more than a year away. He's acting now, however, to keep himself before the public and solidify contacts. . .

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Here's a Vet Administration Job That's Well Done—and Speedily



Disabled veterans are getting such quick action in Area Office No. 2 of the Veterans Administration, 120 Wall Street, that their claims are adjudicated, the benefit payroll prepared and the whole record in each case sped on its way to the Regional Office of the VA. all in an average of three days. The Area Office covers New York, New Jersey and Delaware, and processes about 3,000 claims a month, 99 per cent of them of men who were hospitalized, the others being reported directly by the Companying Office. ported directly by the Commanding Officer.

There are nine area offices, one office in each of the Army Service Commands, and the one with headquarters in NYC is second to none in the

efficiency with which it processes claims.

One reason is that this office is under the management of Joseph H. O'Hern, who has just

celebrated the twenty-fifth anni-sary of his entry into the Federal civil service.

3,600 Cases in a Month During last month the area of-fice processed 3,600 cases, all without delay. A rating board, consisting of doctors and nonmedical men, and the finance sec-

tion had to pass on the cases, based on records submitted on Government forms — all without any act required of the medical dischargee whatever. One day he is discharged, next day his papers are on Mr. O'Hern's desk. About three days later, sometimes even (Continued on Page 16)



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.

The Permanent Salary Board

The Permanent Salary Board

STUDIES made among large groups of workers in industry have revealed that adjustments in the social and emotional realm—making a man's work fit his concepts of progress and of personal satisfaction—are tremendous factors in production. No one can doubt this. The factor of wages in the maintenance of good morale is not weakened by other adjustments. The attainment of individual and family security which comes with adequate wages promotes cheerful, abundant service. The wage question must honestly be approached from humane as well as economic standpoints. The dignity of man and the value of this dignity to society overshadow lesser considerations completely. True economy in public service we must have. Consideration of the quality of a service must go hand in hand with consideration of adequacy of wages paid to the worker, hand with consideration of adequacy of wages paid to the worker, and there must be no false economy here.

Important Public Body Important Public Body

For such reasons the State Salary Standardization Board is one of the most important public bodies in the State of New York. The Salary Standardization Board and the Classification Board together are the strong arms of personnel administration in State service. The independence of thought, decision and action of these Boards stands out as a fundamental need to their successful operation and to their usefulness to the State. No group of men elevated to a place on the Salary Board can fail to feel the high responsibility placed upon them nor minimize the opportunity they have constantly to upbuild the character of public service. Their actions will be watched by many salary-establishing agencies throughout. will be watched by many salary-establishing agencies throughout the nation.

Confidence in the Board We have confidence that the appointees of Governor Dewey to the new Salary Standardization Board will fulfill their responsibility to the people and to the more than 40,000 State employees who look to them to assert their independence to act fairly on the merits of every case presented to them.

The Personnel Council

I EXPECT that as this is read the names of the Personnel Council will have been announced by the Governor. I have already commented many times upon the potentialities for good inherent in an impartial Council to deal with special problems of State employment. With the functions of departments and agencies frequently overlapping necessarily in certain ways, the uniformity of action overlapping necessarily in certain ways, the uniformity of action with regard to employee welfare sometimes becomes a football passed from one official to another with satisfactory settlement often of comparatively simple matters being delayed and hindered with ill effects to the progress of sound personnel administration. It is vital that every agency dealing with large or small groups of civil service workers should have as a member of the staff a competitive civil service employee fully informed as to civil service laws and rules and in close touch with the central offices of recruitment, promotion, budgeting and retirement. Such personnel officers together with departmental officials and informed employee representatives can work together with a harmony that will resolve every tatives can work together with a harmony that will resolve every problem easily and satisfactorily. The Personnel Council will serve the important function of settling unusual questions involving one or more agencies and at the same time can lend that constructive aid which a State-wide group of personnel officers will welcome and utilize. This Council and much-increased laison affecting personnel administration throughout the State, will be a most welcome innovation. The Association has long urged this development of our system of personnel administration. We trust that there will be a minimum of delay in establishing effective administration.

Increment Credit

WHEN a person has held a war duration or substitute appointment he is entitled to increment credit for such service if he is permanently appointed "to the same or a similar position." Where a person holds a substitute appointment as clerk, he would be entitled to increment credit for the period of the substitute appointment if he received a permanent appointment as clerk. This does not apply, however, where the clerk seeks a position with another title where the duties and responsibilities are entirely different from those of a clerk

War Emergency Compensation

WAR EMERGENCY compensation is payable only to persons on the State payroll who receive their salaries from the State Comptroller. For instance, some of the employees of the Supreme Court in New York City are paid by the Comptroller from State funds, but others are paid through city or county funds. Those who receive their checks from the State are entitled to the War Emergency Compensation, while those who receive their checks from the city or county are eligible for whatever compensation the city or county. or county are eligible for whatever compensation the city or county may authorize.

New Scientific Agency Added to State Gov't

ALBANY-Something new has been added to the State Museum and this time it is not a fossil, rock or article of Indian lore. It is a new agency, State Science Service, which is expected to become the clearinghouse and advisory center to which all interested persons may turn to secure impartial scientific information.

Created by an amendment to the Education Law, the State Science Service has as its director Dr. Carl E. Guthe, who is also director of the State Museum. The staff includes the State scientists and their assistants, who are also on the staff of the Museum; Winifred Goldring, paleontologist; Winifred Goldring, paleontologist;
Robert D. Glasgow, entomologist; Homer G. House, botanist;
Noah T. Clarke, archeologist; the
State geologist and State zoologist,
which are not filled at present;
John G. Broughton, assistant
geologist; Walter J. Schoonmaker,
assistant zoologist and Kenneth
F. Chamberlain, assistant entomologist.

expand their present activities but also to develop a comprehen-sive research center in the State Government, under the jurisdic-tion of the Board of Regents. Not confined just to New York State, the State Science Service will also cooperate with scientific units and cooperate with scientific units and agencies of other States, the Fed-eral Government, educational in-stitutions and industry in the dis-covery, analysis and dissemination

State geologist and State zoologist. which are not filled at present; John G. Broughton, assistant geologist; Walter J. Schoonmaker, assistant zoologist and Kenneth F. Chamberlain, assistant entomologist.

Research for State
The new agency will enable the State scientists not only to

Meet the Members of New Permanent State Salary Standardization Board

Governor Thomas E. Dewey last week appointed the members of the Permanent State Salary Standardization Board.

Below are the men on the board, with a short sketch of each. Their duties will be to adjust salary schedules and titles, hold hear-

ings, allocate new titles to their appropriate salary grades, and perform all related functions.

Newton J. T. Bigelow, M.D. NEWTON J. T. BIGELOW, M.D., Deputy Commissioner of Mental Hygiene Department and Director of Marcy State Hospital, chairman of the Temporary Sal-ary Standardization Board, has ary Standardization Board, has been appointed by Governor Dewey as a member of the State Salary Standardization Board, now a permanent agency under legislation approved at the last session of the Legislature.

Dr. Bigelow was appointed on August 1, 1943, as Superintendent of Edgewood State Hospital, and was made Assistant Commissioner.

of Edgewood State Hospital, and was made Assistant Commissioner of Mental Hygiene September 1, 1943, to succeed Dr. H. Beckett Lang now in military service. He was designated Deputy Commissioner on April 1, 1944. He worked as director of clinical psychiatry at Utica State Hospital and Pilgrim State Hospital. He served as first assistant physician at the as first assistant physician at the latter hospital.

Dr. Bigelow was born January 15, 1904, at London, Canada, where he received his preliminary education and continued his aca demic and professional studies at the University of Western Ontario, graduating in medicine in 1928. He is married and has three chil-

He served as neuropsychiatrist to the Armed Forces Induction Station at Grand Central Palace in New York City for a time.



MILTON MUSICUS

Arthur Sullivan, M.D.

ARTHUR SULLIVAN, M.D. Supervising Psychiatrist at Har-Supervising Psychiatrist at Harlein Valley State Hospital, is
among those appointed to the
permanent State Salary Standardization Board by Governor
Dewey. Dr. Sullivan, born in Orwell, Vermont, and a graduate in
Medicine of the University of Vermont in 1936, entered New York
State service at Harlem Valley
State Hospital in October, 1938.
He has served on a special committee making a study of institu-

mittee making a study of institu-tional services as related to per-sonnel administration and is familiar with employee problems. Dr. Sullivan is a member of the Dutchess County Medical Society and the Dutchess County Psychiatric Society. He was consultant neuropsychiatrist to the Armed at the pre-induction examination center in Albany dur-ing 1942, 1943 and until April, 1944. Dr. Sullivan is popular with civil service employees throughout the institutional service.

Everett N. Mulvey

EVERETT N. MULVEY, appointed by Governor Dewey as a member of the permanent State Salary Standardization Board, is a native of the City of Albany, and attended the public schools of that city.

He entered the State service in

1917 and has filled positions in the Insurance Department, Audit and Control, Taxation and Finance, as well as the Budget Di-vision where he is Principal Bud-get Analyst. He became connected with the Budget Division in 1934. Mr. Mulvey is well informed as to fiscal matters of State government generally and particularly as to budgeting for State institutions, where personnel appropriations are the largest of all of the State services.

Milton Musicus

MILTON MUSICUS has been with the Municipal Service Bu-reau of the State Civil Service Department for three years. During these years he assisted cities throughout the State in the administration of civil service law, and has prepared classification plans for more than 10 communities. Before entering the State service, Mr. Musicus served on the



T. HARLOW ANDREWS

the reclassification of 27,000 subway employees. He also prepared in-service training courses. He has his B.S. degree from the College of the City of New York, an M.A. degree from Columbia, and M.P.A. degree from New York M.P.A. degree from New York University, and is due to receive his Ph.D. from New York Uni-versity. He wears a Phi Beta Kappa key, awarded to the most brilliant scholars. An article by Mr. Musicus on public adminis-tration has appeared in the Civil Service LEADER Service LEADER.

T. Harlow Andrews

T. HARLOW ANDREWS holds the position of Administrative Finance Officer in the Division of Placement and Unemployment Insurance. He was appointed to this position from an open-com-petitive civil service list in 1939. Before his service with the State, he had been Controller of Mon-roe County, in charge of the Di-vision of Budgets and Accounts. His experience in private industry includes his notable employment as an accountant with several firms of CPA's, in Syracuse, Buffalo, and Rochester. In Rochester he performed a very substantial quantity of service in audit and system work for municipalities. Mr. Andrews graduated from

Syracuse University cum laude in 1920, having majored in economics and minored in mathematics. He took graduate work there, earning a degree of Master staff of the New York City Civil of Science in Business in 1925. Service Commission for five years, He became a Certified Public Acand performed yeoman work on countant in the same year.

Shoro Addresses Motor Vehicle Men Of State Assn. in Annual Meeting

ALBANY—The eighth annual meeting of the Public Service Motor Vehicle Inspectors' Chapter of the State Association was held

in Albany recently.

Post-war specifications regulations covering the safety of operation of buses were discussed at the Friday afternoon session presided over by John F. Pitz-gerald, Supervisor of the Motor Carrier Bureau of the P.S.C.

The annual banquet was held Friday evening at the Lombardo Club followed by a social session. The principal speaker was Clif-ford C. Shoro, President of Asso-ciation of State Civil Service Em-

ciation of State Civil Service Employees. Mr. Shoro's subject was "Relations between the Public Service Commission and Its Employees." A floor show followed. Saturday morning the session conducted by Mr. Fitzgerald was on "Investigation, inspection and regulation of motor vehicles under the jurisdiction of the P.S.C." Thomas F. Egan of Oneonta read a brief on the subject of "Exhaust Fumes from Wartime Gasoline." At the luncheon Saturday noon

At the luncheon Saturday noon William F. McDouough, Executive Representative of the State Association, was the speaker with the subject "Future of the State Civil Service Employee." Guests of honor included the office staff of the Motor Carrier Bureau. En-tertainment consisted of songs by Thomas F. McGourty of Niagara

Falls and Edward Cahill of New York and an impersonation of Madame "X" by Mary O'Brien of Albany.

Reports Read

Saturday afternoon at the closing session reports of the past year were read and accepted showany Chapter in the State. This year marked the consolidation of the New York City division with the up-State Chapter resulting in the biggest attendance of any meeting.

Officers for the ensuing year were elected as follows: Wm. B. Filkins, Utica, President; Joseph J. Lettis of New York City, First Vice President; Edward A. Ret-ling of Buffalo, Second Vice President and Col. Clarence J. Atkinson of Rome, Secretary-Treasurer.

Chapter endorsed the five-day week program and passed resoluyear were read and accepted show-ing the Chapter to have the high-est percentage in membership of cases where State employees are transferred from city to city.

Resolutions covering increase in substistence and mileage rates and uniform and standard rules for all State departments affecting employees, were also passed.

Rochester Staff Does Well in 7th Bond Drive

ROCHESTER — A payroll War Bond drive is now being con-

Bond drive is now being conducted in District No. 4 by Supervising Engineers Eugene Haidt, W. J. Zabel and Chief Draftsman N. W. Krapf. They report that it will go over the top.

At a Chapter noon-time luncheon held in the drafting room recently, President Thomas W. Coursey appointed the following committees to serve for this year:

Auditing Committee—Florance Mecomack, Allees Meyer, Leah Weiner.

Lesislative Committee—Eugene Baidt, Paul L. Ryan, Chas. O. Scutt.

Social Committee—C. V. O Malley, P. H. Wright, Lillian Hamill, Audrey Gilson,

John Lyons, Jane Bader, Fred Kimball, Florence Roggie, Tom Hogan, Leo F. Florence Ropsie,
Gaffney,
Publicity Committee—Willam H. Saunders, Grace Yacono, Fanny Tandler,
Membership Committee—Willam H.
Saunders, H. W. Driher, Chas. Driscoll,
G. W. Ryan, J. A. Small, J. D. Martin,
H. C. Miles, Henry Ten Haren, W. A.
Phillips

H. C. Miles, Henry Ten Haren, W. A. Phillips. Grievance Committee—D. A. Masucci, J. S. Rectenwald, Arnes Auer. Hospitalization Committee—Eurene Haidt, Fred K. Kimball.

The New York State Commission for the Blind, in the Department of Social Welfare, conducts sales of articles made by the blind of New York State throughout the year, but for a change today, a unique display of wallets and belts will be on sale in the lobby of the State Building at 80 Centre Street, New York City.

STATE COMMISSION TO SELL ARTICLES MADE BY BLIND The New York State Commission

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

State Service or City Service?

WHEN A LAY-OFF is necessary in a competitive class posi-State service, either because the work or money for such position runs out, the employee with least seniority is the one let go. Seniority for pur-pose of layoff is computed from the date of original appointment in the State service provided such service is continuous and unbroken from the date. It is length of time spent in the entire State service and not merely in the po-sition involved in the layoff that counts. Furthermore, State serv-ice is not deemed broken by a transfer from one State depart-ment to another. Hence, time in one State department immediately preceding service in another department is "tacked on' such later service. County service or city service, however, cannot be so added to State service.

The question is cometimes raised whether service for a particular public agency is State service or some other service. For instance, the Court of Appeals was re-cently called upon to decide whether service with the now-defunct Transit Commission was New York City service or State service.

Facts in the Case

The issue arose when former Commission employees who had been considered State employees and transferred to the State Tax Department could be credited, in a contemplated lay-off from their Tax Department positions with Transit Commission service as State service. If such service were credited, then they would have to be retained while other employees who would have more seniority only if the Transit Commission service were considered city service would have to be laid off. The State Civil Service Commission decided that the former Transit Commission service was State service and the layoff was made on that basis.

The employees laid off took the case to court, contending that the Court of Appeals had once held that Transit Commission service could be treated as city service so as to be "tacked on" to other city service in the event of a layoff from a New York City position. The lower courts agreed with this contention. However, the Court of Appeals, in a unanimous decision, sustained the determination of the civil service

commission. The Court of Appeals outlined the history of the Transit Commission, and explained that it was a State agency whose employees State employees, even though they may have been paid out of the City treasury, eligible for membership in the City Retirement System, and within the definition of City employee under

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the provisions of the New York City Administrative Code. It held, in addition that the fact that the Transit Commission employees had always been considered State employees by the State Civil Service Commission was also not determinative of the issue.

Test Used by the Court Said the Court:

"We think that the factors which must finally settle and determine the matter are that the interveners (those retained) were appointed by the transit commisappointed by the transit commission with the approval of a State officer, the head of the (State) Department of Public Service, and, subject to applicable constitutional and statutory provisions, could be discharged by like authority. It seems to use that if we follow that as a general rule it will set as a guide for both rule, it will act as a guide for both public officials and employees. (See Matter of Goodman, 294 N. Y. 169.)"

Applicability to Other Transferees The Court also decided that the transfer of the employees was within the sound discretion of the administrative bodies involved. (Bacon v. Conway.)

The Court's decision in this case clearly establishes that, for pur-poses of layoff at least, service with the Transit Commission immediately followed by State service can be "tacked on" the latter. This would apply to employees of the Department of Public Service who were transferred thereto from the Transit Commission upon the abolition of such commission in 1943.

Progress Report On State Exams

Open-Competitive CIVIL SERVICE INVESTIGA ENIOR CIVIL SERVICE INVESTIGA-TOR, Department of Civil Service; 338 candidates, held May 6, 1944. Rating of the written examination is com-pleted. Bating of training and experi-ence is completed. Interviews to be

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

OPTOMETRIC INVESTIGATOR. Educa

OPTOMETRIC INVESTIGATOR. Education Department: 6 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

DISTRICT RANGER. Conservation Department: 28 candidates, held April 21, 1945. Rating of Part I completed. Rating of training and experience in progress, FARM MANAGER. Department of Mental Hystene (St. Lawrence State Hospital): 30 candidates, held April 21, 1945. Rating of the written examination is completed. Bating of training and experience to be done.

perience to be done.
INSTITUTION PHOTOGRAPHER, Department of Mental Hygione (Rome State School): 22 candidates, held April 21, 1945. Rating of the written examina-tion is completed. Rating of training and experience is in progress. Clerical

work to be done.

SENIOR SUPERVISOR OF VOCATIONAL REHABILITATION, Education Department: 28 candidates, held April 21, 1945. Preparation of the rating schedule completed. Rating of the written examination is in progress.

Promotion

examination is in progress,

Promotion

Principal, School of Nursing, bepartment of Mental Hygiens (Institutions): 9 candidates, held December 9,
1944. Ratins of the written examination is completed. Rating of training
and experience completed. Awaiting
service record ratings.

SENIOR TELEPHONE OPERATOR, Department of Public Works: 28 candidates, held January 20, 1948. Rating
of the written examination is completed. Bating of training and experience is completed. Awaiting service
record ratings for two New York candidates.

record ratings for two New York candidates.

STENOGRAPHER, Department of Labor; 28 candidates, held January 20, 1945.

Rating of the written examination is completed. Clerical work is completed. Awaiting service record ratings.

ASSISTANT STATE ACCOUNTS AUDITOR, Department of Audit and Control: 9 candidates held March 3, 1945.

Rating of the written examination is in progress.

in progress.

HEAD STATIONARY ENGINEER, Department of Mental Hygiene: 60 candidates, held March 3, 1945. Rating of the written examination as in prog-

PRINCIPAL COMPENSATION CLERK Department of Labor, New York Office 42 candidates, held March 3, 1945. Rating of the written examination is

Rating of the written examination is in procress.

PRINICPAL STATIONARY ENGINEER.

Department of Mental Hysiene: 88 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

SENIOR AUDITOR, Department of Audit and Control: 18 candidates, held March 3, 1945. Rating of the written examination is in brogress.

SENIOR CLERK (PAYROLL AUDIT). New York Office. The State Insurance Fund: 13 candidates, held March 3, 1945. Rating of the written examination is in progress.

tion is 10 progress.

ACCOUNT CLERK, Department of Audit and Control: 58 candidates, beid Marris 24, 1945, Raing of the written examination is completed. Clerical work to

he done.

ACCOUNT CLERK, Department of Mental Hygiene (Institution): 68 candidates, held March 24, 1945. Rating of the written examination is completed. Awaiting services record ratings.

AUDIT CLERK Department of Audit and Control: 49 candidates, held March 24, 1845. Rating of the written examination is completed. Clerical work to be done.

SENIOR STORES CLERK, Department of Mental Hygiene (Institutions): 37 can-

Reform Association Tells What's Good, What's Bad About State Civil Service

In its annual report on New York State civil service, the Civil Service Reform Association praised Governor Dewey's record, but at the same time condemned the number of exempt jobs and criticized some aspects of the Civil Service Commission. Said the report:

"Governor Dewey's civil service | ees has raised their morale. | ees has raised their morale. | See Page 1 for article on the standards set by its President.

been good. His record on legisla-tion affecting the State and municipal civil services has been excellent. Particularly commendable was his timely recommenda-tion that there be established a State personnel council comprising personnel officers in each of the major departments and agencies of the State government to aid in formulating policies and to develop practices and procedures in the administration of the State's personnel program. This plan, which has already proved its value in other jurisdictions, was recommended in our annual report last year. It should strengthen administration of the State civil service, provide uniform stand-ards in personnel management in the State agencies, and lead to closer cooperation between the operating departments and the Department of Civil Service. The

[See Page 1 for article on the establishment of this Council by

Governor Dewey.—Ed.]

Too Many Exemptions

"We regret, however, the Governor's approval of far too many exemptions from competitive ex-amination recomended by the Civil Service Commission. Under the law, the Commission is vested with discretion to determine the practicability of examination as a means of filling positions, and the Governor acts merely upon the Commission's determination. The large number of exemptions approved since January 1, 1943, most of them based on unjustifiable grounds, appears to indicate a lack of confidence by the Governor and the Commission in the fficacy of the competitive system in filling the higher administra-tive positions. The effect of such exemptions is to block opportuni-ties for promotion on merit, and Governor's concern for the needs ties for promotion on merit, and and welfare of the State employ- to discourage the more ambitious

"We regret that the State Civil himself when, shortly after his appointment in 1943, he promised that the Commission would be 'a strong, vital, progressive civil service commission.' This may be due partly to the lack of experience of the new Commissioners, partly to their inability under present conditions to build up a strong professional and technical staff, and partly to the impact of

Municipal Bureau Praised "The Civil Service Department

held a larger number of examinations and tested more candidates for appointment and pro-motion in 1944 than in the previous year, although this phase of its activities had steadily declined during the war years to a small fraction of its normal level. In its aid to municipal civil service commissions throughout the State, the Department has accomplished good results. Its Municipal Service Bureau has per-formed its difficult assignments well, in spite of a depleted and inadequate staff. This good work is reflected in decided improve-in local administration of the

Mental Hygiene Hiring **Under Simplified Plan**

ALBANY-Mental Hygiene institutions throughout the State are now hiring attendants under a new simplified plan recently set up by the State Civil Service Commission through Charles L. Campbell, ad-ministrative director of the com-

To help meet the present difficult labor situation in the schools and hospitals, the State has stream-lined the hiring procedure. Now prospective employees may be hired on permanent basis if they pass a vastly simplified non-competitive examination, or they may receive 'for the duration" appointments pending future examination.
At the present time, hospital at-

tendants are being appointed under civil service rules which allow noncompetitive appointment. The physical examination is given at the institution. The written test may be given either by the State Civil Service Commission, or by a Commission representative at the institution. The Civil Service Commission investigates the applicant, including a check of fingerprints taken at the time of applying for the job.

As soon as the Commission com-

qualified, either as a result of the physical examination or the character investigation, then the institution is notified to terminate his services as soon as possible, but in any event, not later than the end the current payroll period.

Even if the candidate for a per-manent job fails the written test, passes the physical and the investigation, he will be kept on for the duration as a temporary em-

help shortage are:

The institution just has to send one notification to the Commission when an individual is appointed as a provisional.

completing the different steps of the examination while the new appointee is on the job.

didates, held March 24, 1945. Rating of the written examination is comof the written examination is com-pleted. Gerical work is in progress. Rating of training and experience to

STORES CLERK, Department of Mental Hygiene (Institutions): 12 candidates, beld March 24, 1945, Rating of the written examination is completed. Clerical work is in progress. Rating of training and experience to be done.

TELEPHONE OPERATOR Department of Mental Hygiene: 48 candidates, held March 24, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Awaiting service record ratings.

CLERK. Department of Mental Hygiene: 47 candidates, held April 7, 1945. Rat-ing of the written examination is in

PILE CLERK, Department of Mental Hy-47 candidates, held April 7. Rating of the written examina-

1945. Rating of the written examination is in progress.

SENIOR STENOGRAPHER, Department of Montal Hygiene: 176 causidates, held April 7, 1945. Rating of the written examination is in progress.

SENIOR TYPIST, Department of Mental Hygiene: 6 candidates, held April 7, 1945. Rating of Part I completed. Rating of Part II is in progress.

STENOGRAPHER, Department of Mental Hygiene: 62 candidates, held April 7, 1945. Rating of the written examination is in progress.

Clifford C. Shoro To Be Guest of Raybrook Chap.

ALBANY—Clifford C. Shoro, President of the Association of State Civil Service Employees, will be the guest of honor at the first dinner meeting of the Raybrook State Hospital Chapter, to be held at the Hotel Saranac. Saranac Lake, on the evening of June 6th. June 6th. Emmett J. Durr, President of

Emmett J. Durr. President of the chapter, and a special com-mittee have completed arrange-ments for the affair, which will formally inaugurate the youngest chapter among the sixty-four chapters of the Association throughout the State. The chapter has a membership of over two hundred civil service employees.

pletes its work and finds thes applicant qualified, a brief notice is sent to the employee and the institution head formally approving the appointment. If the proposed appointee is dis-

Among the advantages of the new system during the present

-More time may be taken in

TYPIST, Department of Mental Hygiene: 53 candidates, held April 7, 1945. Rat-ing of Part I completed. Rating of Part II is in progress. PHINCIPAL CORPORATION TAX CLERK (GENERAL): Department of Taxation and Physics. 8 candidates badd April

PRINCIPAL CORPORATION TAX CLERK (GENERAL): Department of Taxation and Finance: 8 candidates, held April 21, 1945. Rating of the written examination is in progress.

PRINCIPAL FILE CLERK. The State Insurance Fund: 12 candidates, held April 21, 1945. Preparation of the rating schedule completed. Rating of the written examination is completed Rating of training and experience is in progress.

SENIOR INSURANCE REPORT AUDITOR. Insurance Department: 19 candidates, held April 21, 1945. Rating of the written examination is in progress.

SENIOR TAX COLLECTOR Department of Taxation and Finance, Brooklyn Dis-triet Office: 10 candidates, held April 21, 1945, Preparation of the rating schedule is in progress.

Albany Shopping Guide

STENOTYPE SECRETARIAL STUDIO-A rapidly growing machine method of stenography. Evening classes every Mon-day and Wednesday, 7 P.M. Albany Stenogype Secretarial Studio, Palace Theater Bldg., ALbany 3-0357.

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NEWS ABOUT STATE EMPLOYEES

Central Islip EMPLOYEES are eagerly looking forward to the next activity of the Civil Service Association here, the annual dance. Plans now here, the annual dance. Plans how being made will be announced in a later issue of The LEADER.... Borry to report the death of Den-nis McSweeney in "J", May 21st. He was in State Service for over seventeen years and was attached to Group "L" most of the time. to Group "L" most of the time.
... Margie Uckert announces her
engagement to Lt. Cales L'Hommedieu of the Army. ... Mrs.
Seena Schorden, R.N., is in "J"
recuperating from a recent operation. .. Welcome to Mrs. Henry
Hohlbein, R.N., on her return to
duty in "J" 5. ... On vacation is
Lottie Schultz, for whom wedding
hells are expected to ring out dur-Lottie Schultz, for whom wedding bells are expected to ring out during her leave. . . Mrs. Jack Cassidy is enjoying a leave with her husband who is home from the Navy. . . . Cpl. Patrick Lysaght, U. S. Marine, has returned to his base at Cherry Point, North Carolina, after a 30 days furlough spent with his family in Central Islip. . . Patrick Tee is back in Central Islip again after spending over four years in the Pacific war

over four years in the Pacific war zone. He has received an honor-able discharge from the Army and plans to take life easy for a while.
... On vacation from "F" group are Henry C. Eube and John Ford. Mr. Ford can stand a vacation at this time as he has been very active in conjunction with his partner Wallace McCrone in the field of radio repairs. . . .

Creedmoor

THE ANNUAL Dinner Dance of the Creedmoor Chapter of the Association of State Civil Service Employees of the State of New York, Inc., was held in the Bellaire Castle, 208th Street and Jamaica Avenue, on Tuesday evening, May 29th. There were about 150 employees attending and among the honored guests were James A. Burke, President of the Borough of Queens; Dr. H. A. LaBurt, Director of the Creedmoor State
Hospital: Assemblyman Fred W.
Preller; Assemblyman Thomas
Fitzpatrick; Municipal Justice
Daniel Fitzpatrick; Janet Macfarlane, Secretary of the State Association, and Thomas Boylan, Captain of the 105th Police Precinct.
. . . Mr. and Mrs. Frank Osborne

attended the dinner. He is a mem-

ber of the Executive Committee of the Association and the representative on the Board for the Department of Mental Hygiene. . . . The drawing on the raffle was also held and the following were winners of a \$25 War Bond: Mrs. Bertha Cooke, telephone operator at the hospital: Thomas Green. the hospital; Thomas Green institutional patrolman at the hospital, and H. Meyer, 63 Hillnospital, and R. Meger, 53 Rin-side Lane, New Hyde Park, L. I. N. Y. . . . A basket of cheer was won by Dr. Peter W. Henderson, dental officer at the hospital.

Letchworth Village

FRANCIS MACKEY, of Garner-FRANCIS MACKEY, of Garner-ville, 23, was killed in action on March 27, according to a telegram received by his wife, the former Adelaide Stewart of Haverstraw, daughter of Mrs. Mary Stewart (of Franklin). Joseph, 5, and George, 3, children of the deceased soldier and his wife, also survive. . . Lowel D. Fieldson, S 1/c, has been transferred to the Pacific area. . . . Claude Knapp's son, Marine P/c. Ira Knapp, has been decorated with the Order of the Purple Heart medal. He is the Purple Heart medal. He is now stationed at Iona Island, after having seen service in the Pacific area. . . . Roy Gordon Kelley, H. A. 1/c has been transferred from the Hospital Corps School, Bainbridge, Md., to Sampson, N. Y., where he originally received his boot training. . . .

Rochester Public Works Chapter

Chapter
District No. 4
MR. ROY C. HUTCHINSON, who entered the Red Cross Field service in January recently, reported to the Rochester office. "Hutch," as he was unofficially known, has landed in Calcutta, India, and reports, "All is well." The temperature is around 130 degrees and the country is not very civilized. The cow is sacred in that land and they wander around the cities unmolested. Woe to the man that injures one of these sacred beasts. . . Fred G. Hempel, popular stock clerk, has been a patient in a Rochester hospital following an operation. . . pital following an operation. . John L. Fouquet, mechanic for many years in the D.P.W., has passed away. Mr. Fouquet was a

(Continued on Page 10)

State Health Department Adopts 5-Day Work-Week

ALBANY - The Health Department goes on a fiveday week! Following the precedent set by the Division of Placement and Unemployment Insurance, the second State agency to adopt the 5-day work-week made its public announcement to that effect. It is known that several other departments are considering the move, and it is not unlikely that the trend to the five-day week will shortly take in as many of the departments as can afford to release their employees on Saturdays.

The announcement said:

holidays will be from 8:30 a.m. to 5:00 p.m. with a lunch period of one hour and five minutes. On Saturdays the office hours for approximately one-fourth of the force of each division or district office will be from 8:30 a.m. to 12 noon. Those employees who are required to work on Saturday mornings shall have the three and one half bears allowed the same increase. one-half hours allowed them during the following week and at one time as approved by the di-vision director or district officer. The one hour and five minutes provided for lunch period shall be scheduled by the division directors for the employees under their jurisdiction. The period worked on Saturday morning shall not be accumulated to extend vacation, but shall be used as stated above.

"Deviation from this schedule on account of special conditions

office will be allowed upon recom-mendation covering individual names from the division director

"Vacation during a full week, that is, Monday through Friday will be charged as five and one-half days in order to balance with the Governor's order as to sixteen and one-half days' vacation. Vacation on an individual day will

be charged as one day.

"Sick leave during a full week, that is, Monday through Friday, will be charged as six days and sick leave on an individual day will be charged as one day."

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	210-225	131.25	175	L
	200-210	112.50	150	7
	180-200	93.75	125	
	140-180	75.00	100	1
1	100-140	37.50	50	
11	Under \$100	18.75	25	

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Church Announcements

Holy Innocents 128 WEST 37th STREET NEW YORK CITY DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45
SUNDAY MASSES—2:20, 4, 7, 8, 9, 10, 11, 12, 12:50
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.)—5:30 and 7:30
CONFESSIONS—At all times.

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

SUNDAY MASSES—2:30, 2:45, 5, 4, 7, 8, 1, 10, 11, 11:30, 12, 12:30, 12:45
[For Members of Armed Forces Only: 3 P.M.]
DAILY MASSES—5, 4, 4:30, 7, 8, 8:30, 1, 10, 11:16
[II Tuesday], 12:15
CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

VERGREENS CEMETERY have recently completed the land-scaping of two new sections—Gibron and Re-demption. The development of these sections has been under the perional supervision of the eminent landscape architect, Richard Schermerhorn. are told—and we believe—that we have the most attractive sections in the Metropolitan area. We do not have salesmen, to stop in and see for yourself. The office is open from 1 A.M. to S.P.M. every day of the year. For more complete details as to prices, etc., write for Booklet A. THE EVERGREENS CEMETERY NON-SECTARIAN
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damaged naval vessels in West journeymen workers employed at Coast Navy Yards. Although Mr. these Navy Yards in critical occupations.

The Pay to the Puget Sound, Mare Island

York and New Jersey men are the Selective Service System has needed at once to repair battle agreed to 100% deferment of

lowing categories: Electrician, Machinist, Rigger, Sheetmetal Worker, Coppersmith and Boller-maker. Men appointed to these positions will receive first class rail transportation to their duty stations at government expense. These jobs pay approximately Qualified applicants are urged to lations.

James E. Rossell, Regional Di-rector for the U. S. Civil Service the present acute need is based on half for all work over 40 hours Christopher Street, New York Commission, states that 1,500 New ing. The situation is such that lowing categories: Electrician, Building, 90 Church Street, New Building, 90 Church Street, New York City. Applicants may also apply at the various United States Employment Service offices. All appointments in the Federal Service are made in accordance with War Manpower Commission regu-

News About State Employees

(Continued from Page 9)

veteran of World War I and saw active service in France. His son is fighting through the lands he did in 1917. . . . Fanny Tandler is enjoying a week's vacation from her duties as Stenog. . . . C.W.O.

J. Sandford Smith of the CB's
was a caller at the Department.
"Si" was in the thick of things "D" day last June on the Normandy Beachhead and saw much bitter fighting. He is expecting his medical discharge very shortly and we all hope to see him back in the D.P.W. . . . Miss Margie Nichols is a recent arrival. To our boys in service we can report that "Margie" is only eighteen, blonde, very petite and a capable young lady. . . . Secretary Audrey Gilson of the Rochester D.P.W. Chapter returned April 24th from a short vacation at Clayton, New York. . . . The membership of the Chapter has reached the total of 213 at this writing. The next so-cial affair to be held by the Chapter will be a picnic to be held in early summer at some lake re-sort nearby to Rochester. Presi-dent *Thos. W. Coursey* is working now on plans for this affair and they will be announced early in May. You can expect a gala affair. . . . Commodore James S. Douglass of the Canandaigua Yacht Club is a busy man these He has supervised the construction of a large dock which will add to the convenience of this very popular Yacht Club. . . . Chief Scoutmaster of Ontario County, Boy Scouts of America, Thos. W. Coursey, plans to conduct a large party of scouts on a week's hiking and camping trip through the Bristol Hills early in May. Last year Mr. Coursey was awarded a merit badge by the National Headquarters for the excellent work that he did for the Scouts of Ontario County. . . . Lieut. George B. Gregg, C.W.O. Gilly Hess, C.W.O. Emmett Mc-

Donald of the CB's reported re- An Office That cently by letter that "All is well" with them in their South Pacific bases. . . . The mother of John S. Rectenwald recently passed away in Dansville. Sympathy to the family. . . . Chas. R. Zorsch, who recently retired from the D.P.W. after having served for 43 years, is recovering from a severe illness.
. . . The recent Red Cross drive in the D.P.W. in charge of Paul L. Ryan was a huge success. The Public Works came through with flying colors and Mr. Ryan is to be congratulated on the fine job he performed. . . Sixty-two names are on the "Service Plaque" in the Barge Canal Terminal Building. This repre-sents the Public Works men in

service. Two names have gold stars after them. . . . The Albany office of the State Association and the Travelers Insurance Company are to be congratulated on the very prompt payment of in-surance benefits to employees through the Group Life Insurance. Within two days after the notifi-cation of the death of a member, beneficiary received a check for the full amount of insurance carried by the deceased member. It's a fine record and we feel that it merits a word of praise. . . . Frank Tennity of the Division of

Architecture returned to work this week after an absence of several months due to severe illness. Everyone was pleased to see Frank back in much improved health... The post-war plans for the modernization of the Barge Canal Terminal Building are nearly complete. These plans call for a complete overhauling of the entire building. A new drafting room, business offices with elevator service and a modern lighting and ventilating system are contemplated. When the boys come home from service they will find it hard to recognize the Terminal. . . For faithful serv-ice in writing regularly to the D.P.W. boys in service. Miss Audrey Gilson, Secretary of the Chapter, should be given orchids. Ask our boys in service and they

Works Speedily To Aid Veterans (Continued from Page 6) the next day, the raters complete their first-rate task and the fi-nancial experts get the approved name on the payroll. And the following day the veteran likely has the cheering politication.

has the cheering notification in his hands. The Treasury Department disbursing officer in NYC gets the payroll pronto for approval and the check is ready twenty-four hours later. But it isn't mailed quite yet, because the benefit payment checks go out once a month, so on the first of the month following the clearance of the case the medical dischargee gets his

of the preceding month.

They Like It This is Service with a capital S and the dischargees like it. Also, the quick results in this office are at variance with some of the stories they have read about let-ups, letdowns and runarounds in

check for the proportionate period

other branches of the V.A. Besides mere official celerity, there is a heart-warming aspect to the personal attention given

would appear to be only a name and a serial number, but you'd think that the staff were handling pearls of great price the way they handle the papers. For the idea that the ultimate beneficiary is not only a real person, but one of the guys in all the world best deserving of closest and kindest attention, is ever kept in mind. Left leg amputated, deep battle wounds in chest, lung punctured, psycho-neurotic — notations like these, concerning men who fought in defense of their country, keep ever fresh the enthusiasm to be of service to men to whom service was ever the first word in the

The V.A. area office makes orig-inal and final adjudications, subject to any change in the medical dischargee's condition at subse-quent examinations, at dates which it fixes, usually from six months to two years off, depending on the extent and nature of the disability.

Veteran Gets a Real Break

The veteran, however, if he feels that his condition has grown worse, may initiate his own re-examination, and, if he is upheld, may obtain added benefits. The re-examinations are made at the regional offices.

So it's speed and spurt at Area Office No. 2, and it's all done, not to the cases. Nobody in the area with mirrors, but with a total per-office ever sees the veteran; he sonnel of only 69.

Williams in Top **Appointive Job Under Nathan**

The Department of Borough orks, a division of the Office of Manhattan Borough President Edgar J. Nathan, Jr., has a new man-Commissioner Charles W. Williams, formerly Assistant Commissioner. Commissioner Williams now holds the highest apliams now holds the highest appointee position in the office and if Mr. Nathan must be absent, Mr. Williams takes over. The Assistant Commissioner's post is held now by Theodore B. Richter, who had been secretary to the Department of Borough Works. Mr. Nathan swore in both at the same ceremony.

at the same ceremony.

Commissioner Williams succeeds Walter D. Binger, who resigned

to become a vice-president of the City Investing Company. Present at the ceremony were the wives of Messrs, Williams and Richter, also Mr. Binger and the following members of President Nathan's staff: Harold M. Lewis, Consulting Engineer; Ernest Consulting Engineer; Ernest Hochwald, Assistant to the President; Herman J. Bernard, Confidential Assistant to the President, and Mrs. Bertha Kelsh, Secretary of the Borough.

Commissioner Williams, a graduate in civil engineering of the Massachusetts Institute of Technology, entered the Office of the Borough President with Mr. Bin-ger in 1938. Previously Commis-sioner Williams was assistant to the vice-president of the Fred-erick Snare Corporation and secretary of the Suburban Engineering Company. He was in private practice as a consulting engineer when he joined the Borough President's staff. He has been in charge of maintenance of streets and sewers of Manhattan, of the manual working force and of all plant and equipment.

Mr. Richter is a graduate of C.C.N.Y. (A.B.), Harvard (A.B.) and Columbia University (A.M., and LL.B.). He has been employed in the Borough President's office for three and a half years. He has been for many years a director of the Y.M.H.A. and is secretary of the Committee for the Care of the Jewish Tuberculous Inc. He was born in Man-hattan and lives at 2 East 86th St.

Merit Man

(Continued from Page 6)
"Outline and Summary of Inter-national Law." He contributes the column "Civil Service Notes" to the "State Employee," and the "State Civil Service Briefs" column to The LEADER

An active participant in organ-izational work, he was president of the City College Club and of the Inter-Club Council while at law school, and has served as president of his alumni association for two years. Immediately on entering the State Service he joined the Association of State Civil Service Employees. He has been a member of the ASCSE Legislative Committee for the past two years. He also belongs to the United States Coast Guard Auxiliary (upper Hudson Division) and is an advanced pilot with the New York Power Squadron (Mohawk-Hudson Division).

His hobbies are water-bornefishing and study of navigation. He lives in Albany with his fouryear-old daughter, Kyla, and his wife, Celia.

Police Calls

(Continued from Page 6) benefit of our counsel, instead of the membership.

Total Funds in the P.B.A.

Contingent Fund

1. Bal. on hand June 30, 1939 Pres. Burkard \$83.855.67

2. Bal. on hand June 30, 1940—
Pres. Burkard \$81,165.57 Pres. Burkard\$81,165.57 Bal. on hand June 30, 1941—

Pres. Burkard \$44,387.94
4. Bal. on hand June 30, 1942—
PRES. HARNEDY ... \$37,630.02
5. Bal. on hand June 30, 1943—
PRES. HARNEDY ... \$40,055.16
6. Bal on hand June 30, 1944—
PRES. HARNEDY ... \$21,577.86

PRES. HARNEDY . \$21,577.86
The delegates did not attend conventions for the years 1943, 1944 and 1945 at the Police Recreation Center, Plattclove, N. Y. If the delegates had attended these conventions it would have reduced

the funds in the contingent fund by an additional \$16,000. [These facts and figures are quoted by John Carton in his campaign material.—Ed.]

Carton's Full Slate

In a recent issue, POLICE CALLS listed the candidates in the PBA election—slated for June 12—and marked those of the candidates who are incumbents and are running for relection with Pat Harnedy. To complete the record, here is the slate of John

Carton:
John Carton, president, 44th Precinct;
Edward Ward, 1st vice pres. B. C. I.;
Charles Brennan, 2nd vice pres. 6th Precinct; Cari Gelinor, treasurer, 102nd Precinct; Thomas Duyan, re. see'y., Traffic
Precinct "O"; Fred Bauer in. see'y,
Traffic Precinct "B"; William Hackett,
fin. see'y, Property Clerk; Ray Quinn, Im.

More Agencies Included in Steno Promotion

The pending Stenographer, Grade 4, promotion examination was broadened to include four more City Departments last week. The NYC Civil Service Commission approved the promotion ex-amination for the following de-partments: Investigation, Correction, Finance and Housing and Buildings.

The test had previously included: Tax Department, Public Works, Comptroller's Office, Sanitation, Water Supply, Gas and Electricity, Health and Board of Higher Education.

Brooklyn Candidate Tries Unique Means Of Winning UFA Post

Wallace A. Verlander of Engine Company 228, running in the UFA election for the office of Trustee, Borough of Brooklyn, has caused a mild sensation by adopting a

novel method of campaigning. His election circulars released to the firehouses in Brooklyn are witty, thought provoking, strangely free of recriminations and rosy

Verlander has been placed in nomination as an independent

Verlander has livened up an ready exciting election. It will be interesting to observe the effectiveness of his unusual presentation.

Charles Wilson

Honored by K. of C.

A testimonial dinner attended by 250 guests was tendered last week to Charles Wilson, director week to Charles Wilson, director of the Administration Division of the NYC Fire Department and Deputy Grand Knight, Guiding Star Council No. 212, Knights of Columbus. Mr. Wilson is also a delegate to the New York Chapter, Knights of Columbus and codelegate to the State convention. delegate to the State convention. A member of the State Council of the K. of C., he has served on the speakers committee for the past

two years and has lectured in many parts of the State. Highlight of the affair, held at the Hotel Martinique, was the presentation to Mr. Wilson of an inscribed diamond ring.

sec'y, 108th Precinct; John Lang, fin-sec'y, 10th Precinct; Maurice Kinsells, trustee Brooklyn, 85th Precinct; William Forster, trustee Queens, 106th Precinct; Charles Zuria, trustee Manhattan, 30th Precinct; Patrick Fitspatrick, trustee Baonx, 62nd Precinct; Bart Wisson, sec-grant-al-arms, 75th Precinct.

State Promotion Examinations

Following are promotion examinations announced by the State Civil Service Commission. For complete details and application forms, write to the State Civil Service Commission, State Office Building, Albany, or 80 Centre Street, New York City. Enclose a large self - addressed envelope. Refer to the examination number

No. 1052. Senior Clerk (Tariff), Albany Unit, Department of Pub-lic Service, Salary \$1,600 to \$2,-100, plus bonus, Closes June 9 1945

No. 1053. Senior Attorney (In-surance), Complaint Bureau, De-

surance). Complaint Bureau, Department of Insurance. Salary \$4,000 to \$5,000, plus bonus. One vacancy in New York Office. Closes June 8, 1945.

No. 1054. Information Clerk. Probation Department, Court of General sessions, New York County. 'Salary \$1,201 to \$1,620, plus bonus. Closes June 9, 1945.

No. 1055. Senior Stenographer, New York Office, Department of Insurance. Salary \$1,600 to \$2,100 plus bonus. One vacancy. Closes

plus bonus. One vacancy. Closes June 12, 1945.

No. 1024 (Reissued), Institution Fireman, Central Islip State Hospital and St. Lawrence State Hospital Salary \$1,500 to \$1,900 plus bonus. Closes June 12, 1945.

No. 1056. Senior Typist, County Clerk's Office, Chautauqua County Væancies at \$1,380 and \$1,449.
Closes June 12, 1945.

No. 1057. Recording Clerk Sur-

No. 1057. Recording Clerk, Sur-rogate's Court New York County, Salary \$2,101 to \$2,640 plus bonus, Two vacancies. Closes June 14.

No. 1058. Head Clerk (Corporations), Albany Office. Main Division. Department of State. Salary \$2,500 to \$3,100 plus bonus. Closes June 14, 1945.

No. 1059. Economist, Department of Commerce, Salary \$2,400 to \$3,000 plus bonus. One vacancy. Closes June 14, 1945.

No Animal Job

New Yorkers who would like the job of taking care of the animals in the Zoo got bad news last week.

The Municipal Civil Service Commission went ahead and cancelled a proposed examina-tion for the position of Super-visor of Menagerie.

PORT AUTHORITY

will agree.

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No Experience Needed

Rotating Shifts

Vacation Privileges

Pensions

Grammar School Education; Must Be 21-45 Years; At Least 5' 8" Tall And Weigh Over 150 lbs. Pass Physical Examination.

Certificate of Availability Essential

Apply Tuesday & Wednesday, June 5th & 6th, 9:30 A.M. to I P.M.

THE PORT OF NEW YORK AUTHORITY

Auditorium (15th Floor) 111 EIGHTH AVE., NEW YORK (15th ST.)

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 hencefits: (4) Appointments are made under war service regulations. 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.

Telephone Operator

Salaries \$1,752 and \$1,560 a Year (Salaries include the amount paid ortine as shown below.) evertime as shown below.)
Closing Date: Applications will be received until the needs of the Service have
been met.

ceived until the needs of the Service have been met.

Sataries and Hours of Work: The standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 per cent for the basic salary of \$1.440, and to \$300 for the haste salary of \$1.260, except the amount of overtime pay must not exceed 25 per cent of the basic salary.

Annual salaries for these positions are a follows:

Salary: \$1.440, \$1.260; Overtime 112, \$300; Total Salary: \$1.752 Pay: \$317, \$300; Total Salary: \$1.752, \$1.560. All basic salaries are subject to a de-duction of 5 per cent for retirement pur-

poses.

Nature of Duties: Under general supervision, to operate a non-multiple or multiple telephone switchboard; to act as
long distance and/or information operator; and to perform related work as

tor: and to perform related work as assigned.

Apply Immediately—Ask for Announcement No. 2:37. Obtain Application Form 57. Card Form 4007-ABC, Form 4008, and Supplemental Form 2962 from the Director. Second U. S. Civil Service Region, Federal Building. Christopher Street, New York 14, New York, at at any first or second-class post office in which this notice is posted.

Mail These Forms to: The Director. Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, 14, New York, Christopher Street, New York, 14, New York, Elness of Employment: Various Federal Government Agencies in the Second U. S. Civil Service Region (comprising the States of New Jersemand New York).

Minimum Qualifications

For the \$1,752 Grade—Applicants must show that they have had at least aw months of experience as telephone operator in a large central exchange, or in a branch exchange of less than 1570 lines.

For the \$1,560 Grade—Applicante must

in a brauch exchange of less than 1770 lines.

For the \$1,500 Grade—Applicants must show that they have had at least three mouths of experience as telephone operator in a large central exchange, or in a branch exchange of at least 100 lines, or at least six mouths of experience as operator in a branch exchange of less than 100 lines.

NOTE: Persons entitled to veterans preference as bould include in their experience studences the duties performed while serving in the Armed Forces.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of events statements as to their experience, and on corrobocative evidence secured by the Commission.

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 certifi-cate of availability if you're now engaged in an essential occupa-

Apply in Room 662

828—Psychiatric Nurses (Res-istered) Duty: Mason Gen'l Hosp., Brentwood, L. . \$2196.66

1615—Card Punch Supervisor (Night Shift) B-day week \$2190.00 1049—Property and Supply Clerk Duty: Langley Field, Vir-

VALUATOR (\$3200).

Apply Room 544

Attendant, \$1200-\$1620 p.a.; 64c-77c
p.h.; \$23.60-\$26.00 p.w.

Chamifeur, \$1320-\$1650 p.a.; 55c-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-\$1820 p.a.

\$tationery Boiler Fireman, \$1320 p.a.;

\$7c-93c p.h.; \$7.04-\$8.00 p.d.

Electrician, \$2300-\$2900 p.a.; \$1.14-\$1.26 p.h. 3973—Instructor (Sieno, and Typ.) Jr. Observer in Mete-... \$2133.00

Jyp.)
Jr. Observer in Meteorolsy.
Duty: Bear Mountain.
N. Y.
4167 Supervisor Bookkeeping
Machine Operator
4138 Medical Technician
(Female).
4201 Medical Technician (Bacteriology) Female.
4213 Tabulating Machine
Supervisor
4112 Scientific Aide.
4112 Operator Miscellaneous
Duplicating Devices
(Maie).
Duty: Bernuda.
52375.00

Apply to Room 526
ADVISOR (\$3800 to \$1600, In

Patent.
AIDE (\$1800 to \$2300, Inclusive):
Conservation (Batavia, Fiemington, Nor

Conservation (Batavia, Flemington, Nor-wich), Physical Science, APPRAISER (83200 to \$5600, Inclusive); Repair Cost (Shiphidg) ANALYST (83200);

Marine Equipment, ARCHITECT (\$2600 to \$3200, Inclusive): Naval, Landscape, CHEMIST (\$2000 to \$3200, Inclusive).

Soil (Syracuse, Ithaca, Bridgeton, Nor-risville & New Hartford); Soil (Ba-tavia, Auburn, Woodbury, Warsaw). CONSERVATIONIST (\$2000 to \$2600.

CONSERVATIONIST (\$2000 to \$2600 Inclusive):

Soil (Syracuse): Soil (Batavia): Soil (Bridgeton N.J. & New Hartford).

CONSULTANT (\$3200):

Technical (Marine) Technical (Elect.).

DRAFTSMAN (\$1320 to \$3800. Inc.):

Cartographic, Topographic, Mechanical,
Engr. (Mech.). Sig. Corps Equipment,
Electrical, Engr. (Elec.). Engr. (Marine).

Lishographic, Engineering,
Engr. (Ship), Pictorial, Engr. (Badio). Drafisman (Arch Bermuda),
Architect, Engr. Aide Draft.

ENGINEERS (\$2000 to \$5600, Inclusive) : NGINEERS (\$2000 to \$5600, Inclusive);
Electrical, Marine, Aeronautical, Ordnance, Chemical, Masntenance (Mech.),
Engr., Aide (Radio), Mech. (Radi),
Engr., Aide (Elec.), Engr., Aide
(Physics), Materials, Architecture,
Hydrologic, Packaging, Radio, Equipment, Sir. Corps Equip. Mechanical,
Jr. Engr., Materials (Photo Sound
Equipment), Electrical (Trinidal),
Fire Protection, Engr., Aide (Mech.),
Safety, Mech. (Sprinkler), Packing,
Structural.

Structural, ESTIMATOR (\$2306 to \$2000, Incl.): Planner (Langley Field, Va.).

EXPERTS (\$2600 to \$3200, Inclusive):
Space Parts (Marine), Space Parts,
Lubrication (Ruil), Lubrication,
ILLUSTRATOR (\$2600 to \$3200, Incl.):
Artist, Scientific.

INSPECTOR (\$2000 to \$3500 Incl.):
Plant Quarantine, Sanitary, Materials Plant Qua

INSTRUCTOR (\$3200):

Drafting MECHANICS (\$2600):

Orthopedic. METEOROLOGIST (\$4600). PHOTOGRAPHER (\$2300 to \$2600, Incl.);

SCIENTIST (\$2,000 to \$2,000 Inclusive). Soil (Waterloo, Batavia, Sylacuse and

SPECIALIST (\$2000 to \$4600, Inclusive):
Packing, Photographic Equipment,
Production, Procurement, Packaging,
Industrial, Technologist
Technologist (Russian). Equipment,
Industrial (Packaging & Containers).

SUPERVISOR (\$2600 to \$3500 Incl.):
Photo Equip. Spec., Amt Area Supervisor (Automotive Equipment).

SURVEYOR (\$3200 to \$3800, Inclusive)

TECHNOLOGIST (\$2600): TERMINAL ASSISTANT (\$2600), TRAINEE (\$2300):

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Electrician, \$2300-\$2900 p.a \$1.26 p.h. Firefighter, \$1680-\$2040 p.a. Guard, \$1500-\$1860 p.a.

Helper Trainec, 77c-89c p.b.
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Helper Machinist, 77c-89 p.b.
Helper Electrician, 77c-89 p.b.
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S1200 p.a.; 74c p.b.
Janitor, \$1200 p.a.; \$6.40 p.d.; 74c p.b.
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Laborer, \$1200-\$1650 p.a.; \$3c-86c per
hr.; \$5.25-\$6.40 per diem.

aundry Operator, \$1200-\$1500 p.a.; 60e-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.; \$0.12 p.d.

Machinist, \$1.07-\$1.30 p.h.; \$8.13 p.c.
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(Continued on Page 15)

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Following are meetings of New 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, June 5, 1945

Local 624. Board of Transportation,
American Federation of State, County and
Municipal Employees, 6:30 p.m., at Room
119, 261 Broadway.

Local 624, American Federation of tate, County and Municipal Employees, oard of Transportation, at 261 Broad-ay, 6:30 p.m.

Thursday, June 7, 1945 endants Interboro Council, Forum, 1206, 160 Nassau Street, Manhat-

Friday, June 8, 1945
Local 633, APSCME, Auto-Enginemen,
Department of Public Works, at 261
Broadway, 6 p.m.

Saturday, June 9, 1945 George Association, New York City at System, Regular meeting and Hour, at 71 West 23rd Street,

Tuesday, June 12, 1945 Local 632, AFSCME, Department Water Supply, Gas and Electricity, 861 Broadway, 8 p.m.

Sunday, June 10, 1945
Hebrew Spiritual Society, Sanitation, Olub Rooms, 31 Second Avenue, Manhattan, 5 p.m.

Tuesday, June 12, 1945 International Association of Machinists, Municipal Lodge No. 432, Academy Hall, 853 Broadway, Manhattan, 8 p.m.

Wednesday, June 13, 1945
St. George Association, Department of
Correction, Holy Trinity Parish House,
816 East 88th Street, Manhattan, 8 p.m.,
Firemen's Wives and Widows Association, Capitol Hotel, blst Street and Eighth
Avenue, Manhattan, 8 p.m.

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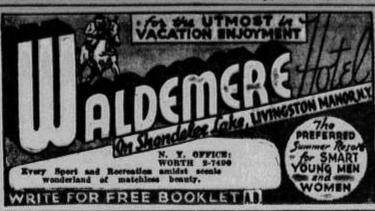
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Municipal Employees Service, 41
Park Row.

FURS REPAIRED, REMODELED, expert clasing, blending: all kinds of furs for sale. BROADWAY FURRIERS, 805 7th Ave., 7th floor, CH 4-6995.

FUR MANUPACTURER sells mink equirrel, silver fox scarfs at tre-mendous 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.

JOEY'S TIRE SHOP, 1250 Westcheater Ave., Brook — Batteries
charged while you will; flats fixed:
recapping; vilicanizing; road service anywhere in city, Ask for Joey
or Benny, Dayton 3-9812.

Fishing Equipment

Fishing Tackle and Equipment, All
kinds of bait, tackle, rods, repaired,
Yacht and boat supplies, General
Hardware, Ship Chandlers, Sheepshead Marine Supplies, 2127 Emmons
Ave., Brooklyn, N. Y., DE 6-8922.

Florisi
ARTISTIC FLORAL CREATIONS,
Consideration to Civil Service Personnel Star Florist (Thos. Mollas
Prop), 198 Flatbush Ave., Bkiya,
MAin 2-0120

Dressmaker

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

Typesertters

FYPEWRITERS, adding, calculating machines Addressographs, mimeo-graphs Ronted, Bought, Repaired, Serviced, Wormer Type-writer and Adding Machine Corp., 252 Broadway at 26 St. Al. 4-1772.

Insurance

CARL BRODSKY, Every kind of insurance, Individual attention given to civil service personnel. 759 Broadway, N. Y. C. Room 308, GRamarcy 5-3826.

WHERE TO DINE

SCOOP! The place to eat in the Village: Calypso Restaurant, Creole and So, American dishes, Lameh 50c to 60c. Dinner 70c to 95c, 148 McDongal St. (Opp. Province-town Theatre), GRamercy 5-9337,

Navy Yard Man **Retires After** 37 Years of Work

After twenty-nine years of civil and eight years of military service, Henry Vornstein, Master Rigger and Laborer of the New York Navy Yard, has started leave prior to official retirement.

Born in Yonkers on May 31, 1890, Mr. Vornstein first served as a petty officer in the Navy, beas a petty officer in the Navy, be-ginning in the Yard as a rigger in May, 1916. He was made Lead-ingman in October, 1931, and was was promoted to Quarterman in November, 1935. Appointed Mas-ter Rigger and Laborer in May, 1936, he has served in that po-sition all through the expansion and moving in the Yard and through the exigencies of wartime operation.

Mr. Vormstein will officially re-tire on May 31, 1945. He plans to fish and work around his acreage on Long Island.

LEGAL NOTICE

CITATION—The People of the State of New York, by the Grace of God, Free and Independent. To: Attorney General partine: a state of the State of New York, Margaret Burke, Kathryne K. Richards, Charles Barres, Kathryne K. Richards, Charles Barres, Retwin, Anna K. Carberry, Genevieve K. Daley, Daniel Hurley, Annie Mitchell, Helen Barry, William Barry, Emily K. Campbell, Molile Miller, Charles Barres, Mary Bergen, William Lynch, Mrs. John Coffee, as sole distributice of James Barnes, deceased; John B. Rooney, and to "John Doe", the name "John Doe" being fictations, the husband of ANNIE KERWIN, etc. deceased, if living, or if disant, to the executors, administrators and mext of kin of said "John Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent in and the next of kin of ANNIE KERWIN, Also known as ANASTASIA KERWIN, ANASTASIA M. KERWIN, ANASTASI

county of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 26th day of June, 1945, at half-past ten o'clock in the foremon of that day, why the account of proceedings of The Public Administrator of the County of New York as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunton affixed.

WITNESS, Honorable James A. Poley, a Surrogate of our said County, at the County of New York to be here with the County of New York, the 4th day of the S.1 May, in the year of our Lord one thousand nine hundred and forty-live.

GEORGE LOESCH, Clerk of the Surrogale's Court.

ROUND TRIP COMPANY—Notice of sub-

ROUND TRIP COMPANY—Notice of sub-stance of certificate of limited partner-ship subscribed and acknowledged by all partners, filed is the New York County Clerk's Office on April 18th, 1945, on which date said partnership commenced and is to continue until all rights of the partnership in the play shall be termi-nated.

nated.
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: Rense Carroll. 234 West 44th Street, New York City. contributing \$10.

DOO.00: Samuel Berkowitz, 340 East 57th Street. New York City, contributing \$5.000.00 Stdney M. Lidz, Newport, Pennsylvania, contributing \$20,000.09. Limited partners' contribution returnable in east 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 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 peofits for each dollar contributed as capital, as follows: Runee Carrol 12% %; Samuel Berkowitz 6% and Sidney M. Lidz 25%; remaining 56% of the net profits to general partner. Clifford Hayman; such payments to be made monthly. If partnership after returning contributions to 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 partnership is remained partners and seneral partner as to contributions or compensation. Partnership terminates on death, insanity or retirement of general partners. 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.

objections to the change of manual proposed.

Now, on motion of Herener & Berguer, Essas, attorney for the potitioner, it is Ordered that NiCHOLAS SPARFARDO, also known as NiCHOLAS JOSEPH SPADAFORA be, and he hereby is authorized to assume the name of NiCHOLAS JOSEPH PALMER on and after July 9th, 1945; upon condition however, that he shall comply with the further provisions of this order, and

It is Further Ordered that this order and the aforementioned putition be filled within ten days from the date hereof in the office of the Clerk of this Court, and that a copy of this order shall within ten days from the date hereof in the office of the Civil Service Leader, a newspacer published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication thereof shall be filled with the Clerk of the City Court of the City of New York, in the County of New York, and

It is Further Ordered that a copy of this order shall be served by mail upon the Charman of the Local Board of the United States Selective Service is which the politioner submitted to registration as above ast forth within twenty days after the entry, and that proof of such service shall be filled with the Clerk of the County of New York within tenty days after such service, and

It is Further Ordered that following the filled with the Clerk of the County of New York within tenty days after such service, and

It is Further Ordered that following the filling of the petition and affidavit as hereinabove directed and the publication for such order and the filling of proof of publication thereof and of the service of a copy of said order as hereinbefore directed and on and after July 9th, 1945, the petitioner shall be known by the name of NiCHOLAS JOSEPH PALMER, and by no other name.

Enser.

EDWARD J. MOULLEN, J.C.S.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of ART NOVELTY DOLL, SHOR COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 24th day of May, 1945.

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

ATE OF NEW YORK, DEPARTMENT OF STATE, ss.; I do hereby certify that a certificate of dissolution of SHAMROCK BAR AND RESTAURANT, 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. (Scal) this 25th day of May, 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

certificate of dissolution of

RVDER REALTY CORP.

has been filed in this department this day
and that it appears therefrom that such
corporation has complied with Section 105
of the Steck 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 22nd day of May, 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 STANDARD PAPER BOX CORP. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 106 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 29th day of May 1945.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: 1 do hereby certify that a certificate of dissolution of 524 SOUTHERN BOULEVARD CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 23th day of May, 1915.

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

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

EDRA MANUFACTURING 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 15th day of May, 1945.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a

Optometrist - Optician

Eyes Examined - Glasses Fitted **Prescriptions Filled** (Over 35,000 Prescriptions on File) Dr. B. Senter

427 86th St. (4th Ave.), Brooklys SH 5-3532 Hours 10-7 Daily

LEGAL NOTICE

certificate of dissolution of
J P HOMES, INC.
has been filed in this department this day
and that it appears therefrom that such
corporation has compiled with Section 105
of the Stock Corporation Law, and that it
is dissolved. Given in duplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 16th day of May, 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 TERRACE DELICATESSEN, 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 25th day of May. 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

J. PETER HONES, INC.
has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in d-splicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) the 16th day of May, 1945.

Thomas J. Currao, 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 CAMP JESHURUM, INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 11th day of May, 1945.

Thomas J. Curran, Secretary of State. By

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 291 DYCKMAN STREET, INC. has been filed in this department this day



Palmer's "SKIN SUCCESS" Scap is a special containing the same costly medication as 104 proved Palmer's "SKIN SUCCESS" Ontonent. Via the first cleaning, PO IVI MEDICATION finger tips, washcloth or brush and allow to recon 3 minutes. Amazingly quick results come to nakins, afflicted with pimples, blackheads, lichir eczema, and rasbes externally caused that necessicatific hygiene action of Palmer's "SKIN." acientific hygiene action of Palmer's "SKIN SUC-CESS" Soap. Fer your youth-clear, soft levelines, give your skin this laxursous 3 minute feamy medica-tion-treatment. At toiletry 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-flex-ible, hand made work, individual-ly fitted at REASONABLE PRICES Especially for Workers.



Hugo Loew 220 W. 98th Cor. Broadway Only by Appoint. AC. 4-2344

LIGHT-HEAT Electricity RAYS-ENERGY

—For All Chronic—Skin Diseases—
DR. G. FILIPPI 5-12 a.m., 5-7 p.m.,
202 Montrose Ave., B'klym 6, N. Y.
Rheumatism, Sciatics, Arthrifis, Asthma, Frostatis, Parelysis, Varicous Veins, Debility, Narous Disorders, Menopause, High Blood Frassers, Leg Ulcers, Erosjons, Warts, Moiss,
Small Growth, Itching, Anal Festure
HEMORRHOIDS WITH ONE
TREATMENT

LEGAL NOTICE

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 15th day of May, 1915.

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 PAULETTE DRUG SERVICE, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 108 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Scal) this 15th day of May, 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 347 E. 120TH ST. CORP. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official scal of the Department of State, at the City of Albany. (Seal) this 25th day of May, 1945.

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



J. H. MACKLER, A.B. Opt. Optometrist

Eyes Examined — Glasses Fitted 122 EAST 34th ST. bet. Park and Lexington Aves.

STERNBERG OPTOMETRIST

Announces Removal to
971 SOUTHERN BOULEYARD
let. 163rd ST. and WEST CHASTER AVE.
In the Loew's Spooner Sheatre Building Specializing in the Examination of the Eyes and Correction of Vision



CHRONIC DISEASES

of NERVES, SKIN AND STOMACH Kidneys, Bladder, General Weakness, Lame Back, Swotlen Glands.

PILES HEALED

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

Consultation FREE, X-RAY
Examination & AVAILABLE VARICOSE VEINS THEATED FEES TO SUIT YOU

Dr. Burton Davis

415 Lexington Ave. Fourth Flor-Hours Dally: 5 a. m. to 5 m. 700-12 Thurs. 3 to 5 Only. Sun. 8 Hotidays 10-12

Health Clerks Plan Legal Action In Test Case

A group of clerks in the NYC Health Department aren't satis-fied with the Municipal Civil Service Commission's action in order-

vice Commission's action in ordering an open-competitive test to fill the \$5,500 a year post of Personnel Officer in the Department.

They feel that the test was designed to meet the qualifications of some individual who has been handpicked for the post. Their pleas for a promotion examination were turned down by the Commission. Now they plan court action to obtain a writ of manaction to obtain a writer of manactic obtains the control of the co action to obtain a writ of man-damus to prevent any employees of the Civil Service Commission from participating in the test.

(In a recent issue, The LEADER inferred that the Civil Service Reform Association was support-ing the employee's view. The Re-form Association actually did not go so far as that, but merely cautioned against haste on such a mater. Incidentally, we have found no proof of the charge that the exam is being designed for a "handpicked" individual.—Ed.1

Mental Hygiene Aides Will Get Fill of Apples

ALBANY.-Patients and workers in mental hygiene institutions are going to get their fill of apple in every form—in the next few months.

For working in cooperation with the Department of Agriculture, the Mental Hygiene Department has acquired 70 carloads of surplus apples that were in stor-age in the state.

U.S. Jobs

(Continued from page 11)

Locomotive Engineman, \$1,04-\$1.16 p.h. Locomotive Engineman, \$1.04-\$1.16 p.h.
Rigger, \$2000 p.a.
Chipper & Caulker, \$1.14-\$1.26 p.r.
Jr. Electroplater, \$1.860 p.a.
Pipefitter, \$1.14-\$1.26 p.r.; \$9.12 p.d.
Brakeman, 92c-\$1.04 p.h.; \$8.00 p.d.
Parts Runner, 67c p.h.
Dismantler, 84c p.h.
Processor, 84c p.h.
Equipment Finisher, 98c p.h.
Cleaner, \$4.48 p.d.
Operators, \$5.60 p.d.
Power Machine Operator, 67c-73c p.h.
Power Machine Operator Trainee, 64c p.h.
Operator-in-Training, \$4.48 p.d.
Sorter, 67c p.h.
Packer, 81c-90c p.h.; \$6.96-\$7.44 p.d.
Sizer, Marker, Examiner and Folder,
67c p.h.
Palnter, 81c-\$1.26 p.h.; \$1620-\$1860 p.h.
Plumber, \$1.14-\$1.26 p.h.;

pa. Plumber, \$1.14-\$1.26 p.h.

Repairmant Spairman:
Office Appliance Repairman, \$1680\$1860 p.a.
Radio Repairman, \$1.19 p.h.
Raincoat Repairman, 60e p.h.
Sewing Machine Repairman, \$1.24 p.h.
Artist Illustrator, \$1440-\$2600 p.a.
Scale Repairman, 76e per hour;
Clothing Designer, \$3800 p.a.
Tool Designer, \$2000 p.a.
Sheet Metal Worker, \$1.02-\$1.26 p.h.
Operating Engineer, \$1860 p.a.; \$1.06 p.h.

P.h.

Rogineer-Stationery, \$9.00-\$10.03 p.d.

Stockeper, \$1440 p.a.

Stock Selectors, 77c p.h.

Allowance Aide, \$2000 p.a.

Artist Illustrator, \$2300-\$2500 p.a.

Engineering Aide, \$1440-\$2798 p.a.

Clothing Designer, \$3800 p.a.

Tool Designer, \$2000 p.a.

Technical Consultant Traince, \$2600 p.a.

Elect. Technician, \$2600 p.a.

Inspector 0. M., \$1440-\$2300 p.a.
Inspector Eng. Mat., \$1440-\$2300 p.a.
Inspector of Radio, \$1620-\$2000 p.a.
Inspector C.W. Material, \$1280-\$1440 Imspector C.W. Material, \$1200-\$1440 p.a.
Inspector of Taxtiles, \$2600-\$3200 p.a.
Material Inspector, \$2600 p.a.
Inspector Knitted Goods, \$2000 p.a.
Inspector, \$2600 p.a.
Inspector, \$2600 p.a.
Inspector, \$2600 p.a.
Fire Prevention Inspector, \$2300-\$2600 p.a.
Ship Repair Inspector, \$2300-\$2600 p.a.
Prin, Sanitary Inspector, \$2300 p.a.
Negative Cutter, \$2000-\$2600 p.a.
M.P. Printer, \$1820 p.a.
Deputy Marshall, \$2000 p.a.
Byare Parts Expect, \$2600 p.a.
Machinist, \$4200 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 (Contract Printing) \$1600 p.a.

Photographor (Consultant Property and Supply Clerk, \$2600 p.a.

M.P. Lab. Tech., \$2000 p.a.

M.P. Printer, \$1620 p.a.

Deputy Marshall, \$2000 p.a.

Locomotive Messencer, \$2900 p.a.

Mechanical Consultant Trainee, \$2600 p.a.

Langley Field, Va., and other Federal
Ascocies in the Fourth District;

Checker, \$1620,\$2000 p.a.

Storckeeper, \$1260-\$1440 p.a.

Tallyman, \$1800 p.a.

Timekeper, \$2800 p.a.

Property and Supply Clerk, \$2600 p.a.

Property and Supply Clerk, \$2600 p.s.

OVERSEAS POSITIONS
Foreman Cappenter (Marine). \$5183 p.s.
Mechanic Refrigeratios, \$2500 p.s.
Lineman, \$3200 p.s.
Foreman Mech. Refrig., \$3600 p.s.
Armature Winder, \$1.60 p.h.
Firefighter, \$2600 p.s.
Laborers, \$1.00 p.h.
Evaporator Operator, \$1.70 p.h.
Mechanic (Refrig., \$1.50 p.h.
Boiler Operator, \$1.45 p.h.
Boiler Operator, \$1.45 p.h.
Diesel Oiler, \$1.20 p.h.
Fire Truck Driver, \$2000 p.s.
Lor Plant Operator, \$1.05 p.h.
Cribtender, \$3974 p.s.
Auto Mech., Gen., \$1.20 p.h.

M TIE By J. RICHARD BURSTIN



PEPPY Peggy Ryan gives a grand performance in the new comedy fim at Loew's Criterion Theatre, "That's The Spirit."

Nancy Carroll, famous stage and screen actress, will be starred in "Too Many Husbands," one of her Broadway comedy hits, which opens for a week's engagement at the Queensboro Theatre, Elmhurst, L. I., on Tuesday. . . . "That's The Spirit" is a mad and merry film starring Peggy Ryan and Jack Oakie, at Loew's Criterion Theatre. Oakie portrays a vaudeville magician who dies vaudeville magician who dies but whose spirit returns to earth to clean up some unfinished busi-ness. . . "Salty O'Rourke," the Alan Ladd racetrack thriller with Gall Russell and Stanley Clements, winds up a sixth successful
week at the New York Paramount Theatre. . . The New
York Strand continues the com-York Strand continues the com-edy film "Pillow to Post" which stars Ida Lupino, Sydney Green-street and William Prince, for an-other week. . . "The Corn Is Green" the Warner Bros. screen drama starring Bette Davis, con-tinues for a tenth week at the New York Hollywood Theatre. . . The absorbing film drama, "The Valley of Decision," which co-stars Greer Garson and Gregory stars Greer Garson and Gregory Peck, also holds over for another week at the Radio City Music Hall. . . .

There's Still a Chance To Train-And Be Paid

our men in uniform will face death in battle. Upon us in the homeland rests the obligation of saving as many of them as possible by providing them with adequate means of defense. Thousands of men and women are still needed to make weapons and sup-plies for our fighters, to check our ruthless enemy in the Pacific and ultimately defeat him. Many of these jobs require no experience, but they are all vital and
necessary for victory in the bitter
struggle ahead of us. For your
war job go to any office of the
United States Employment Service or call CHickering 4-8800 for the nearest address. Here are some of the jobs which must be filled:

MEN and WOMEN TRAINEES ... to learn assembly of instru-ment parts in an important war ment parts in an important war plant at Elmhurst, Long Island. No experience is needed. Most of these jobs will require seated work. The hours for men are 7 a.m. to 5:30 p.m., and 6 p.m. to 4:30 a.m., 58 hours a week. Women will work from 7 a.m. to 4:30 p.m., and from 9 p.m. to 6:30 a.m., 53 hours a week. Wages start at 60 cents an hour for the first month and increase at the rate of 5 cents a month to 75 cents an hour. Applicants must cents an hour. Applicants must be willing to accept either day or nigght shift. There is a 10 cents an hour bonus for the night shift, and time and one-half is credited for all work over 40 hours week. Two 10-minute rest periods are granted daily. After one year of service, employees are given two weeks' vacation with pay. There is an 8th Avenue subway station near the plant. Women must be at least 21. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City, or at the Jensies Industrial Office of the Jensies Industrial Office of the Jensies Industrial

Queens Plaza, Long Island City, or at the Jamalca Industrial Office, 90-01 Sutphin Boulevard... MAINTENANCE MACHINISTS... by a war plant in Long Island City. They will be paid \$1 to \$1.22 an hour, depending upon experience, and will work 6 days, 57 hours, a week, with time and a half paid for work over 40 hours. This is a light, airy factory. After 6 months' employment, employees are entitled to 4 days of paid vacation; after one year, they will be given 7 days, An insurance plan is provided, An insurance plan is provided, An insurance plan is provided, the company paying part of the cost. Workers are given 6 holidays a year for which they are paid. The plant may be reached by 8th Avenue or IRT subway. 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.

MACHINISTS... with at least two years' experience who can make simple tools, jigs and fixtures, working from drawings, by a Manhattan war plant. The hours are 8 a.m. to 4:30 p.m., or 4:30 p.m. to 1 a.m., with a 10 per cent bonus for night work.

In the year ahead millions of Working time is 48 hours a week with time and one-half for all time put in over 40 hours. Wages range from 86 to 98 cents an hour. Proof of citizenship is required. Apply at the Manhattan Indus-trial Office, 87 Madison Avenue.

MECHANICAL DRAFTSMEN and MECHANICAL DESIGNERS . . . by essential industrial plants in up-State New York. The salary for Designer, who must have M.E. degree, is \$3,500 to \$6,000 a year, at Troy, New York, for a 5-day, 40-hour week. Draftsmen are needed in Troy at \$1,800 a year, and at Batavia, at \$1.11 to \$1.41 an hour. Employers will pay \$1.41 an hour. Employers will pay transportation for qualified appli-cants. Draftsmen should apply at any Industrial Office of the United States Employment Service, and Mechanical Designers at 44 East 23rd Street, Manhattan. To learn more about the jobs

described above or for any other employment information call CH-ickering 4-8800. All offices of the United States Employment Service are open six days a week, in-cluding Saturday, from 8:30 to

When you give to the RED CROSS, you help America, you help the people, you help yourself. Please — N O W!

Paramount presents Dorothy Arturo

Lamour e de Cordova A MEDAL

For BENNY From the Story by JOHN STEINBECK

nd Jack Wagner RIVOLI-

BROADWAY & 49th ST.

Buy Your War Bonds Here

RADIO CITY **MUSIC HALL**

"Solid Entertalmment!"-N. Y. Sun.

Showplace of the Nation

GARSON PECK 'The Valley of Decision'

Donald Crisp — Lionel Barrymore
ON STAGE

"SUMMER IDYLL" — Melody filled apectacle produced by Leonidoff, settings by Bruno Maine . . . Corps de Ballet, Giec Club, Rocketter and Symphony Orchestra, direction of Erno ADVANCE by mail or at box office. Reserved Sents may be purchased IN Rapee.

8 NYC Welfare Staffers Go to War

Last week, eight employees of the NYC Welfare Department went off to the war. Heading the list is Karl Appelbaum, social in-vestigator of Welfare Center 73, who went into service as an Army Chaplain. Others:

Doris Damsky-Office Appliacece Opera-tor, Div. of Acctg. Anielto Delano—Cleaner, Div. of Bldg. Management. Albert Herchick, Social Investigator, W.C. No. 99.

No. 99. Harry Kopald—Jr. Accountant, Div. of

Accts. mon Miller-Clerk Grade 2, W.C. No. 67. Avenue.

Leo Paulinsky, Jr. Accountant, W.C. No. Eugene S. Usel-Clerk Grade S. W.C. No.

Fire Wives to Hold

Final Meeting

The final meeting of the season for the Queens Division of the militant Fire Wives Assocation will be held tomorrow, at 8:30 p.m., at 67-40 182nd Street, Flushing.

Traveling instructions, according to Florence Graetz, president, are: BMT to 168th Street; IND to 169th Street; Q17 bus to 69th Avenue.

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Eddie Diana Veronica BRACKEN LAKE LYNN

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RAY NOBLE • JOE REICHMAN
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JERRY WALD and His Orchestra Featuring BILLIE ROGERS . Dick Merrick . Kay Allen

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TONY & DEMARCO - JOHN BOLES

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BETTE DAVIS

In WARNER BROS. HIT!

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JOHN DALL NIGEL BRUCE

JOAN LORRING RHYS WILLIAMS

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