

GOV'T OPENS UP NEW JOB FIELDS

Immediate Placement: Clerks — Accountants — Policewomen — Packers —
Janitors — Storekeepers — Laundrymen — Handymen — Many Others — *Begins on Page 10*

AN IMPORTANT LESSON

FOR EVERY U. S. EMPLOYEE

What Happened to Gov't Jobs at End of World War I

See Page 16

If You're an NYC 3-A Eligible—Read This!

See Page 4

Many NYC Employees Hold Spare-Time Jobs

See Page 4

How New Subway Draft Setup Works

See Page 5

Firings in Dependency Benefits Office

See Page 16

Your Retirement Pension in Federal Service

An Easy-to-Read Chart See Page 2

NAVY YARD WORKERS:—WHAT TO DO ABOUT A GRIEVANCE

See Page 3

What You Get When You Retire From the Federal Civil Service

WASHINGTON—This is a table that shows approximately how much pension you can expect when you retire. It's for Federal employees only.

on your average salary for your five consecutive highest-paid years in Government. 2 That if you have 30 or more years of service, you can retire at 60. 3. If you have 15 to 29 years, you can retire at 62. 4. If you retire for disability, age doesn't matter.

Keep in mind these things: 1. That your annuity will be based

Average Salary	Years of Service																				35 and over		
	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34			
\$1,600	\$600	\$640	\$680	\$720	\$760	\$800	\$840	\$880	\$920	\$960	\$1,000	\$1,040	\$1,080	\$1,120	\$1,160	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
\$2,400	600	640	680	720	760	800	840	880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,200	1,200	1,200	1,200	1,214	1,256	1,300
\$2,600	600	640	680	720	760	800	840	880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,200	1,200	1,200	1,200	1,226	1,268	1,300
\$2,700	600	640	680	720	760	800	840	880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,200	1,200	1,200	1,200	1,234	1,276	1,300
\$2,800	600	640	680	720	760	800	840	880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,200	1,200	1,200	1,200	1,234	1,276	1,300
\$3,000	643	686	729	771	814	857	900	943	986	1,029	1,071	1,114	1,157	1,200	1,243	1,286	1,329	1,371	1,414	1,457	1,457	1,500	1,500
\$3,200	686	731	777	823	869	914	960	1,006	1,051	1,097	1,143	1,189	1,234	1,280	1,326	1,371	1,417	1,463	1,509	1,554	1,554	1,600	1,600
\$3,400	729	777	826	874	923	971	1,020	1,069	1,117	1,166	1,214	1,263	1,311	1,360	1,409	1,457	1,506	1,554	1,603	1,651	1,651	1,700	1,700
\$3,600	771	823	874	926	977	1,029	1,080	1,131	1,183	1,234	1,286	1,337	1,389	1,440	1,491	1,543	1,594	1,646	1,697	1,749	1,749	1,800	1,800
\$3,800	814	869	923	977	1,031	1,086	1,140	1,194	1,249	1,303	1,357	1,411	1,466	1,520	1,574	1,629	1,683	1,737	1,791	1,846	1,846	1,900	1,900
\$4,000	857	914	971	1,029	1,086	1,143	1,200	1,257	1,314	1,371	1,429	1,486	1,543	1,600	1,657	1,714	1,771	1,829	1,886	1,943	1,943	2,000	2,000
\$4,200	900	960	1,020	1,080	1,140	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620	1,680	1,740	1,800	1,860	1,920	1,980	2,040	2,040	2,100	2,100
\$4,400	943	1,006	1,069	1,131	1,194	1,257	1,320	1,383	1,446	1,509	1,571	1,634	1,697	1,760	1,823	1,886	1,949	2,011	2,074	2,137	2,137	2,200	2,200
\$4,600	986	1,051	1,117	1,183	1,249	1,314	1,380	1,446	1,511	1,577	1,643	1,709	1,774	1,840	1,906	1,971	2,037	2,103	2,169	2,234	2,234	2,300	2,300
\$4,800	1,029	1,097	1,166	1,234	1,303	1,371	1,440	1,509	1,577	1,646	1,714	1,783	1,851	1,920	1,989	2,057	2,126	2,194	2,263	2,331	2,331	2,400	2,400
\$5,000	1,071	1,143	1,214	1,286	1,357	1,429	1,500	1,571	1,643	1,714	1,786	1,857	1,929	2,000	2,071	2,143	2,214	2,286	2,357	2,429	2,429	2,500	2,500
\$5,600	1,200	1,280	1,360	1,440	1,520	1,600	1,680	1,760	1,840	1,920	2,000	2,080	2,160	2,240	2,320	2,400	2,480	2,560	2,640	2,720	2,720	2,800	2,800
\$6,000	1,286	1,371	1,457	1,543	1,629	1,714	1,800	1,886	1,971	2,057	2,143	2,229	2,314	2,400	2,486	2,571	2,657	2,743	2,829	2,914	2,914	3,000	3,000
\$6,500	1,393	1,486	1,579	1,671	1,764	1,857	1,950	2,043	2,136	2,229	2,321	2,414	2,507	2,600	2,693	2,786	2,879	2,971	3,064	3,157	3,157	3,250	3,250
\$7,500	1,607	1,714	1,821	1,929	2,036	2,143	2,250	2,357	2,464	2,571	2,679	2,786	2,893	3,000	3,107	3,214	3,321	3,429	3,536	3,643	3,643	3,750	3,750
\$8,500	1,821	1,943	2,064	2,186	2,307	2,429	2,550	2,671	2,793	2,914	3,036	3,157	3,279	3,400	3,521	3,643	3,764	3,886	4,007	4,129	4,129	4,250	4,250
\$10,000	2,143	2,286	2,429	2,571	2,714	2,857	3,000	3,143	3,286	3,429	3,571	3,714	3,857	4,000	4,143	4,286	4,429	4,571	4,714	4,857	4,857	5,000	5,000

Note: Annuities are payable for service retirement at ages 60 and above after 30 years of service; at ages 62 and above for service of 15 to 29 years, inclusive; and for disability retirement without regard to age.

It's a Big Packet of Bad News For War Service Appointees

By CHARLES SULLIVAN

WASHINGTON.—Civil Service Commissioner Arthur Flemming's recent speech on Federal employment after the war added up to a big packet of bad news for Government's many thousand War Service appointees.

War Service employees are those who have entered the Federal service since March 16, 1942. By Mr. Flemming's estimate there are approximately 1,600,000 of them—or more than 53 per cent of the entire Federal payroll.

However, the term does not apply (at least not in the meaning of Mr. Flemming's speech) to permanent Civil Service employees who have taken War Service appointments in the war agencies. They have re-employment rights. After the war, they will return to their old jobs.

Now this is why the Civil Service Commissioner's speech was so important to War Service employees:

Don't Count on Job

1. In effect, he said that no War Service worker should count on holding his Federal job after the war.

2. He said that "hundreds of thousands" of former Government employees will be returning after the war to reclaim their old jobs. To make way for them, hundreds of thousands of War Service workers will have to be fired.

3. Also, Uncle Sam's payroll will be drastically reduced after the war. How much, Mr. Flemming didn't say. However, estimates of the cut run from 1,000,000 to 2,000,000 persons. Most of this slash likewise will come out of the War Service group.

Vets Get Preference

3. Finally, Mr. Flemming pointed out that returning soldiers and sailors will have veterans' preference. Many who never held Government jobs before will want them after the war. To make way for them, still more War Service employees will have to be released.

In other words, the picture is anything but bright for the War Service applicants. Here, however, is a ray of hope for white collar War Service workers: A large part of the post-war reduction will be in the industrial worker group. In fact, this slash may account for approximately 1,000,000 employees. That means very tough going for the industrial workers. On the other hand, it means a much smaller slash, proportionately, among the white collar group.

TIME-OFF

Gov't. Requests 'Liberal' View

Last week, The LEADER brought you the text of the President's order to all Federal departments on the matter of time-off to Government employees. In response to many requests, The LEADER prints the Civil Service Commission's ruling on the situation, following the Executive order.

If your superiors don't know about the time-off ruling, show them this ruling and the statement from the White House, which appeared in last week's LEADER:

"Within the past few days the White House, through Mr. William H. McReynolds, Administrative Assistant to the President, has issued a statement of

policy with respect to the use of annual leave by Federal employees. In accordance with the provisions of that statement, the Civil Service Commission prescribes the following policy governing the use of annual leave by Commission employees:

"The maximum period of annual leave which may be taken at any one time is twelve working days, provided, however, that if an employee's home is more than 1,000 miles from his duty station the actual time required for railroad travel beyond 1,000 miles from his place of duty may be added to the present 12-day leave limit. In cases of bona fide personal emergencies, additional leave may be approved by Division Chiefs and Regional Directors as heretofore.

Must Consult

"Attention of all employees is called to the necessity for consulting with their supervisors before planning vacation leave and for making certain that requests for leave have been approved before going off duty. Attention is also directed to a request from the Office of De-

FIRINGS Oldsters May Go

WASHINGTON.—Old-timers in the Federal Civil Service will do well to study carefully the Reduction in Force procedure announced recently by Civil Service Commission.

Then, if they are wise, they will use all the influence at their command to see that it is changed. Here is why:

1. The new policy, reported in The LEADER last week as the policy which will govern the release of Federal workers after the war, places much emphasis on efficiency ratings.

2. It leaves the door wide open for gross injustice to long-time Civil Servants.

3. Unless it is changed, it may very possibly cause many such employees to lose their jobs after the war who should remain.

4. It even makes it possible for a 20-year Government servant to be fired from the payroll while a three-year employee is retained!

Under the new policy, length of service counts for all too little. Efficiency ratings mean everything. For example, the numerical credit the employee receives for having served 20 years in the Government is ONLY ONE-FOURTH of the credit he receives if he has a current efficiency rating of Good. All employees know, of course, that a Good rating isn't very high. Nevertheless,

that's the way the new system is set up.

Let's take a single, concrete example. The new system provides that employees shall be released according to a system of Reduction Points. It says an employee shall get one point for every year of service—plus 80 points for a current efficiency rating of Good; 86 points for Very Good; and 96 points for Excellent. And finally, it says employees with the least points must be released first.

Now take the case of a 15-year employee who has had 14 straight Excellent ratings, but whose current rating is only Good. He gets 80 points for his rating, plus 15 points for his

years of service—a total of 95. On the other hand, take a three-year employee. This worker has had two ratings of Fair, but his current rating is Excellent. As a result, he gets 96 points for his rating, plus three points for his years of service—or a total of 99.

In other words, the three-year employee will be kept on the payroll after the war, while the 15-year employee very possibly will have to be discharged.

Moreover, that is not an isolated example. There are a thousand variations of the above case. All of them indicate that the new system provides little protection for the long-time Civil servant.

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'Give 'Em a Break'—City Council Is Planning for Employee-Servicemen

At last week's meeting of the New York City Council, four bills were introduced which affect the rights of every employee in City service.

One bill provides that the City would pay the pension contributions of municipal employees who are absent on military service.

Another, that employees in military service who are reached for promotion, should be placed in the higher position just as though they were right on the job.

The third, that every City employee earning less than \$5,000 should receive a cost of living increase on January 1, 1944, that will bring his income to 15 percent above his January 1, 1942 salary. This increase would be an addition to the recent \$120 general increase which the lower paid City employees received.

Another bill would grant to employees of the City, disabled from injury or disease incurred while on military leave, a City job within their physical limita-

tions, but at the same salary to which they are otherwise entitled from the City.

These four bills are in the hands of the Council's Committee on Civil Employees. As The LEADER goes to press, there is no meeting scheduled for this committee.

Whom to Write

City employees who want to get in touch with the committee members and request action on these bills will find the names and addresses of the committee members listed below:

- William M. McCarthy, chairman, 522 Eighth Street, Brooklyn. MURRAY Hill 2-0842.
- John P. Nugent, 41 Convent Avenue, Manhattan. AUDUBON 3-0166.
- Fredrick Schick, 55 Wadsworth Road, Staten Island. GIBRALTAR 7-1600.
- Edward Vogel, 412 Avenue L, Brooklyn. TRIANGLE 5-8405.
- James A. Philips, 78-05 67th Road, Middle Village, Queens. HAVERMAYER 8-1982.
- John M. Christenses, 45-34 47th Street, Woodside, Queens. IRONSIDES 6-7879.
- Stanley M. Isaacs, 14 East 96th Street, Manhattan. ASHLAND 4-0476.



JOSEPH T. SHARKEY, majority leader of the Council, who can get action on civil employee bills.

NAVY YARD GAZETTE

This is the tenth of a new series of columns for Navy Yard Workers. Suggestions, criticisms, and letters from Navy Yard employees are welcome.

What to Do About a Grievance

This column has been asked on several occasions whether there is a procedure for handling grievances or taking care of misunderstandings in the Navy Yard. There is.

The procedure is part of the personnel policies of the Navy Yard. Here is how it works, in official language:

"Any situation affecting employees in relation to their jobs is of concern to the management. The management is interested in, and wants to correct, insofar as possible, any condition or circumstance that gives rise to unfairness or misunderstanding.

"The management provides and encourages the use of an orderly procedure so that employees may discuss these matters with their immediate supervisors and higher executives, and be assured of a fair hearing.

Supervisor First

"It is desirable that immediate supervisors have the first opportunity to straighten out misunderstandings or problems. With this principle in mind, employees are urged to take up any problems or grievances connected with their jobs with their immediate supervisors. If the problem or grievance is not satisfactorily adjusted at this stage, the immediate supervisor will make sure that adequate arrangements are made for the next higher supervisor, and so on up to the higher authorities, with the right of final appeal to the Navy Department in Washington. Where an employee desires representation or assistance in presenting his case to his superior, local procedure makes adequate provision.

"At any stage in the discussion of a grievance or complaint, the Personnel Officers, Personal Assistants, or other officers designated by the management are available to employees and supervisors alike for information and assistance.

No Discrimination

"There will be no discrimination or retaliation against an employee for having properly availed himself of the approved legal procedure."

Moreover, the regulations say that it is the policy of the management to meet with groups of employees or representatives of employees, although the Naval Establishment "cannot enter into collective bargaining."

So there you are. That's official. If you feel you have a grievance, you are permitted the right to voice it, and act to correct it.

Poet's Corner

It's the damndest thing. We just don't understand it — but the Navy Yard just seems to grow poets. Here's an effusion that came in the mail this week. All right, all right—we'll look over your effusion, too, just send it in.

ALL FOR VICTORY

By Morris Gordon
Personnel Section

Hark! All you men who follow the score
(Who will be beaten, who'll win this war).
Listen to the tale of the men who build ships.
Who are their keepers and button their lips—
Gold braid, blue jacket (white or brown);
Typist, flier, executive sleek;
Craftsman, draftsman—who sweat through the week:

A flotilla grand,
Fearlessly faring toward a foreign strand—
Battleship, cruiser and lurking sub,
Streamlined beauties, soft-gray and slender;
Apparently frail; what blows do they render!

Swift blows for victory. Who insure their mark?

We, the men who construct the ships.
We are their fosters; we kindle our wits—
Test tube, wood model, sine and log;
Planner, biller, engineer agog;
Chyunist, physicist, ink tracer keen;

Fitter, joiner—all work on the beam.

A perilous way,
Cloudbursting cannon wage a merciless fray;
Officers, sailors—All shout alarm;
Wireless sets code taps for disaster;
Articulate taps; what during they muster!

Terrae calls for assistance. Who heeds their plea?

We, the men who supply the ships.
We are their agents; we hasten their trips—
Invoice, bill of goods, letter weighed;
Packer, truckman; whate'er be our trade;
Stockman, salvager, storekeeper neat;
Helper, watchman—we make the ends meet.

Hark! All you men who follow the score
(Who will be beaten, who'll win this war).
Listen to the cry of the men who man ships,
Who are their masters, strong gobs of great grip—
One stripe, two stripe; whate'er they may don;
Gunner, rigger or sailor boy trim;
Chaplain, boatswain—who face the fray grim:

Though cruel our plight,
Thundering cannon doping hunger's sharp smite;
Fight is our creed and to ask not why.
Send us more guns, more letters and vitals;
So urgent's our need, we ask self-denials.

Our pleas for salvation, who must answer them?

You, the men who launch the ships.
You are our patrons, so button your lips;
Sweat in your labor, with brain and brawn—
Gold stripe, torch cap; whate'er you may don;
Shop hand, ship hand; how small be your funds;
Desk clerk; tool clerk; Do ALL, buy WAR BONDS!

Goldbrickers?

Dear Editor:

"That old joke of grandpa's day has sprung up again.

"Handing a painter a brush and telling him to lose himself, perhaps can happen in the paint shop, where anything can happen.

But that old story of a helper trailing his mechanic—let it rest in 'ts grave.

"I wonder if the writer of last week's letter ever read the numerous letters received from highranking officers of our Navy by the yard for the speed and efficiency which the men have accomplished.

"I wonder if said writer ever tried sleeping under a battle wagon or any other type of ship? You sure must have plenty covering!

In a place such as the Navy Yard, employing thousands of workers, you are bound to have a few slackers.

This writer will admit there are a number of goldbrickers in the yard, who can and will duck a job. But, don't forget—the men who are standing by for orders are not in this class.

Many a crane man will tell you what it means to work through lunch hour, yes, and work 14 to 16 and 20 hours, when I say he was on the job, I mean on the job.

"Try looking down from the cab of the Hammerhead for 16 hours on a rush job, it has been done.

"And this is a department which has received less recognition than any outfit in the yard, and I'm no crane man."
S.P.

Like to Write?

Want To Help Write a Column About Your Department?

Address the Editor, Civil Service LEADER, 97 Duane Street, Manhattan, and give your name, department, and home address. We'll send you full details.

Name

Address

P.S.—If you have any ideas about what should be included in a column dealing with your department, we'd be glad to hear about them.

City Employees No Longer Rushing to Take War Jobs

There is no longer a rush of City employees to take jobs in war industry. At least, that is what the various Borough Presidents' offices report.

Out in Brooklyn they say, "We aren't getting any more requests for transfers to war industry. It must be that the drop in overtime work has taken some of the attraction away from war work."

"We've always been liberal in our policy of granting war work leaves to any employees who weren't absolutely essential. So by now all the workers who want to go have gone," that's the word from Staten Island.

In Manhattan, the people who left are beginning to drift back. Most of those who left were designers or engineers. The construction work on which they were engaged has been finished, and they've come back to their City positions. That office feels

the big demand now is for trained workers like machinists, and there aren't many of this type in the City service.

From the Bronx, too, comes word that the stream of requests for leaves has just about petered out, and they are beginning to get back some of their workers whose war job has been finished.

The same trend—a falling off in requests for leave—is reported by other city departments also.

THE LAW

Recent Batch

Here are some recent court cases which affect civil service employees' rights:

1—Supreme Court—N. Y. County, Matter of Battista vs. Vladeck. In this case, it was asked that the court invalidate the appointment of the Chief of Project Planning, Housing Authority.

The defense asked that the suit be barred because action was brought after four months from the date of promulgation of the eligible list.

The court held that certification of an eligible's name, not the promulgation of the list, is the final administrative action of the Commission. (The Law provides that most civil service legal actions must be brought within four months of the date when the action complained against is committed.)

If you're an eligible, remember this decision—it may come in handy some time.

Flaherty vs. Marsh

2—This is another action involving the four months' provision. The suit was brought to gain a place on the eligible list for Captain in the Police Department. The Court denied the request, ruling that four months had passed since the candidate was notified by the Commission that he would not appear on the list.

Matter of Sheehan

3—In this case, the employee took court action to gain reinstatement to his job in the Board of Transportation as Bus Maintainer, Group B, with back salary from the date of his suspension.

He had been called to a departmental hearing on charges of "misconduct and insubordination." He and his attorney left the hearing before it was completed. The attorney asked for a postponement of the hearing until County Court had acted on a charge of third degree assault, which was pending. The employee was found not guilty of the criminal charge.

The Court, however, dismissed his petition for reinstatement, ruling that acquittal on a criminal charge does not bar departmental disciplinary action.

Pat on Back

Sanitation Department pats The LEADER'S back. Since an item appeared in this paper last week about the department's in-training program being printed, they say they've received 14 requests from cities as far away as Cleveland, Ohio, asking for copies of the reprints.

How Withholding Taxes Affect You—And What to Do

The withholding tax deducted from your paycheck changes as your circumstances change. Another child in the family, a dependent coming of age, marriage, divorce, etc., have a relationship to the amount you pay to Uncle Sam.

Here is the procedure which City employees should follow when these changes occur:

1. You are advised to report any change in status to your payroll office within ten days. The department will make the appropriate changes on your record.

2. BUT, there will be no change in your deductions until

the next January or July 1st. You'll file a return on March 15th, which will give you a chance to straighten things out with the Treasury.

3. If there has been a clerical error in the deductions made from your paycheck, report it to the payroll office immediately. Future deductions will be corrected. If you've been overcharged, you'll get a credit or a refund from the Treasury. If you haven't paid enough, you'll have to make up the difference when you file the March 15th report. Your own department can't pay back any extra money it may have docked you in error.

POLITICS

And Civil Service

"Civil Service employees have been used as footballs by the politicians long enough." That was the theme of the talk made by Henry Feinstein, president of the new Civil Service Employees' Non-Partisan League, at a meeting of the group held last week at Caruso's Restaurant on Foley Square.

Outlining the purposes of the organization, Mr. Feinstein said that its prime objective was to gain for the civil service employee a voice in political matters.

As to the future plans of the League, he said that it would follow the pattern of other political organizations. Headquarters will be set up in every Assembly district where necessary. A leader in every district, and

captains in each precinct will carry the message of the civil service worker on political questions to the public. "The League will endeavor to aid the election of men who in turn will aid the conditions of civil service employees," says Mr. Feinstein.

"In England," he continues, "the civil service has representation in Parliament. Here the Hatch Act deprives Federal civil service employees of the right to participate freely in political activities which vitally affect them; and even local employees must keep their mouths shut if some part of their pay comes from Federal funds.

At present, Mr. Feinstein indicated, the activities of the group are centered in Manhattan, but it is intended to spread out to the other four boroughs in the near future. Federal, State and Municipal employees will be eligible to participate in the activities of the League.

In the City Departments

HEALTH

Promotion

Matthew A. Byrnes, a veteran of 40 years in the City service, was promoted to the position of secretary to the department from his job as chief clerk. The increase from his \$5,500 a year spot to \$6,500 was a reward for his long tenure and good work.

But for the past two months the chief clerk's job has been vacant, and some of the old-timers in the office are wondering why.

There are several employees in line for the chief clerkship who are anxious to see some action taken on filling the vacancy.

Dean of the clerical staff in Health is Henry Johnson, who started his municipal career back in 1897, and is now a top-ranking clerk at \$4,000.

SANITATION

32 Years

LEADER Merit Man Harry Langdon, administrator of the Division of Finance and Supply of Sanitation is celebrating his 32nd anniversary as an employee of New York City.

One of the most active men in extra-curricular civic employee affairs, he has been with Sanitation for the past 13 years.

Moro Heads Board

Michael Moro has been elected president of the Joint Board of Sanitation Locals, of the American Federation of State, County and Municipal Employees.

The Joint Board is an attempt on the part of the AFL civil employees union to unify its organizational activities in the department, and it holds regular meetings with Commissioner Carey to discuss employee grievances.

Objectives

Among the present objectives of the group are the following:

1. Filling of all vacancies in the department.
2. The employment of provisional employees to help the sweepers and drivers whose work increases in the summer, and who have to put in many extra hours under present conditions.
3. An increase to the foremen in the department who have received only \$40 as their cost-of-living bonus.

Cornelius S. Murphy is secretary-treasurer of the Board.

PROPERTY MANAGER FREE LECTURE

THURSDAY, Aug. 19, 7 P.M. Motor-man Instructor—Clerk Prom. All City, State, Federal and Prom. Exams. MATHEMATICS—Arithmetic, Algebra, Geom., Trig., Calculus, Physics, Drafting, Design, Blueprint Reading, Radio. ENGINEER'S LIC.—Prof. Engr., Stationary, Electrician, Surveyor, Architect.

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which includes the following locals: 111, Manhattan; 43, Queens; 238 Brooklyn; 308, Bronx; and 750, the local of superintendents, foremen and assistant foremen.

Clerks Are People, Too

"I believe that people who are given added responsibility should be rewarded accordingly."

Harry R. Langdon, administrator of the Finance and Supply division of the Department of Sanitation, believes that clerks should be treated like people. That's why he's asking his department to increase the earnings of his clerical staff.

A 5th grade clerk is head of the Payroll Unit, and hasn't received an increase since April, 1931, a period of 12 years. He's entitled to another \$500, the request says.

Many Vacancies

For the past eight years, every 5th grade clerk vacancy which occurred in Sanitation had been left vacant, and except in two cases, even 4th grade positions have gone unfilled.

Grade 3 clerks are performing jobs which call for 4th and 5th grade clerks.

If action is taken to make promotions in the upper clerical brackets, Mr. Langdon feels, it will encourage not only the old-timers who are doing good jobs, but also the younger people, who would try to fit themselves for these semi-executive positions.

A Break

Seven licensed firemen in the Department of Sanitation will get a break.

They are now getting \$7 a day.

The Civil Service Commission has said that they may be appointed as substitute Crane Enginemen (electric), at \$10.40 a day, provided that these appointments are made in order of seniority.

HOSPITALS Nursing Career

The Hospitals Department's free course in practical nursing has drawn so many applicants that they are trying to figure out ways to increase the size of the September 1 class which was planned to take in fifty women between 19 and 50 years of age.

They've received 130 applicants, and almost 500 inquiries. Those who don't get into this group will have a chance for the class starting December 1, and later courses.

Women interested in a practical nursing career can get complete information about the City's offer at Department of Hospitals, 125 Worth Street, Room 532, between 10 and 5 daily.

Sr. H. H.

In order to provide more promotional opportunities, the Hospitals Department has asked the City Civil Service Commission to create the job of Senior Hospital Helper. The title

Large Number of City Workers Hold Down Spare-Time Jobs, Perform Well for NYC

Trenton, New Jersey reports that more than 100 employees of the Administrative Offices of the State Unemployment Compensation Commission have volunteered for outside jobs in war plants during their off-hours. And it's O.K. with the officials.

In Los Angeles, California, a program of part-time employment for war workers has been inaugurated by the Los Angeles City Housing Authority to solve the problem of securing laborers and gardeners in the harbor area, where the ship building industry is making heavy demands on the labor market.

Here in New York, the question of part-time work was a matter that went through the courts and was settled in favor of the employees. The case that hit the limelight was that of Mortimer Natilson, an investigator in Welfare, suspended from his job on the grounds that he was employed after hours as an assistant credit manager in a Manhattan Department store.

The Background

Mayor LaGuardia had insisted that no City employee had the right to work outside of his City job, and issued an executive order to that effect.

The City fought the case to the highest State court, but the judicial ruling was that the City had no right to limit the outside activities of employees — except where these outside activities could be shown to have the effect of lowering the employee's efficiency at his City work.

Following the court order, most city agencies agreed to abide by the decision.

A Law Department spokesman had this to say: "While it was at one time the Mayor's policy to deny to employees the privileges of holding an outside job, we are

would, of course, permit higher salaries.

The Commission is considering the request.

FIRE If You're 3-A, Work Fast!

This story is about 3-A's on the Fireman eligible list. But it's a good idea for all eligibles on all lists to read it. It has legal information which is important.

O.K. Now to our story, which deals with the latest developments in the case of the firemen eligibles who were refused appointment to the force because they were 3-A in the draft when they came up for jobs.

The Corporation Counsel has served David A. Savage, attorney for the successful petitioners in the suit against Fire Commissioner Patrick Walsh, with notice that the case will be carried to the Court of Appeals, highest court in the State. It is expected that the Court will hear the appeal during the last week in September, or early October.

For 3-A men on eligible lists, the following facts are important:

1. Only those who were named in the suit against the Fire Commissioner are affected by the Appellate Division decision and order.

2. All of the litigants are assured of a job in the Fire Department with all seniority and other rights effective from September 16, 1942.

3. Even if the Court of Appeals sustains the decision of the Appellate Division, it cannot order the Fire Commissioner to appoint any others not included in the suit, to the position of Fireman.

4 Months Is Limit

4. If eligibles wait more than four months since their last certification to the position of Fire-

man before taking action to protect their rights, they will find that it will be too late to start a suit. (Section 1286 of the Civil Practice will be a defense to their action. The Corporation Counsel always uses this defense because it seldom fails.)

5. Section 246 of the Military Law of the State of New York, does not give any protection to those holding 3-A classification (or for those in 2-A or 2-B) who are refused appointment. If you are passed over because of a 2-A, 2-B or a 3-A classification you have no rights under the Military Law UNLESS YOUR NAME IS CERTIFIED FOR THE POSITION OF FIREMAN WHILE YOU ARE IN MILITARY SERVICE. (Under present circumstances it appears as if no more names will be certified from the presently existing Fire list, unless the persons have never been certified for the position.)

Richmond Plan

An intriguing plan to help his employees work part-time in local war industry was worked out by Borough President Joseph A. Palma of Richmond. Here was his plan: "I have pooled all the employees in this department, and we are making out a schedule which will permit them to work after hours with no interference with their City job . . . possibly a few hours each evening and Saturday afternoon.

"I feel that the pay which the City employees receive at the present time is insufficient to allow them to maintain a decent standard of living . . . it is too bad that we have to ask these employees to go out and do additional work after they have completed an honest day's work, but they have accepted it cheerfully."

Reform Groups View

The legal right of City employees to their outside job was stated by Elliot Kaplan, legal expert of the Civil Service Reform Association. "There is nothing," he said, "to prevent any City employee from holding an outside job in his spare time if it doesn't interfere with his regular City employment. This doesn't apply to members of the Police and Fire Departments, because as parts of the City's protective force, they must be available for service 24 hours a day."

And Tributes

From the industrial side of the fence, came glowing tribute

to the civil service employees who helped war plants meet their labor shortages. The Tolfeisen Company, Marine contractors in Staten Island, expressed delight with the type of civil service worker who answered their plea for spare-time help.

A rapid survey indicates that large numbers of New York City's employees are holding down outside jobs today, and there are still opportunities for more of them to get their shoulders behind the production wheel. There has been some difficulty in the Board of Transportation, mainly because some of the employees tried to hold down full-time jobs simultaneously. Several were fired, not because they held outside jobs, but because the Board said their City work had become unsatisfactory. But in the main, city employees holding additional jobs have continued to perform their city services well. A "problem" has arisen only where departmental officials, in complete violation of the decision of the courts, have attempted to interfere with employees in the exercise of their right to outside jobs. Several such cases have been brought to the attention of The LEADER.

Weekly, spare-time jobs are listed in the Job Market of The LEADER, and on the "Help Wanted" pages.

If you're a City employee, you can't afford to be without the regular news which The LEADER furnishes. Too many changes happen which affects your job. You MUST keep on your toes. You CAN do it by reading The LEADER every week.

time that appointment was refused.

Waiting for Butch

The question of promotions to captain and lieutenant in the Fire Department is still pending as The LEADER goes to press. Officially, the department reports that the matter is still waiting for the "go ahead" sign from the Mayor.

Fire Commissioner Patrick Walsh made formal requests to the Budget Office for permission to bring his list of officers up to full strength some time ago.

Unless the appointment of seven captains to battalion chief is made by August 23, the list will have expired.

The present shortages in the department's officer staff are as follows: Captain, 43; Lieutenant, 59.

PARKS

Priorities

Here's the latest communique on the Parks Department uniform problem:

The employee groups went shopping and reported that on account of priorities they weren't even able to get samples.

Now the department officials are trying to get priorities so they can dress up their employees—at the employees' expense—in uniforms, but so far they haven't received any encouragement from Washington.

GNYPEA

The Greater New York Parks Employees Association is holding its next meeting at the Hotel Capitol on Wednesday evening, August 18, at 8:30 p.m.

Among the matters to come up will be plans for the organization's Victory Dance early in October. The organization feels that the recent granting of the \$120 bonus to gardeners and assistant gardeners, and the fizzle-out of the uniform purchase requirement in the department calls for a celebration.

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General Bradley's Column



By
Brigadier General
John J. Bradley (Ret.)

Rare Chance for Gov't Employees Now Serving As Army Officers

A rare opportunity has become available to Army men with the ranks of second lieutenant to major, who have backgrounds in government employ. They are eligible to apply for training which will ultimately give them duty with the military governments of occupied territories. Quotas have been set for all the forces—Army Service Forces, Army Ground Forces, Army Air Forces, the three Defense Commands, and the Hawaiian Department. The officers selected will be assigned to one of the training courses now operated by the Provost Marshal General at various colleges. These courses are of from 1 to 4 months duration. Upon completion of the course, the officer normally will be assigned immediately to civil affairs duty.

These are the qualifications desired:

- 1. GENERAL**—Ability to deal effectively with high civilian officials in difficult and complex situations; ability to get along with people in all walks of life; tact; diplomacy; imagination; a broad social outlook; adaptability to new and unusual customs; ability to analyze governmental, economic, and related problems, and to formulate and carry into effect necessary policies; high professional standing in one's own field; unquestioned integrity; ability to assimilate wide variety of subject matter in a short, rigorous training program.
- 2. EDUCATION**—College or professional school graduation (may be waived in exceptional cases).
- 3. LANGUAGES**—Knowledge of a foreign language is desired but may be waived in exceptional cases.
- 4. FOREIGN RESIDENCE AND TRAVEL**—Desired, and will be taken into account when making selections.
- 5. MILITARY EXPERIENCE**—Desired, but may be waived if other qualifications show special fitness.
- 6. AGE**—Between 25 and 50.
- 7. QUALIFYING ADMINISTRATIVE AND PROFESSIONAL EXPERIENCE**—Important officer in a large department or division in a city, county, State, or Federal agency, or in large private enterprise; broad administrative experience with large staff; successful record as executive or Army officer. Among the fields acceptable are these:
Public works and utilities.—this would include experience with electric power, sewage, gas streets, highways, harbors and waterways, housing and public construction, transportation.
Public safety—would include the proper experience in police or fire work, civilian defense, prison operation, probation or parole work, narcotic and counterfeiting expert.
Fiscal—at least 5 years of experience in public finance, revenue, budget, or currency and exchange, banking, accounting for public agencies, social insurance.
Public relations—head or principal officer of a large public relations department in a governmental agency, or in an important position in journalism, radio, or private public relations work; or thorough familiarity with the background of a particular foreign area. Examples of the types of persons wanted: (a) people with experience in news-gathering and newspapermen such as news editors and foreign correspondents; (b) persons in the field of radio who understand management and control of radio stations and censorship; (c) persons in the field of propaganda analysis; (d) persons serving as principal officers in governmental information service.
Other fields in which men are required: Law, Economics, Agriculture, Industry and Commerce, Labor, Price Control and Rationing.

Men now in the Army should be nominated by their commanding officers. However, individual applications submitted through military channels to the Provost Marshal General by officers who feel they possess the necessary qualifications, will get every consideration. Army men desiring additional information should see Memorandum No. W350-206-43, from the Adjutant General's Office.

WELFARE

Art

Best art show of the season: The entries in the "I Must Have Been a Beautiful Baby" contest being run by the Children's Welfare Division of the Welfare Department.

Those employees who haven't witnessed the exhibit at Central Office, should. We couldn't figure out which one was Hank Rosner; that worried us most.

Not the Best Job

Now it's the cleaners in the Department of Welfare.

It seems that being a cleaner isn't the best job in the department. The cleaners' cause has been taken up by the State, County and Municipal Workers of America, CIO, and the American Federation of State, County and Municipal Employees, AFL.

For one thing, cleaners aren't entitled to yearly increases. Then, their wage scale is among the lowest in the City.

In Welfare, the following is the way the cleaners line up on payday:

27 Head Cleaners	\$1,500
68 Cleaners	\$1,440
43 Cleaners	\$1,380
13 Cleaners	\$1,320

The present demand is for a minimum of \$1,440.

Officials In Accord

Officials of Welfare say that they are in full accord with the desire of the cleaners for a better standard. Further, they say, that when they made their budget months ago, they asked that all lower paid cleaners be paid the \$1,440 figure.

But the Budget Bureau turned down the suggestion.

And the lowest paid group, the department explains, are all new appointees. When they have completed six months they will get a \$60 raise.

However, they are hoping that the budget office will relent and allow the boosts.

Another factor which has annoyed the cleaners is this:

Then It's No Dice

Their services may only be valued at thirteen-hundred-odd dollars in terms of money. But when they have a chance to get a better job on the outside, they are told "no dice." It seems that cleaners in Municipal buildings are essential workers; they're frozen to their pails and brushes by the War Manpower Commission.

Changes

Here is the latest group of top-drawer changes in the Department of Welfare:

- Maurice Case, Ass't. Supervisor, Grade 2, Resigned.
- Leroy Kellman, Ass't. Supervisor, Resigned.
- Joseph Jedel, Ass't. Supervisor, to Welf. Off. 67.
- Kathleen Rooney, Ass't. Supervisor, to W. O. 99.
- Gertrude Levinson, Supr., Grade 3, Resigned.
- Eleanor Winer, Ass't. Supr., Grade 2, Resigned.
- Charles Turetsky, Ass't. Spr., Grade 2, to W. C. 40.
- Harold Blum, Assistant Supervisor, Grade 2, Leave.
- Estelle Sklarew, Assistant Supervisor, Grade 2, Leave.
- Teresa Nathanson, Assistant Supervisor, Grade 2, to W. C. 67.
- Helen Sterne, Assistant Supervisor, Grade 2, to Div. Soc. Ser.
- Samuel Gertner, Supervisor, Grade 3, to Municipal Lodging House.

Ambitious

The American Federation of State, County and Municipal Employees, AFL, which has as yet a tiny membership in the Welfare Department, has come forward with an ambitious program.

Here are some of their desires as outlined in meetings with Edith Alexander, Director of Staff Relations:

A 9-5 workday with restoration of full vacations and sick leave, and the end of Saturday deductions.

No dollar-a-year promotions. Every promotion in the department to carry at least a \$120 increase.

One grade of investigators at a \$2,400 ceiling.

A clerical in-training course to prepare Welfare employees for the Part II of the promotion examination, which will deal

with the work of the department.

Cleaners, Too

Competitive status for all cleaners with salaries ranging from \$1,200 for Grade 1's, to \$3,000 for Chief Custodian.

Higher Pay?

An upward reclassification of salaries in Welfare is the present goal of State, County and Municipal Workers of America, CIO.

Resolutions adopted by Local 1 in the department have been presented to Commissioner Leo Arnstein, and petitions have been circulated among the staff.

Cogent points brought up by the union:

1. The salaries are out of line with those paid in private agencies and other government bureaus for similar work.

2. Salary schedules for the clerical service, established in 1929 are far below meeting present day living requirements.

3. The social service classification with its division of investigators into several grades should be changed to provide equal pay for equal work.

4. Salary readjustments are necessary to meet the City's acute manpower problem.

The proposals of the SCMWA are these:

Proposals

1. Clerical Service: grade 1, \$1,200 to \$1,500; grade 2, \$1,501 to \$2,100; grade 3 and 4 to be revised up-wards.

Social Service: One grade of investigator, \$1,800 to \$2,400, other categories to be increased.

Cleaners: \$1,320 to \$1,680 with consecutive \$120 annual increases.

Rhoda Wohlworth, Stenographer, W. C. 5, heads the Central Reclassification Committee which is conducting the campaign. Alexander Waites, Investigator, W. C. 32, is chairman of the social service committee, and Basha Schwartzstein, clerk, W. C. 38, heads the clerical sub-committee.

The SCMWA statement does not say how higher pay is to be procured before budget time rolls around again—and that not for many a month yet.

SUBWAYS

TWU Tells All

Maintenance of New York City's transit system "at high peak of uninterrupted efficiency" is the main job ahead of all transport employees, says the Transport Workers Union. Douglas L. MacMahon, President of Local 100, Transport Workers Union, CIO, made public the union's views in an elaborate pamphlet issued this week.

Going back through the history of the organization, the booklet details the various steps in the Union's struggle with the Board of Transportation, and states that the Union finally won a \$5,500,000 raise, periodic increments, time and a half for overtime, a new labor relations department, improved working conditions and the establishment of genuine collective bargaining processes.

No Strike Pledge

The main theme of the booklet, however, is the no-strike pledge. Written as a letter to a fellow worker, Bill, whom the author describes as "a collective fellow" who runs New York City's rapid transit system, the booklet emphasizes that the no-strike policy is both patriotic and wise.

The author concludes on a note of hope. "We have had our differences with John Delaney, Frank Sullivan and George Keegan (Commissioners of the Board of Transportation) and

they've had theirs with us," he writes. "But all that. I hope, belongs to a past era. We must look forward to a period of harmony."

Dashing Around To Draft Boards

Over 4,000 of the Board of Transportation's employees are now in the armed forces, and the rate of drafting men out of the subway, bus and trolley lines threatened to cripple the transit lines.

The situation had been muddled. Those employees of the Board entitled to deferments, weren't aware of their rights. They found themselves in Army camps, when they should have stayed at the controls of a subway train. The Board of Transportation itself didn't know exactly what to do in order to hold on to its key employees.

In an attempt to hold some of its needed manpower, the Board of Transportation has hired Walter Shackleton, former press aid to New York City Selective Service Headquarters, as head of its military bureau. Mr. Shackleton has a long background of knowledge on selective service information.

Essential occupations

A table of essential occupations in the transit systems has been set up. Motormen, conductors, powermen, dispatchers, car inspectors, and certain other key positions have been put on the "hold" list, and the Board is prepared to fight local draft boards to keep these men in their present blue uniforms, and out of Army khaki, or Navy blue.

The Duties

The new official's duties are two-fold. During the day he is available at the offices of the Board of Transportation, 250 Hudson Street, for consultation with men who have received their 1-A cards, or expect to be reclassified by their boards.

At night, armed with supporting documents, and a knowledge of how deferments can be obtained, he dashes around the City from one draft board to another, pleading the cases of badly-needed transport workers.

He has organized charts showing the length of time it would take to train replacements for the valued workers, and has listed the positions which could possibly be filled by women, so he has powerful points of argument when he appears on behalf of a potential draftee.

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PARTNERSHIP NOTICE

CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP (Partnership Law — Section 91) BOBRICH MFG. CO.

We, the undersigned, desiring to form a limited partnership, under and pursuant to the laws of the State of New York, being duly sworn, do hereby certify, depose and say:

- 1. The name of the said partnership is BOBRICH MFG. CO.
2. The character of the business of said partnership is the manufacture of garments.
3. The location of the principal place of business of said partnership is at 330 Fifth Avenue, Borough of Manhattan, City, County and State of New York.
4. The name and place of residence of each member, and a designation of which are general partners and which are limited partners, are as follows:
(a) The following members of said partnership are general partners:
(1) Samuel Treibich, 1059 10th Street, Borough of Brooklyn, City, County and State of New York.
(2) Albert A. Gottlieb, Jefferson Street, City of Beacon, County of Dutchess, State of New York.
(b) The following members of said partnership are limited partners:
(1) Louis L. Smith, 37 Riverside Drive, Borough of Manhattan, City, County and State of New York.
(2) Gussie Smith, 37 Riverside Drive, Borough of Manhattan, City, County and State of New York.
(3) Robert Smith, 875 Riverside Drive, Borough of Manhattan, City, County and State of New York.
(4) Leo Hanan, 2 West 67th Street, Borough of Manhattan, City, County and State of New York.
5. The term for which said partnership is to exist is from the 15th day of May, 1943, to the 15th day of May, 1945.
6. The amount of cash, and a description of and the agreed value of the other property contributed by each of said limited partners, are as follows:
(a) Louis L. Smith, Seventy-five Hundred (\$7,500) Dollars in cash.
(b) Gussie Smith, Eighty-five Hundred (\$8,500) Dollars in cash.
(c) Robert Smith, Five Thousand (\$5,000) Dollars in cash.
(d) Leo Hanan, Seventy-five Hundred (\$7,500) Dollars in cash.
7. The additional contributions agreed to be made by each of said limited partners and the times at which or events on the happening of which they shall be made are as follows:
NONE.
8. The time when the contribution of each limited partner is to be returned is upon dissolution of the partnership.
9. The share of the profits or the other compensation by way of income which each limited partner shall receive by reason of his contribution, is as follows:
(a) Louis L. Smith — 15% of the net profits.
(b) Gussie Smith — 17% of the net profits.
(c) Robert Smith — 10% of the net profits.
(d) Leo Hanan — 15% of the net profits.
10. There shall be no right in any of said limited partners to substitute an assignee as contributor in his place.
11. The partners shall have the right to admit additional limited partners if all partners, general and limited, shall agree.
12. There shall be no right in any of said limited partners to priority over the other limited partners, as to contributions or as to compensation by way of income.
13. On the death, retirement or insanity of a general partner, the remaining general partner shall have the right to continue the business of said partnership.
14. There shall be no right in any limited partner to demand and receive property other than cash in return for his contribution.
Dated, the 15th day of July, 1943.
(Signed) SAMUEL TREIBICH (L.S.)
ALBERT A. GOTTLIEB (L.S.)
LOUIS L. SMITH (L.S.)
GUSSIE SMITH (L.S.)
ROBERT LOUIS SMITH (L.S.)
LEO HANAN (L.S.)

STATE OF NEW YORK COUNTY OF NEW YORK ss.: SAMUEL TREIBICH, ALBERT A. GOTTLIEB, LOUIS L. SMITH, GUSSIE SMITH, ROBERT SMITH and LEO HANAN, being severally duly sworn, depose and say, and each for himself deposes and says, that they are the persons described in, and who signed, the foregoing Certificate, and that the statements contained in the said Certificate are true. Sworn to before me this 16th day of July, 1943. BLANCHE F. STANG, Com. of Deeds New York City, N. Y., County Clerk New York, Com. expires Jan. 12, 1945. SAMUEL TREIBICH ALBERT A. GOTTLIEB LOUIS L. SMITH GUSSIE SMITH ROBERT LOUIS SMITH LEO HANAN County Clerk's Cyf. attached. (SEAL)

Vacation and Sick Leave For New York State Workers

In any group of employees who work side by side, year in and year out, one finds that there are some workers who report to work day in and day out while others are out every now and then with some form of illness. Department heads generally recognize that illness can occur to any employee and seek to keep the sick employee on the payroll throughout his illness. As a result of such policy, the employee who is away from work receives the same salary as his fellow worker who may be obliged to do his own work plus that of the sick employee.

If it is a period of long illness, the department head may be obliged to hire a substitute employee. Since he must pay the substitute and has no additional funds in his budget, he must drop the sick employee from the payroll. In this manner, the department head may in some cases keep one sick employee on the payroll for a period of two weeks and get another employee on the payroll for a period of two months.

No Favoritism

Any consideration given to one employee and not another may be interpreted by the employees as favoritism and partiality. The general result is employee dissatisfaction, low morale and reduction in the effective work of the employees. Many of the county commissions appreciate the desirability of a uniform sick leave and vacation plan and are incorporating such policies in their rules.

An established sick leave policy works toward better administration of personnel problems. It allows employees, who might not otherwise do so, to take time off when their physical condition makes it necessary. A sick leave policy, therefore, avoids the danger of anyone aggravating an illness with a consequent long absence from work. It also helps prevent needless accidents in departments requiring heavy physical labor, as in the highway department, by giving employees an opportunity to stay out when they are not in good physical condition. This policy also helps the county save money because employees can be in good physical condition while on the job.

Most sick leave policies are based on the principle of granting one, or one and a fraction days leave for each month of service. For example, in the State service, employees are granted 12 days of sick leave for each year of service.

A sound sick leave plan permits the accumulation of sick leave allowances from one year to another. An employee who has a slight cold would then prefer to go to work rather than lose his leave realizing that he may need his accumulated leave for some future serious illness.

Maternity Leave

In formulating a sick leave policy, some provision is generally made for maternity leaves. Some agencies grant maternity leaves without pay; some consider it as sick leave, while others grant special allowances for maternity leaves. Maternity leave regulations generally specify that the leave must be taken a given number of months before and after the birth. Vacation leaves are provided to

position for a time—to rest and relax in order that he may return to his job refreshed and with new energy. Like sick leaves, vacation leaves are based upon amount of service. One, one and a half, or two working days' leave for each month worked are the most prevalent bases for vacation leaves. Unless the employee takes his leave during the year, the municipality does not receive the benefit of his renewed energy. It is true that particular circumstances, like the present war and manpower shortages, may prevent the taking of vacations. Under such circumstances, and at the request of the department head, the employee should be permitted to accumulate vacation time. Unlike sick leave, the right to accumulate vacation time should not be at the discretion of the employee but rather at the request of the department head. This precaution prevents disruption of the services of a department by a key employee leaving for a four months' vacation.

(Contributed by Joseph Watkins, Personnel Technician, State Department of Civil Service.)

DWSGE Appointments And Raises

Appointed—Patrick Hughes, 250-15 Hook Creek Blvd., Rosedale, Licensed Fireman at \$7 a day.

Stationary Engineers at \$9 a day; Charles H. Krokkel, 89 Metropolitan Oval, Woodcrest; James W. McCarthy, 1155 Woodcrest Ave., Bronx; John J. Greely, Jr., 2130 E. Tremont ave., Bronx; Patrick MacVeigh, 233 Beach 101st st., Rockaway; Everett Morgan, 418 E. 89th st., Manhattan.

Retired—Michael J. Donovan, Clerk.

Services Ceased—Samuel Murray, Laborer, John S. Quinn, William J. Peters, Patrick F. Duhig, Patrick Rowley, James T. Morrissey, Harold B. Del Camp and Richard Delaney, Temporary Stationary Engineers.

Salaries Increased—Clerks: August C. Schmidt, from \$3,840 to \$4,500; William J. Granfield, from \$4,120 to \$4,260; Edward Stewart and Murray DeNat, from \$2,820 to \$2,940; Arthur Kane, from \$2,520 to \$2,940; John Dugan, from \$1,920 to \$2,160; Arthur Rice, from \$3,240 to \$3,480; Raymond J. Neuberger and Reuben Schwartzberg, from \$2,520 to \$2,640; Frank Kaye, from \$3,000 to \$3,240; Benno B. Heck, from \$2,700 to \$2,820; George Ryan, Edward Meyer and John Fox, from \$2,640 to \$2,760; George Heidt and Charles Hull, from \$2,580 to \$2,760; Charlotte Lynch, Stenographer, from \$2,760 to \$2,880.

Help Wanted—Male

Elevator Operators

BOTH EXPERIENCED AND INEXPERIENCED

PART TIME

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THURSDAYS—12:30 to 9:30

APPLICATIONS MORNINGS

AT 9:30

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Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to THE LEADER. Send me training and experience blanks immediately.

NAME

ADDRESS

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Check here if this is a renewal of your subscription.

THE JOB MARKET

By MRS. MATILDA B. MILLER

The Job Market is designed to help readers and jobs get together. The positions listed are gathered from advertisements of all the newspapers, periodicals and communication with personnel managers. These jobs are analyzed and arranged in categories which will be most helpful as a basis for selection. However, it is wise to read the entire column rather than limit yourself to any one item.

It is impossible to investigate thoroughly each position nor is it always possible to foretell how soon they may be filled. We suggest that you mention **THE LEADER** when you apply for any of these positions.

No Experience

Men for packaging and general factory work. 50 cents an hour. Apply **R. R. Heywood Co.**, 263-9th Ave., N.Y.C.
 Women needed for restaurant work at **Namm Store**—Waitresses, buswomen, dishwashers, counter salad and sandwich women. Apply 452 Fulton St., Brooklyn.
 Boys and girls, women and men needed for ticketing and packaging in national chain store. No experience necessary. Good salary promised. Apply **Wilbur Rogers**, 128 West 31st St., N.Y.C.

Jobs That Sound Good

Full and part time openings for men to solicit car owners to sell cars. \$10 or more for each car. Opportunity to earn \$50 to \$100 weekly. Apply **Scharlin Bros.**, 299 Madison Ave., N.Y.C.
 Openings for women as engineers' assistants, inspectors, and assemblers at **Western Electric Co.**, 100 Central Ave., Kearny, N.J. Apply Monday through Saturday, 8:30 A.M.-3 P.M.

Clerical

Western Electric Co. has openings for women as clerks, typists, stenographers, tabulating machine operators and computer operators. Apply 8:30 A.M.-3 P.M. at 100 Central Avenue, Kearny, N.J.
Namm Dept. Store has openings for clerical typists. Personnel experience desirable, but not essential. Apply 452 Fulton St., Brooklyn.

If You Like to Drive

Willmark Co. needs clerk. Bright beginner, \$18. Apply 200 Hudson St., N.Y.C. Suite 1107.

More Skill

Western Electric at 100 Central Ave., Kearny, N.J. needs women as engineers' assistants, inspectors and assemblers.
Namm Store has opening for comparison shopper. Must be experienced, have flair for merchandise. Knowledge of Federal regulations desirable, not essential. Write for appointment stating full details.

Handicapped Girls

Near-sighted girls and women 18 to 40 preferred, for positions as inspectors of pharmaceutical products. Good salary promised. Call at 86 Orange St., Bloomfield, N. J.

Sales

Namm Store has need of salesladies

on full or part time. Experienced or inexperienced.

Odd Jobs of the Week

Women chauffeurs 25 to 40, wanted as bus drivers. Paid while learning. See Mr. Boeing, **Bee Lines**, Nassau St., Rockville Center, L. I.
 Women wanted as guards in defense plant. Age 25 to 40, 5' 5", 135 lbs. Hours 5 p.m. to 1 a.m., 1 a.m. to 9 a.m. Six nights. Starting rate \$26. Write to General Post Office, Box 310, New York, No. 1, N. Y.

Trainees

Strong and handy men will be taught scale repairing. Starting salary 65 cents an hour. Apply in person or write to **Howe Scale Co.**, 75 Ninth Ave., N.Y.C.
 Men, over 18, will be sent to the Academy of Aeronautics and trained for permanent jobs as aviation mechanics' helpers. School free, 50 cents an hour while learning the trade. Report to **Fan-American Airways**, La Guardia Field.

Part-Time Jobs

Men over 18, especially those in non-essential work are wanted by **American Airlines** for jobs as cleaners at La Guardia Field. General building porter, and hangar-cleaner positions are available for those who can put in 4 hour shifts, 6 days a week between 5 p.m. and 1 a.m. Apply at the company personnel office, 100 East 42nd Street, 16th Floor.
 Men and women with cars needed for part and full time work servicing canteen products in local war plants. Day work. Permanent openings. Good salary promised. Apply **Canteen Co.**, 314 East 23rd St., N.Y.C.

Part-time openings for men as waiters. No experience necessary. Hours 9 P.M.-12:30 A.M., six nights weekly. No salary quoted. Apply after 1 P.M. at **Schrafft's** 56 W. 23rd St., N.Y.C.

Cleaning positions open at **La Guardia Field**. Four hours daily, six days a week. Prefer hours 6 p.m.-1 a.m. Starting 50 cents an hour. Apply **American Airlines**, 100 E. 42 St., NYC, 16th fl.

Part-time openings for male elevator operators, with and without experience. Four days, 12:30-6:30 p.m. Thursday, 12:30-9:30 p.m. Apply mornings at **Namm's**, 452 Fulton St., Brooklyn.

R. H. Macy has openings for men for fairly heavy stock work. Must be over 21. Schedule: 7-11 A.M., 9 A.M.-1 P.M., 2-6 P.M. daily. Salary 55c hour. Apply starting Wednesday, 166 W. 35th St., N. Y. C.

Responsible men needed as floor assistants. Hours 11:30 a.m. to 2:30 p.m. Good pay and lunch. Apply **Exchange Buffet**, 44 Cortlandt St., N.Y.C.

Openings for men at **Empire Carriers** at 441 West 36th St., N.Y.C. to pick up and sort packages. Hours: 4-10 p.m., 6-12 p.m., 8 p.m.-2 a.m., 10 p.m.-4 a.m.
 Salesladies needed at these stores—part and full time.

Namm—Experienced or inexperienced, 452 Fulton St., Brooklyn.
Macy's—No experience required—166 West 35th St.

Martin's—Coats, dresses, millinery, shoes—Fulton St., Brooklyn.

Alexander's—\$19 to \$25 start—Grand Concourse nr. Fordh'm Rd., Bx.
 Girls, not over 30, wanted for three mornings or afternoons at **Telephone Hygiene Co.** \$7.50 salary. No experience necessary. Call in person at Rm. 622, 415 Lexington Ave., N.Y.C.

Floor, Please!

Latest sport for the adventurous, is riding on the elevators on the 20th Street side of Central Office of the NYC Dept. of Welfare. The little sign in the lift says that the capacity is 3,500 lbs.—about 23 persons. But when the cars carry a full load they often shoot past the first floor and plop into the basement. At times, passengers have the invigorating experience of walking up, or waiting for another elevator.

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Price of Lots—Depending Upon Location—Time Payments Arranged. Single Graves for three Interments in the New Park Section with perpetual care and including the \$175 first opening.
 Single graves for three interments in other sections, without perpetual care but including the first opening \$100

LISTS

Active Ones

Special Patrolman
 Numbers 1030 and 1044 from the list for patrolman and five names from the special patrolman list were certified for appointment as special patrolmen to the Board of Transportation at \$1,500 per annum. The positions are on a permanent basis. The last number reached was 1313.

Psychologist
 The first seven names on this list were submitted to the Department of Hospitals for permanent appointment at \$1,801 per annum.

Supervising Public Health Nurse
 There is one vacancy in the Department of Health. Numbers 1, 3, and 5 were sent for appointment on a permanent basis at \$2,280 a year.

Senior Dietitian
 No. 48 was the last name certified from this promotion list. The positions are in the Department of Hospitals on a permanent basis. Eleven names were submitted.

Social Investigator
 Twelve names were submitted for temporary appointment to the Department of Hospitals at \$1,700 a year. The last number reached was 1,789.

Telephone Operator
 The last number certified on this list was 235. Twenty-one names were submitted to the Department of Parks for permanent appointment at \$1,200 per annum.

Trackman
 Thirty-six names were submitted to the Board of Transportation for appointment to permanent positions at 75c per hour. The last number certified was 1,870.

Stationary Engineer
 The last number submitted on this list was 71. Fifteen names were certified to the Department of Correction at \$9 a day with permanent status.

What's New?

The weekly report on eligible lists, issued by the City Civil Service Commission, doesn't indicate much progress since last week.

Only two changes were reported on the status of the open-competitive tests which are passing through the process.

On Auto Machinist—All notices have been sent out.

On Head Dietitian (Teaching)—Written failures have been notified.

State Rosters

The State Civil Service Commission last week published lists of successful candidates in examinations for State promotions. These lists may be examined at the offices of **THE LEADER** during business hours.

Stenographer, State Liquor Authority, New York office, held June 26, 1943, two passed.

Senior Stenographer, Department of Health, held June 12, 1943, 44 passed.

Senior File Clerk, Department of Placement and Unemployment Insurance, held October 31, 1942, 63 passed.

State Promotion

The State Civil Service Commission's promotional examinations listed below are open to employees of the departments named. Applications and complete requirements may be obtained by mail from the Office of the Commission in Albany. Send a large self-addressed stamped envelope.

Stenographer (3-1B), Department of Civil Service. Salary \$1,200 to \$1,700. (This test will be used for appointment to the Utica office only.)

Senior Printing Clerk, Division of Public Health Education. Salary \$1,600 to \$2,100.

Rehabilitation Interviewer, Bureau of Vocational Rehabilitation, Department of Education. Salary \$1,800 to \$2,300.

The last date to file application for these examinations is August 26, 1943.

Study Aids for

Clerk Grade 3, 4 Exam

Here are the answers to the vocabulary questions which appeared in last week's issue of **THE LEADER**.

1. Impute 2. Right 3. Fit
4. Partial Insanity 5. Separate
6. Expend 7. Outwardly Manifest
8. Violation 9. Prohibited Material
10. Preventing 11. Commit
12. Stealthy 13. Atoned 14. Clemency
15. Poison 16. Erase 17. Deny
18. Adjust 19. Offensive
20. Ludicrous 21. Temporary
22. Increase 23. Unimportant
24. Pardonable 25. Energetic
26. Assumed 27. Severe
28. Plot 29. Affectation
30. Tiring.

Candidates for the Clerk, grade 3 and 4 promotion are expected to have a knowledge of the various City departments. In brief, here is a listing of the different departments, and their most important functions:

DEPARTMENT OF CITY PLANNING: Prepares and keeps up-to-date a master plan of the City's progress to provide facilities for future growth and the problems of transportation, housing, etc. that will arise. Controls zoning regulations together with the Board of Estimate. Prepares the City's capital budget and a 6 year plan of City construction.

DEPARTMENT OF CORRECTION: Supervises all institutions of New York City including hospital prison wards. Supervises court pens and vehicles used for transportation of prisoners. Supervises prison labor and Potter's Field.

DEPARTMENT OF DOCKS: Supervises wharf properties of the City, municipal airports, seaplane bases, etc. Operates City ferries, and boat service to various City institutions. Grants wharf permits. Enforces laws against pollution of harbor waters.

DEPARTMENT OF FINANCE: Collects all taxes, assessments, arrears due the City. Provides for receipt and safe-keeping of City funds. No money paid out except on warrant signed by the Comptroller and the Treasurer. Deposits City funds in banks designated by the Mayor, Treasurer and Comptroller.

FIRE DEPARTMENT: Has sole power to extinguish fires any place within the City, or on any vessel in the port. Must approve fire-fighting equipment used in City. Enforces fire-safety regulations in City. Regulates manufacture, storage, transport of explosives or combustibles. Inspects buildings and vessels for fire hazards, can order remedy of any dangerous conditions.

DEPARTMENT OF HEALTH: Regulates all matters affecting health in the City. Keeps records of births, deaths, etc. Supervises purity of water supply. Maintains and operates health centers, child health stations, children's dental and eye clinics, maternity health stations, and tuberculosis clinics. Conducts public educational programs.

DEPARTMENT OF HOSPITALS: Maintains and operates all public hospitals, sanatoria, alms-houses, etc. Inspects and licenses all private hospitals, nursing homes, convalescent homes, etc. In charge of City ambulance service. Psychopathic service is under this department. Maintains City mortuaries and nursing schools. Can make rules and regulations to protect the public health and welfare.

DEPARTMENT OF HOUSING AND BUILDINGS: En-

forces the multiple housing law, labor law, building code, and other laws which concern the construction or use of buildings within the City. May order hazardous buildings torn down. In charge all street signs. Advises City Planning Commission on housing.

DEPARTMENT OF INVESTIGATION: Makes any investigations as directed by the Mayor or the City Council, which in the opinion of the Commissioner are in the best interests of the City. Duties include the investigation of affairs, functions, finances, personnel policies or efficiency of any City agency.

LAW DEPARTMENT: Is attorney for every City department and agency. Institutes legal action on behalf of the City, and defends the City in court actions. Acts as legal advisor to Mayor and heads of all City departments.

DEPARTMENT OF LICENSING: Issues 67 different types of licenses. Has power to collect fees for issuing licenses.

DEPARTMENT OF MARKETS: Supervises all public markets, pushcarts, street markets, etc. Inspects measures and scales, issues market and pushcart permits.

DEPARTMENT OF PARKS: Controls all parks, playgrounds, pools, beaches, etc. Handles park concessions. Has authority to plan a unified park and parkway system.

POLICE DEPARTMENT: Preserves the peace. Regulates and directs vehicular and pedestrian traffic. Inspects places of public amusement. Has powers over certain businesses through issuance of licenses to public dance halls, cabarets, hacks, taxicabs and drivers, public porters and runners, etc. Supervises brokers, auctioneers, junk dealers, etc.

DEPARTMENT OF PUBLIC WORKS: Has control over plans, construction, alteration and repair of all City buildings. Cleans and maintains City buildings. Operates Central Motor Repair Shop and Municipal Garage. Runs Station WNYC.

DEPARTMENT OF PURCHASE: Buying agency for the City, except certain boards and agencies, Board of Education, Transportation, etc., which have own purchasing bureaus.

DEPARTMENT OF SANITATION: Charge of sweeping, flushing of streets, removal of snow, other obstructions in streets. Operates incinerators and other equipment for removal of garbage. Adopts regulations controlling use of streets and gutters.

TAX DEPARTMENT: Prepares assessment rolls. Keeps records of assessment of private property. Has right to enter private property on duty.

DEPARTMENT OF WATER SUPPLY, GAS AND ELECTRICITY: Construction and maintenance of water supply system. Supervises City gas, electric, steam supply. Enforces Electric Code. Issues electricians' licenses and motion picture operators' permits. Supervises operations of private water-supply companies.

DEPARTMENT OF WELFARE: Administers relief—home, old-age, veterans' assistance, dependent children, blind, etc. Issues permits for solicitation in City. Controls institutions such as lodging houses which are placed under control of the department.

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HURTING FEET

Cools and soothes tired, burning feet caused by over-exertion: Relieves itching, scaling and cracking of Athlete's Foot. Antiseptic. Applied to affected part, it will stay on all day. Stick lasts for months. 1.00.

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, August 17, 1943

A Little Lecture For Supervisors

THIS IS a little lecture just for supervisors, personnel men, and straw bosses who work for some of the New York City departments.

It's about part-time work.

Too many of you are haggling, threatening, bulldozing, and otherwise making unhappy those of your employees who have accepted spare-time positions in outside industry. Now, it so happens that in most cases they have a legal right to accept those positions; and it so happens that you have no legal right to harass them. If you don't know the facts about this, then you are ill serving your city. If you do know the facts, and persist in being troublesome to employees who must earn additional money by taking outside jobs, then of course you are aware that you're being unjust.

HERE ARE THE FACTS

In any case, we'll take the kinder view and assume you don't know the facts, so we'll repeat them to you again.

1. There had been an executive order issued by the Mayor, forbidding outside work by City employees. The employees chafed under this order.

2. An investigator in the Welfare Department argued that the Mayor couldn't interfere with the rights of employees to hold down outside positions, and took the case to court.

3. The issue went through all the courts of New York State, straight up to the Court of Appeals. And the courts ruled that **City employees do have the right to accept outside jobs in their spare time.** That decision came down in January of this year.

4. Since then, the City hasn't done anything to circumvent the court's view. And many of the City's high officials and department heads—some with reluctance, admittedly—agreed they'd follow the decision. There's nothing else they could do, in law.

YOU SHOULD ALSO KNOW

Here are a few additional facts, Mr. Supervisor, Personnel Man, or Straw Boss, which we think you should know.

There's a war on, and there's a shortage in many of the very skills possessed by civil employees. These skills can be used to help win the war.

Civil service employees have been terribly hit by the cost-of-living, while their own salaries have remained pretty stable. You yourself, even though you are an executive, have probably felt the pinch. Since the City did nothing for its employees earning over \$2,500—and little for those earning less—what else could they do but seek spare-time employment to augment incomes?

Moreover, in the past six months, the concept of the "split shift" has developed, whereby valuable war work gets done by persons who can put in only a few hours a day on it. Many private businessmen work split shifts; and many cities have encouraged their civil employees to do likewise. The problem has been met squarely by New York State, with an opinion by the Attorney General saying clearly that employees have the right to outside employment.

Now, it may be that you fear the work of your employees may deteriorate if they take on something else a few hours each day. However, don't assume it's going to happen. You may rightfully discipline an employee for falling down in his work—but you may not rightfully discipline him because he has a spare-time job. And the facts show that those holding outside spare-time jobs do not ordinarily fall down on their regular daytime work. If you should want proof, just ask, and we'll tell you where to find it.

And here's one tiny additional fact you maybe didn't know: If we mentioned the names of some of the City bigwigs who are knocking down extra cash on the outside, your eyes would pop.

So, Mr. Supervisor, Personnel Man, or Straw Boss, quit threatening your employee. He's a free man. You can't tell him whom to date, when to go to church, or what he should do in those precious hours which belong to him, not you.

You're wrong all the way around, see?

Don't
Repeat This!



Sanitation Scrap

Matthew Napear ousted out of Sanitation . . . When it happened, the shouting could be heard over Foley Square . . . Commissioner Carey issued the order and in 20 minutes Napear's papers and things were swooped out . . . Edward C. Nugent, assistant to the Commissioner, took over the office . . . There's plenty feuding going on, and this isn't the end of it . . . Wonder if this was the reason assistant to Commissioner William J. Powell cut short his vacation. . . Private memo from editor to Councilman Hart: Don't be silly. You're a big boy now. You know better. . . A local in one of the NYC employee unions is going to lose its charter. . . Dave Ruml, brother of taxpert Beardsly Ruml, isn't popular with employees as personnel man in the OWI . . . Is it true that Gurrah consulted Lepke before making his guilty plea? . . . Even though Lepke awaits the electric chair? . . . And will one or both get consideration?

Military Stuff

Glad to hear that the officers out of NYC civil service at Camp Murphy, Miami, are reading our General Bradley's Column regularly . . . Also pleased that "Opportunities in the Armed Forces," penned by LEADER-men Maxwell Lehman and Morton Yarmon, is on tap at all those Army camps. . . WNYC at war: Lieut. (senior grade) Seymour Siegel, former director of the City's radio station, edited the camp paper at Camp Bradford, Norwalk, Va., now he's on active duty on the high seas . . . Captain Isaac Bimberg, formerly popular chief engineer for the station, soon to be a major in the Signal Corps . . . Dick Pack, who used to head the news room there, is now wielding his MP club at Niagara Falls . . . And Mitchell Grayson who used to head up the dramatic program, has completed training at the Marshall Field Estate in Long Island, and will go abroad for the OWI . . . Polly Field, Welfare publicity gal, will be out of the hospital soon. It was a major operation . . . Frank P. Wall, who constructed those nationally famous NYC Civil Service physical tests, is now training Uncle Sam's most brilliant soldiers who have been assigned to study at NYU . . .

Merit Men



WHEN THE GRADUATING CLASS of Fordham Law School lines up to receive diplomas next month, the name of Michael Boyle will be called out.

A man about twenty years older than most of his classmates will step forward and become a LL.B. In addition to being a law student, he's a captain in the New York City Police Department, stationed at the 41st Precinct in the Bronx. But as he tells the story, it all sounds very simple.

"Here I was, about seven years ago, a Lieutenant in the Police Department, and I only had a grammar school education. So I decided to do something about it."

And He Did

The something consisted of enrolling in a private school. When he had morning tours, he went to school evenings. Then when he had late tours, he took morning classes. The result was, that in a year and a half he had accomplished a phenomenal thing—completed a four year high school course.

Then came Manhattan College. Wedging a college schedule into the P.D. program proved a bit difficult. He had classes every morning, but he found the department sympathetic to his ambitions. When he was able to arrange a swap of tours with some other officer, it was OK with the department. During the three years that it took him to finish a four-year college course, and end up with a Bachelor of Arts degree, he covered an awful lot of night tours. But his colleagues who were getting their regular nightly sleep by trading enjoyed his scholastic endeavors.

Had to "Cut"

And by the time he had become a college student, he had been promoted to Captain and

had more responsibilities, so whenever anything crucial came up he had to "cut" classes. But he still managed to make the Manhattan Honor Society for the best students in the college.

His ambition was law, and September '43 found him enrolled at Fordham Law School. And he was mildly surprised to find three other members of the Police Department who were also students at that school.

The mid-town squad students had the easiest life. They work from 9 to 5, and then are free. But law school was a repetition of college for Captain Boyle.

How It Worked

He was able to take a few hours off in the morning—but those hours had to be made up at the end of the day—and he slid in his homework whenever he had a chance. Students in law school are expected to put in five or six hours a night at their books.

He managed to cut the three-year law course down to two-and-a-half years by neglecting to take summer vacations. When war conditions made it possible for students to take the bar exam during their senior year, he grabbed the opportunity. He passed the bar exam, and as soon as he gets the law diploma he'll be a full-fledged lawyer.

The Future?

As for the future, he hasn't decided.

He has gone as high as anyone can go in the department by civil service promotions. The next steps up are via appointment.

It's only human that he would like to have a few higher ranks before he retires, but on the other hand, he's a lawyer and he'd like to practice his profession. Only 45, he's had 22 years on the force, and he's eligible for retirement. But in any case, he's sure his law is going to be useful in the department.

In addition to his Police and college work, he is a family man. Four children and a wife make up the Boyle household. His oldest daughter is a WAVE, one son is in the Navy, and the other two are in school.

"Lucky"

He doesn't feel that what he's done is anything unusual. "I guess I'm lucky when it comes to taking tests", he says. And it's pretty certain that he's the only police captain in New York history to become a member of a college fraternity while a captain. He joined Alpha Sigma Beta at Manhattan. He was also active in the law society at Fordham, and says that he managed to get along pretty well with his younger classmates.

letters

He Wants It Cleared Up

Sirs: Here is a matter regarding which there seems to be a great deal of confusion in the municipal service. That is, the question of whether or not civil service employees who are on promotion lists and who are either in the armed forces or about to enter the armed forces may be skipped in favor of those remaining at home. At present it appears that each department has the right to make the promotion of an individual in such a status or to pass him over as it wishes.

As one who is at the top of a promotion list in his department (and has waited 7 years for that opportunity) and who is shortly to be inducted, I believe that the City should have but one set policy: promote the employee as soon as his name is reached on

the list, regardless of whether he is in the armed service or about to be. Certainly such a procedure would cost the City nothing at this time and would be a tremendous boost to the morale of employees so affected.

In fact, the City ought to expedite the promotion of anyone who is next in line for advancement and about to go into the armed forces. A. I-A-ER.

The Municipal Civil Service Commission informs us that the matter is at the discretion of the head of department. In some cases, the department head has secured permission from the Budget Director to skip over the names of applicants now in military service and appoint others lower on the list. In other cases these vacancies have been filled by temporary appointments for the duration. There is a bill now in City Council to clarify this situation.—Editor.

The LEADER invites all readers to write in upon any Civil Service subject. Letters receive the careful attention of the editors. Those of general interest are printed. Letters which appear in these columns may be answered by readers with other points of view. All letters should be signed, but names will be kept confidential if requested.

Air Force Inspector Wants His Uniform

Sirs: In a recent issue, I noticed a letter from an Air Force Inspector.

I, too, am an air inspector. I served eight months in the army and due to an accident have been given a medical discharge. I am now going to the Air Force School for Inspectors. I am still in uniform, as I am entitled to wear it for 90 days after discharge under the National Defense Act.

Now, I too would like to know why we can't be in uniform while working. Others in civilian defense do, why can't we? I feel pretty low about having to remove my uniform soon and only hope something may be done. A. A. I.

POLICE CALLS

Delegates vs. Patrolmen

Say, officer, what were you doing a week ago Monday?

We'll tell you what you were doing. If you live out in the end of Queens, somewhere along the city limits, you probably did a tour of 3 a.m. to 11 a.m. in one of the Harlem precincts. Or if you live out in the end of Brooklyn you may have worked a 7 a.m. to 3 a.m. tour in one of the Harlem precincts. It was a hot day, officer, and if you took a "personal" you worried a little over whether someone mightn't be awaiting your return to post. Or maybe you were more fortunate and didn't get stuck with a Harlem precinct that day. Maybe you worked in your own precinct but had to be in court on your own time—as if nearly 58 hours a week aren't enough for anyone to work.

Say, officer, do you know what your PBA delegate was doing a week ago Monday?

If any officer or delegate of the PBA thinks he can defend his stand in denying to patrolmen the right to vote for the heads of his own organization, this column will be glad to carry your letter.

Sure, you know that he had an 8 a.m. to 8 p.m. excuse to attend the monthly PBA delegate meeting. Sure, you know he attended the meeting at the comfortable, cool ballroom at the Hotel Commodore. You didn't mind that. After all, if a fellow-employee is going to represent you and your interests he must have a certain amount of leisure and a certain amount of comfort.

Did your delegate represent you a week ago Monday?

Not if he was one of the majority that decided you weren't good enough or smart enough to know what's best for you and for your job. For at that meeting the majority of the delegates voted they didn't give a damn what you think about the idea of popular election of PBA officers—and that they weren't even going to ask you whether you wanted it.

Then It Was Different

It's true that in June your delegate voted in favor of a referendum among cops to determine their views on the question of a vote for every patrolman. It's also true that when no action was taken before the July meeting on this referendum, he voted in favor of a motion made at that meeting that the referendum be held immediately. When, at the August meeting, the PBA officialdom reported they had taken no steps towards conducting this referendum in spite of the fact that the delegates had voted twice that it be done—what was the poor delegate to do?—impeach his officers? Of course not, especially when, for the first time, the officialdom—both the high and low—explained to the perplexed delegate that they didn't like the idea. How was the delegate to know until he was told?

Oh, how the officialdom, both the high and the low, made speeches at this meeting. Oh, how prettily they recited their little prepared pieces, both the high and the low. How satisfied they are with things just as they are, and how worried they are that their jobs would be harder under a system of direct election of officers, or—worse yet—that they might lose their jobs as officers and so not be able to work for the cop whom they do love so, but who must be protected from his own folly.

The Background

Here is the sequence of events that led up to the ac-

tion at last Monday's meeting:

1. At the PBA meeting for May, 1943, Delegate Ray Donovan introduced a resolution calling for popular election of PBA officers. This resolution was referred to the board of executives.

2. About the end of May, Donovan's Committee for a Vote for Every Patrolman began collecting signatures to petitions calling for popular elections. Thousands of patrolmen signed.

3. At the PBA meeting for June, the resolution was reported back unfavorably and defeated. But the impact of the work done by Donovan's committee was so deeply felt that a motion was passed calling for a referendum among patrolmen on the question.

4. At the PBA meeting for July the motion calling for a referendum was re-passed, this time the PBA officers being directed to begin it immediately.

5. At the August meeting, the PBA officers, having done nothing in spite of the two directives from the delegates, made eloquent speeches describing the anarchy that would set in if cops were even asked whether they wanted to vote. And so the delegates voted to drop the whole thing.

He Guessed It

We don't pretend to know all the shenanigans that have been perpetrated in the course of these events. But we do pride ourselves on the fact that in this column on June 22nd—after the June meeting had decided on a referendum—we printed a letter from a sceptical patrolman who said this about the proposed referendum:

"It's plain to me, knowing PBA delegates as all cops do, that the whole thing is some sort of a trick to prevent us from getting the vote.

"In what manner might this resolution for a referendum be used to murder the popular vote idea? There are several possibilities:

"1. The referendum may never be held. It may be delayed until interest slackens and is then forgotten. Or else the delegates may vote to drop the whole idea. (They don't really want it, anyway.)"

Has anything ever been hit more squarely on the head than this?

Start Working For That \$450

We have frequently discussed the necessity of intelligent, imaginative and forthright action on the part of those officials charged with the responsibility of putting over the campaign to win the \$450 bonus for police officers. The bonus is not going to be won by default.

Right now imaginative leaders should be instructing policemen on the method of obtaining election ballots for men in the armed services. We are thinking not merely of the 700 policemen in the services whose votes should not be lost, but of the thousands upon thousands of friends and relatives of policemen who would certainly vote for the bonus.

In order for servicemen who are qualified voters to vote at the next elections, applications for war ballots must be filed with the N. Y. State War Ballot Commission, 80 Centre Street, N.Y.C. before midnight, September 20th.

Friends or relatives may file applications in their behalf. Applications must contain the following information: rank; full name; regiment, company, troop or other command; name of camp, vessel or base; postoffice address of camp, vessel or base; service man's home residence.

We would also like to see some imagination in the use of the 700 policemen in the services towards helping to put this bonus over. These men are stationed in camps and posts

POSTAL NALC Conclave

The National Association of Letter Carriers will hold their 34th biennial convention in Denver Colorado, from September 6 to 11. After completing a pool of the membership, the national committee decided to go ahead with its plans.

Here in New York, the vote was overwhelmingly for the get-together. Brooklyn voted 98 percent "aye" on the question, and Manhattan about 99 percent.

Three Postal Men Retire, Get Party

A retirement Party in honor of three of their associates who have retired from the postal force within the last year will be held by the staff of the Williamsbridge Station on Saturday, August 21, at 2 p. m., at Burke's Tavern, 3080 White Plains Road, The Bronx.

Samuel Meyer, William J. Parsons and Robert D. Thomas will be the guests of honor.

Seving on the committee of arrangements for the affair are: Lewis F. Monarchie, Herry Bernstein, Albert Scarchilli, Ralph Santo and Abraham Shapiro.

Social Work List

The New York State list of Senior Social Worker, in the Department of Social Welfare, is out. It contains 74 names in all, out of total of 122 persons who took the examination on April 17. The position pays \$2,400 to \$3,000.

- | | |
|---------------------|---------------------|
| 1 Isenstadt T. R. | 38 Lecompte G. |
| 2 Gaughan B. E. | 39 Ryan E. Nora |
| 3 McGrath D. | 40 Roos Mabel |
| 4 Ravnitzky Eva | 41 Cusick Elizabeth |
| 5 Airey Jeanette | 42 Fitzgald Helen |
| 6 Smith Margaret | 43 Halloran Gladys |
| 7 Black Mildred | 44 Raynor M. E. |
| 8 Sydnor Amanda | 45 Mellilo Cath. |
| 9 Middlewart, L. U. | 46 Hensel Frieda |
| 10 Sheehan Cath. | 47 Gibson Elizabeth |
| 11 Gates Louise | 48 Burnham Virgin. |
| 12 Rayburn Mamie | 49 Wilson M. |
| 13 Speirs Virginia | 50 Lyon Harriet |
| 14 Alpern Zeltia | 51 Piggott Margaret |
| 15 Walsh Joanne | 52 Glancey Anna |
| 16 Zabo Sophie | 53 Carrington Gl. |
| 17 McGuire Marg. | 54 Owens Frances |
| 18 Kelly Kathryn | 55 Krebs Jules |
| 19 Brown Edith | 56 Riley Marie |
| 20 Daly Adeline | 57 McCann Rita |
| 21 Doane Mary | 58 Jantz Katherine |
| 22 McDonnell Clara | 59 Osinski Henry |
| 23 Casey Edith | 60 Hickey Hilda |
| 24 Welling Agnes | 61 Frank Elizabeth |
| 25 Geckle Helen | 62 Zuidema Ruth |
| 26 Ruszak Leona | 63 Ronan Marg. |
| 27 Rinaldi Jas | 64 Jordan F. M. |
| 28 Bellanca Frances | 65 Corning Elizab. |
| 29 Campbell Elizab. | 66 Tyler Elizabeth |
| 30 Mullen Veron. | 67 Daly Ellen |
| 31 Wilson M. J. | 68 Howland Marjor. |
| 32 VanVranken H. L. | 69 Collins Mary |
| 33 Howland Helen | 70 Manzi Sylvia |
| 34 Stiglmyer Lor. | 71 Gigante Anna |
| 35 Connor Alice | 72 Amodeo Lillian |
| 36 Gordon Jean | 73 Tornello Vivian |
| 37 Layden Gertrude | 74 Bennet Ruth |

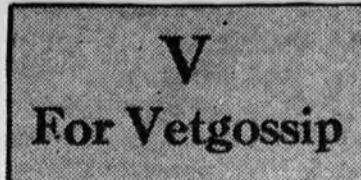
where there are thousands of other New Yorkers. It would be an easy matter for each of these policemen to obtain the names of many of these New Yorkers and forward them to the State War Ballot Commission before September 20th. These voters could no doubt be persuaded by their friends, the policemen-soldiers, to vote in favor of the bonus referendum when the ballots are later distributed among them.

Private Line

Memo to Patrolman J. E. Parker, badge no. 18528: It doesn't give the public a better idea of the fine force of men you really are, when a cop gets high-handed and won't take straight facts when they're staring him in the face. Also—a man in your position ought to know how to guage time to the second when you're in a voting station. There are more accurate ways than an old, broken down alarm clock. When a private citizen points this out to you—don't act like a boor.

Former City Employees

Members of the force who have been appointed since June 1940 and who had previously been members of the New York City Employees' Retirement System are requested to forward their names, addresses and assignments to P.S., c/o Police Calls, Civil Service Leader, 97 Duane Street, N.Y.C.



By ARTHUR LIEBERS

Steno's Kick . . .

The Steno section is up in arms about the new "late" policy which is being enforced in their division. If a poor steno walks into the room just as the bell rings, and gets to her seat before the echo of the ring has gone, she's marked late. Several of the girls have already been fired for "excessive lateness". Those who have sick leave due them, lose time when they are a few seconds late, others with no sick leave face deductions from their paychecks.

And, if they haven't any sick-leave, and they have a deduction of a few minutes, the paycheck may be held up for days while a new check is being made out. Veterans administration doesn't believe in giving its employees any credit. If they owe employees time off, they they can be late; but they're not taking any chances on an employee being paid for fifteen seconds and getting away with it. It's especially tough on the new kids who are anxiously waiting for their first paycheck, and then, just because a bus or subway comes in a bit late, they have to wait days till they see their salary.

Nip and Tuck

The American Federation of Government Employees local, in Vets report that membership is picking up. They've just opened a permanent headquarters at the old World Building, 63 Park Row, and are meeting the first Tuesday evening of each month. It's nip and tuck between the A.F.G.E. and the United Federal Workers of America for members.

Suggestion Box

One Vet sends in some ideas for the general good and welfare that seem to hit the ball.

Here are her ideas:

1. Why don't supervisors address employees by their first names? After being in an office for six months, still being "Miss Smith" and "Mr. Jones", doesn't make for a friendly atmosphere . . . especially when a few favorites are always "John" and "Mary".

2. When a new worker is brought into a section, why can't the supervisor introduce the newcomer to the workers at the nearby desks? It wouldn't start a conversational spree, but it would break the "ice" and make the stranger feel lots better.

3. Why are workers who come around with new suggestions brushed off? The general attitude now is, "Why should I

bother thinking about the job? If I suggest anything, I'm told to attend to my business, and not try to become an administrator."

4. How about a well-worked-out recreational program for employees of Vets? Other Federal agencies (ODB for instance) have sponsored affairs which bring the employees together.

Who Said 'Illiterate'?

Aw, shucks, kids, I didn't mean any harm when I said something about "misspelling" in that little poem by Ricardo Weeks. And I'm sure nobody would take it to indicate that the Numbering Section is illiterate.

Vets In Vets

According to what this corner has heard, the boys who return from the services to the Veterans Administration don't think they are getting a very nice deal. Here's what happens:

When the veteran returns from the armed services, he files an application for reinstatement. Then he has to wait from one to three weeks, until the Central Office approves the reinstatement. He must also take a physical examination and submit proof that he is able to work.

When he finally gets back on the job, he doesn't get his first pay with the others, but has to wait for a supplementary check . . . and if the powers decide that it would be more convenient for him to wait until the following pay period, he waits.

About promotions: the ex-soldiers seem to lose their spot on the "promotion panel", and have to wait for another rating period to roll around before they are considered for promotion.

And when they feel entitled to a personal interview, they send in a memo requesting a talk with the front office . . . the usual reply says, "Nothing doing." . . . This, some of the boys feel, isn't what they're fighting for.

How Are Your Nerves?

There's a new epidemic spreading at 346 Broadway. The symptoms are these; victims are pale and continually peer backwards over their shoulder. The least sound makes them jump. It's called "super-vitis".

The ailment is caused by the actions of some of the chiefs of section and chiefs of subdivision. All day long, they walk up and down the aisles watching for members of the staff who may look up from their work for an instant, or pass a remark to a neighbor. Then, to get a little variety, they begin at the back of the room and quietly walk up behind workers and check them over their shoulders.

This is life at Vets.

Progress on State Rosters

Below is the latest information concerning State tests for which the eligible lists have not yet appeared.

Open Competitive

MOTOR VEHICLE LICENSE EXAMINER: 3,260 candidates, held February 14, 1942. Rating of the written examination is completed. Rating of training and experience to be started. No word about when list can be expected.

INDUSTRIAL INVESTIGATOR, DEPARTMENT OF LABOR: 72 candidates, held April 17, 1943. Rating of the written examination is in progress. No word about when list can be expected.

SPECIAL AGENT, MENTAL HYGIENE DEPARTMENT: 329 candidates, held April 17, 1943. Rating of the written examination is in progress. No word about when list can be expected.

POWER PLANT SHIFT ENGINEER, STATE AND COUNTY HOSPITALS: 244 candidates, held April 17, 1943. Rating of the written examination is in progress. No word about when list can be expected.

Promotion

ASSISTANT DICTATING MACHINE TRANSCRIBER, ASSISTANT TYPIST,

AND ASSISTANT CLERK—DEPARTMENT OF TAXATION AND FINANCE: 377 candidates, held September 19, 1942. Rating of written examination and clerical work are completed. Service record ratings to be submitted from Dept. of Taxation and Finance.

SENIOR FILE CLERK, DEPARTMENT OF TAXATION AND FINANCE: 166 candidates, held November 21, 1942. The rating of the written examination is completed. Experience rating has been completed. Service record rating to be submitted from Dept. of Taxation and Finance.

ASSISTANT SPECIAL DEPUTY CLERK, SUPREME COURT FIRST DEPARTMENT APPELLATE DIVISION: 72 candidates, held May 29, 1943. Rating of the short answer part of the written examination is completed. Rating of the free answer part of written examination is completed. Clerical work is in progress, and interviews are to be held (probably in September) for the purpose of rating training and experience.

SPECIAL DEPUTY CLERK, SUPREME COURT FIRST DEPARTMENT APPELLATE DIVISION: 45 candidates, held May 29, 1943. Rating of the short answer part of the written examination is completed. Rating of the free answer part of the written examination is completed. Clerical work is in progress, and interviews are to be held (probably in September) for the purpose of rating training and experience.

SENIOR BEVERAGE CONTROL INVESTIGATOR: 26 candidates, held June 16, 1943. The rating of the written examination is completed. Interviews to be held for the purpose of rating training and experience.

UNITED STATES CIVIL SERVICE
EMPLOYMENT OPPORTUNITIES

Government Positions In Many Fields

Well, here's the latest important news to you who have a talent which Uncle Sam can use—and he can use plenty of talents these days. Go through the listing below, and if you find the position in which you're interested, apply at 641 Washington Street. You can expect fast action. Remember, too, that the salaries listed will increase by some 21 percent as a result of overtime.

- Recruiting Order No. Title of Pos. Salary
1759—French Typist, to take dictation on typewriter, \$1,440.
2118—Asst. Clerk-Typist, Overseas Base, \$1,620.
2304—Jr. Clerk-Typist, Overseas Base, \$1,440.
2374—Sr. Stenographer, Overseas Base, \$1,620.
2480—Asst. Clerk-Typist, 3 years interviewing experience, \$1,620.
2917—Teletype Operator, around-the-clock shifts, \$1,440.
2995—Steno-Typist, \$1,620.
2996—Sr. Telephone Operator, Around-the-clock shifts, \$1,440.
3188—Sr. Tabulating Machine Operator, Shifts 8:00 a.m. to 4:45 p.m.; 5:00 p.m. to 12:45 a.m., \$1,620.
3189—Jr. Tabulating Machine Operator, Shifts 8:00 a.m. to 4:45 p.m.; 4:30 p.m. to 1:00 p.m., \$1,440.
3261—Multiplex Operator, Around-the-clock shifts, \$1,800.
6008—Jr. Clerk-Typist, Night Duty, 5 p.m. to 1 a.m., \$1,440.
6027—Jr. Clerk-Typist, Night Duty, 5 p.m. to 1 a.m., \$1,440.
8007—Jr. Card Punch Operator, Alternating Shifts, \$1,440.
8008—Jr. Addressing Machine & Graphotype Operator, Alternating Shifts, \$1,440.
8009—Sr. Photostat Operator, \$1,440.
V3-805—Hospital Superintendent, Unclassified, \$3,250.
V3-842—Associate Aeronautical Engineer, \$3,200.
V3-840—Junior Mechanical Draftsman, Assistant Mech. Draftsman, \$1,440, \$1,620.
V3-812—Senior Engineering Draftsman, \$2,000.
V3-891—Head Adjuster, \$4,600.
V3-892—Adjuster, \$3,200.
V3-1023—Senior Engineering Draftsman, \$2,000.
V3-1106—Senior Draftsman, \$2,000.
V3-DC-44—Scientific Aids, Jr. Mathematicians, Jr. Physicists, \$2,000.
V3-898—Senior Engineering Aide, \$2,000.
V3-1036—Asst. Industrial Planning Supt., \$2,600.
V3-1076—Principal Artist Illustrator, \$2,300.
Chief Artist Illustrator, \$2,600.
Asst. Animation Technician, \$2,900.
Jr. Artist Illustrator, \$1,320.
V3-1246—Senior Engineering Draftsman, \$2,000.
V3-1253—Associate Inspector Engineering Materials (Elec.), \$2,000.
Associate Inspector Engineering Materials (Mech.), \$2,000.
V3-1216—Junior Airways Engineer, \$2,000.
V3-1295—Associate Civil Engineer, \$3,200.
Asst. Civil Engineer, \$2,600.
V3-971—Senior Engineering Draftsman (Mech.), \$2,000.
V3-1341—Administrative Assistant (Machine Rec.), \$2,900.
V3-1362—Junior Radio Engineer, \$2,000.
V3-1373—Draftsman, Civil, \$1,800.
V3-265—Assistant Technologist, \$2,600.
V3-DC-65—Bus. Specialist, \$3,200.
V3-1164—Assistant Metallurgist, \$2,600.
V3-1470—Prin. Proc. Inspector (Aero. Misc. Mts.), \$2,300.
V3-1474—Assistant Engineer, \$2,600.
V3-1475—Junior Engineer, \$2,000.
V3-1477—Associate Engineer, \$2,200.
V3-1483—Engineer (Sanitary), \$3,800.

- V3-1501—Assistant Marine Engineer, Assistant Naval Architect, Assistant Electrical Engr., \$2,600.
V3-1505—Junior Marine Engineer, Jr. Naval Architect, Jr. Electrical Engineer, \$2,000.
V3-1506—Associate Marine Engineer, Associate Naval Architect, Associate Elec. Engr. Arch., \$3,200.
V3-1507—Prin. Engr. Draftsman, \$2,300.
V3-1508—Chief Engr. Draftsman (Elec.), Chief Engr. Draftsman (Elec.), Chief Engr. Draftsman (Hull), \$2,600.
V3-1511—Metallurgist, \$3,200-\$3,800.
Chemical Engr., \$2,600-\$3,200.
Mech. Draftsman, \$1,800-\$2,600.
V3-1525—Jr. or Asst. Geologist, \$2,000-\$2,600.
V3-1532—Senior Accounting Clerk, \$2,000.
V3-DC-74—Sr. Engr. Draftsman (Mech.), \$2,000.
V3-225—Junior Inspector Supplies & Equipment (Cloth.), \$1,620.
V3-1554—Associate Marine Engr., \$3,200.
V3-1556—Junior Naval Architect, \$2,000.
8804—Lithographer (Washington, D. C.), \$1,440-\$2,000.
V2-273—Hospital Attendant (Lyons, N. J.), \$1,320 less \$372.
V2-520—Deckhand, \$1,800.
V2-554—Jr. Laborer (Coal Passer), \$1,200.
V2-564—Dredgehand Carpenter, \$2,400.
V2-587—Janitor, \$1,320.
V2-636—Janitor (Rome), \$1,320.
V2-701—Dragtender, \$1,800 less \$372.
V2-705—Window Washer, \$1,320.
V2-706—Office Machine Expert, \$1,620.
V2-712—Laborer (Rome), \$1,500.
V2-732—Spreader Operator, \$72 per wk.
V2-738—Hospital Attendant, \$1,200.
V2-756—Hospital Attendant, \$1,320 plus \$300 totl.
V2-758—Electrician, \$2,675.
V2-759—Plumber, \$2,500.
V2-760—Steamfitter, \$2,500.
V2-761—Electrician, \$2,500.
V2-762—Storekeeper, \$1,440.
V2-763—Oil Burner Serviceman, \$2,100.
V2-764—Assistant Storekeeper, \$1,620.
V2-768—Sr. Lithographic Press Operator, Open.
V2-770—Jr. General Mechanic, \$1,860.
V2-774—Morse Code Operator, \$3,800.
V2-775—Packer, \$1,500.
V2-791—Laborer, \$1,320.
V2-810—Fireman, \$2,000.
V2-817—Laborer, \$70 per hour.
V2-820—Inventory Checker, \$1,800.
V2-831—Packer, \$7.96 per diem.
V2-832—Boiler Operating Engr., \$2,100.
V2-848—Machinist's Helper (Armament), \$5.52 per diem.
V2-854—Boatswain, \$1,920 less \$372.
V2-856—Fireman (Marine Oil), \$1,690 less \$372.
V2-856—Fourth Mate, \$2,200 less \$430.
V2-857—Other (Marine-Diesel), \$1,740 less \$372.
V2-859—Oil (Marine-Steam), \$1,740 less \$372.
V2-860—Second Asst. Electrician, \$2,300 less \$420.
V2-861—Quartermaster, \$1,740 less \$372.
V2-866—Engineman (Gasoline), \$1,860 less \$372.
V2-867—Engineman (Gasoline), \$1,800.
V2-873—Laundryman, \$1,500.
V2-879—Asst. Engr. Diesel, \$2,600.
Fireman Diesel, \$2,000.
Mate (Master License), \$2,600.
V2-890—Brakeman, \$8 per diem.
V2-892—First Aide Attendant, \$2,050.
V2-925—Electrotype Finisher, \$1.32 p. hr.
V2-926—Jr. Storekeeper, \$1,440.
V2-931—Warehouseman, \$1,500.
V2-934—Boilermaker, \$9.12 per diem.
V2-938—Boatbuilder, \$9.12 per diem.
V2-939—Coppersmith, \$9.80 per diem.
V2-940—Chipper & Caulker, Iron, \$9.12 per diem.
V2-941—Driller (Pneumatic), \$9.12 p. d.
V2-943—Gas Cutter or Burner, \$9.12 p. d.
V2-944—Rivet Heater, \$5.92 per diem.
V2-945—Shipfitter, \$9.12 per diem.
V2-946—Shipwright, \$9.12 per diem.
V2-947—Wharfbuilder, \$9.12 per diem.
V2-956—Laundry Helper, \$1,200.
V2-976—Laborer, \$5.40 per diem.
V2-980—Laborer, \$5.92 per diem.
V2-988—Oiler (Diesel), \$2,000.
V2-989—Asst. Chief Engineer (Steam), \$2,600.
V2-991—Diesel Op. Engr., \$2,675.
V2-992—Evaporator Opr. Engr., \$2,675.
V2-994—Mate, \$2,600.
V2-997—Laborer, \$1,320.
V2-999—Switchboard Operator, \$2,675.
V2-1007—Electrician Helper, \$2,100.
V2-1017—Trade Laborer, \$73 per hour.
V2-1018—Assistant Storekeeper, \$1,620.
V2-1024—Aircraft Mechanic (General), \$1.12 per hour.
Heat Treater (Aviation), \$1.12 per hour.
V2-1029—Deckhands, \$1,800.
V2-1030—First Assistant Marine Mechanic, \$2,600.
V2-1031—Marine Fireman, \$3.87 per hr.
V2-1033—Handyman and General Mechanic, Jr., \$3.94 per hour.
V2-1040—Operating Engineer (Heating), \$2,040.
V2-1041—Deckhand, \$7.9 per hour.
V2-1044—Oiler, \$8.7 per hour.
V2-1045—Laborer, \$1.95 per hour.
V2-1048—Laborer, \$5.60 per diem.
V2-1050—Mechanic, \$8.85 per hour.
V2-1051—Classified Laborer, \$5.92 p. d.
V2-1062—Crane Operator, \$2,100.
V2-1063—Rigger, \$2,000.
V2-1070—Plumber, \$2 per hour.
Plumber Helper, \$1.16 2-3 p. hr.
V2-1074—Sub. P. O. Laborer, \$5.55 p. hr.
V2-1075—Rigger, \$1.02 per hour.
V2-1077—Operating Engineer, \$1,860.
Operating Engr. Helper, \$1,500.
V2-1080—Operating Engineer, \$1,860.
Operating Engr. Helper, \$1,500.
V2-1086—Sr. Elevator Mechanic, \$2,040.
V2-1087—Oiler, \$6.88 per diem.
V2-1088—Prin. Radio Electrician, \$2,300.

must meet the requirements specified in any one of the following:

1. Successful completion in a residence school of at least 2 full years of study in an accountancy course, or in a commercial or other business course that included the study of accountancy in each year.
(Caution.—Each applicant who wishes to qualify under the provisions of this paragraph should be specific as to the kind of course taken, the nature and amount of study successfully completed, and the dates between which he was in actual class attendance.)

2. An aggregate of at least 2 full years of paid experience in the performance of bookkeeping, accounting, or auditing duties of a responsible nature; or 2 full school years of paid experience as a teacher of bookkeeping or accounting in a residence school.

(Caution.—Each applicant who wishes to qualify under the provisions of this paragraph must give a comprehensive, detailed statement of all duties regularly performed and responsibilities regularly assumed by him in each position in which he claims to have acquired qualifying experience. He must indicate for each position the approximate percentage of time devoted to bookkeeping, accounting, and auditing duties of a responsible nature.)

3. A time-equivalent combination of 1. and 2. immediately above.
(Not.—Applicants who wish to qualify under this provision should carefully observe the caution statements included in 1. and 2.)

Statements concerning qualifications will be verified by the Commission; exaggeration or misstatement will be cause of disqualification.

Places of Employment: Various Federal Government agencies in New York City and vicinity.

General Information:—Applications will be received until the needs of the service have been met. No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their experience, education, and training, and Commission.

BENCHMAN

\$70 to \$98 per hour (Less Deduction of 5 percent for Retirement Annuity)

For all work in excess of forty hours per week employees will be paid the overtime rate of Time and a Half Closing Date: Applications will be received until the needs of the service have been met.

Place of Employment: Ordnance Service, War Department, Watervliet Arsenal, Watervliet, N. Y.

Qualifications Required

A. Experience: Applicants must have had at least one year of experience as Benchman. Preference in consideration for Appointment will be given to eligibles who have demonstrated ability to read and work from blueprints.

B. No Written Test is required. Applicants' qualifications will be judged from a review of their experience.

C. Sex: The department or office requesting list of eligibles has the legal right to specify the sex desired. For this position men are desired.

D. Age: Eighteen and over.

How to Apply

A. File the following forms with the Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal, Watervliet, N. Y.:

- 1. Application Form 6 or 60.
2. Supplemental Form AX-493.012.
3. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

Necessary forms may be secured: 1. From the Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal, Watervliet, N. Y.

2. By mail, from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York, by persons residing in the area of the place of employment.
3. At any first or second-class post office in which this notice is posted.

GAUGE CHECKER

\$1,100 to \$1,36 per hour (Less Deduction of 5 percent for Retirement Annuity)

For all work in excess of forty hours per week, employees will be paid the overtime rate of Time and a Half Closing Date: Applications will be received until the needs of the service have been met.

Place of Employment: Ordnance Service, War Department, Watervliet Arsenal, Watervliet, N. Y.

Qualifications Required

A. Experience: Applicants must have completed a four years' apprenticeship, or equivalent, in general machine shop practice, preferable in the manufacture of tools, gauges, or similar materials. In addition, applicants must show that they have had at least six months' experience in the manufacture or the inspection and checking of gauges.

B. No Written Test is required. Applicants' qualifications will be judged from a review of their experience.

C. Age: Eighteen and up.

How to Apply

Necessary forms may be secured: 1. From the Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal, Watervliet, N. Y.

2. By mail, from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York, by persons residing in the area of the place of employment.
3. At any first or second-class post office in which this notice is posted.

POLICEWOMAN

\$2,200 a Year Woman's Bureau, District of Columbia Metropolitan Police Department

I. Closing Date

Applications must be on file with the United States Civil Service Commission, Washington 25, D. C., not later than August 31, 1943.

II. Employment Opportunities

The list of eligibles resulting from this examination will be used for filling vacancies in the position of Policewoman; Woman's Bureau, Metropolitan Police Department, Washington, D. C.

III. Salaries

Basic Salary. Under an act of Congress approved July 1, 1930, the basic salaries in the Metropolitan Police Department are as follows:

- Class 1, \$1,900 a yr.*
Class 2, \$2,000 a yr.
Class 3, \$2,100 a yr.
Class 4, \$2,200 a yr.
Class 5, \$2,300 a yr.
Class 6, \$2,400 a yr.
Sergeants, \$2,750 a year.
Lieutenants, \$3,050 a year.
Captains, \$3,600 a year.
The basic salaries specified above are subject to a deduction of 3 1/2 percent toward a retirement annuity.

IV. Duties

Appointees render services as policemen in the District of Columbia. In performing their duties they make investigations of complaints received from citizens, community agencies, and out-of-town agencies; supervise places of commercial amusement frequented by young people, with special regard to the protection of young people and the prevention of delinquency; make investigations of causes of delinquency in the individual and in the community and take steps for the removal of such causes, applying the methods of social case work; make social studies for the purpose of determining the necessity of legal action for, or social treatment of individual women and girls referred to the Woman's Bureau; and perform general police work in the detection and prevention of crime.

V. Requirements

A. WRITTEN TEST. Applicants will be rated on the basis of a general test on a scale of 100. The examination will be designed to test applicants' ability to perform the duties of policemen, and to test their knowledge of the principles and methods of social case work as well as their familiarity with the causes and treatment of delinquency. No sample questions are available. Nonpreference competitors must attain a rating of at least 70; competitors granted military preference, a rating of at least 65, excluding preference credit; and competitors granted 10-point preference, a rating of at least 60, excluding preference credit; otherwise the competitor will not be considered further for the position. About 3 hours will be required for this examination.

Note.—Time and Place of Examination. The examination will be held at any of the places listed on page 4 of this announcement. Applicants who are to be admitted to the examination will receive admission cards stating specifically the time and place of examination. B. CITIZENSHIP AND AGE. Applicants on August 31, 1943: 1. Must be citizens of or owe allegiance to the United States. Foreign-born applicants who meet the citizenship requirement must furnish proof of United States citizenship before they will be eligible for appointment. 2. Must have reached their twenty-fifth birthday but must not have passed their thirty-fifth birthday. The names of eligibles will be removed from the register if and when they pass their thirty-fifth birthday before actual appointment. These age limits will not be waived in any case. They are fixed by the Commissioners of the District of Columbia who are authorized by law to fix the minimum and maximum limits of age within which original appointments to the Metropolitan Police Department may be made. C. PHYSICAL REQUIREMENTS. Applicants who attain the rating required above will be required to submit Physical Fitness Form 13 (yellow), including a urinalysis properly executed by a duly licensed doctor of medicine. The attention of the doctor should be called to the physical requirements prescribed below. It is important that he fill out Form 13 carefully since the applicant, if selected, will be required to pass, before appointment, a physical examination conducted at Washington, D. C., by a board of medical officers representing the Commission and the District of Columbia Government. Persons who are offered appointment must pay their own expenses in reporting for duty. If upon reporting at the place of assignment they are found ineligible because of physical defects, they cannot be appointed and no part of their expenses in returning home can be borne by the Government. General Status. Applicants must be in sound physical condition. The physical requirements for this position are rigid in view of the exacting nature of the duties and the provisions for retirement on pension of policemen who break down physically. Remediable defects or curable disease will not exclude a person from examination, but proof that such defects have been remedied, or the disease (if any) cured, must be received during the life of the eligible register before persons otherwise qualified may be considered for appointment under civil service rules. History of arthritis, rheumatic fever (when a diagnosis of this condition has been definitely established), chorea, chronic otitis media, or any chronic disease is cause for rejection. Height and Weight. Applicants must measure at least 64 inches in height, without shoes or hose, and must be of proportional weight, but not less than 120 pounds, in surgical sheet. This weight must be maintained at the time of appointment. Height is to be measured with applicant in natural, unstrained posture, with her heels on the floor. Obesity. Applicants weighing more than the number of pounds given in the following table will be rejected unless it is evident that the overweight is not due to fat, but to muscle or bone. A pendulous abdomen or abdominal measure larger than chest measure is a usual evidence of obesity, and this excess must not be more than 10 percent.

Table with 2 columns: Height (inches) and Weight (pounds). Rows: 64, 65, 66, 67, 68, 69, 70.

Vision. Vision without glasses must be at least 20/30 (Snellen) in one eye (Continued on Page Twelve)

*—The salary specified in the head of this announcement represents basic salary plus bonus—i.e., \$1,900 plus \$300. Additional Compensation. An act of Congress approved April 1, 1943, authorizes a temporary increase in compensation of \$300 a year for the positions listed above. This act was effective December 1, 1942, and will be terminated on June 30, 1944, or at such earlier date as Congress by concurrent resolution may prescribe. Promotion. Original appointments are to the grade of Private, Class 1, and are for a probationary period of one year at a basic salary of \$1,900 a year. If found efficient at the end of the year's probationary period, the officer advances to Class 2, at a basic salary of \$2,000 a year, and automatically one grade each year until after 5 years she has advanced to Class 6, provided proficiency shown warrants the promotion.

EXAMS

Ordered

The following examinations have been ordered by the Municipal Civil Service Commission. When dates are announced they will appear in The LEADER:

Change of title to Washer (Labor Class), Hospitals Department.

Promotion to Blacksmith, Department of Sanitation. Open Competitive — Blacksmith.

Promotion to Senior Pharmacist; Department of Hospitals, Department of Welfare, Department of Purchase. Open Competitive — Dental Hygienist.

Correction Test

August 26 has been set by the Municipal Civil Service Commission as the last date for physical examination of candidates for correction officer.

Temporary Cops

Any man employed by the City, who took the examination for Temporary Policeman-Fireman, and is offered appointment, will be granted an indefinite leave of absence from his present job in order to help meet the manpower shortage in the uniformed forces. This means: Suppose you are an employee in the Department of Public Works, took and passed the temporary cop-fireman examination, and are called for appointment. It's OK for you to accept, says Civil Service, and your present job will be waiting for you to come back to after the war's over, and your position with the Police or Fire Department ceases.

Over 50

Candidates for the jobs of Temporary Police and Fireman, who are eligible for the \$2,000 a year positions except that they are over the age limit of 50, may be appointed according to a ruling of the Municipal Civil Service Commission. The Commission, however, won't say just what the new age limit is. A similar ruling was made in the case of eligibles for posts as pruners and climbers in the Parks Department, and for special patrolman. However, this provision will probably only apply to those men who were under the age limit when they took the examination, but have passed the top age since.

STENOGRAPHY TYPEWRITING • BOOKKEEPING Special 4 Months Course • Day or Eve. CALCULATING OR COMPTOMETRY Intensive 2 Months Course BORO HALL ACADEMY 382 FLATBUSH AVENUE EXTENSION Opp. B'klyn Paramount Phone MAin 4-8553

CASH AT ONCE!! FOR Gov't, Business and Out of Town CHECKS! THE MINT 2 CONVENIENT LOCATIONS 19 JOHN ST. 162 BROADWAY Near Nassau St. Near 17th St. W.O. 2-3395 — PHONES — AL. 4-2377

LOANS HIGHEST IN TOWN ON Diamonds - Jewelry Furs - Clothing Silverware Cameras Sporting Goods Radios and all Personal Belongings. Visit our Selling Dept. for bargains in above articles. WINTER GARMENTS STORED BROOKLYN PAWNBROKERS 5704 FIFTH AVE. (Near 57th St.) BAY RIDGE, BROOKLYN, N. Y.

Open-Competitive Examination for the position of ACCOUNTING and AUDITING ASSISTANT Salary, \$2,000 per Annum (Vacancies in other positions that require somewhat similar qualifications and pay \$1,800 per annum may be filled from this examination.) The standard Federal work-week of 48 hours includes 8 hours of overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of the basic salary. Duties: To audit expense, time, payroll, cost, and other accounts, records, and vouchers; to distribute expenditures; to compile statistical data, schedules, and reports from accounting and other clerical records; to keep cost, fund, time, and other records and accounts; to prepare payrolls, accounting schedules, and accounting statements; to compute and verify extensions; to perform clerical accounting duties of a miscellaneous nature, and to perform related duties as required. Minimum Qualifications: Applicants

CHRONIC DISEASES OF SKIN, NERVES, & STOMACH RECTAL DISEASES, KIDNEY AND BLADDER TROUBLES, STOMACH AND BOWEL DISORDERS, NERVE WEAKNESS, LAME BACK, SWOLLEN GLANDS. MEN AND WOMEN TREATED BY MODERN METHODS. Blood and Urine Examinations — MODERATE FEES — Medical Examination \$2 Dr. ZINS 110-East 16th St., N. Y. Bet. 4th Ave. & Irving Pl. 9 A. M. to 7 P. M., Sun. 9 to 2 (Est. 28 Years)

Dr. D. G. POLLOCK Surgeon Dentist Brooklyn Paramount Theatre Bldg. One Flight Up Brooklyn, N. Y. Telephone 5-8680 Hours: Daily 9-9:30 Sunday, 10-11 BMT DeKalb Ave. Subway Station IRT Nevins St. Subway Station

DENTISTS DRS. SMITH and DOLAN BROOKLYN—446 FULTON ST. 160-13 JAMAICA AVE. Jamaica, N. Y. Jamaica Office Open Evenings



Letter to
a
P.O.W.

WILL YOU WRITE A LETTER to a Prisoner of War . . . to-night?

Maybe he's one of Jimmie Doolittle's boys. Perhaps he was left behind when Bataan fell. Anyway, he's an American, and he hasn't had a letter in a long, long time.

And when you sit down to write, tell *him* why you didn't buy your share of War Bonds last pay day.

"Dear Joe," you might say, "the old topcoat was getting kind of threadbare, so I . . ."

No, cross it out. Joe might not understand about the topcoat, especially if he's shivering in a damp Japanese cell.

Let's try again. "Dear Joe, I've been working pretty hard and haven't had a vacation in over a year, so . . ."

Hell, better cross that out, too. They don't ever get vacations where Joe's staying.

Well, what are you waiting for? Go ahead, write the letter to Joe. *Try* to write it, anyhow.

But mister, if somehow you find you can't finish that letter, will you, at least, do this for Joe? Will you up the amount of money you're putting into War Bonds and *keep* buying your share from here on in?

FIGURE IT OUT YOURSELF



YOU'VE DONE YOUR BIT --- NOW DO YOUR BEST!

BOOST YOUR BOND BUYING THROUGH THE PAYROLL SAVINGS PLAN

This advertisement is a contribution to America's all-out war effort by

JULIE ENGLANDER, INC.
KELLY AND KIELY
AUGUST SCHWARTZ
MacGREGOR FISHERIES CO.
FANHARD OIL CORP.
PETER SYLVESTER & SON
PARK AVE. LIVE POULTRY
MARKET, INC.
BENJAMIN ZEMACH STUDIO
MOYLAN FOOD MARKET
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WORLD'S MEAT MARKET
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GEORGE SHARIGAN
ROY'S RADIO STORE
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ROSENFELD BROS. HARDWARE &
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**LET YOUR CAR GO TO WAR IF YOU CAN'T
DEFENSE WORKERS NEED TRANSPORTATION**

**Don't Leave Your Car in Storage When It Could Be Working in the War Effort
SELL IT! . . . AND INVEST IN WAR BONDS**

**—YOU SHOULD GET—
THE MOST
FOR YOUR CAR OR STATION WAGON
BE SURE YOU GET IT
Phone SAc 2-4700
TELL US THE CONDITION OF YOUR CAR
OUR CASH WILL FOLLOW — TRY US
DEXTER Motors—1st Ave., 97th St.**

ARE YOU WONDERING ABOUT YOUR CAR?
"Shall I Sell It?" "Shall I Use It?"

WE WILL BUY IT!
You can assist in the war effort by having us buy your car and resell it to a war worker whose job and efficiency depend on his having good transportation.

WE'LL SERVICE IT!
In order to have your car give 100% performance and to conserve gas and tires, it should have our Preventative Maintenance. Bring it in. We will make a FREE inspection and estimate for you. No obligation.

SHEER-LaSALLE MOTORS, Inc.
Authorized Dodge-Plymouth Dealer
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C. CHASE MOTORS
INCORPORATED
AUTHORIZED
**General Motors
Pontiac Dealer**
ESTABLISHED IN 1934
PAYS HIGH PRICES FOR '36-'37-'38-'39-'41-'42 CARS — ALL MAKES
PREMIUM FOR LOW MILEAGE CARS
Write, Drive In or Phone
943 60th ST., BROOKLYN
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**HIGHEST CASH
FOR YOUR CAR
1937 to '42 MODELS
Need 500 Cars
For LARGE WAR AREA ORDER
PHONE NOW
Glenmore 5-7174-5
FOR IMMEDIATE ATTENTION
LEVICK BROS., Inc.
CHRYSLER CORP. DEALER
1385 Bushwick Ave., B'klyn**

**HAVE YOUR CAR
CHECKED FOR SUMMER DRIVING
EXPERT MECHANICS
PALMA MOTORS
1355 CASTLETON AVE. W.N.B.
Gib. 2-6100**

**Auto Wrecking
TOM ASCETTA**
former president of Queens Used Auto Parts, Inc., announces that he is sole owner of ARROW AUTO WRECKING CO., 62-10 Northern Blvd., Woodside. Phone HA. 9-9737-0607.
Highest Prices Paid for Your Old Car

**CARS WANTED
For DEFENSE AREA
SEE
JOHN
FIRST!
JOHN D'EMIC
Corner 33rd St. and 4th Avenue
Brooklyn South 8-7884**

**LUNDY
NEEDS CARS
For Brooklyn Defense Workers
'36 — '42
NIGHTINGALE 4-4041
Eves. Sunday, NAVARRE 8-2526**

**A MESSAGE TO CAR OWNERS
AND THOSE WHO WANT TO BUY A CAR**

Due to wartime restrictions you may no longer be able to use your car. Your car can be put to work in the war effort. You should at least find out how much you can get for it. Or if you may need a car to get you to your defense job. If you want to buy or sell, just telephone some of the dealers whose advertisements are on this page. Or if you prefer, fill out and mail the attached coupon. We may know the buyer or seller who needs just the kind of car you have.

LEADER Used Car Shopper—Civil Service Leader, 97 Duane St., N.Y.
I want to BUY I want to SELL
Make Style Year
Your Phone
Condition of Tires
Price Desired
Name
Address

**CARS
WANTED**

Telephone
Columbus 5-9568

**AND WE WILL SEND AN
APPRAISER ANYWHERE
With No Obligation to You**

Chatham Motors
436 West 57th St.

**\$30,000
WAITING**

**WE WILL BUY YOUR CAR
FOR MORE
THAN THE MARKET PRICE
1935 to 1941
Call: Jamaica 3-9785
or Drive in for Free Appraisal
Imperial Motors, Inc.
164-40 Hillside Ave.
Corner 165th St.—JAm. 3-9785**

**CARS
WANTED**

**We Pay the Limit for
'37 - '38 - '39 - '40-'41
Fords - Chevrolets -
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Call Bigelow 2-9691

LINCOLN AUTO
231 Clinton Ave., Newark
Open Sunday & Evenings

**New Jersey's Oldest Used Car Dealer
WILL PAY MORE**

**FOR CLEAN CARS, STATION WAGONS and TRUCKS
Call ES. 3-2860 or ES. 2-9227
OR WRITE, GIVING YEAR, MODEL, MILEAGE,
GENERAL CONDITION, AND PRICE DESIRED**

**Representative Will Call
PRICE MOTORS, INC. -- EST. 1911
1320 SPRINGFIELD AVE. IRVINGTON, N. J.
1 BLOCK ABOVE SANFORD OPEN EVE. and SUN.**

U. S. EXAMS
(Continued from Page Ten)

and 20/40 (Snellen) in the other, capable of full correction to 20/20 (Snellen) in each eye.

Color Vision. Applicants must be able to distinguish basic or saturated colors (lantern, yarn, or other comparable test) and must be free from chronic inflammation or functional abnormalities of either eye.

Hearing. Ordinary conversation must be heard at 20 feet distance, each ear separately.

Nose, Mouth, and Throat must be free from conditions that interfere with distinct speech or with free breathing, from disease, and from hypertrophy of tonsils, thyroid, or adenoid tissue.

Teeth. Applicants must have 14 serviceable molar or bicuspid teeth properly entering into serviceable occlusion. These teeth may be either sound teeth, filled teeth, well-fitting crowns, bridgework, dentures, or any combination thereof. An applicant with any of the following remediable conditions must have them corrected before she can be accepted: Unsightly absence of front teeth, caries, pyorrhea, pus pockets around roots, other foci of infection, Vincent's disease, unsatisfactory prosthetic appliances, insufficient masticating surface, etc.

Where doubt exists as to conditions in roots, applicants may be required, before appointment, to present a complete set of dental X-rays to aid in a decision. Dental work indicated as necessary by the foregoing requirements should be done before the applicant is called for the physical examination.

Hands. First, second, and third fingers and thumbs must be present in entirety and must be free from stiffness or defective function.

Feet. Great toes must be present in entirety. Applicants must be free from weak feet (fallen or misplaced arch of foot affecting function), ingrowing nails, hammer or overlapping toes, severe bunions or corns.

Kidneys must be healthy and their function normal. Urinalysis will be made at time of appointment. Albumen, sugar, and fats will be cause for rejection.

Hernia, actual or potential, including weakened abdominal wall in any form will cause rejection.

Varicose Veins or a marked tendency to their formation will cause rejection.

Heart. Heart murmurs, except those of the cardio-respiratory type, will cause rejection. Fundamental disturbances after exercises (over 120 beats per minute immediately after exercise) will be cause for rejection. Blood pressure exceeding systolic 140 and diastolic 90 will be cause for rejection.

Respiration must be full, easy, and regular, the respiratory murmur clear and distinct over both lungs, and there must be no disease present. A "minimum" tubercular lesion that has been quiescent for at least 8 years is not of itself cause for rejection.

Nervous System must be free from defects. Any history of psychoneurosis, psychosis, or epilepsy will disqualify for appointment.

Other Defects. Applicants must be free from poor physique, marked deformity, hemorrhoids, marked rectal or pilonidal fistulas, large or adherent scars, parasitic or systemic skin disease, venereal disease, or any other disease or condition which constitutes a deviation from sound physical condition. Poor physique comprises such conditions as underweight, deficient muscular development, faulty position or carriage, stiffness, or restricted function of limbs, lack of cleanliness, singly or in combination.

While the outstanding requirements are as outlined above, any serious deviation from sound physical condition will be grounds for rejection, regardless of whether or not it is mentioned above. Requirements are construed strictly—i.e., 63 and three-quarter inches height will not be accepted as 64 inches, etc. The responsibility for any expense they incur in travel, etc., rests with rejected applicants.

Vaccination. At the time of appointment applicants will be required to undergo vaccination and inoculation. A serologic blood test may also be given.

The height and weight and other physical requirements for this examination will not be waived in any case. Statements concerning qualifications will be verified by the Commission; exaggeration or misstatement will be cause for disqualification.

D. CHARACTER.

Competitors who attain an eligible rating may be investigated by the Commission with the object of securing additional evidence as to their qualifications and fitness for this type of position, as well as to secure evidence of their honesty, integrity, and general character. This investigation may include an oral interview which, if given, will be held at Washington, D. C., and any traveling expenses incurred by the applicant in connection therewith must be borne by her. This investigation will be made of competitors in the order of their standing, and only of such number as the needs of the service require.

Evidence secured in the investigation of personal characteristics or habits, such as want of judgment, lack of physical or mental vigor, inability to cooperate with others, intemperance, or other characteristics, which in the judgment of the Commission would render the applicant unfit or undesirable for this class of positions, will be considered sufficient grounds for the rejection of her application. Also, convincing evidence of facts in an applicant's past history involving moral turpitude, disrespect for law, or unethical dealings will be considered sufficient grounds for the rejection of her application.

Fingerprints. Fingerprints will be taken of all persons competing in the

written test at the time of the examination. They will be taken again of all persons appointed from this examination. The fingerprints of all applicants investigated will be taken, and will be used to check the accuracy of the applicants' statements as to arrest, indictment or conviction of crime or misdemeanor.

Applications are available at 641 Washington Street, New York City.

**ASSOCIATE ECONOMIST
OFFICE OF PRICE ADMINISTRATION**

Salary, \$3,200 per annum
The Standard Federal workweek of 48 hours includes 8 hours of overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of that part of the basic salary not in excess of \$2,900 a year.

—For Service In The Second Region—
Comprising the States of Delaware, Maryland, New Jersey, New York, and Pennsylvania, and the District of Columbia.

Regional Headquarters: New York City

Duties: Under the general supervision of the Chief of the Price Analysis Section, assists in the continuing analyses of petitions, adjustments, and notifications upon which action has been taken, analyzing the economic data and results of such actions in specific cases, and for their general application and results in the price fields; determines the need for special investigation or information and the probable sources for securing information; assists in the analysis and appraisal of data on industry studies, general price surveys, specific price actions, etc., reviewing results of these studies for applicability to price actions; makes analyses of the economic effect of proposed price actions, recommending approval, disapproval, or changes; assists in the evaluation of the effect of "dollar and cents" or margin regulations upon distribution and marketing areas within the region; analyzes individual price actions to determine the extent of uniformity of policy in individual cases, whether the criteria for action decided upon by the Regional Office are being applied in practice, and whether decisions and actions taken are uniform in their effect and performs related work as required.

Minimum Qualifications: Applicants must have had at least four years of responsible experience in dealing with practical economic problems and analyses in business or research of sufficient scope and quality to demonstrate conclusively the ability to perform the duties outlined above. Such experience, to be considered qualifying, must have been acquired in the course of carrying out practical economic studies or business analyses. Applicants must have demonstrated ability to meet and deal satisfactorily with the public.

Examples of Qualifying Experience: Experience as market research analyst in business or industry; experience as industrial economist for an industrial concern; experience as branch sales manager or assistant buyer for a large wholesale or retail concern handling consumer goods where such experience involved analysis of prices, price surveys, or cost margins.

Applications will be accepted until August 18.

There are no age limits for this examination.

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their experience, education, and training, and on corroborative evidence secured by the Commission.

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

All salaries are subject to a deduction of 5 percent for retirement annuity. Due credit will be allowed to all competitors granted military preference.

Application Form 57 may be obtained at any first or second-class post office in which this notice is posted, or from the Director, Second U.S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York.

**PRICE SPECIALIST
(Price Div.—Food Section—Liquor Unit)
OFFICE OF PRICE ADMINISTRATION**

Salary, \$3,800 per annum
(Plus Overtime)
The Standard Federal workweek of 48 hours includes 8 hours of overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of that part of the basic salary not in excess of \$2,900 a year.

—For Service In The Second Region—
Comprising the States of Delaware, Maryland, New Jersey, New York, and Pennsylvania, and the District of Columbia.

Regional Headquarters: New York City

Duties: Under the supervision of the Chief of the Food Section, conducts such activities as are necessary to the effective control within the region of the products, wholesale and retail prices of all goods included within the specific commodity of liquor; contacts, or supervises the contact of, representatives of producers or sellers within the region selling at wholesale or retail the specific commodity of liquor to establish effective working relationships with such firms or stores by explaining to producers, wholesalers, and retailers their duties and responsibilities in the price program; promotes compliance with the price control within the specific commodity of liquor by examination and review, or supervising such examination and review, or sales and other records of liquor sellers by conducting field surveys to determine the effectiveness of regulation and degree of compliance, and by assembly and preliminary study of pertinent data; determines price and supply maladjustments affecting the liquor trade, caused by the operations of the overall price control, through surveys of the effects of such price control, through study of specific complaints from the trade, and the like; receives and reviews data and reports related to the specific field of liquor; prepares reports for submission to the Chief of the Section, describing the effectiveness of price control within the specific field of liquor, problems encountered, and recommendations as to changes in the operation of the control.

Minimum Qualifications: Applicants must have had at least five years of progressively responsible executive, analytical, or policy-making experience of sufficient scope and quality to demonstrate conclusively the practical ability to perform the duties outlined above. At least two years of such experience must have been in the processing or distribution of liquor products. This experience must have required a knowledge of production or distribution processes in the commodity field, entailing acquaintance with methods of financing, trade practices, costs, margins, operating and production methods, standards, standardization, etc., of business concerns in the liquor field, as well as acquaintance with the liquor tax laws, and liquor tax requirements of the Federal

(Continued on Page Thirteen)

Real Estate

HOME GARDEN SITES

★ SITES ★ at HOPE CHAPEL, LAKEWOOD, N.J.

PROPERTY BETWEEN THE FORMER GOULD ESTATE AND THE GOLF COURSE . . . ONE MILE FROM BUSINESS SECTION OF LAKEWOOD

17 ACRES—ONLY 16 PLOTS—100 x 400

Water Mains in Front of Each Plot.

Electricity and Phones

Hard Surfaced Street

Taxes PAID to 1944

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Ideal for Retirement.

\$395

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10% Discount FOR CASH

for Full Particulars

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H. O. L. C. HOMES

OZONE PARK, HOWARD BEACH and VICINITY

\$3000. to \$6000.

Home Ownership is the Only Reliable Hedge Against Inflation

EASY H. O. L. C. TERMS

1—As Little as 10% Cash 2—Balance Monthly, Like Rent.
3—4 1/2% Interest, 15-Year Mortgage.

AN H.O.L.C. HOME OFFERS A LIFETIME INVESTMENT

FITZGERALD AGENCY, Inc.

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H.O.L.C.—Contract Management Broker

Civil Service Employees — When Buying See Fitzgerald Agency

IT IS EASY TO OWN YOUR OWN HOME
PROTECT YOUR FUTURE AND ENJOY COMFORT AND SECURITY

JEROME RUFUS

PERSONALLY

He will give you the benefit of his experience backed up with a motto of Honesty, Reliability, and Dependability, coupled with buys to suit your purse.
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Show House 198-02 26th Avenue Also H.O.L.C. Bank Properties Egbert at Whitestone FL. 3-7707

Apartments—Bronx

125 WEBSTER AVE. — 3-4 room apts. Frigidaire, combination sink. Boxboard, Schools, Churches. 3rd Ave. L. Concourse, 8th Ave. Subway. \$26 to \$32.

Real Estate—New Jersey

DAVIES BARGAINS

SACRED HEART PARISH

1-family, detached, 7 rooms, bath, steam heat; lot 39x100.

Price, \$3,000

Terms Arranged

NEAR THE BOULEVARD

2-family, 4 and 5 rooms, baths, steam heat, house in good condition.

Price, \$3,000

Terms Arranged

NEAR JACKSON AVE.

2-family, on plot 40x100, 4 and 5 rooms, baths, separate steam boilers, garage.

Price, \$3,500

Terms Arranged

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Authorized Agent for H.O.L.C. Properties
153 JACKSON AVE.
JERSEY CITY, N. J.
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Corner High Street
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Newark's Finest Residential Hotel

Daily from \$ 2.50
Weekly from 15.00
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A Few Choice Suites Available Reasonably Priced

Ask for C. L. SEABURY
Manager

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SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOLS

Academic and Commercial—College Preparatory

BORO HALL ACADEMY—DeKalb and Flatbush Ext. Brooklyn. — Regents accredited. MAIn 4-8558

DELEHANTY INSTITUTE—11 E. 16th St.—Day and Eve. Classes—ST. 9-6900.

Auto Driving

A. L. B. DRIVING SCHOOL—Expert instructors, 620 Lenox Ave., New York City, AUdubon 3-1433.

Business and Foreign Service

LATIN AMERICAN INSTITUTE—11 W. 42d St.—All secretarial and business subjects in English, Spanish, Portuguese. Special courses in international administration and foreign service. LA. 4-2835

Business Preparation

COMBINATION BUSINESS SCHOOL—Civil Service Preparation—139 W. 125th Street, UNiversity 4-3170.

Civil Service

DELEHANTY INSTITUTE—115 E. 15th St.—City, State and Federal Examinations, Day and Evening Classes. STuyvesant 9-6900.

Comptometry—Switchboard Operation

DELEHANTY INSTITUTE, 11 East 16th St. Day and Evening Classes. ST. 9-6900.

Drafting

DELEHANTY INSTITUTE—11 E. 16th S. Day and Eve. Classes—ST. 9-6900.

Fingerprinting

DELEHANTY INSTITUTE—11 E. 16th St. Course—Day or Eve.—Class now forming. NATIONAL FINGERPRINT & IDENTIFICATION SCHOOL, 9 East 46th St. Individual instruction. PLAZA 5-6868.

THE FAUROT FINGER PRINT SCHOOL—240 Madison Avenue. — Evening Classes. ASHland 4-5346.

Inspection—Machinist—Instrument—Tool and Die Making

METROPOLITAN TECHNICAL SCHOOL—260 West 41st Street. Day and Evening Classes. 3 to 12-week courses. LOnacre 3-2180.

Languages

SPANISH INSTITUTE OF THE AMERICAS—295 Madison Ave.—Spanish only. Incorporated by State Board of Regents. Summer Classes now forming. LE. 2-3913.

Languages and Business

IMERTI MODERN LANGUAGE INSTITUTE—116 E. 59th St.—Spanish, French, Italian, English in 6 months. 12 Lessons, \$12. WI. 2-8670.

POZA INSTITUTE—1133 Broadway—English, Spanish, Portuguese, Commercial Courses. CHelsea 2-5470

Marine Academy

ATLANTIC MERCHANT MARINE ACADEMY—44 Whitehall St., 5 State St., N.Y.C.—Preparatory Courses, Inspection Service for All Licenses. U.S. Steamboat, BOWling Green 9-7086.

Mechanical Dentistry

NEW YORK SCHOOL OF MECHANICAL DENTISTRY — 125 W. 31st St. — Day and Evening Classes — Employment Service — Free Booklet C — CHickering 4-3994.

Navigation

UNIVERSAL SCHOOL, 24 Whitehall St., N. Y. C. Courses for any Grade Marine License. Capt. Larabee.

Radio

MELVILLE AERO RADIO SCHOOL — Prepare for jobs with air lines, radio plants, armed services. 45 West 45th Street. BRyant 9-5080.

Radio Television

RADIO TELEVISION INSTITUTE—480 Lexington Ave.—Laboratory Training—Day and Evening Classes. PLaza 3-4585—Dept. L.

Russian Language

UNIVERSAL SCHOOL — 147 W. 42d St. — (Est. 30 years)—Day and night classes. LOnacre 3-7543.

Secretarial

DELEHANTY INSTITUTE — Day and Evening Classes. 120 West 42nd Street, STuyvesant 9-6900.

U. S. EXAMS

(Continued on Page Fourteen)

There are no age limits for this examination.

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their experience, education, and training, and on corroborative evidence secured by the Commission.

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

All salaries are subject to a deduction of 5 percent for retirement annuity.

Application Form 57 may be obtained at any first or second-class post office in which this notice is posted, or from

The Director, Second U.S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York.

MACHINIST

\$1.00 to \$1.28 per hour

TOOLMAKER

\$1.05 to \$1.34 per hour

(Less deductions of 5% for retirement annuity)

For all work in excess of forty hours per week employees will be paid the overtime rate of time and a half.

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

Place of Employment: Ordnance Service, War Department, Watervliet Arsenal, Watervliet, New York.

Qualifications Required: Experience. Applicants for these positions must show that they have completed a four-year apprenticeship in the trade for which application is made, or must have had at least four years of practical experience in such trade, the substantial equivalent of such completed apprenticeship. Preference in consideration for appointment will be given to eligibles who have demonstrated ability to read and work from blueprints and to work to close tolerances.

Note: For these positions, applications received from persons who have not completed a four-year apprenticeship in the trade or four years of practical experience, but who have had at least two years of experience of the four-year requirement, may be accepted and recorded on a list of sub-eligibles, in order that they may be given consideration for appointment as the needs of the Service require.

No written test is required. Applicants' qualifications will be judged from a review of their experience.

Age: 18 and up.

Necessary Forms may be secured:

1. From the Secretary, Board of U.S. Civil Service Examiners, Ordnance Department at Large, Watervliet Arsenal, Watervliet, New York; 2. By mail, from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y.; 3. At any first- or second-class post office in which this notice is posted.

Special Cops to Be Court Attendants

There is no New York City list of eligibles from which appointment can be made as Court Attendant.

In order to fill vacancies in this job, the City Civil Service Commission last week ruled as follows:

1. Where there is no promotion list available, then the list for Special Patrolman will be used to make appointments as Court Attendant.

2. When that list is exhausted, then the list for Correction Officer (male), when established, will be used.

QUEENS BEST BUYS

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Fully detached, spacious rooms, landscaped plot, steam heat.
★ SMALL DOWN PAYMENT
★ ONLY 4 1/2% INTEREST
★ \$39 MONTHLY PAYS ALL
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You can own a choice 1/4 acre, with boating, bathing, and fishing rights on the beautiful South Shore of Long Island. Full Price \$200
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2-family brownstone & brick, small cash payments, balance monthly, like rent. 540 Jefferson Avenue and Many Other houses. See your own broker or ALBERT R. MENCONE H.O.L.C. Contract Management Broker 1176 Bushwick Avenue, Brooklyn GLenmore 5-6124

\$350 CASH

Buys attractive homes in Queens Village, Hollis, St. Albans, Ozone Park. 4 1/2%—15 Years Mortgage

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Rent

Sell

For Living

Farm

Home

For Investment

Land

Location

No. of Rooms

Approximate Price

Name

Address

CITYPLANNING Pay Increases

Civil Engineering Draftsmen: Jason F. Craig, John Goldstein and John C. Knorr, from \$2,160 to \$2,280; Clerks: Ellen A. Keane, from \$2,400 to \$2,500; Mary A. Cottingham, from \$1,800 to \$1,920; Miriam Frucht, from \$1,201 to \$1,320; Alice Regina Harley, from \$960 to \$1,200; Stenographers: Sylvia Barasch, Theresa A. Cooney and Esther Harellick, from \$2,400 to \$2,500; Sara Simon, from \$2,280 to \$2,400; Berthe W. King, from \$1,800 to \$1,920; Lillian Karnow, from \$1,680 to \$1,800; Frances Laser, from \$1,560 to \$1,680. Stenotypist: Milton Houben, from \$2,160 to \$2,400; Messenger: Joseph A. McGurty, from \$1,800 to \$1,920; Junior Accountant: Moses Schewber, from \$1,801 to \$1,920.

Need Good Reason to Get It

The Municipal Civil Service Commission has made several changes in its ruling on the refunding of fees paid to take examinations.

- Here are the new regulations:
1. No refunds for absentees in license examinations.
 2. No refunds to persons who are unable to appear at an examination because of employment in war industry.
 3. No refunds for persons admitted into an examination conditionally.
- The Commission also ordered that sample questions shall be sold for a standard fee of twenty-five cents.

MANHATTAN Changes

These changes in personnel have taken place in the Manhattan Borough President's office.

Promoted: William E. Dempsey, to Stenographer at \$1,801 per annum; Margaret L. Murray, from Stenographer to Clerk at \$1,801 per annum; Edward J. Barry, to Clerk at \$1,801 per annum.

Appointed: Herbert J. Arons, 197-11-91st rd., Hollis, Stationary Engineer (Electric) at \$9 a day.

Retired: Michael F. McCormack, Foreman, effective Sept. 1.

Services Ceased: Henry Lieb, Junior Chemist; Jack Isler, Machinist's Helper.

Reassigned: James H. Lafferty, Laborer, at \$1,740; Harold J. Jurgrau, Clerk at \$1,680; Francis J. Aquino, Auto Engineman at \$2,340 per annum; Michael J. McElroy, Laborer at \$1,740; Anderson T. Trent, Asphalt Laborer at \$2,100.

Salaries Increased: Ezra Abel, Senior Accountant, from \$4,165 to \$4,180; Paul Robin, Junior Civil Engineer, from \$2,520 to \$2,640.

Well Done

The Halloran Army Hospital on Staten Island is the beneficiary of the recent fund drive in Welfare.

A recreation room for the use of convalescent service men was dedicated last week. It was completely outfitted with furnishings and games by the City Department of Welfare.

Two representatives of each division of the department were invited to attend the opening of the room.

Amusement Parade

By JOSEPH BURSTIN



DON AMECHE - GENE TIERNEY co-starring in "Heaven Can Wait" at the Roxy Theatre.

Leader Movie Merit Rating Scale

100%—Must be seen.
99-90%—Excellent.
89-80%—Good.
79-70%—Fair.
Below 70%—Poor.

Title	Rating
ASTOR—"Best Foot Forward"....	95%
B'way & 45th St.—CI. 6-4642	
CAPITOL—"Stage Door Canteen"....	75%
B'way & 51st St.—CO. 5-1250	
CRITERION—"Hers to Hold"....	95%
B'way & 46th St.—BR. 9-7800	
GLOBE—"Victory Through Air Power"....	80%
B'way & 46th St.—CI. 6-0800	
HOLLYWOOD—"This Is the Army".....	100%
B'way & 51st St.—CI. 7-5545	
PARAMOUNT—"Dixie".....	80%
Beg. Wed. "Let's Face It".....	
B'way and 43d St.—BR. 9-8738	
RADIO CITY MUSIC HALL—"Mr. Lucky".....	95%
6th Ave. & 50th St.—CI. 6-4600	
RIALTO—"Bomber's Moon".....	70%
B'way and 42d St.—WI. 7-0206	
RIVOLI—"For Whom the Bell Tolls"....	85%
B'way and 49th St.—CI. 7-1633	
ROXY—"Stormy Weather".....	90%
7th Ave. and 50th St.—CI. 7-6000	
STANLEY—"Black Sea Fighter"....	90%
STRAND—"The Constant Nymph".....	80%
B'way and 47th St.—CI. 7-5900	

*Not reviewed at press time.
As films change from day to day it is advisable to call the theatre.

Spencer Tracy will star in MGM's "The Seventh Cross" dealing with the escape of 7 prisoners from a German prison camp . . . Paul Duke, magician from "Stars on Ice," will do his tricks for the armed forces at the Stage Door Canteen . . . R.K.O.'s "Behind the Rising Sun," based on the Japanese exposure by James Young, opens this week in 79 cities . . . Robert Ryan, former sandhog and soldier of fortune, has been given the plum to play the lead opposite Ginger Rogers in "Tender Comrade"—Frank Sinatra following his appearance with the

MUSIC HALL
50th STREET and SIXTH AVE.

CARY GRANT
"MR. LUCKY"
with LARAINÉ DAY

CHARLES BICKFORD-GLADYS COOPER
ALAN CARNEY - HENRY STEPHENSON
An RKO-Radio Picture

ON THE GREAT STAGE
"GALA RUSSE"—Produced by Leonidoff, settings by Bruno Maine featuring the world-famous DON COSSACK CHORUS with SERGE JAROFF . . . The Corps de Ballet . . . Rockettes . . . Symphony Orchestra under the direction of Erno Rapee.
First Mezzanine Seats Reserved
PHONE CIRCLE 6-4600

ERNEST LUBITSCH'S COMEDY HIT
"Heaven Can Wait"
Gene TIERNEY - Don AMECHE

A 20th Century-Fox Picture in Technicolor

PLUS IN PERSON
VELOZ and YOLANDA
JERRY COLONNA
ILONA MASSEY

ROXY
7th Avenue at 50th Street

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BUTLER'S CEIL ROBERTS • GLORIA LEROY
JEANIE WALKER • MELBA POPE
Columbus Ave. at 53d St. SU. 7-8021

MARLYN ROBBINS • JACKIE CROSBY'S DANCERS

ZIMMERMAN'S HUNGARIA Famous for its Food. DINNER from \$1.25. Three Delightful Floor Shows Nightly. Gypsy & Dance Orchestras. Cont. Music & Dancing. No cover Ever. No Min., Except Saturday. Air Conditioned. Longacre 3-0115.
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Monte Carlo Grill
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FAMOUS FOR
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Choice WINES and LIQUORS
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Union Bar—Fine Selection Beer, Wines & Liquors. Luncheons & Sandwiches. SASSAFRAS of "HONEYBOY & SASSAFRAS" (Radio Stars) wants to see you enjoy A GOOD TIME IN GOOD COMPANY!

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Civil Service Employees
Are Welcome at
KRIST BROS. RESTAURANT
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WESTERN SPIRIT AND ROMANCE AT YOUR DOORSTEP
BEST BY FAR—YET SO NEAR 37 MILES—97c FARE from N. Y. ALTITUDE 1000 ft. On 3 LAKES.
F.R.E.E.: Riding, Instructions, Golf, Swimming, Tennis, Handball, Rifle, G.V.Y. INFORMAL Square Dancing
TOPS in Food & Accommodations
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SUCCASUNNA N. J. ANNE BARASH MGR.

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The MANOR and MAYFAIR HIGHGATE FALLS, VERMONT
Get booklet, describing extraordinary reasonable vacation paradise, where rates, foods, service, cannot be duplicated elsewhere at any rate, because we raise thousands of chickens, ducks, turkeys, which are served daily besides rationed meats. Acres of vegetables, berries, 10 regulation shuffleboards, large outdoor roller skating rink; tennis, dancing, boats. All sports free. Old low rates, \$20 - \$25 weekly. American plan.

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THIS ADULT CAMP . . . In safe little sheltered cove near picturesque Gloucester. Salt water swimming, sailing, boating and fishing on premises. Dancing, tennis, trips, and all sports. Six hours by train from New York. Write for booklet and rates.

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ON BEAUTIFUL SYLVAN LAKE
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25 exhilarating sports, including tennis and swimming at their best; delightful accommodations; zesty dining; entertainment by our Talent Squad; grand company! No car needed - what with the regular N.Y. Ontario & Western R.R., the Short Line & Mountain Transit Buses & now—just added—the 3 trains on the Erie, station to door Taxi service arranged. Attractive Rates throughout the Summer. Special Discount to men and women in uniform.
Write or Phone Direct to Woodbourne
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A DELICIOUS WIDEWAY IN THE MOUNTAINS
Newburgh, N. Y.

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55 Miles from New York a vacation "heaven," breath-takingly beautiful countryside—delicious food—restful indoor activities—invigorating enjoyable outdoor sports: Tennis—swimming—ping pong—volley ball—bowling—outdoor dancing—bicycling—(horseback riding and golf nearby).
You're welcome at any time and for any time.
Write for booklet.

plum point
"YEAR-ROUND" VACATION RESORT
New Windsor, N.Y. Newburgh 4270

Wingdale, N. Y.

You can have everything here at **Chester's**
25 Exhilarating sports. Delightful Accommodations. Zestful dining. Entertainment—Grand Company. No car needed—N. Y., Ontario & Western R.R., The Short Line & Mountain Buses. Now added: 3 Trains on the Erie. Attractive Rates Throughout the Summer. SPECIAL DISCOUNT TO MEN AND WOMEN IN SERVICE. Write or phone direct to Woodbourne.
CHESTERS' ZUNBARG
Woodbourne, N. Y. Tel. WOODBOURNE 1150

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Are you afraid of the water? Have you just never gotten around to it? Have you been unable to develop an easy motion in the water?
Whatever your swimming problem—there's a place in New York City where it can be discovered and cured.
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Come immediately—get a test of your buoyancy, breathing, coordination!
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SWIM IN THE WORLD'S LARGEST SALT WATER POOL

PALISADES AMUSEMENT PARK, N. J.
(Just Opposite 125th St. Ferry)

WASHINGTON SKETCH

WASHINGTON.—Note to attorneys: Civil Service Commission's Committee on Legal Personnel is planning a new Federal attorney exam for some time in October. The date has not yet been set. When it is, The LEADER will let you know. The exam will cover jobs up to \$3,200 (plus overtime). . . In War Manpower Commission, 12 draft-eligible males have organized a Last Man's Club. Each member will get a quart-size gift when he goes to the Army. The Last Man will buy his own drink.

During Leon Henderson's time at OPA, that agency granted exactly four "meritorious promotions"—for unusually outstanding Government service. And all of them (surprise!) went to big-shots on the staff. Specifically the raises (\$250 each) went to John Hamm, \$8,000-per-year senior deputy administrator; J. K. Galbraith, \$8,000 price boss; David Ginsburg, \$8,000 chief counsel; and W. S. MacLeod, \$6,500 chief counsel. . . Questions that many Army Service Forces civilians are asking: Inasmuch as ASF knew six weeks ago that it would reduce its force by 105,000 in August, why has it now become necessary to fire so many employees outright? Why couldn't normal turnover have taken care of the slash—as ASF officials first planned? Why has ASF continued, in the last six weeks, to hire new employees pretty much as usual?

At the Pentagon building's shopping center, Japanese beetle poison is the third leading item, ranking only behind hosiery and lingerie. . . And Civil Service Commission's new labor-management committee has postponed its scheduled discussion of holiday pay for Federal employees. However, it expects to take it up at its next meeting. . . Government is planning a numbering system for its employees. However, it has abandoned a proposal to adopt the Social Security system. In the view of many employees, that might open the door to substituting Social Security old age insurance for the much-preferred Federal retirement system.

George Hallet Teaches Clerk Candidates

The Division of General Education of New York University announces two courses to aid those who seek promotion to Clerk, Grade 3, or Clerk, Grade 4. Each course meets on Monday and Wednesday evenings, 6-7:45, from September 15 to November 3, 1943. Classes are to be held at the Washington Square Centre of the university. The fee for each course is \$20.

George H. Hallett, secretary of the Citizens Union, will participate in the lectures on Municipal Government and Civics; Chester Onderdonk, director of personnel and Office Manager of New York University, will present the work on Office Practice, Layout and Supervision, Personnel Management, etc. Dr. Lillian Hornstein, instructor of English, New York University, will review vocabulary building, sentence structure, and functions of the various departments and agencies.

Registration may be made by mail or in person in Room 211, Main Building, 100 Washington Square East, to 8.00 p.m. daily except Saturday.

If you're a Federal employee, you can't afford to be without the regular news which The LEADER furnishes. Too many changes happen which affect your job. You MUST keep on your toes. You CAN do it by reading The LEADER every week.

ODB Layoffs

NEWARK.—Layoffs are the latest order at the Office of Dependency Benefits here.

How unstable the situation is may be indicated by this fact: Only one week ago, the office was in the market for 600 new workers, and in addition to its local hirings at the Newark building, the Federal Civil Service Commission had been recruiting applicants from New York City. Today, the employment office is advising applicants that no new help is being taken on, and the Army officers in charge of personnel are busily checking the employees' records to decide who goes out first.

Who Goes First

It's a sure bet that the newest employees, who are wearing the grey badges during their trial period, will be turning them in very soon, and that a number of others who have been working a bit longer will also be dropped.

No announcement has been made as to the number of workers who will have to be separated to meet the War Department staff-reduction order, but it is planned to cut the staff according to the procedure which has been set up by the Federal Civil Service authorities. Seniority will be the most important factor in determining the layoffs.

Employee Reaction

The reaction of employees at the ODB to the intended layoffs varies—and usually according to the worker's status.

The older employees—who needn't worry too much about their jobs—seem to feel that the bureau can operate with less employees than are working at the Newark Building.

The newer employees—who figure that they are near the top of the "out" list, feel they are getting a raw deal. A large number of them had been hired within the last few months. They fully expected to remain at the agency for the duration, and now they face unemployment.

It's "Shortage" Area

But there are other jobs in the vicinity which they can probably obtain. Newark is listed as a "critical" labor shortage area, and there are many jobs, for both men and women available in war plants in the vicinity. Some of the discharged employees will be able to walk across the street to the Prudential Insurance Company and get jobs on the basis of the experience which they have acquired at ODB.

Employees of the ODB who are laid off will receive preferential treatment at the United States Employment office. There will be civil service jobs available in Washington for some of those who want to try life in the crowded capital.

It may not be much consolation to the laid-off workers, but they will get back their deductions to the pension fund with interest.

(For complete details on the procedure which is followed in Federal firings see the August 10 issue of The LEADER.)

Gaelic League

Jubilee Concert

At a meeting of the committee in charge of the Golden Jubilee Concert of the Gaelic League to be held at Hunter College, Oct. 31, Miss Rita McLoughlin, chairman of the entertainment committee, outlined the scope and purpose of the program—which might be fittingly described as "grandiose". It will consist of twelve sections representing all periods of Irish national life. Each part will be interpreted by leading Irish, or Irish-American artists. All those interested in the success of this event, which marks fifty years of progress on the part of the Gaelic League of Ireland and its branches throughout the world, are invited to attend the next meeting of the committee which will be held at the Hotel Capitol on the evening of Thursday, August 19. Civil service employees invited.

Here's What Happened to Govt. Jobs When World War I Came to an End

WASHINGTON.—What happened to Government employees after the last war?

The LEADER believes the question is important—because the answer quite possibly will determine the pattern to be followed after World War II. The ONLY authentic history on the subject has been compiled by Stella Stewart, who directs a small post-war planning unit in Labor Department's Bureau of Labor Statistics here.

Her report has been in the hands of Federal officials for several weeks. The LEADER thinks it is extremely significant. Therefore, it is happy to present a brief condensation, running in several issues. The first installment appears below:

Every major event in the life of a nation brings with it permanent changes. During World War I, and as a result of the war and its aftermath, the Government was faced with new duties and new responsibilities. So the Washington personnel of the Federal Government which expanded from about thirty thousand when the war began, to almost one hundred and twenty thousand when it closed, was never to return to its pre-war status.

But the Armistice brought great confusion and concern among the workers who feared an abrupt termination of their employment. The Civil Service Commission recognized this situation even before the Armistice and attempted to forestall widespread agitation and alarm. The following statement appears in the Annual Report of the Civil Service Commission for the fiscal year 1919:

"... The Commission requested the departments concerned to announce publicly that when reductions became necessary, they would probably be gradual. It was suggested that the departments which contemplated reductions in forces should notify

the Commission in advance in order that it might certify to other departments the names of persons who were to be dropped."

Re-Employment Lists

The President, at the suggestion of the Commission, issued an Executive Order on November 29, 1918, which provided for the establishment of re-employment registers for those who had served three years or less, who were separated from the service because of reduction of force, and who were recommended for further employment because of their efficiency.

Many of the more responsible wartime positions were held by business and professional men, technicians, and teachers, a number of them anxious to return to their homes and occupations. The majority of these employees, acting in consulting or advisory capacities, or as chiefs of divisions in the various emergency agencies, scarcely waited for the confirmation of the Armistice to resume their pre-war connections.

30 Days' Extra Pay

There were of course thousands of permanent employees to whom the cessation of the war meant a relaxation from the long hours and strain of emergency work. But the future was faced with misgivings by the temporary workers in agencies which could not expect an extended lease of life. Some of these employees, most of them in the lower salary brackets, had

not yet been in Washington long enough to acquire sufficient savings to pay their transportation home. In some cases thirty days' extra compensation was granted. In one agency, the War Industries Board, home-ward transportation of many women was paid for as a personal gift by the chairman of the board, Bernard M. Baruch.

The seriousness of this situation is indicated by an Act of Congress approved on January 7, 1919, which provided that for employees in the lower salary brackets actual transportation, including Pullman accommodations from Washington to the place from which they accepted their positions, or to their legal residences, or to some other designated place at no further distance, should be furnished at government expense. It was hoped that this offer, accompanied as it was with definite time limitations, would encourage voluntary retirement from the service and so expedite the reduction of the personnel.

Some Went Slowly

The War Industries Board and the Food Administration, agencies created for the duration only, demobilized rapidly after the Armistice, with only skeleton staffs retained after January 1, 1919. Others, like the War Trade Board with its control over imports and exports, and the Shipping Board with a building program still underway in the Emergency Fleet Corporation, demobilized more slowly. Many of the competent employees of these agencies transferred to the recently created Federal agencies like the Tariff Commission and the Federal Trade Commission. Others were transferred to the expanding post-war divisions of some of the older agencies.

(To Be Continued)

They Gave Their Blood Three Times

Because they have donated their blood at least three times, they are receiving departmental commendation as Home Front Heroes. Granting a unique honor, the Sanitation Department has opened a method for recognizing employees which is already being studied by other departments.

Manhattan

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| Salvatore Mastrianni | Christian J. Merz |
| Michael Muscaro | Rocco Parella |
| Pasquale Scigliano | Jacob Slavin |
| Edward Guinan | George P. Russo |
| Charles Famigletti | Lorenzo D'Angelico |
| Diego Bruccoleri | Frank Prescott |
| Aaron Ehrenreich | Joseph Rubenetti |
| A. J. Cardone | John Horohoe |
| Ed McCaffery | William Smier |
| John Stanley | Ignazio Sciacca |
| Benj. Feitlen | James La Rosa |
| Walter Grunwald | Charles Greco |
| Arthur Schaefer | Attilio Boselli |
| Daniel Baranello | Biagio Carrera |
| Philip Sciano | Reuben Hempling |
| Lawrence A. Conion | Adam Krasnicke |
| Frank A. Briganti | Joseph H. Peeney |
| Anthony Di Guida | Francis Grotola |
| Samuel Bleich | Bartholomew Wall |
| Robert J. Lane | Philip Caggiano |
| John J. Gorman | John J. Harvey |
| Domenico Buccigrossi | Joe Kobrofsky |
| David Seiden | Vincent DiNapoli |
| Andrea Zepetelli | Vincent Connelly |
| Cono Della Rosa | Michael Ciame |
| Joseph Mormando | Edward Rodie |
| Howard Pricke | Morris Rifkin |
| Raymond Durso | James Mastrocolo |
| Thomas E. Mulligan | William J. Simpson |
| Harold Simpson | Thomas Leone |
| Joseph Dziak | Frank Lipari |

Bronx

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| John Scott | Charles Svaboda |
| Joseph Katzenberger | Tony Tomasetti |
| Michele Guglielmo | James Archdeacon |
| Raymond Day | Salvatore Costanza |
| William Wolfe | Angelo Esposito |
| Joseph Nacca | Anthony Brescia |
| John J. Gervasi | Robert Haas |
| William B. Nickerson | |

Brooklyn

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| Joseph P. Lee | Charles Cresc. mann |
| Albert Gleason | Albert Hoseny |
| John Koppenhoefer | Francis Rossi |
| James Smith | Joseph Furst |
| Joseph Groh | George Murray |
| Edward Kelly Jr. | Michael Calandrillo |
| Thomas King | Donato Santoro |
| Alexander Krinsky | Paul Kahn |
| Frank Atigna | Harold Kessler |
| Thomas Rimpotti | Charles Mangiaracchi |
| Henry Connors | Harry W. Curd |
| John Flynn | Hymen Kaplan |
| Charles Rogers | Andrew Kerrigan |
| Francesco Accardi | Morris Shellhorn |
| Frank J. Sparacia | Alfonso Nasto |
| Anthony Cardaro | William Vaughan |
| John F. Hines | Raffaele DiGuiseppe |
| Bernard Lesser | Emilio J. Gatto |
| Joseph Lanigan | John Slavin |
| Carmine Pantozzi | John Florentine |
| Francis Hallock | John Goselewski |
| Michael DeLuca | Matthew Keating |
| G. Gallotta | Michael Romanell |
| J. Sherran | John Mariani |

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| Thomas McDonald | Anthony Lombardi |
| A. DeRespino | John Taylor |
| O. Brown | Albert Pollio |
| William J. Keenan | |

Queens

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| Frank Onorato | Arthur Loughlin |
| Alphonse J. Cipriano | Tobias Seaman |
| Gustave Herzke | William Wallace |
| Thomas Weber | John Liebelt |
| Charles N. Colemann | Owen Quinn |
| Otto Diefenbach | Sydney Levene |
| Fredrich Woerner | William Cusanelli |
| Joseph Benedikt | Woodrow W. Frey |
| Peter Schwabe | Malcolm L. Clarke |
| H. McGuffie | Mildred Nichols |
| Jeremiah J. Ahearn | T. Berado |
| George M. Nicastro | Alexander Motreuil |
| Michael Moro | Daniel Masse |
| Julius Ferry | James Dowd |
| Harry Rommeny | Joseph Mauss |
| Fred Miller | Arthur Beechert |
| Edward Feibusch | Raymond Vieth |
| Anthony Beeman | Louis Caruso |
| Angelo Della | Thomas Kelly |
| W. Merz | Michael Avello |
| J. Regan | Stephen Suida |
| Robert Maxwell | John Grimes |
| Albert Manning | Edward Lantier |
| Giacinto Scotto | George Chapman |
| Walter Cole | Carmine Angioli |
| Frank Mancuso | Frank Barongi |
| Angelo Fusco | Max Veith |
| Edward DeBaun | Oscar C. Beyer |
| James Parley | Edward Stines |
| Dominick Pellicci | |

Miscellaneous Locations

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| Joseph F. Denzler | Incinerators |
| Clifton Beck | Elmhurst Shop |
| Harold S. Lambert | Elmhurst Shop |
| Martin Malloy | Plant & Bldgs. |
| George Reardon | Plant & Bldgs. |
| Bertram Walter | Bur. of Insp. |
| William Conron | Bur. of Insp. |
| William Rickerby Jr. | Clinic |
| David Lichtenstein | Finance & Supply |
| Benjamin Alpert | Finance & Supply |
| David Lippman | Personnel |
| Helen Wertheim | Personnel Repre'nt |
| Harry E. Bass | Personnel (Military) |
| Norman Schnittman | Leave-U.S.N.) |

McGuire Heads Police Group

New head of the New York State Police Conference is Edwin J. McGuire, elected to the post on August 12, during the annual confab of the organization in Saratoga Springs, N. Y. His predecessor in the post was David Cunningham.

The Conference is an organization consisting of police officers in the communities of the entire State.

Correction Man Medical Test

Wednesday, August 25, and Thursday, August 26, have been set aside by the Municipal Civil Service Commission for medical examination of the remaining eligibles on the Correction Officer list (male). Paul Brennan, head of the Physical and Medical Bureau of the Commission, is in charge of the examinations, which will be held at Commission Headquarters, 299 Broadway.

Rights for Govt. Men In Merchant Marine

WASHINGTON.—Federal employees who have entered the Merchant Marine now have re-employment rights, the same as if they had entered the armed forces. The right is extended them under Public Law 87. They are, in addition, granted such benefits as compensation for annual leave concurrent with service in the Merchant Marine, furlough or leave without pay status, restoration of duty rights, and retention of seniority and position.

For straight, impartial, objective civil service news, written in simple understandable style—read The LEADER regularly.

Forthcoming NYC License Examinations

The Municipal Civil Service Commission is receiving applications continuously for the following license examinations: Master and Special Electrician; Master Plumber; Master Rigger; Motion Picture Operator; Portable Engineer (any motive power except steam); Portable Engineer (steam); Refrigerating Machine Operator (10-ton capacity); Refrigerating Machine Operator (unlimited capacity); Special Rigger; Stationary Engineer, First, Second, and Third Grades; Stationary Fireman; Structural Welder; Oil Burning Equipment Installation.