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Civil Service LEADER

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Your War Job Is Waiting!

GOOD PAY

FOR MEN AND WOMEN

Skilled or Unskilled

AT HOME OR ABROAD

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VACATION MONEY

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Your Questions Answered on Job Transfer

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GEN. BRADLEY EXPLAINS DRAFT SETUP FOR FEDERAL EMPLOYEES

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FEDERAL CIVIL SERVICE NEWS

By CHARLES SULLIVAN

Questions-Answers on War Transfers

Can You Go to Another Job? What Do You Gain? What Do You Lose? What's the Procedure?

One of the problems which have troubled civil service employees is this: "Can I get a transfer to another job?" As many questions on transfers pour into The LEADER offices (and presumably those of the Federal Civil Service Commission) as on any other single problem. Well, here are the answers! The material on this page deals with a great variety of situations. Whether you're an old employee with full civil service status, or a war service employee, you should read this carefully. A point of advice: Clip the material and hold it for future reference.

What is the purpose of the War Transfer Program?

The transfer program is designed to bring about the most effective utilization of civilian Government employees in the war program.

Who administers the War Transfer Program?

The Civil Service Commission administers the program under authority granted by War Manpower Commission Directive No. 10, of September 14, 1942.

What employees should seek transfer to other agencies?

Those whose highest skills and abilities are not, and cannot be, fully utilized in war work in their own agencies.

Are all Government employees eligible for consideration for transfer?

Practically all employees in the executive branch of the Federal Government may be considered for transfer. This includes employees now serving in permanent civil service positions, indefinite war service positions, temporary war service positions, and positions excepted from the civil service rules and regulations.

Are there any exceptions to this Rule?

Yes, there are a few exceptions to this general rule. Exceptions include: Substitute rural carriers, clerks in fourth-class post offices, postmasters, Work Projects Administration employees paid from project funds, youth workers under the National Youth Administration, and several other small groups. Generally speaking, employees in the legislative and judicial branches of the Government service may not be considered for war transfer, but may be considered for original appointment to the Executive Branch of the Government, in lieu of transfer, on a non-competitive basis.

I am employed in an agency in Washington, D. C. I am interested in transferring to some other position either in my own agency or in another agency where I believe that I may make a greater contribution to the war program. What steps should I take?

First consult your personnel office to determine whether you can properly be assigned to a position in your own agency where your skills may be better utilized. If your qualifications cannot be utilized more fully in the war program in your own agency, file an Application Form 57, listing all your qualifications, with the Civil Service Commission, plainly marking the application "Request for Transfer." If filed personally, leave the application at the Commission's Public Information Office, 801 E Street, N.W. If you desire to be interviewed in connection with the proposed transfer, you should call at Room 144, Tariff Building, 8th and E Streets, N.W., Washington, D. C.

I am employed in a U.S. Government agency in New York City, and desire to transfer. Where should I file my application for transfer?

File your application with the U.S. Civil Service Regional Office, at 641 Washington Street, Manhattan. This should be done whether you desire to transfer to another position in the New York area or a position in the departmental service in Washington, D. C. The regional office will also be glad to interview you regarding the mat-

ter, if it is convenient for you to arrange for such an interview.

I am an employee in an agency in Washington, D. C., and desire a transfer out of Washington for urgent personal reasons. Is it possible to have such a transfer effected?

Because of the critical need for qualified personnel in the Washington area, the Commission has been forced to adopt a policy of discouraging transfers out of that area. Such transfers may be approved only if it is found that there are urgent family or health reasons, or that such a transfer will result in a greater contribution to the war program.

What steps should I take to get such a transfer?

If you believe that your case falls in one of the above categories, you should write to the Civil Service Commission, or call at the Interview Unit, 8th and F Streets, N.W., Tariff Building, for full instructions as to procedure. In communicating with the Commission, give briefly your reasons for wishing to transfer and indicate clearly the geographical area to which you are seeking transfer. The Commission, after consideration of all the facts, will determine whether your transfer should be assisted. In the case of application for transfer for health reasons, a statement from your own doctor will be required, as well as a physical examination by a member of the Commission's medical staff.

I have heard that a certain agency is in need of people with my qualifications. Should I file an application with that agency for transfer?

No. Any application for transfer should be filed with the Civil Service Commission. The Commission is the central personnel agency, with the responsibility for recruiting for all vacancies in the Federal service; your application will be considered by the Commission not only in connection with a vacancy in the particular agency, but for all other vacancies in the Federal service for which you may be qualified.

May I specify the agency to which I desire to transfer?

Yes. However, you should keep in mind that such restrictions may limit your opportunities for transfer.

I filed an application for transfer some time ago with the Civil Service Commission. Should I file another application now?

No, unless in the meantime you have acquired additional qualifications through training or experience, or unless you believe a new application would serve to bring to the attention of the Commission any new factors which have a direct bearing on your availability.

I filed an application recently for a competitive civil service examination. Will this serve as an application for transfer to the particular position named in the examination announcement, or must I file a separate application for transfer?

You do not have to file a separate application for transfer. The application which you recently submitted under the examination announcement will be considered

as an application for transfer to the position named in the announcement, and to any other position in the Federal service for which you are qualified.

I have informed the Commission that my highest skills are not being used by my agency in the war program. Does this necessarily mean that I will be considered for transfer to another agency?

Not necessarily. If it is found that your skills are not being used to the greatest advantage, and if your agency is engaged in war work, the Commission will attempt to work out an adjustment with your agency in order that your abilities may be better utilized. If this cannot be done, your qualifications will then be considered for transfer to another agency where your skills may be more fully used in the war program.

If I submit my application for transfer to the Civil Service Commission, must I obtain a release from my present agency?

No, although you may wish to inform your supervisor of your desire to transfer. The Civil Service Commission will conduct all negotiations with your present agency in connection with any transfer which may be proposed for you. No effort should be made by you to obtain the consent or release of your agency.

My agency has told me that it would not agree to my release. Can the agency block my transfer in this way?

A release from your agency for your transfer is not required. If your transfer is proposed your agency will be given an opportunity to present evidence as to whether your skills are being fully used in the war program, or whether its own operations would be jeopardized by your transfer. The decision as to whether your transfer may or may not be effected is made by the Civil Service Commission.

If I file an application for transfer, have I any assurance that the transfer will be effected?

There is no assurance that your application for transfer will result in your transfer, but you can be assured that your application will be given careful and repeated consideration. If your training has been of a type for which there is a demand in war activities, and if it is determined, after negotiation with your present employing agency, that it will be of benefit to the war program—then in all probability your transfer can be effected.

If I resign, may I be transferred immediately?

Once your resignation has become effective you will not be eligible for consideration for transfer. Your re-entry in the Government service would have to be effected by re-appointment originally transferred.

If I resign, can I be re-appointed immediately?

If you seek re-employment within 30 days of your separation, your case will be judged by the same standards that would apply to direct transfer. A check will be made with the agency where you last served and a determination will be made as to whether your transfer (if it had been proposed while you were still employed) would have been in the interest of the war program. If it is found that a proposed transfer would have been approved,

and if your record is clear, your re-appointment may be authorized immediately.

Under what circumstances will I have to wait for re-appointment?

If it is found that you failed to give a reasonable amount of notice or resigned in violation of agreements or understandings, or if it is found that a proposed transfer would not have been approved, your re-appointment cannot be effected for 30 days following the effective date of your resignation, unless the Commission determines that special circumstances in your case justified your resignation. Of course, if serious misconduct is involved in the separation, the Commission may bar a person from Federal employment for a specified period, or indefinitely, depending upon the seriousness of the charge.

I entered the Government service through a war service appointment. Will it be possible for me to acquire a permanent status through transfer?

No. Your war service appointment did not give you a permanent civil service status, and a transfer would not result in a status different from that which you now have.

Would I lose my permanent civil service status if I transferred under the war service regulations to another agency?

No. In any war transfer the employee retains for all intents and purposes the same civil service status which he had in the agency from which he was originally transferred.

What are re-employment benefits?

By "re-employment benefits" is meant the right which a transferred Federal employee has, under certain specific conditions, for continued government employment after the termination of the position to which he has been transferred under the war program.

Does every employee who transfers receive re-employment benefits?

No. An employee receives re-employment benefits only if his transfer was approved by the Commission as one in which the employee's skills will be better utilized in the war program in the new position.

To what do re-employment benefits entitle me?

1. You are eligible for reinstatement, within thirty days of your application, in the same agency, in the same locality, in your former position, or in a position of like seniority, status, and pay as your former position, or

2. If such a position, or if the agency or activity in which you were formerly employed, is no longer in existence, and therefore you cannot be reinstated, your name will be entered on a re-employment list maintained by the Commission. Persons whose names are placed on this list will be considered for certification to any position in the Government service, for which they are eligible by reason of their civil service status and qualifications before certification may be made from any other list maintained by the Commission.

To be entitled to these benefits, you must make application to the agency from which you were originally transferred within forty days after the termination of your services.

I entered the service through a war service appointment, and later transferred to another agency with re-employment rights. Does this mean that I will have a claim on my original agency for a position when the war is over?

No. Your original war service appointment was effective only for the duration of the war and six months thereafter. If your pres-

ent job should be abolished before your original appointment would normally have expired, you could, within forty days after your separation, apply to your original agency for reinstatement. If your old job or a similar one still existed there, you would be restored to it. If the agency had gone out of existence, or if neither your old job nor one like it existed in the agency, and you could not be reinstated, your name would be placed on a re-employment list maintained by the Commission. Names of persons on this list would be referred out for consideration for positions for which they are eligible by reason of their civil service status and qualifications ahead of those on other lists maintained by the Commission.

Will I lose my seniority rights in the Post Office Department if I transfer to another Federal agency or to a private industry engaged in war work?

No, provided that in authorizing such transfer the Civil Service Commission has found that you will thereby make a greater contribution to the war program.

I have a permanent civil service status and have been transferred within the past few months under the provisions of the War Service Regulations. I now wish to return to my former position. Is this possible?

If you are still employed, your return to your former position would have to be considered under the transfer regulations. If you voluntarily resign, you lose your re-employment rights and your re-entry in the Federal service would have to be effected as a war service re-appointment. In either case the Commission would approve or disapprove such transfer or re-appointment in accordance with the transfer policies.

You can exercise your re-employment rights only if you have been involuntarily separated from the agency to which transferred. If you are involuntarily separated, and your record is clear, you do not have to wait until after the war to exercise these rights. If you have been involuntarily separated and you wish to be reinstated in your original agency, you should apply for reinstatement within the 40 days following separation.

I was transferred from a position where I had a permanent civil service status to a war service position with re-employment benefits. Later I was transferred to another war service position. Do I still have re-employment rights, and if so, in which agency?

When successive transfers are made, each with re-employment benefits, the employee has re-employment rights in the first agency from which transferred. Therefore, if your most recent transfer carried re-employment benefits you would have re-employment rights in your original agency.

If your most recent transfer was without re-employment benefits, you would have no re-employment rights in your original agency.

I am a Federal employee and believe that my present work is not as essential to the war program as that which I might perform in some private industry engaged in war production. What steps should I take to transfer? Will I have re-employment rights in my present agency?

Consult your nearest U.S. Employment Service Office. If that

(Continued on Page Three)

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Ramspeck Will Devote Less Time To Civil Service

WASHINGTON.—An event of considerable long-range importance to Federal employees escaped with little notice last week. It was the appointment of Rep. Jennings Randolph (D., W.Va.) as chairman of a House Civil Service sub-committee to handle the new Government pay bill.

Behind the announcement was the decision of Committee Chairman Robert Ramspeck (D., Ga.) that his new duties as Majority Whip of the House will leave him but little time to devote to civil service legislation.

Mr. Ramspeck has been one of the ablest and best-loved friends of Federal employees on Capitol Hill. Among others, he sponsored the Mead-Ramspeck automatic promotion bill; the Ramspeck Act, which opened the way to civil service status for almost 100,000 employees; and the recent stop-gap pay adjustment bill.

He says his decision to turn the new pay bill over to a sub-committee definitely does not mean that he has lost interest in Federal employee legislation. It does mean, however, that he has decided he cannot afford to give it so much time in the future.

Government employees rightfully can regard his decision as a great loss. Nevertheless, they may feel fortunate that, in his new job as party whip, Mr. Ramspeck still is in a position to use his great influence in their behalf.

Incidentally, Mr. Randolph has indicated he expects to hold hearings on the new pay bill very soon—possibly starting in the next two weeks.

War Dept. Civilian Gals May Soon Wear Uniforms

WASHINGTON.—There is now a distinct possibility that the War Department soon will put uniforms on its civilian employees—at least, the women.

Such a move is being seriously discussed here, and informed officials admit it is gaining headway.

They say it already has been tried, in a small way, at certain of the Department's field stations.

Also, they indicate that the idea is much more apt to be adopted generally in the field, especially in arsenals, than in Washington.

Would Help Discipline

The Secretary of War's Personnel Council has taken a definite position against uniforms—merely-for-uniforms-sake. Nevertheless, many Army officials are advocating the idea on the theory that it would help discipline. And informal surveys indicate that ap-

proximately 50 per cent of the Department's women employees favor the idea.

Definitely, however, there is no thought of conferring even quasi-military status on civilian employees.

Navy Department likewise is giving some consideration to the uniform idea. However, the feeling here is that the War Department probably is much nearer such a step.

Docs for U. S. Employees?

WASHINGTON.—Congress probably will be asked to approve legislation permitting Federal agencies to set up medical units to safeguard the health of their employees.

At present, such units are frowned upon, because of a Comptroller General's ruling that the language of appropriation bills is not broad enough to include them. However, special wording to take care of the situation probably will be sought.

If approved, the new units will confine themselves to work of the so-called "industrial medicine" type. In other words, they will specialize in preventative medicine, leaving curative medicine to private practitioners.

Special Office Gives Stenos, Typists Jobs

A special office solely for the recruitment of typists and stenographers for government jobs in Washington is being opened at 45 Broadway, Room 404, New York City.

Girls can walk in, file their applications, take a practical test, and find themselves with a job in Washington almost immediately.

Starting salaries under the new 48-hour with overtime pay schedules range about \$31 weekly.

Girls 17½ are eligible, and women up to 58 will be considered.

Agencies May Recruit Own Stenos, Typists

WASHINGTON.—Inside word here is that the Civil Service Commission may soon decide to turn recruiting of Government stenographers and typists entirely over to individual agencies.

Many agencies are advocating such a course. And the Commission, despite its recent order-tightening its own grip on recruiting, reportedly is seriously considering it.

The theory is that the agencies can make specific commitments which the Commission cannot make. Thereby, so the story runs, they can make a job in Washington sound more attractive to the recruit.

For instance, they can promise help in securing housing; they can promise a specific job in a specific bureau; and, in some cases, they can actually offer a higher grade and more salary than a Civil Service Commission recruiter can offer.

[See story on this page re new office to hire stenos opened in New York.—Editor.]

Stenos, Typists: Why Not Consider Washington Job?

They still want typists and stenos down in Washington, D. C., and they're offering all sorts of inducements, even to providing you with a guarantee that you'll get satisfactory rooms and will be happily situated, as they put it (you share a room with one other person).

The United States Employment Service announced this week that the call for women for war agencies in the capitol is just downright terrific. Typists get \$1,400 a year and stenos \$1,620. Typists must do only between 40 and 45 words a minute, stenos 80 words a minute. That's not counting overtime pay.

Apply in the USES office at 10 East 40th Street, or at 641 Washington Street, Manhattan. Living expenses come to the following:

From \$18 to \$30 a month for board, \$9 a week for food, \$1.20 a week for carfare. Total expenses: \$60 to \$65 a month.

into consideration in determining whether an employee can make a more effective contribution to the war program in a position in one agency as compared with a different position in another agency?

Under War Manpower Directive No. 10, it must base its findings upon:

1. The extent to which the employee's full abilities are utilized in his present position as compared with the extent to which they would be utilized in the proposed position, and

2. The relative importance to the war program of the general functions in which his office is engaged as compared with those of the office to which his transfer is proposed.

I am employed in a war agency (Continued on Page Fourteen)

How 'Controlled Hiring' Hits U. S. Employees

WASHINGTON.—The United States Civil Service Commission has received many inquiries asking about the effect on Federal Government employees and Federal Government employment of the 'controlled hiring' plans put into operation by the War Manpower Commission.

In response to these inquiries, the Commission has emphasized that a controlled hiring plan is not yet in effect in Washington, D. C., and will not be put into effect until the Regional Director of the War Manpower Commission completes a plan which he is now working out with labor, management and government.

How It Affects U.S. Workers

The Commission stated, however, that the controlled hiring plans put into effect in the 32 labor shortage areas, including Washington, D. C., will affect Federal Government employees and Federal Government employment in the following manner:

1. If a Federal Government employee working in a designated labor shortage area desires to leave

the Government and work for another employer within that area, he must obtain a statement of availability from the Civil Service Commission. If the Commission refuses to issue such a statement, the employee may apply for a statement to a designated representative of the War Manpower Commission.

2. If a person working for an essential industry in a designated labor shortage area desires to obtain employment with a Federal agency in any area, he may do so only if he secures a statement of availability from the private employer or from a designated representative of the War Manpower Commission.

3. If a person working for the Federal Government in a designated labor shortage area desires to obtain employment with a private employer in another labor shortage area, he may, depending upon the controlled hiring plan that may be worked out in the area to which he desires to transfer, be required to present a statement of availability from the Civil Service Commission, or, if the Commission refuses to grant it, from a designated representative of the War Manpower Commission.

4. All hiring for the Federal Government for positions subject to the Civil Service Act, will be handled by the Civil Service Commission. The Commission, as the representative of the United States Government in its capacity as an employer, will in designated labor shortage areas be subject to the same regulations to which private employers will be subject.

5. All transfers between Federal Government agencies will continue to be under the direction of the Civil Service Commission.

Applying for U. S. Job? Be Sure to Read This

The United States Civil Service Commission has issued a statement indicating four important matters to all persons applying for government employment. The statements, which appear on regular civil service announcements, deal with overtime pay, maximum age limits, employment restrictions under War Manpower regulations, and the type of appointment.

The statements on each of these subjects follow:

Overtime Compensation

All work in excess of 40 hours per week shall be compensated at the rate of one-and-one-half times the regular rate of compensation. For a standard 48-hour week (including 8 hours overtime), the overtime pay amounts on an annual basis to about 21 per cent of that part of the basic salary not in excess of \$2,900 a year provided that such increase shall not make the aggregate compensation more than \$5,000 a year. For positions on a per diem basis, the overtime increase amounts to approximately 30 per cent.

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

Maximum Age

There is no maximum age limit, except as shown in a certain few announcements.

War Manpower Commission Statement

In accordance with directives of the War Manpower Commission which may be issued from time to time, persons employed in certain occupations areas may be re-

quired to secure certificates of separation or be referred to the Civil Service Commission by the U. S. Employment Service, before they can be appointed. The occupations and areas involved are currently shown in the latest edition of Form 3989, which is posted in each first- or second-class post office or may be obtained from the Secretary, Board of U. S. Civil Service Examiners at any first- or second-class post office.

War Service Appointments

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

DO NOT WRITE to the Commission concerning the results of your examination, your relative standing or prospects for appointment. The Commission will be UNABLE TO ANSWER such inquiries since personnel and facilities formerly engaged on such work must now be devoted entirely to the WAR PROGRAM. Write only to furnish information as to any material changes which will affect your acceptance of appointment. Be brief and to the point and give the correct title of the examination and the rating you received.

Federal Employees—For information about your problems come in to see Mrs. Matilda Miller (don't phone) at the Civil Service Leader office, 97 Duane Street, New York City.

Your Questions on Federal Transfer System Answered

(Continued from Page Two)

office finds that you have skills which are urgently needed in a critical war occupation, it will request the Civil Service Commission to consider your transfer to a private enterprise engaged in war work. Should the Civil Service Commission find that you would make a greater contribution to the war program and that your release by your agency would not jeopardize its essential activities, your transfer will be authorized with re-employment rights.

Do I retain my retirement rights with the Government if I transfer to private industry?

Yes. If you transfer to private industry, you will be placed on leave without pay from your Federal position. If you are now subject to the provisions of the Retirement Act, you continue to be so subject as long as your name is continued on the rolls of your agency (whether you are actually drawing pay or not). However, no deductions from your salary in private industry will be taken for deposit in the retirement fund, but you may make voluntary contributions to the fund if you wish. If you should become disabled while working in the position to which you transferred in private industry, you would be eligible for consideration for disability annuity under the Retirement Act.

How will leave from the Government service be computed for retirement purposes?

In calculating the length of your service for retirement purposes, all leaves from the Government service, not in excess of six months in each calendar year, are credited for retirement purposes. Suppose you had effected 10 years of actual Government service and on January 1, 1943 you transferred to private industry, and were therefore placed on leave without pay from your present position. You then return to your Federal position on May 1, 1944. You would receive credit for six months of service in 1943 and for four months of service in 1944. Your total creditable service would be 10 years and 10 months, on May 1, 1944, even though you had actually worked in your Federal position for only 10 years.

If a person resigns to enter private industry, will the time he

spends there be credited for retirement purposes?

No. In the case of a person who resigns to enter private industry, none of the time he thus spends in private industry can be credited as service for retirement purposes. Neither would he be eligible for civil service disability retirement, if he became disabled. However, if he had five years of Federal service, he can leave his deposits in the retirement fund and he will be eligible for an annuity when he reaches age 62.

I am engaged on work which is now nearing completion. Will I receive any special consideration for transfer?

Yes. If you are facing a separation or furlough from your position, you should immediately file an application for transfer with the Civil Service Commission which will give it special consideration. Agencies have been urged to supply the Commission with the names of employees who will be dropped for reduction in force. The Commission will give such employees first consideration in referring names in connection with the filling of positions for which they are qualified.

My agency is being moved out of Washington and I wish to remain there.—(1) Will the Commission give me any special consideration for transfer, and (2) Will I have re-employment rights in my present agency?

1. Yes, if it is necessary that you remain in Washington. Under such circumstances, the Commission will make every effort to see that you are placed in Washington.

2. You will be granted re-employment rights if your transfer results in your making a greater contribution to the war program.

What guide does the Commission use in determining whether a proposed transfer will be approved?

The transfer is approved if the Commission finds that the employee can make a more effective contribution to the war program in the proposed position and that the transfer does not jeopardize the essential activities of his present agency.

What does the Commission take

CIVIL SERVICE IN NEW YORK CITY

Forgotten Men Of the NYC Fire Department

EXCLUSIVE

A group of forgotten men who are eligible for appointment to the Fire Department have just turned up. A spokesman for the department last week told the LEADER that there was no available list of men from whom appointments could be made. Complaints immediately began to come in from a number of men who are now working as conductors in the subway system, or as railway clerks. These men passed the last exam for fireman. During January and February, 1942, the Fire Department didn't need men very badly and the subways did. The men were offered appointments to the subway lines, but had to agree to waive their rights to a Fire Department job for one year.

FD Gives 'Em a Chance

The Fire Department is asking to have a list certified from these men, who will then be given a physical examination, their draft status looked into, and if they meet the requirements of the Fire Department, they will receive positions as probationary firemen. According to a spokesman for the Municipal Civil Service Commission, these men did not sign any waivers but were merely told that they would not be considered for Fire Department jobs within a year. He added there's no reason why the entire group (even those with less than a year's time on the subway) cannot be appointed to the firemen jobs.

More Than 150

There are over 150 men who are in this group, and their entrance into the Fire Department will make up some of the 800-odd vacancies now existing. Men in 1-A are not being considered for appointment, but men with a pre-Pearl-Harbor 3-A rating whose physical condition hasn't lowered since they took the original examination, should be on the force soon. The first batch of appointments may be made within a few weeks, according to the Fire Department.

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Your Right to Hold an Outside Job or Get Leave For War Task; Estimate Boys Tussle With Problem

The Board of Estimate seemed willing to give civic employees what they already have.

Here's the situation:

Giving You What You Have

Item 1. John Cashmore, of Brooklyn, introduced a resolution which would allow city employees to work on farms during their summer vacations, and at war-production jobs after working hours.

That's very nice of Mr. Cashmore, but not so long ago a court decision ruled that City employees could work after hours, and that the department heads had no rights to tell employees what to do with their spare time—so long as it didn't interfere with their efficiency at the City job.

Mr. Cashmore's office explained that his resolution was intended to clarify the situation, and to make sure that the City doesn't get around the court order by some technicality. Other City officials thought Mr. Cashmore was gilding the lily and trying to appear like a benefactor by giving away words.

Shifting to War Job

Item 2. Borough President James A. Burke's aide, Maurice A. Fitzgerald, Commissioner of Borough Works, introduced a resolution which would allow City employees to shift from their City jobs to war industries in order to meet requirements of the Manpower Act while retaining all civil service rights.

A howl immediately arose from City departments who foresaw

wholesale desertion of City jobs by married men under 38 who would be only too anxious to get into a well-paid industry, knowing that the City job was waiting for them after the war.

One official objected that the Board of Estimate would exceed its power in acting favorably on this resolution and that the only way to allow such procedure would be through legislation in Albany. He didn't explain why.

Mr. Fitzgerald, when questioned by The LEADER, explained that he hadn't thought the resolution out too carefully, and that it was, in effect, just a means of bringing the attention of the Board to the situation in the hope that something could be worked out to allow City employees to take war jobs without having to resign

their seniority and other civil service rights.

How About Draft Status?

Mr. Fitzgerald also hadn't checked with the Manpower Commission or civil service to see whether it would be necessary for a municipal employee to change over to a war job in order to meet requirements of the act. Municipal government hasn't been classified as unessential and a public servant with dependents has every right to expect to be deferred as long as any one else who hasn't a job of extreme importance to the war effort.

Anyway, both resolutions were held over until March 11, when the Board will meet again to reconsider the situation.

How It Feels to Be A Rookie in the P.D.

"What sort of a rookie do you want?" asked pleasant, twinkling-eyed Capt. John Murray, of the Police Academy in Brooklyn.

"Oh, almost any kind," we told him.

"How about a postal worker turned cop?" he smiled as he stood there in the 84th Precinct on Poplar Street.

He seemed to sense who'd make good interviewing material.

"This lad'll let you know what it feels like to be a rookie cop," Capt. Murray pointed out.

Following which he started to walk toward the "arena," not forgetting to add:

"I'll bring up a smart one." Capt. Murray did.

The rookie who walked in said his name is Norman P. Reid. He's 26, of 738 St. Mark's Avenue, Brooklyn.

Mr. Reid, who's just six feet tall, weighs 165 pounds, has brown eyes and black hair, looks every bit of 30. He walked in with a naive all about him, with an eager, affectionate smile, and with a tenseness that was immediately evident.

He'd Been P. O. Clerk

This was the man who until recently had been a post office clerk sorting mail in the Morgan Annex on Ninth Avenue in Manhattan—sorting mail for five and one-half years.

This was the man who gave up a \$2,100 post, also in civil service, to grab a spot as a rookie cop at \$1,320 a year (he goes to \$2,000 after six months).

Married August 31, 1940, and a father of a ten-months-old daughter, Rookie Reid got his badge last Wednesday and received his revolver last Thursday. He was waiting for his suits, raincoat, rubbers, handcuffs, whistle, night stick and rubber "billy" when interviewed.

Facing two weeks or so of patrol duty with a uniformed experienced officer, Rookie Reid sat there wondering just what he'd look like in a uniform.

"I suppose," he supposed, "there's a little bit of the detec-

tive in all of us. When I was in the post office, and even before I always wanted to be a cop. That sort of thing has always attracted me; after all, to me it's the world's finest law enforcement agency." In fact, I can't wait to catch my first two 'muggers'; you know, petty thieves."

As far as his feelings on being a cop, here's what he had to say: "It feels pleasant, I can assure you of that. But I also have an anxious feeling—you know, not only how I'll look in uniform but how I'll do on the job."

Regarding his previous training, Rookie Reid had taken an intensive six-month course at a school preparing for civil service. In addition, he had studied for some six months prior to that.

"And don't think the wife thought I was putting in too much time. She has wanted me to be a cop as much as I wanted it myself."

The new patrolman wasn't any too sure of himself when the day came for his police physical.

"I did that mile run in six and one-half minutes," he said, pointing out that the minimum time was 7 minutes. "But don't think there weren't moments when I thought I wouldn't hold to the pace. I was never much of a runner, you see. All told, it was a great pleasure to be able to run that distance—not that I imagine I'll have to do anything like that amount of chasing at any one time on the force."

Rookie Reid completed the barrier race in eight seconds, and that went for high jump, eight-foot wall and vaulting box . . . a rather good performance. He was best, however, in weight lifting. He achieved 95 per cent in that one.

"Guess it was my training that fixed me for that," he assured us.

A graduate of St. Agnes High School in Manhattan, and a Bronxite by birth, Rookie Reid pointed out that he's ready for the "biggest time of my life." He is still in 3-A, incidentally, and last Thursday night headed for the draft board office to give them his proudest news: "I've become a member of New York's finest."

Become Grade 2 Without Tests

The Municipal Civil Service Commission at its meeting last week approved a measure by which former folio copyists in the County Registers' offices would have their titles changed to clerk, grade 2, without a promotion examination.

Here's the background: Before 1939, folio copyists and copyists in the County Registers'

offices did typing work. In 1939 photostatic equipment was installed and some of the employees were dropped, and others placed on preferred lists. These employees were later appointed to positions as typists, grade 1.

Those employees who had not been dropped were given clerical duties, and when the employees in the County Registers' offices were reclassified, they were listed as clerks.

In order to equalize the situation, the retitling of the typists will place the entire group of former copyists on an equal basis.

Pinch-Hitting--- One Way to Deal With Shortages

The New York Civil Service Commission is studying methods to catch up with the manpower shortage by transferring the help around.

They figure that there must be plenty of City employees doing one job who can pinch-hit at another for the duration.

For instance, a number of law-years have various types of jobs in many City bureaus. If the lawyer shortage gets acute, the Commission might like to be able to take a lawyer who is working, for example, as a Welfare investigator, and give him legal work.

The situation is complicated by rules against working employees out of title, and other restrictions which make it impossible to approve pay rolls for this type of work.

A series of conferences with the other branches of the City government, and with civil service organizations, will attempt to iron out the difficulties and possibly establish a workable system of transfers for the duration.

[Turn to page 2 for an analysis of the method in which the U. S. works employee transfers.—Editor.]

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A Must Article for Every Subway Man

Here's the Lowdown on Report Of the Subway Grievance Board

Back there on May, 26, 1942, this is what The LEADER had to say regarding the functioning of the then newly-created Subway Impartial Grievance Committee:

1. The Subway Impartial Grievance Committee, which was set up to hear grievances, is trying to do a job.
2. The Board of Transportation Committee of the Whole, which handles or is supposed to handle

grievances, apparently is responsible for delays.

Nathan Frankel and Andrew R. Armstrong, members of the Grievance Committee, headed by W. Francis Fitzgerald, Jr., expressed the belief "If there is a delay, you can infer where it is coming from."

The LEADER Was Right

Last week the Grievance Committee submitted its first annual report, and what the LEADER pointed to a year ago is now stirring a whole tempest of unrest between the Grievance Committee and the Board of Transportation itself.

(1) For the Committee has actually said in so many words this time that the Board is directly responsible for unnecessary delays in grievance matters submitted to it by the Committee, (2) that the Board's lack of a straightforward policy as well as delays can be blamed for much of the confusion and trouble today disturbing the subway workers and imperiling the city's entire transit

system, (3) that the Board should act with "human relationships" in mind rather than with the possibilities of court decision and legal technicalities.

The LEADER, frankly curious about the complete frankness of the grievance board, promptly grasped the lapel of Mr. Fitzgerald, its chairman, and bluntly asked:

"Aren't you sort of begging for the axe?"

"Maybe we're crazy and maybe we're just honest," remarked Mr. Fitzgerald. "But, as your paper noted some time back, we've got a job to do and, sir, we're going to do it."

No Comment

Just what, actually, has the Committee said that has so riled the Board of Transportation that the Board's secretary, William Jerome Daly, this week told The LEADER "absolutely no comment is forthcoming on the report?"

The report hasn't been printed, and copies haven't been made available even to newspapers. How-

ever, a LEADER reporter has seen the original.

Here's part of the report:

Considerable Delay

"There has been considerable delay on the part of the Board of Transportation in acting upon recommendations sent to it by the Impartial Grievance Committee. Although the grievances considered by this committee, upon which formal recommendations were made to the Board of Transportation, were numerically smaller than the grievances disposed of strictly by explanation, the number of employees affected was larger. This arises from the fact that a case or a grievance may involve numerous employees.

"As the record indicates, the Board of Transportation has not disposed of the recommendations submitted to it by this Committee either immediately upon their submission, or shortly thereafter. While some of the grievances concerned matters of policy, for which the Board of Transportation might well require adequate

If You Go into Army, City Pays Vacation Money

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With 400,000 men a month being added to the armed forces, an increasing number of city employees face the possibility of finding themselves working for Uncle Sam.

A lot of people consider their vacation the pleasantest part of the job, and wonder what happens to that vacation when the I-A card appears in their mail-box.

The city comptroller's office explains the vacation picture thusly:

Counting from May 1, 1942, each civic employee is entitled to one day off for each month of service, provided that no unexplained days off have been taken.

When military leave is granted, the vacation time due is computed, and extra pay on that basis added to the last paycheck.

Most inductees, however, have some notice before they set off for camp, and about 50 percent of those leaving have taken advantage of their vacation time to clean up their affairs, or have a final fling before donning the khaki or blue.

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Ex-Army Men Have Civil Service Rights Protected

He's over 38—
He's in the Army—
Before induction, he held a New York City civil service job—
The Army is ready to release him provided he has a war industry awaiting him in civilian life—
He has such a job—
Now then, the problem: What happens to his civil service rights and privileges if he takes that private job?

This ticklish question has bothered a number of returning ex-

Army men, as well as the civil service authorities.

Last week the Board of Estimate settled it. The Board unanimously passed a resolution, introduced by Brooklyn Borough President John Cashmore, providing that—

Any former city employee, over 38 years old, dismissed from the Army to take a war-industry job, will have his civil service rights protected by being granted a duration leave-of-absence.

An amendment to the original resolution requires the returning ex-soldier to keep his war job for the duration in order to benefit. This provision is designed to fit the practice of men leaving the Army, taking a war job, then leaving it for what might be more lucrative employment, but not such as to further the war effort.

Temporary Cops Bill Seems Certain to Pass

ALBANY.— Passage of the Hammond-Ostertag Bill permitting municipalities to hire temporary firemen and policemen probably will pass the Legislature this week or next, after being stalled in the Senate last week to permit the Democrats to prepare for a blast.

Nobody knows just what is coming, but when the Hammond Bill was ready for passage in the Senate the Democrats asked that it go over for a week. It is assumed by the Republicans, who granted the courtesy, that the Democrats are preparing to say something about Mayor LaGuardia.

In any event there is general approval of the measure in the Legislature, so far as can be learned. The sponsors see no determined opposition in sight. They have talked with the firemen and the policemen and everybody is reputed to be in accord on the terms.

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What the Bill Does

The measure permits all municipalities in the State to employ firemen and policemen for the duration to replace men called into the armed forces and to meet the lack of eligibles. The appointees get no civil service or permanent status whatever. They are entitled, however, to regular death and injury benefits in line of duty.

Temporaries cannot be named until and after any local eligible list for the positions has been canvassed.

The Hammond bill will pass the Senate, and be substituted for the Ostertag bill in the Assembly.

[See Police Calls, page 9.—Editor.]

Experience Gives Credit on Actuarial Test

The city Civil Service Commission last week decided that training and experience be considered as part of the examination for actuarial assistant, with a weight of 30 percent.

Ordinarily, entrance grades in the city classified service do not allow credit for experience and training. In this case, the commission felt that the requirements should include previous experience. This will save the city the expense of training persons who might do well on a written test but not have had any practical experience in the field.

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Special Patrolmen Will Go to Police Dept.

The transit cops, the men who walk around on subway platforms, wearing cops' clothes, but not getting cops' salaries or other privileges that come with membership in the Police Department, will soon be celebrating.

The Police Department has asked the Civil Service Commission to permit appointments to the police force from men who have accepted the subway jobs from the special patrolman list.

New Exam Soon

A new examination for special patrolmen has been ordered by the commission, and according to President Harry W. Marsh of the municipal civil service commission, the new list will be used to

replace the men who have been taken out of the subways and given regular police department assignments.

Some special patrolmen have since been appointed from the list of eligibles of the Fire Department, and it is expected that they, too, will have a chance to take more satisfactory jobs with the Fire Department.

Members of the subway police had been wondering whether they would be absorbed into the Police Department, and kept at their same jobs in the subways. The actions of the Civil Service Commission make it seem as though the men who get the P.D. jobs will have a chance to walk around in the sunlight or ride around in police cars. They will still be able to ride the subways for free by showing their "tin."

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CIVIL SERVICE IN NEW YORK STATE

Many Patronage Jobs to Be Filled In Exempt Class

ALBANY.—Senate confirmation of Governor Dewey's two appointees to the State Tax Commission cleared the way for distribution of innumerable patronage jobs in the exempt class with aggregate salaries running into thousands of dollars.

As president of the State Tax Commission, succeeding Carroll E. Mealey at \$12,000, the Governor named Rollin Browne, 48, a New York City attorney.

At the same time, the Governor designated Glenn Ray Bedenkapp, 52, the Republican county chairman of Niagara County, as successor to John F. Hennessey of Syracuse, a member of the Tax Commission, at \$10,000 a year.

Both Mealey and Hennessey are Democrats. The third member, M. Mesnig of Troy, is filling the office of General Ogden J. Ross of Troy, now with the armed forces, whose term expires Dec. 31, 1944. Mealey was appointed to fill the unexpired term of the late Mark Graves.

Fifty Unfilled Jobs

It was reported today that there are more than 50 clerk and typist and similar positions unfilled in the Department of Taxation and Finance with aggregate salaries of \$80,000. In addition, the Republican-controlled Commission, through the President, is empowered to replace scores of higher-paid jobs now held by Democrats.

These include Commissioner of Motor Vehicles at \$10,000; five deputies at \$6,000 to \$6,700; the heads of the income tax, commodities tax and pari-mutuel tax bureaus at \$6,000 a year or better; a department secretary; a motor vehicle bureau head in Jamaica at \$4,000; a director of the Brooklyn tax office at \$7,500; an assistant counsel; and a dozen legal positions in New York City.

Employee Ordered Into War Work Would Be Protected Under New Bill

ALBANY. — Anticipating a manpower draft of public employees in State and Municipal civil service, State Senator Arthur H. Wicks and Assemblyman Malcolm Wilson have introduced a bill designed to "preserve and safeguard the rights" of such persons.

It would extend to any man or woman, summoned from their civil jobs to duty in any war industry, agriculture or any other war occupation, the same protection with which the Legislature two years ago cloaked the posi-

tions of men called into the armed forces.

The measure makes one exception—it does not apply to persons in the unclassified civil service, which includes elective officials, persons appointed by the Governor or by statute, all legislative employees and officers, appointees of the Secretary of State, heads of departments, school principals, superintendents or teachers, or election officials.

Must Be Ordered

The act provides that the State or City or County employee must be ordered by the President or other Federal officer into some form of war work. Such an order, under the bill, automatically

clears the way for a leave of absence during which the employee is fully protected as to pension, promotion, increments. If the job is abolished while the employee is absent on ordered work, he goes on a preferred eligible list or on a "war re-employment list" a new kind of list created by this act.

Proposed by the Transportation Benevolent Association of New York City, the bill was drafted by Thomas Le Rosa, an employee of the Senate Finance Committee.

An employee ordered into war work and who is on an eligible list would be granted an extension of two years on a special list for appointment when he returns.

18,976 Work in Mental Hygiene

ALBANY.—Submitting an annual report to the Legislature, Horatio M. Pollock, director of statistics, reported a total of 90,781 patients in the State's 26 insane institutions under supervision of the Mental Hygiene Department. There were 15,850 new cases admitted during the report year which ended June 30.

Of the employee situation in the mental institutions and the war activities being conducted the report says:

"The employees of the Department at the end of the fiscal year numbered 18,976. Of these, 15,575 were employed in State hospitals, 2,837 in State schools, 460 in Craig Colony, and 104 in administrative and preventive work. There was a decrease during the year of 980 in the number of officers and employees in the Department. During the past two months, vacancies have notably increased and it has become impossible for the institutions to secure an adequate number of competent officers and employees to take the place of those who have gone into war industries or have entered military service.

State Clerk Jobs Will Start at \$1,200 Salary

ALBANY.—Questionnaires going out now to the 26,000 clerk candidates for State positions are carrying a reminder that these jobs, now paying \$900 a year, will go to \$1,200 on April 1, in line with legislation sought by Governor Dewey, passed by the Legislature, and approved by Mr. Dewey.

The salary boost is intended to inspire a greater number of acceptances by eligibles who also are asked whether they will accept temporary or permanent appointment and where they want to work.

While the Civil Service Department is notifying the candidates that the salary goes to \$1,200 on April 1, it is also telling them that the legislation is solely for the new fiscal year, and whether or not it will be renewed next year is unknown at this time.

Fight for \$1,200 Minimum

Representatives of the employee organizations meanwhile are preparing to renew their fight to make the \$1,200 level the absolute minimum for all junior positions. They will seek to have the lower

bracket eliminated entirely from the Feld-Hamilton classification schedule.

Hundreds of Places

It is improbable that any clerk appointments will be made until after the questionnaires have been returned and tabulated in the machine room. That means delay in certifying the clerk list to appointing officers, although there are probably hundreds of available places, many of them, of course, filled meanwhile by temporaries.

Other Lists Employment Interviewer

It will be a month or six weeks before the DPUI employment interviewer list is ready. Papers are still being rated in this heavily competitive examination by the DPUI civil service unit.

Court Attendant List

The court attendant list showed only a minimum of activity. There have been a total of three appointments in the First Judicial District, the last being No. 50 on the list. In the Second Judicial District there have been eight appointments, the last being No. 73.

Bill Introduced To Protect Laborers' Rights

ALBANY.—A bill to protect the rights of State laborers in the non-competitive class from being discharged from their posts without regard to seniority was introduced last week by State Senator Seymour Halpern, Chairman of the Senate Civil Service Committee.

At present, Senator Halpern explained, "civil service employees in the competitive class, when laid off, are discharged in the inverse order of their appointment to the particular department in which they are serving.

"They are then placed on a preferred list from which they are certified according to their standing to any department in which there may be vacancies."

Employees on the labor or non-competitive lists do not have this protection. In some cases, men who have worked for a department for twenty-five years have been laid off, while others in the same department with the same title have been kept on although they have had only a few years of service.

The added security offered to laborers is expected to make State civil service laborers positions attractive to many who would otherwise accept higher paid posts in private employment.

More Privileges Asked for School Custodial Men

ALBANY.—State Senator Halpern introduced in the Legislature last week a bill to place New York City custodians and custodian employees into the same category as other employees of the Board of Education.

Under the present law they are excluded from the protection which other educational employees have.

In explaining his proposal, Senator Halpern stated that it would maintain the existing salary standards for custodial employees and would prevent any action by the Board of Education to reduce these salaries below existing levels. "I believe that these employees of the New York City Board of Education," Senator Halpern pointed out, "are entitled to equal consideration with other employees giving service to the public school system. They are responsible for all the mechanical equipment, including steam boilers and motors, and for the proper heating and ventilating of the school buildings.

"These men are all high-class mechanics and licensed operating engineers. At the present time their duties are extremely arduous because of the wide use made of school facilities. They have to keep the schools heated and lighted and be present during all of these times to protect the property of the City."

If You're a Veteran Of the Civil War

ALBANY.—Veteran preference in civil service, so you think, is limited to disabled veterans, who automatically go to the top of any list, provided they pass the minimum mark.

But that isn't the only veteran preference.

There's a hidden, unrepealed provision adopted decades ago, which gives special preference to veterans of the Civil War.

Although one of the rules of the Civil Service Commission provides that "every original appointment to a position in the competitive class shall be for a probationary term" the Civil Service Law itself contains this clause:

"All appointments or employment in the classified service (competitive and non-competitive) EXCEPT THOSE OF VETERANS OF THE CIVIL WAR honorably discharged from the military or naval service of the United States, shall be for a probationary period not exceeding the time fixed by the rules."

So there you are. If you are a veteran of the Civil War, you needn't serve any probationary period at all.

Appointments Carrying No Privileges

A supplemental report filed with the Legislature by the Civil Service Commission reveals that in the last couple of months of 1942 a total of 69 appointments under Rule 8-A were made to State jobs. These are duration appointments solely on a temporary basis and carry no civil service status at all. The appointees were selected to fill places where the Commission decided not to conduct an examination, until after the war, because of the lack of "adequate competition." It is probable that the number of such appointments now exceeds 150—and is going up.

At the same time the report revealed a total of 528 so-called Rule 8-12 appointments of persons designated to fill the jobs of men called into the military service. This number, of course, has increased this year. These also are duration appointments but the appointees get pension and increment privileges.

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WAR JOB NEWS

U. S. Needs Men in Many Trades To Work on War Jobs Abroad

Hundreds of skilled and unskilled workers have a chance to get away from the cold weather and work in tropical climates.

The government has urgent need for men in the Canal Zone and in Hawaii. American citizens should apply at the offices of the U. S. Civil Service Commission, Room 915, 641 Washington Street, Manhattan. Men in 3-A are desired, but the government will try to get draft board releases for 1-A men whose skill warrants the appeal.

Here's the information about these jobs:

Hawaii

There is a need for laborers who will be given a chance to advance to skilled and semi-skilled jobs at better pay.

Maximum age limit 62 years. Lower age limit 20 years for journeymen and 18 years for helpers and laborers.

Salaries: Starting salary for unskilled labor is 82c an hour, with regular overtime pay. Skilled workers receive about the same salaries as those in the United States.

Living quarters: In barracks, or newly constructed apartment units, \$10 a person a month. For \$12-20 each a month, apartments can be rented in Honolulu. Meals cost about \$1.25 a day.

Recreation: Movies, gymnasium, clubhouse, indoor and outdoor sports, a library with 5,000 books.

Panama Canal

The Canal Zone needs skilled workers in the various trades, helpers, naval architects, engin-

eers, and metallurgists. In nearly all trades provision is made for recruiting of first, second, and third class mechanics. Maximum age limit for helpers is 35 years, and for other positions 55 years. Salaries: Earnings approximate the union scales for trades workers in the United States.

Living quarters: Bachelor accommodations in government buildings at \$5.75 to \$12.75 a person. Restaurants charge about the same as in the United States. Room and board shouldn't cost more than \$100 a month.

Recreations: Gymnasiums, clubhouses, theatres, wallstocked libraries and outdoor sports.

The government will provide transportation both ways. Families cannot accompany workers. Salary allotments can be made from Hawaii, but men in the Canal Zone will have to remit to their families by money order.

These are war-service appointments and are expected to last for the duration. All applicants must pass a physical examination, and while on the job, their health will be safeguarded by government doctors.

Vancouver

Opportunities for shipbuilding helpers and electrician trainees exist in a Vancouver, British Columbia, war plant, the United States Employment Service pointed out this week. Parolees and physically handicapped will be accepted if they can perform the duties of the jobs.

Jobs for shipbuilding helpers pay 95 cents an hour over a six-day, 48-hour week, with time-and-a-half for time over 40 hours. There are three shifts, from 8 a. m. to 4 p. m., 4 p. m. to 8 a. m. and midnight to 8 a. m. Applicants must be willing to

work any shift. A bonus will be paid for working either the second or third shift.

Applicants must be in 3-A, 4-F, 4-H or 1-C, must pass a physical exam in New York City, and will be acceptable if they are citizens or friendly aliens, provided their papers are in order.

Those applying must have had some experience as mechanics' helpers or in any work dealing with metals.

The company will assist men in finding quarters after the first few weeks on the job. It will also advance workers \$70 in fare payable by the employee in installments from salary up to 20 weeks after starting the job. You travel by coach and groups leave nightly. Men must live in barracks at \$15 a week for room and board the first few weeks. Work is outdoors and consists of helping various gangs in the shipyard.

Apply in the USES office at 44 East 23d Street, Manhattan.

As for the electrician trainees, they'll get \$1.05 an hour, to start, for a basic six-day, 48-hour week, with time-and-a-half for over 40 hours.

There are three shifts: 8 a. m. to 4 p. m., 4 p. m. to midnight and midnight to 8 a. m. A bonus will be paid those working on the second or third shift. Men must be willing to work any shift. They'll work with electrical gangs outdoors in the shipyard.

Only those in 3-A, 4-F, 4-H or 1-C are acceptable. A physical exam will be given in New York City and men can be either citizens or aliens, if their papers are properly prepared.

Applicants must have completed a training course in electricity or any other similar field.

Same conditions hold for advancing fare and living conditions. Apply at the same office.

General Bradley's Column

By
Brigadier General
John J. Bradley (Ret.)



Important Notice to U. S. Employees

INSIDE WORD: the President's draft deferment committee has decided to recommend that Federal agencies should seek 3-B draft status for practically all 3-A men on their payrolls.

THE ONLY 3-A MEN TO BE EXCLUDED, if the proposed recommendation is followed, would be those in the small list of jobs specifically listed as "non-deferrable" by the War Manpower Commission.

It is understood that the committee has completed its report and is now waiting only to present it to Mr. Roosevelt.

HOWEVER, IT SHOULD BE EMPHASIZED that the committee has changed its mind before—and might possibly do it again. Moreover, there is no guarantee the President will accept the recommendation—although it is believed he will.

FOR THESE REASONS, 3-A men in Government service will be wise to adopt a wait-and-see attitude. One way or another, the entire matter should be clarified within a few weeks.

The committee's proposed report is in line with the War Manpower Commission's directive including "Government services" among the list of 35 "essential" industries which entitle a family man to 3-B status.

The report, as now written, definitely constitutes a reversal of the Committee's original position.

At one time, it had prepared a report recommending 3-B status only for men whose jobs fall in the list of "critical" occupations, which ordinarily is used as a basis for 2-B (necessary man) deferments.

Insiders say, however, that the U. S. Civil Service Commission and other agencies urged so strongly against such a recommendation that the Draft Committee, at the very last moment, changed its mind.

Meantime, the War Manpower Commission has got out a memorandum to its own 3-A employees, urging them to apply immediately for 3-B status.

WMC has told them they can do so by obtaining Selective Service Form 42-B from their local draft boards, and submitting it to the personnel office for transmission back to the Board.

The form is the one customarily used for 3-B applications. It is (or should be) available at any local board.

This and That

MEN IN THE MERCHANT MARINE—including seamen and officers—will be continuously deferred from the draft hereafter . . .

This goes, too, for Merchant Marine Men on shore leave and those taking training in a prospective licensed officer course or a marine refresher course . . . May 1 is the deadline for SOLDIERS OVER

38 to put in their application for discharge from the Army. No change has been made in the requirement that, together with the application, there must be submitted a letter from a prospective employer, United States Employment Service, or other responsible person, stating that the discharged soldier will be engaged in essential industry . . . Marine Corps is accepting men of 17 . . . Watch for a new recruiting set-up by the Army Air Forces, which will allow

civilians to get in much more easily . . . The War Manpower Commission will shortly begin a tremendous recruiting drive for student nurses. Tentative plans include a distinctive insignia, maintenance, pay for students, work for senior students in military and government hospitals. Upon graduation, the nurses would enter the armed forces with the rank and pay of second lieutenant or ensign, or would be assigned to governmental nursing service . . . Women Marines will serve only in the United States, not abroad . . . If a soldier is missing in action, his dependents continue receiving their allotments. If he hasn't been located after 12 months, he is presumed to be dead, and his dependents then receive the death benefit of six months' pay.

Education of Service Men

TESTS ARE BEING PREPARED by the War and Navy Departments to assess the educational growth of military and naval personnel during their period of service in the armed forces. Results will be certified upon request to schools and colleges for their evaluation of the courses.

It is expected that the program, proposed by the U. S. Armed Forces Institute, will help the service men upon their return to civilian life to obtain credit for educational work taken while in service.

The program applies also to the WAAC, WAVES, the Coast Guard Reserve, and the Marine Reserve. The Armed Forces Institute is offering courses for military and naval personnel during off-duty and spare time. The Navy is setting up educational centers at the larger shore establishments all over the world where classes will be conducted for officers and enlisted men on a voluntary basis.

Soldiers and sailors who wish to take one of the courses should apply to their commanding officers.

THE JOB MARKET

By MRS. MATILDA MILLER

Job Opportunities Of the Week

Each week, the LEADER brings you a summary of the best job buys of the week. Gathered from

various federal and private agencies, the city's newspapers, USES, and other sources, the listing will try to give as many hints as space permits. For the benefit of those who are getting out of non-essential industries or high schools, we list this week's opportunities for those without experience.

Trainees Wanted

Girls needed to learn oil coloring on photographs—Salary while learning. Apply to Grant Positype Corp., 16 West 22d Street, New York City.

Boys—Men wanted for book industry. Paid while learning. \$18-\$22 plus overtime, day or night shift. Good chances for advancement. Non-citizen accepted. Apply at H. Wolff Book Mfg. Co., 508 West 26th St., New York City. Apply only in the morning.

Men and women, 21 to 35, with college degrees. College training in chemistry or other science required. Plants located in Kentucky, Maryland, and Indiana. Apply at USES, 10 East 40th Street, Manhattan, 10th floor.

Recent college graduates, ages 20

WELDING AND BURNING

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to 30, to be trained as Technical Assistants for the planning department of a Long Island Aircraft company. Write fully, stating age, education, experience, extra-curricular activities. Enclose recent snapshot. X-160 Herald Tribune, New York.

Women paid while learning at National Union. Women wanted from the ages of 18 to 45. Apply at 48 Spring Street, Newark, N. J. 9 to 5 daily, 9 to 3 on Saturday.

Women trained for camera work—must not wear glasses. Salary 37c an hour. Apply at Universal Camera Corp., 9 West 22d Street, New York City.

Chance Vought Aircraft will train women college graduates under 30 years of age for engineering positions at Stratford, Conn., plant. If qualified, you receive 8 months free training, plus room and board, and an allowance of \$50 monthly. Apply USES, 10 East 40th St., 10th floor, Tuesday, Wednesday, 11 a. m. to 7 p. m.

Light Work

(No Experience)

Freed Radio Corp. needs men for radio work—wiring, soldering, assembling. Will take non-citizens with first papers. 1-A men will be accepted. Apply Freed Radio Corp., 200 Hudson Street, New York City. Girls, ages 16 to 30, needed by Julius Schmid, Inc., 439 West 55th Street, N.Y.C., 12th floor. Good pay, steady work.

Girls (18 to 35) for light clean factory work. No experience necessary. Apply America Can Co., 317 St. Pauls Avenue, Jersey City, N. J.

Clerical Jobs

Fairchild Aviation Corporation has openings for clerks, typists, key punch operators, and bookkeepers. Apply at Employment Office, 135-05 89th Avenue, Jamaica, L. I., daily 8:30 to 3; Saturday, 8:30 to 11:30 a. m.

Johns-Manville will train high school graduates for office work. Salary paid while learning. Write giving name, address, age citizenship, details of education. Enclose recent snapshot. Personnel Dept., 22 East 40th Street, New York City.

American Airlines needs women as stock clerks. Starting salary, \$104 monthly. Rapid advancement. Apply at American Airlines, Inc., LaGuardia Field, Jackson Heights, N. Y.

Gimbel Bros. needs women clerks and typists for general office work. Temporary and full-time jobs.

Hearn's Dept. Store has openings for boys and girls over 16 as stock clerks. General clerical workers (Continued on Page Sixteen)

Wondering how you can dig up your birth record or proof of citizenship? See Reader's Service Guide, page 13.

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Independent Weekly of Civil Service and War Job News

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, February 23, 1943

You Get the Squeeze

IF YOU'RE a New York City employee, here's the squeeze. On the one hand, you won't be given leave to take a war job. On the other hand, the City won't pull up your pay. You're stuck in the middle.

Now, if you talk to the department heads, as we do, and suggest that employees should have the right to take a war job and feel they'll be able to come back to their city jobs after the war's over — they throw up their hands in horror. Their staffs will just be depleted, they say, and the departments won't be able to function.

To which the obvious retort, of course, is this: why should the employee take the rap?

It's amazing how much a pay raise will do to help the manpower situation in New York City.

UNLESS—

...unless the administration is really desirous of slicing down the number of city workers drastically, and is using the war emergency as a means of accomplishing this chore. The possibility that such might be the case has occurred to us, though we aren't imputing the thought to City Hall. But it's no illogical inference. What do you think?

TAKE IT EASY!

There are intimations from certain Republicans in Albany that civil service procedures may be "simplified," that civil service is nothing more than the employment agency for the State, that many employees are on the way out because their appointments may have come via rules and regulations that "nobody can understand" . . .

Take it easy, boys! We suspect Gov. Dewey is too smart to go along on this.

McKELLAR KNOWS

And on the national scene, Senator McKellar has been running around chest-thumping and squealing with delight . . . He has found a method to bring back spoils. He gave himself away by making a statement in which he accused the United States Civil Service Commission, and specifically its President, Harry B. Mitchell, of handing out the greatest patronage in history!

Nonsense, Senator! It's clear you don't know what civil service is all about, how it works—or the kind of job the Civil Service Commission has to do in wartime.

The Senator's proposal is that every position paying over \$4,500 (he even wants it down to \$3,800), should be confirmed by the Senate, with renewals every six months. Senator McKellar's bill would—

1. Frighten good men away from government service. Few competent persons relish the thought of facing Senatorial cross-examination.
2. Bring about the discharge of conscientious, able executives simply because they might have incurred Senatorial displeasure.
3. Take the incentive motive out of government service, because the man who had worked up to a \$4,500 job wouldn't know whether the Senate would confirm it.
4. Be a godsend to hacks. It would give politicians a fine chance to "play ball" with each other in making or denying appointments.

Such a bill has no place on the calendar of the American Senate.

AGAIN, THE POSTAL MEN

We wish we didn't have to bring this up again—

The postal men deserve better from the government. Their morale can't stand up forever against the shabby treatment they've been getting. The recent overtime pay bill just doesn't work for postal workers. Year in and year out the problem of fairness to these men has come up in Congress. It should be settled once and for all. The \$300 bonus-plan advanced by the various postal organizations is a reasonable proposal.

Don't
Repeat This!



Efficiency

Then there's the story about what happened in a Federal agency located in NYC . . . A gal was working on a letter that had to make a mail deadline, when her typewriter ribbon broke . . . She went to the supply room, asked for another ribbon . . . "No can do," they told her, until you get a requisition, "and then it takes three days" . . . "But I can't wait three days," she said in a frightened voice, "this letter must get out today . . . "Well," answered the man in the supply room, "get your requisition and we'll ask the stock clerk if he can get it for you earlier" . . . "All right," agreed the steno, "please give me a requisition slip" . . . "Oh no, I can't. You must get a requisition for a requisition slip, and fill it out in duplicate" . . . The little steno, frantic by now, finally borrowed a ribbon from one of the other gals, who had had the foresight to requisition two ribbons a week previously.

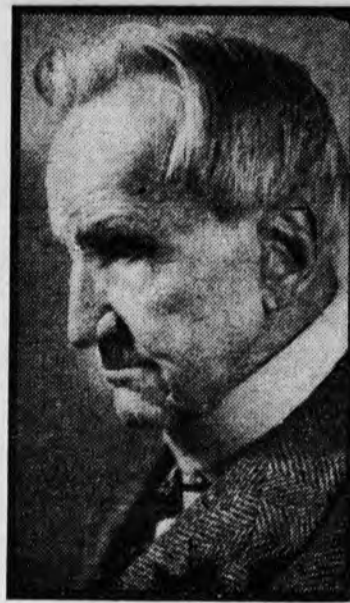
Sage Advice

Henry Epstein, ex-State Solicitor General, tells the story about the man who was being mercilessly lambasted by a newspaper. . . . The victim thought of writing an answer to the attack, but before doing so, he went to his attorney, Max Steuer, for advice. "What should I do?" he begged. . . . "Do?" drawled the legal sage. . . . "Why, do right, don't write." Dick Warner, Fire Department secretary, loves the sound of his middle name, which is Fay. . . . People still think the Veterans Administration on Broadway is filled with veterans, which it isn't. . . . Anna Rosenberg, Manpower bigshot, is the town's greatest "ribber" of reporters . . . There is an office adjacent to the State Office Building in Albany known as "Siberia." . . . To it are banished Democratic office-holders who haven't been given their notice because the powers that be haven't found out just how. Some are veterans. Meanwhile they draw their pay—and wait. . . . Chairman of the Tioga County (NY) Civil Service Commission is John F. Harper, a newsdealer. . . . After Grace Reavy leaves the State Civil Service Commission, she'll write a "testament" for her successors, indicating how civil service should operate ideally. . . . But the Governor's close associates look upon civil service merely as the State's personnel agency, frown on complicated rules and regulations. . . . That was Ferdinand Q. Morton we were talking about last week, not John B. . . .

For Bravery

Col. Joseph S. Bradley, son of The LEADER'S military editor, has received three awards for valor—the distinguished service cross, the silver star, and the oak leaf cluster, all within 20 days. . . . He's Deputy Chief of Staff for Gen. Eichelberger in New Guinea.

Merit Men



HE REMEMBERS a brilliantly lighted saloon on election eve. Paved with silver dollars, only three doors from a polling booth. Here the faithful lined up to receive their payment in advance for casting their votes the "right" way, and the boys in the back-room decided who would get which jobs after the election was held.

That was politics some sixty years ago, when Richard Welling, fresh from Harvard Law School, found himself in New York with a new diploma and a package of shining ideals.

Today, the diploma still hangs on the wall of his office on Wall Street, and he is still fighting for a better government. At 85 he is still anxious for a good scrap in the courts, and is eagerly looking forward to his latest case in which he is fighting against a pension for Jimmy Hines.

It Isn't the Party

When he entered the political arena, the Tweed administration was still a bad taste in the mouth of New York. His first political principle was that there isn't a Democratic way of disposing of garbage, or a Republican way to put out a fire.

He believes that a strong merit system represents the only way to run a government, and as Civil Service Commissioner under Mayor Gaynor, he knows the uphill fight which civil service has had to face.

With classmate Theodore Roosevelt, he formed the City Reform Club to prove that there was a place in municipal politics for people who knew how to read and write.

The first question any one asks him is "Have politics improved during the years in which you have been active?"

From his own experience he can tell of hundreds of millions of dollars saved for the City by eliminating useless jobs, illegal promotions, and inflated salaries.

Wouldn't Believe It

He tells of the slow growth of

the civil service. How politicians in the early days couldn't believe that anybody was serious about this business of giving a "school test" before hiring people for city jobs, and predicted that unless there was a chance for the political parties to reward their workers with tangible symbols of their appreciation, preferably in the form of jobs with high salaries and little work, the whole political set-up would collapse.

And he isn't satisfied with the results yet.

It's his idea that our education isn't geared to a Democratic government. He would like to see every public school have self-government, every class elect its own officials, and have the students take a form of civil service test for administrative jobs in the school organization. He hopes that the schools will develop their own junior politicians who will try to get around the system, so that the school children will know what to look for later in life when they are doing their share to run the government.

Wants It All Civil Service

He hopes that before long every government job except for the few elective policy-determining positions will be civil service.

He has found that some public organizations and individuals must always be on the alert to defend the civil service system.

As president of the Civil Service Reform Association he has spent a good part of his time in the courts fighting the case of *The People vs. The Spoils System*.

Here are some of his accomplishments in recent years:

He stopped political appointments in the NYC Health Department under the plea that an emergency existed. Over 150 useless positions were abolished and \$250,000 a year saved.

He ousted Dr. William Walker (brother of Jimmy) from a lucrative post as Medical Consultant.

He prevented ex-Mayor Walker from receiving a large pension, and stopped exploitation of the pension system by politicians.

He compelled the appointment of court clerks from the civil service lists.

More Rigid Than Now

He would make civil service procedure even more exacting than it is now. He would like to see appointments made in the order of the list instead of allowing a one-in-three choice. He was the first commissioner to give an oral exam as part of a civil service test.

Having plenty of excess energy after his legal work, he sat down and wrote a book, "As the Twig Is Bent," which was re-issued recently. He has served as an ensign in the Spanish-American War, and was commandant of the Montauk Naval Base in World War I. If not for some silly prejudice about age on the part of procurement officers, he would probably be in this war too.

QUESTION, PLEASE

Reinstated in the Postal Service

B.W.: If you have resigned from the postal service and wish to be reinstated, you may apply for reinstatement three months after your resignation by writing to the Federal Civil Service Commission's Second Regional Office at 641 Washington Street, New York City. In spite of the fact that you were a permanent appointee before your resignation, you will be reinstated as a sub-carrier and will have to wait your turn for regular appointment.

4-F Classification

S.M.: The fact that you have received a 4-F classification will not in itself disqualify you for the Fire Department. You will be given a physical examination by the medical doctor and your fitness will be determined on the basis of that examination. If you do not meet the physical requirements set up by the department, you will be rejected.

Moving to Another County?

D.L.I.: If you are on the State Court Attendant list for one judicial district, you cannot move to another judicial district and maintain your place on the list. In the event that you are now on the eligibles' list in Judicial District 1 and contemplate moving to Judicial District 2, you will be disqualified for appointment from this list.

Overtime Pay On Leaves

R.U.F.: According to the regulation granting Federal employees overtime pay for all hours above 40, this includes time on annual or sick leave. In other words, if you are out two weeks on sick leave, you will be charged with 96 hours (48 hours for each week).

POLICE CALLS

Temporary Patrolmen— A Necessity or a Deal?

The most heated debate in the history of the P.B.A., was held Tuesday before last at the Hotel Commodore. Never were delegates so opposed to a proposition as that which was being discussed. Never were delegates so certain that, in spite of the intensity and variety of the reasons for their opposition and in spite of the unanimity of opinion among them, they were fighting a losing battle—a battle, perhaps, that had already been lost. Never, therefore, had there been such a feeling of desperation evinced in the discussion of police affairs.

The issue responsible for all this was the first open P.B.A. discussion of the controversial matter of the proposed appointment of temporary patrolmen to the Police Department. The Ostertag-Hammond Bill, on the brink of passage in Albany, would permit the appointment of temporary patrolmen under regulations prescribed by the Municipal Civil Service Commission. As presently drafted the bill would bar these temporary patrolmen from admission to the Police Pension Fund and would limit their salaries, in New York City, to \$2,000. They would, however, receive the same death and injury benefits as the regular members of the Force.

Mayor, Commissioner For It
The reason for the temper of the P.B.A. delegate's discussion was that almost all the delegates realized for the first time that the bill was certain to be passed.

The Mayor and the Police Commissioner first propounded this plan as a method of solving the dilemma of not being able to make regular police appointments to keep up the Department's manpower, a dilemma occasioned by retirements and entry into military service. Such a high percentage of new regular appointees was drafted within a short time after their appointment as patrolmen, the Mayor and the Commissioner complained, that the man-power situation in the P.D. simply could not be solved without some additional steps being taken.

First They Laughed
The P.B.A. delegates enjoyed a hearty laugh when this idea of temporary patrolmen was first announced. They laughed out of certainty that this was simply a maneuver to counteract the sentiment for pay increases. They enjoyed, too, the absurdity of the Mayor and Commissioner protesting that they would like to make 1,200 police appointments but could not because of the draft situation. The delegates knew, of course, that before the draft act ever went into effect there were over 1,200 vacancies in the P.D., and that never since has there been less than 900 vacancies.

"They did not appoint these men when they could," these delegates said in effect, "but they expect us to believe them when they solemnly proclaim that the only reason that they want to appoint these temporary patrolmen is that they want to keep the man-power up to quota."

But their amusement, engendered out of a belief that the idea was never seriously intended to be carried out, was short-lived. In rapid succession they witnessed a series of moves that spelled doom to their hopes of maintaining the standards of the police job on a high plane. First was the introduction of the Hammond-Ostertag Bill in Albany; then rumors of a "deal", then the trip to Albany of leaders of the line organizations; then the picture of these leaders not fighting to block the passage of the bill but making efforts to add certain amendments.

They Weren't Amused
The crowning blow was administered when the delegates were given the definite impression that the bill was "in" and that they were helpless to do anything about it. What they did do, though, was shout until the rafters of the Hotel Commodore shook. They dug deep into their experience to justify their heated feelings about this lowering the standards of their jobs. They cited similar instances where aqueduct patrolmen were legislated into the P.D., where doormen were made patrolmen by legislation, and where park patrolmen were brought into the P.D. by similar action. To a man they expressed the idea that lowering civil service standards would redound to the harm of every patrolman in the department, and that assurances the temporary patrolmen would be only temporary could not be given, in view of past experiences and would not be accepted by patrolmen who had no faith in political manipulation.

'Incompetemps'
The feeling that was expressed by many delegates after the meeting was that they had been let down. Meanwhile, they had coined a new word for temporary patrolmen—they called them "Incompetemps." Only such a word of contempt, they felt, could properly identify those who are the medium for tearing down the mental and physical standards of the job.

The sentiment among the older men in the Department was stronger in respect to the "Incompetemps" bill than among many of the younger men. This was because, while the younger men accepted the bill at its face value as a temporary measure, the older men were suspicious about that.

One Suggestion
A letter to The LEADER from

a patrolman presents such a compelling argument and such an effective plan that several officers with whom this letter was discussed agreed that if the patrolmen gathered behind their delegates, and delegates gathered behind the PBA officers in a strong and concerted effort to put this plan over, the "Incompetemps" bill could be smashed. The writer bases his plan on the central idea that since the basic idea of "Incompetemps" is to replace draftees who number no more than 500 it is not necessary to appoint such "Incompetemps" for general police duties. His suggestion is that instead of amending the law to permit the appointment of "Temporary Patrolmen" who would be indistinguishable from regular patrolmen in uniform and duties, to amend the law so as to permit the appointment of "Special Patrolmen" or "Temporary Special Patrolmen" with different uniforms, different shields, and different duties. Under this plan these "Specials" would perform duties arising directly out of the war situation such as guarding bridges, piers, docks, utilities etc.—duties now performed by regular members of the Force. Under this plan these "Specials" would work out of specially created commands under the supervision of the Department's regular superior officers.

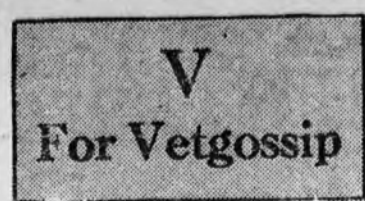
This writer believes that there are at least 500 patrolmen now assigned to these wartime duties, and that these patrolmen can be reassigned to regular patrol Precincts. He even suggests that if this is not sufficient, these "Specials" can be used to fill the three Park Precincts, reassigning the patrolmen now in these precincts to regular patrol precincts. He warns, however, that this should not be done until every regular patrolman is taken from a fixed war post and replaced by a "Special." Only after this is done, he says, and only if the number of regular patrolmen so replaced and reassigned does not equal the number of regular patrolmen in military service, should this be allowed.

At the same time this writer presents a slogan behind which, he suggests, patrolmen and delegates should rally and compel the PBA officers to take a positive stand:

"Special war posts only for Special War Patrolmen."

He concludes his letter with a plea for immediate action: "There is no time to lose. The 'fix' is in. The 'contract' is made. We're got to act right away and only the PBA can act for us. If every delegate of the P.B.A. called up PBA President Harnedy today and urged this plan upon him Harnedy would have to wake up and do something. Why don't we all have our delegates telephone Harnedy today?"

"Tomorrow the bill may be passed."



By ARTHUR RHODES

From a Non-Deferrable

Big Boss C. J. Reichert is pushing the central office to create provisions for smoking during hours over at the 346 Broadway building of the Vets' Administration. . . . Employees, desperate to inhale and exhale the flaming weed, have been stealing into rest rooms to puff on the sly. . . . But that's not the only trouble brewing in rest rooms these days. . . . Miss Sarah Nichols, assistant chief of Preliminary Operations on the second floor, is the latest of the overexuberant supervisors routing the lassies around. . . . Boss Reichert, finally moved to action, has issued orders to Chiefs Frank Hoesch and T. M. Anderson not to permit supervisors to engage henceforth in such practices as rest-room routing-out. . . . The idea is merely to note absentees, eventually warning them about dismissal. . . . This, however, does not apply to Herby Hudson. Herby still has the privilege of routing the lads. . . . He's even spotting the staircase spitters these days (he made a big catch in this direction the other day). . . . As for Miss Nichols, she's replacing the ailing Miss Myrtle Newtown and is trying, they tell me, to impress Joe Harley. . . . Then there's the examiner on the sixth (or 12th floor) who makes "touches." If he doesn't cease this resentful practice, we'll name him. . . . Tip to employees, you may accept personal phone calls, but don't overdo it.

More Dots

That half hour lunch business is still annoying any number of employees who have to gulp or eat indoors. Indeed, some of the boys are afraid they're driving themselves into 4-F. . . . Boss Reichert's still trying to get opinions whether or not the boys and gals would care to have their work day lengthened 15 minutes to permit a 45-minute lunch period. . . . To date, sentiment is against this, since getting out at 4:45 enables folks to beat the big rush hour. . . . CIO people, who have been seeking to develop a union at the Vets, have seen Reichert about this and, when asked what they'd like done about it, decided to shy off in the meantime. . . . The truth is that the CIO itself doesn't

yet know how much backing it would obtain on the issue. . . . Anne M. Dolan writes in to point out that she's not a United Federal Workers of America grievance committee member. "I never accepted such an appointment. As a matter of fact, I was not present at the meeting at which elections were held," says she. How about this, UFWA? . . . The gal who started the fad for slacks at the Vets has virtually discarded the idea herself, despite the fact that going down from the 12th floor might be considered a bit drafty. . . . Recommended for those 12th floor individuals, incidentally, who can't afford the time to wait for an elevator: sliding down the banisters. They're well simonized, I assure you.

What, More?

Promotions of a sizeable number are due along in April, I understand. That's when the efficiency ratings should be completed and filed. . . . As for those December overtime checks, they've been delayed all this time because the central office has been going quietly delirious attempting to determine how the Victory Tax affects the situation. But the money's still coming along, they tell me. . . . A new folding machine has been introduced at the Vets, and now a number of detail clerks and messengers will have more time to devote to more essential duties than folding policies for hours. . . . The machine weighs some 300 pounds. . . . It was so chilly during that sub-zero spell the other week that the gals were trying to scribble with gloves on; but they were still skidding and one bright chap finally proposed chains. . . . Another bright individual developed a frantic idea several days ago and forced that big gate closed on the Broadway lobby floor, cutting off the small side room used as a smoking emporium. Boss Reichert's hunting for the offender, no doubt in the belief that one of these days the gate will come down and not only keep persons from getting in but vice versa.

Millie Haynes, Reichert's smartish looking secretary, claims that nobody need freeze these days if they merely resort to wool suits—maybe even wool stockings. . . . They still don't use erasers on the pencils at the Vets. . . . C. J. Reichert is laboring on an idea to permit floors to pour out for lunch at five-instead of ten-minute intervals so that the first floor out doesn't feel it is eating breakfast by mistake and the last one eating supper. . . . Eileen Milling's working for the Government down in dear old dead Philadelphia and is wondering how the folks up on the second floor are missing her. . . . That terrific red head in slacks is still startling the boys on the Broadway floor these days. . . . And bowling and ice-skating are among the biggest outside interests for Vet employees. What, no scavenger shoe hunts?

NEW YORK CITY HOSPITAL NEWS

Nurses Are Burned Up

With a terrific shortage of doctors, the Hospitals Department has obtained permission to use non-citizen M.D.'s. Sounds like a good idea to meet the shortage and assure patients proper care, but here's one rub: In Europe, nurses are considered on a par with servants and are ordered around, bawled out, and growled at. The foreign doctors take the same attitude towards the nurses here, and the gals no like. When a gal can take her certificate under her arm, and become a Looey in the Army or Navy, she isn't going to take any abuse. Hell's already popped a couple of times, and more excitement is due unless the alien medicos get wise to themselves. In the U.S.A., a R.N. is a professional, and a darn useful one, boys.

Vacancies

About 4,000 people should be working in the hospitals who aren't. The labor shortage is getting worse every month. From deputy superintendent to hospital helper, there are vacancies, and very little prospect of filling them.

Hospitals just can't compete with outside industry in salary, and no one seems to have any ideas on how to improve the situation. A lot of those who work in the hospitals aren't very happy about their jobs, and this doesn't encourage their friends to apply for work.

The Hospitals Department is tough on granting leaves of absence—has to be, or there would be a general movement out—and lots of employees have resigned in order to take outside work at much higher salaries.

Tenshun

Auto enginemen look very military these days, wearing the uniforms of the N.Y.C. Patrol Corps. After their drills they go into the cold and wintry parts of Central Park and wait for an invasion. Twice weekly, they turn out with full uniform and police clubs, and learn all about right and left face. But its mighty cold in Central Park on a wintry windy night.

Suggestion From the Hired Help

This letter has some more advice to the city:
"I see by the papers that the Municipal Civil Service Commission had a meeting to increase the salaries of hospital employees.
"Employees who work in the Tuberculosis and Psycho Divisions two years or more should get the larger increases which should be as follows: Single persons, \$25 a

week; family man, \$40 a week with maintenance, and these salaries should go into effect and be paid at once. Also the employees who have been in service more than two years, should get competitive civil service ratings without exams.

"The above salaries should be given to those who handle patients and take care of them, and the rest of the above conditions should apply to all hospital employees."
CITY HOSPITAL ATTENDANT.

Promotions

Effective this week, the Hospitals Department announces the elevation of a number of medicos to the rank of Deputy Medical Superintendent to fill posts left open by military leave and transfers.

- Here are the new appointees:
Dr. Saul M. Tenner, Kings County Hospital, at \$5,000 without maintenance.
- Dr. Milton Dreyfuss, Greenpoint, \$2,700 with maintenance.
- Dr. Harold Gross, Morrisania, \$2,700 with maintenance.
- Dr. Samuel Schuyler, Triboro, \$2,700 with maintenance.
- Dr. Harry Hershey, Bellevue, \$2,700 with maintenance.
- Dr. Louis Binder, Coney Island, \$2,700 with maintenance.

Patrol Corps

A letter from Thomas Matthews, an ambulance driver of Kings County Hospital, shows that he is 100 percent for the City Patrol Corps. Here's what he has to say:

"I think doing a little patrol duty in the City Patrol is the least I can do for my country. We are not asked to buy Bonds or Stamps, where in other places of employment you are asked to buy at least 10 percent.

"Men working on the midnight trick only patrol from 8-10.30. They can catch some sleep during the night. I have a son who has been in the army for two years, he is doing his bit, so I am willing to do mine.

"I own a few Bonds and buy Stamps every week. Real Americans are not looking to be compensated for the little they do in the Patrol Corps. It should be a privilege to serve to protect your city and home."

The Fourth Estate

Have just been looking over some periodicals published by different City hospitals and picked out some oddities:

Dr. Dora Tolle of Willard Parker Hospital is probably the only woman hospital superintendent in the country.

"The Otison Sunbeam," published at the Municipal Sanitarium at Otisville, has a question page where the patient can get answers to any questions about his disease.

Kings County Hospital is beginning to feel like a military academy with its doctors and nurses leaving to become looeyes or captains.

300 Openings For Electricians, \$1.09-\$1.20 an Hour

There are 300 openings for ship electricians between 22 and 62 for jobs in Newark, N. J., the United States Employment Service reported this week.

Applicants, who must be in 3-A and married, or in 4-F, must have four years of experience as regular ship electricians in any field.

They must produce proof of citizenship or citizenship papers, birth certificate or original copy of an army or navy discharge as well as father's papers or affidavit, and social security card.

The jobs, which, of course, are within commuting distance, call for applicants' willingness to work any of three shifts (8 a. m. to 4 p. m., 4 p. m. to midnight, midnight to 8 a. m.); pay \$1.09 to \$1.20 an hour for a five-day, 40-hour basic work week and pay time and time-and-a-half for over 40 hours (from eight to 16 hours constitute usual weekly overtime).

Experience may have been gained as boardman (motion picture), electrical (stage) man, overhead man, overhead operator, shop electrician, machine shop electrician, man-electrician and electrician.

Apply in the office, 23d Street, Manhattan.

Examination Requirements

UNITED STATES CIVIL SERVICE EMPLOYMENT OPPORTUNITIES

CONSULT ANNOUNCEMENT FOR COMPLETE INFORMATION. For announcements and application forms, apply to the Board of U. S. Civil Service Examiners at first- or second-class post offices, to the United States Civil Service Commission, Washington, D. C., or at 641 Washington Street in New York City. SALARIES given below (annual unless otherwise specified) are subject to a retirement deduction of 5 percent. AGE requirements are given in the announcement. There is no maximum age limit unless given below. APPLICATIONS MAY BE FILED WITH THE CIVIL SERVICE COMMISSION, WASHINGTON, D. C., UNTIL FURTHER NOTICE UNLESS A SPECIFIC DATE IS MENTIONED BELOW. Qualified persons are urged to apply at once.

Aeronautical

See also Announcements 122 and 173 under "Engineering."
AIR SAFETY INVESTIGATOR, \$3,800.
 Civil Aeronautics Board
 Announcement 208 (1942) and amendments.
INSPECTOR, Engineering Materials (Aeronautical), \$1,620 to \$2,600 (Various options).
 Navy Department (for field duty).
 Announcement 54 Revised, 1941, and amendment.*
FLIGHT SUPERVISOR, \$3,500 and \$3,800.
 Announcement 151 of 1941 and amendments.*
GROUND SCHOOL SUPERVISOR, \$3,200 and \$3,500.
 Announcement 152 of 1941 and amendment.*
LINK TRAINER OPERATOR INSTRUCTOR, \$3,200.
LINK TRAINER OPERATOR, \$2,900.
 Announcement 125 of 1941 and amendment.
MAINTENANCE SUPERVISOR, \$3,200 and \$3,500.
 Announcement 156 of 1941 and amendments.*
TRAINEE AERONAUTICAL INSPECTOR, Junior, \$2,600.
 Maximum age—30 years.
 Announcement 202 (1942) and amendment.*

Automotive

AUTOMOTIVE SPARE PARTS EXPERT, \$3,200.
 Quartermaster Corps, War Department.
 Announcement 76 of 1941 and amendments.
INSTRUCTOR, \$2,000 to \$4,600.
 Armored Force School, Fort Knox, Ky.
 Options: Radial engines, internal-combustion engines, Motorcycles. Automotive (chassis less engine). Radio operating. Radio electrical.
 Announcement 147 of 1941 and amendment.

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INSTRUCTOR, Motor Transport, \$2,600 to \$4,600.
 Quartermaster Corps, War Department.
 Options: Diesel engines; Internal-combustion engines; Motorcycles; Blacksmith and welding; Tire re-capping and sectional repair; Fender, body and radiator; Automotive parts; Automotive electrical and carburetion; Body finishing and upholstery; Automotive machinist; General.
 Announcement 212 (1942) and amendment.

Clerical and Office Machine

BOOKKEEPING MACHINE OPERATOR, \$1,620.
 (Written test required).
 Announcement 264 (1942).
CALCULATING MACHINE OPERATOR, \$1,440.
 (Written test required).
 Announcement 241 (1942).
MULTIGRAPH OPERATOR, Junior, \$1,440.
 Announcement 231 (1942).
STENOGRAPHER, Junior, \$1,440.
TYPIST, Junior, \$1,260 and \$1,440.
 (Written test required).
 Ask Commission's local secretary for announcement number. Residents of Washington, D. C., and immediate vicinity should file with the Washington office. Others should apply to their U. S. Civil Service Regional Office. Applicants who will accept appointment in Washington, D. C., are particularly wanted.

TABULATING EQUIPMENT OPERATOR, \$1,620 to \$2,000.
 Announcement 244 (1942) and amendment.*
 The following are for appointment in Washington, D. C., only:
ADDRESSOGRAPH OPERATOR, \$1,260 and \$1,440.
 Announcement 215 (1942) and amendment.
ALPHABETIC CARD-PUNCH OPERATOR, \$1,260.
 Announcement 86 of 1941 and amendments.*
BLUEPRINT OPERATOR, \$1,260 and \$1,440.
PHOTOSTAT OPERATOR, \$1,260 and \$1,440.
 Announcement 108 of 1941 and amendments.*
FREIGHT RATE CLERK, Land Grant, \$2,600.
PASSENGER RATE CLERK, Land Grant, \$2,600.
FREIGHT RATE CLERK, \$2,300.
 Announcement 252 (1942) and amendment.*
GRAPHOTYPE OPERATOR, under, \$1,260.
 Announcement 201 (1942) and amendment.*
HORIZONTAL SORTING MACHINE OPERATOR, \$1,260.
 Announcement 128 of 1941 and amendment.*
MIMEOGRAPH OPERATOR, under, \$1,260.
 Announcement 227 (1942).*

MULTILITH CAMERA MAN - PLATEMAKER, \$1,620.
MULTILITH PRESS OPERATOR, \$1,440.
 Announcement 94 of 1941 and amendment.*
REPAIRMAN, Office Appliance, \$1,860.
 Typewriter repairs particularly needed.
 Announcement 273 (1942).
TABULATING MACHINE OPERATOR, \$1,260 and \$1,440.
 Announcement 228 (1942).*

Engineering

See also "Aeronautical" and "Scientific."
ENGINEER, \$2,600 to \$8,000.
 All branches except marine and naval architect.
 Announcement 282 (1943).*

ENGINEER, Junior, \$2,000.
 All branches of engineering including naval architecture.
 Announcement 281 (1943).*

ENGINEERING AID, \$1,440 to \$2,600.
 Options: Photogrammetric, Topographic.
 Announcement 206 (1942) and amendment.*

INSPECTOR, Signal Equipment, \$2,000 to \$3,200.
 Signal Corps, War Department (For field duty).
 Announcement 108 of 1940 and amendment.*

PRODUCTION CONTROL SPECIALISTS, \$2,000 to \$6,500.
 Options: Metal fabrication and machinery production; Electrical and communications equipment; Transportation equipment (aircraft, floating equipment, and railroad rolling stock).
MATERIALS CONTROL SPECIALIST, \$2,000 to \$6,500.

War Production Board; other war agencies.
 Options: (Production Control) Metal fabrication and machinery production; Electrical and communications equipment; Transportation equipment—aircraft, floating equipment, railroad motive power and rolling stock. (Materials Control) Engineering materials—nonferrous metals, alloy steel, carbon steel, plastics, rubber, construction materials, etc.
 Announcement 279 (1942)*

TECHNICAL ASSISTANT, \$1,440 to \$1,800.
 Options: Engineering, Metallurgy, Physics.
 Announcement 256 (1942).*

Architectural and Drafting

ARCHITECT, \$2,000 to \$3,200.
 Options: Design, Specifications, Estimating.
 Announcement 222 (1942) and amendment.
ARCHITECT, Naval, \$2,600 to \$5,600.
 Navy Department; U. S. Maritime Commission
 Announcement 246 (1942) and amendment.*
ENGINEERING DRAFTSMAN, \$1,440 to \$2,600.
 Announcement 283 (1943)*
 St. Elizabeth Hospital (Federal institution for treatment of mental disorders), Washington, D. C.
 Announcement 233 (1942) and amendment.*

Marine

See also Announcements 159 and 169 under "Trades," and 122 above.
EXPEDITER, \$2,600 to \$3,800.
 United States Maritime Commission.
 Announcement 257 (1942).*

INSPECTOR, Engineering Materials, \$1,620 to \$2,600.
 Navy Department (For field duty).
 Options: Steel hulls, Mechanical, Electrical, Radio.
 Announcement 51 of 1941 and amendment.*

INSPECTOR OF HULLS, Assistant, \$3,200.
INSPECTOR OF BOILERS, Assistant, \$3,200.
 Bureau of Marine Inspection and Navigation, Department of Commerce.
 Announcement 213 (1942) and amendment.*

INSPECTOR, Ship Construction, \$2,000 to \$2,600.
 Navy Department (For field duty).
 Options: Electrical, Mechanical, Steel or wood hulls.
 Announcement 82 of 1941 and amendment.*

MARINE ENGINEER, \$2,600 to \$5,600.
 Navy Department; U. S. Maritime Commission.
 Announcement 247 (1942) and amendment.*

SHIPYARD INSPECTOR: Hull, \$2,300 to \$3,800; Hull Outfitting, \$3,200; Machinery, \$2,300 to \$3,800.
 Electrical, \$2,600 to \$3,500; Joiner, \$2,600 to \$3,500.
 United States Maritime Commission.
 Announcement 67 of 1941 and Amendment.*

Ordnance

INSPECTOR, Naval Ordnance Material, \$1,620 to \$2,000. (Various options).
 Bureau of Ordnance, Navy Dept. (For field duty).
 Announcement 95 Revised, 1941, and amendment.*

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DENTAL HYGIENIST, \$1,620.
 Announcement 111 of 1941 and amendment.*
MEDICAL GUARD-ATTENDANT, \$1,620.
 (Continued on Page Eleven)

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V MAIL — UNCENSORED

Bill Honey:
 I've shown your last letter to all the girls in our department (except that one paragraph which was just between us two). I had to, Bill. They simply have to realize what you are going through with death and horror and disease all around you day and night. I want them to feel that every click of a machine is like a footstep carrying help towards you and all the boys at all the fronts. They've got to know how every minute counts.
 We need so many, many more to come to work with us, Bill. I'm sure they would if they only knew how the tubes we're making are used by you boys to win battles; I don't have to tell you I miss you, dear, but I get some comfort that here at National Union I'm doing the kind of work which can bring you back sooner. Love—Sally.
 Won't you come to work at National Union. We'll teach you and pay you well while learning. If you're 18 to 40 years old please come in and talk it over at NATIONAL UNION, 48 Spring St., Newark, N. J. We're waiting to see you daily from 8 A. M. to 5 P. M. and Saturday from 9 A. M. to 3 P. M.

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 Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—STuyvesant 9-8900.

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 A. L. B. Driving School—Expert instructors, 620 Lenox Ave., New York City. AUD. 3-1433.

Aviation Production Mechanic
 Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—State Licensed. STuyvesant 9-6900.

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 N. Y. School of Banking—Insurance—63 Park Row—Classes and Home Study. Courses for Bank or Insurance Examiner. REctor 2-4371.

Business Preparation
 Combination Business School, Civil Service Preparation, 139 W. 125th St. UNIVERSITY 4-3170
 Pulcifer School—5111 5th Ave., Brooklyn—Stenography, Typewriting, Accounting, Comptometry, etc. Day and Evening Classes. WI. 9-6675.

Card Punch Operator
 Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Card Punch, Comptometry—STuyvesant 9-6900.

Civil Service
 Delehanty Institute—115 E. 15th St.—City, State and Federal Examinations. Day and Evening Classes—STuyvesant 9-6900.

Drafting
 Delehanty Institute—11 E. 16th St.—Complete Course—Day or Eve. Classes. STuyvesant 9-6900.
 Manhattan Technical Institute—55 W. 42d St.—Day and Evening Classes. PENn 6-3783.
 Mondell Institute—230 W. 41st St.—Day & Evening Classes—WISconsin 7-2056.

Fingerprinting
 Delehanty Institute—11 E. 16th St. Course—Day or Eve.—Class now forming New York School of Fingerprints—22-26 E. 8th St.—Introductory course for fingerprint expert. GRameray 7-1268.
 National Fingerprint and Identification School—9 East 46th St.—Individual Instruction. PL. 5-6868.
 The Faurot Fingerprint School—246 Madison Ave.—Evening Classes—ASHland 4-5346.

Languages and Business
 Ponza Institute, 1133 Broadway—English, Spanish, Portuguese, Commercial Courses. CHelsea 2-5470.

Machine Shop
 Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Short, Intensive Courses—STuyvesant 9-6900.
 Lurz Machine School, 1043 6th Ave. (Near 39th St.)—Day and Evening Classes. PE. 6-0913.

Machinists, Tool & Die Making — Instrument Making
 Metropolitan Technical School—260 West 41st Street. Day and Evening Classes. 3 to 12-week courses. LONGacre 3-2180.

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Medical - Dental
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Radio Television
 Radio Television Institute—480 Lexington Ave.—Laboratory Training—Day and Evening Classes—PLaza 3-4585—Dept. L.
 Metropolitan Tech. School—Radio Division—7 Central Park West—Day—Eve.—CI. 7-2515.

Russian Language
 Universal School, 147 W. 42d St.—(Est. 30 yrs.) Day and night classes. LO. 5-7543.

Secretarial
 Delehanty Institute—Day and Evening Classes. 120 W. 42d St.—STuyvesant 9-6900.
 Eastman School, 441 Lexington Ave.—E. C. Gaines, Pres.—All Commercial Subjects, Spanish and Spanish Stenography. Day and Eve. MU. 2-4371.
 Gotham School of Business, 244 Madison Ave. (Cor. 35th)—Individual Instruction—Day or Evening Classes. LE. 2-4735.
 Lamb's Business Training School—370 Ninth St., at 6th Ave., Brooklyn—Day and Evening Classes—Individual Instruction—SOUTH 8-4236.
 Merchants and Bankers Business School—5th Year—Day and Evening—220 East 42d St.—MU. 2-0986.

Welding

Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Short, Intensive Course—STuyvesant 9-6900.

U. S. Tests

(Continued from Page Ten)

MEDICAL TECHNICAL ASSISTANT, \$2,000.
Mental Hygiene Div., Public Health Service.
Options: (Technical Assistant): Clinical laboratory, Pharmacy, X-Ray laboratory.
Announcement 114 of 1941 and amendments.*

MEDICAL OFFICER, \$3,200 to \$4,600 (15 options).
Announcement 130 of 1941 and amendments.*
(Rotating Internship). Junior, \$2,000.
(Psychiatric Resident), Junior, \$2,000.
St. Elizabeths Hospital

MEDICAL TECHNICIAN, \$1,620 to \$2,000.
LABORATORY HELPER, Junior, \$1,440.
Options: General Roentgenology, and (for \$1,620 and \$1,800 grades only) Surgery.
Announcement 248 (1942).*

LABORATORY HELPER, Junior, \$1,440.
ORTHOPEDIC MECHANIC, \$2,000.
Options: General, Bracemaker, Shoemaker and leatheworker, Limbmaker.
Announcement 204 (1942) and amendment.*

PHYSICIAN, The Panama Canal, \$4,000.
Maximum age—50 years.
Announcement 211 (1942) and amendment.

PHYSIOTHERAPY AIDE, \$1,620 and \$1,800.
Options (\$1,620 positions only). General, Neuropsychiatric hospitals.
Announcement 260 (1942).*

PHYSIOTHERAPY AIDE, Apprentice, \$1,440.
Institution for Treatment of Mental Disorders, Washington, D. C.
Announcement 233 (1942) and amendment.*

MEDICAL TECHNICIAN, Senior, \$2,000.
Options: General, Roentgenology.

MEDICAL TECHNICIAN, \$1,620 and \$1,800.
Options: General, Roentgenology, Surgery.

STUDENT PHYSIOTHERAPY AIDE, \$420 (Less a deduction of \$360 a year for subsistence and quarters).
War Department.
(Open only to women).
Announcement 259 (1942).*

VETERINARIAN, \$2,000 and \$2,600.
Bureau of Animal Industry, Dept. of Agriculture; Public Health Service; War Dept.
Announcement 143 of 1941 and amendment.*

Nursing

GRADUATE NURSE, entrance salary—The Panama Canal, \$168.75 a month; in the United States, \$1,800.
Options: General staff duty, Anesthesia, Psychiatry.
Maximum age—None, except for the Panama Canal, 40 years.
Announcement 269 (1942).

GRADUATE NURSE, Junior, \$1,620, Public Health Service; Veterans Administration; Indian Service.
Announcement 258 (1942) and amendment.*

NURSING EDUCATION CONSULTANT, \$2,600 to \$4,600.
Public Health Service, Federal

Security Agency.
Announcement 250 (1942) and amendment.*

PUBLIC HEALTH NURSE, \$2,000.
Indian Service, including Alaska; Public Health Service.

GRADUATE NURSE, General Staff Duty, \$1,800.
Indian Service, including Alaska.
Announcement 242 (1942).*

PUBLIC HEALTH NURSE, Junior, \$1,800.
Public Health Service; Indian Service.
Announcement 240 (1942).*

PUBLIC HEALTH NURSING CONSULTANT, \$2,600 to \$5,600.
Public Health Service; Children's Bureau, Department of Labor.

For additional information about war jobs or training come in to see Mrs. Matilda Miller (don't phone) at the Civil Service Leader office, 97 Duane Street, New York City.
Announcement 225 (1942) and amendment.*

Miscellaneous

ACCOUNTING and AUDITING ASSISTANT, \$2,000.
For service in Washington, D. C. only.
(Written test required).
Closing Date—February 23, 1943.
Announcement 287 (1943).*

BINDERY OPERATIVE (Hand and Machine).
66 cents an hour.
Government Printing Office.
Announcement 230 (1942) and amendment.

COAL MINE INSPECTOR, \$3,200 to \$4,600.
Bureau of Mines, Department of the Interior.
Maximum age—55 years.
Announcement 106 of 1941 and amendments.*

DEPARTMENT GUARD, \$1,500.
(Written test required).
Announcement 194 (1942) and amendment.*

DIETITIAN, Staff, \$1,800.
Announcement 44 of 1941 and amendment.*

ANALYST, \$2,600 to \$6,500.
ECONOMIST and ECONOMIC
Options: Commodity studies; Industry studies; Marketing; International economics; Price studies; Transportation (water, air, rail, motor, truck); Money, banking, and fiscal policies; Labor economics; General economic conditions and trends; Public utilities; Public regulation of business; Economic theory; Other fields (to be indicated by the applicant).
Announcement 285 (1943).

ENGINEER, Steam - Electric, \$1,680 to \$2,040.
Announcement 255 (1942).

INSPECTOR, Assistant Lay, \$1,620.
(Inspection of meat and meat food products. Open to men and women).
Announcement 276 (1942).

INSPECTOR, Defense Production Protective Service, \$2,600 to \$5,600.
War Department.
Announcement 180 of 1941 and amendment.*

INSPECTOR: Hats, \$2,000; Miscellaneous Supplies (Hosiery and Knit Underwear), \$2,000; Textiles, \$1,620 and \$2,000; Clothing, \$1,620 and \$2,000.
Quartermaster Corps, War Department.
Announcement 142 of 1940 and amendment.*

LIBRARY ASSISTANT, \$1,260 to \$1,620.
(Written test required).
Announcement 288 (1942).

LITHOGRAPHER (Artistic or Mechanical), \$1,440 to \$2,000.
Announcement 205 (1942) and amendment.*

MATERIALS INSPECTOR, Assistant, \$2,600.
United States Maritime Commission.
Opinion: Paints, Textiles, General.
Announcement 270 (1942).

MOTION PICTURE TECHNICIAN, \$1,440 to \$3,800.
Needed: Motion picture cameramen, film technicians, sound technicians, and projectionists.
Announcement 287 (1942).

PHOTOGRAPHER, \$1,440 to \$3,800.
Needed: Wet plate, process, and Microfilm Photographers particularly; women applicants especially wanted.

STATISTICIAN, \$2,600 to \$6,500.
Options: Industrial studies; Commodity analysis; General economic analysis; Price analysis; Mathematical statistics; Labor market analysis; Transportation analysis; Other fields (to be indicated by the applicant).
Announcement 284 (1943).

TRAINING SPECIALIST, \$2,600 to \$5,600.
Options: General (Diversified technique), Trade and industrial.
Announcement 199 (1942) and amendment.*

WAREHOUSE MANAGER, Agricultural, \$2,000 to \$4,600. (Cold and dry storage.)
Announcement 271 (1942).

Subways Won't Be Driven By the Gals

Women are not equal to men, at least not when it comes to working on the underground tracks. And it's too dangerous to have women running around in yards where there are electric rails.

Those are the ideas of Philip E. Pfeifer, general superintendent of the subways, who is conducting a survey to determine where women can be used to replace the men drafted or leaving subway jobs for war-work.

It's Different Here

The railroads have been using women help on the tracks and in roundhouses, but Mr. Pfeifer maintains that the situation is different on electric lines, and that he does not anticipate the hiring of women for such work.

Clerical work, and jobs where buttons have to be pushed, will probably be offered to the fair sex after the survey has been completed. Those women who saw themselves driving locomotives or doing other real "railroad" jobs are probably doomed to disappointment unless the manpower situation grows much more critical.

Any determinations of the survey will have to be approved by the Board of Transportation, who can still veto the findings of the Mr. Pfeifer, and insist on maintaining the present employment policy of "men in men's jobs."

When and if jobs are opened to women, hiring will be at the offices of the Board of Transportation at 250 Hudson Street, Manhattan, and employment will be on a temporary basis.

Speak for Yourself! And do it effectively, too, at meetings and gatherings. See Reader's Service Guide, page 13, for the places where you can go to acquire the silver tongue.

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An Appeal to My Boss

You are unaware of me, although you see me every day.

You do not know me, although you speak to me, and we are very friendly.

You are not conscious of my existence, although, frequently, you look for me.

When you look for me, you know that you will find me. For I am always on the job. You can depend on me.

I like you to depend on me, because I appreciate your trust. I am proud of your faith in me.

I like to see the smile that lights your face, when I am of service to you. I get a kick out of working for you.

There is only one thing, Boss. I am afraid you have forgotten me.

I know that you are busy, that you are thinking of your sons in the service, that you are struggling against the high cost of living, that you are wondering how you can purchase more war bonds and stamps to help your country.

You have your responsibilities. Your families to clothe and feed. Your churches to support. Your children to educate. You can be excused for forgetting me.

But, still, Boss, you have forgotten me.

I, too, have my sons in the service. I, too, am struggling against the high cost of living, wondering how I can purchase more war bonds and stamps to help our country in its hour of peril.

I, too, have my responsibilities. My family to clothe and feed. My church to support. My children to educate. And, I am not able to meet my responsibilities because of my salary.

You see, Boss, I have been working for the same salary for the past seventeen years. You have not given me a raise since 1925.

In 1932, when you were up against it, Boss, I worked a full month for you without pay.

In 1933, when you were still hard-pressed, I took a fifteen percent cut in salary. Again, in that same year, I went on a nine-day furlough without pay.

Today, Boss, I am up against it. I need your help. And, I know that you will help me, if you will but think of me.

You, the American people, are My Boss.

I am your postal employee, your letter-carrier, your Post Office clerk, your Post Office laborer, your railway mail man and motor vehicle employee.

The new Congress must really do something to increase my salary. A last-minute action of the present Congress has left us out in the cold. We require a straight pay-rise, not hemmed in with "ifs" and "buts." Won't you send the coupon on this page to your Congressman?

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House of Representatives,
Washington, D. C.

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Radio

See also Announcement 173 under "Engineering."

COMMUNICATIONS OPERATOR, Junior, \$1,620.
High-Speed Radio Equipment).
Signal Service at Large, War Department.
Announcement 20 of 1941 and amendments.*

RADIO INSPECTOR, \$2,000 to \$2,600.
Announcement 280 (1943).

RADIO INTERCEPT OFFICER
\$2,000 and \$2,600.
Announcement 288 (1943).
(Continued on Page Twelve)

Wondering how you can dig up your birth record or proof of citizenship? See Reader's Service Guide, page 13.

U. S. Tests

(Continued from Page Eleven)

RADIO MECHANIC-TECHNICIAN. \$1,440 to \$2,600. Announcement 134 of 1941 and amendments.*

RADIO MONITORING OFFICER. \$2,600 and \$3,200. Federal Communications Commission. Announcement 166 of 1941 and amendment.*

RADIO OPERATOR. \$1,620 and \$1,800. Announcement 203 (1942) and amendment.*

RADIOSONDE TECHNICIAN, Senior. \$2,000. Announcement 128 of 1941 and amendment.*

Scientific

See also Announcements 163, 256 and 279 under "Engineering."

ASTRONOMER, Junior. \$2,000. Naval Observatory, Washington, D. C. Announcement 179 of 1941 and amendment.*

CHEMIST (Explosives). \$2,600 to \$5,600. Announcement 162 of 1941 and amendment.*

JUNIOR CHEMIST. \$2,000.

CHEMICAL AIDE. \$1,800. (Open to both men and women). Announcement 274 (1942).

CHEMIST. \$2,600 to \$5,600. Announcement 253 (1942) and amendment.

GEOLOGIST, Junior. \$2,000. Announcement 249 (1942) and amendment.

INSPECTOR Power & Explosives. \$1,620 to \$2,600. Ordnance Department, War Dept. Announcement 104 of 1940 and amendments.

METALLURGIST. \$2,600 to \$5,600. Announcement 235 (1942) and amendment.*

METALLURGIST, Junior. \$2,000. Announcement 254 (1942) and amendment.*

METEOROLOGIST. \$2,600 to \$5,600. Announcement 237 (1942) and amendment.*

METEOROLOGIST, Junior. \$2,000. Announcement 127 of 1941 and amendments.*

PHARMACOLOGIST. \$2,600 to \$4,600. Announcement 188 (1942) and amendment.*

PHYSICIST. \$2,600 to \$5,600. Announcement 236 (1942) and amendment.*

PHYSICIST, Junior. \$2,000. Announcement 253 (1942) and amendment.*

TECHNOLOGIST. \$2,000 to \$5,600. Any specialized branch. Announcement 188 (1942) and amendment.*

Trades

Positions exist at Ordnance, naval,

and Air Corps establishments. The salaries shown below vary according to the place of employment.

INSTRUMENT MAKER. \$7.44 a day to \$1.24 an hour. Announcement 162 of 1940 and amendment.*

LENS GRINDER. \$5.92 to \$8 a day. Announcement 158 of 1940 and amendments.*

LOFTSMAN. \$1.04 to \$1.12 an hour. Announcement 159 of 1940 and amendment.*

MACHINIST. \$1,800 a year to \$1.06 an hour. Announcement 161 Revised, 1941 and amendments.*

SHIPFITTER. \$6.81 to \$9.93 a day. Announcement 160 of 1940 and amendment.*

TOOLMAKER. \$7.20 a day to \$1.06 an hour. Announcement 133 Revised, 1941 and amendments.*

* Urgently needed for war work.
** Newly announced.

Recently Opened

Traffic and transportation specialists. \$2,600 to \$5,500—Persons with at least 3 years of experience to handle difficult technical assignments requiring thorough familiarity with, and practical knowledge of traffic and transportation problems in the transportation industry. Specialized Fields: Railroad, including street railway; Highway, including local bus; Water, inland and ocean; Air.

Investigators (Material Division, Air Corps) \$3,200 to \$4,600.—Persons with 4 to 6 years or more of appropriate investigational experience (or appropriate college study plus 2 to 4 years of such experience) to perform responsible investigational work safeguarding military information, protecting Air Corps projects and materials against theft or sabotage.

Control specialists. \$2,000 to \$6,500.—(For the administration of the Controlled Materials Plan.) Persons with engineering or industrial production experience in (1) metal fabrication and machinery production; (2) electrical and communications equipment; (3) transportation equipment; (4) engineering materials—nonferrous metals, steels, plastics, rubber, construction materials, etc.

Crop production specialists. \$2,600 to \$8,000—Persons who have performed research in rubber, oil-producing, or other tropical plants, or have had experience in the production of rubber or oil-producing plants, or in the procurement of wild rubber, for service principally in Central and South American countries where they will develop and maintain research stations and plantations.

Engineering draftsmen. \$1,440 to \$2,600—Men, women who have had 6

LEGAL NOTICE

FINE ARTS BAG CO.—Substance of limited partnership certificate signed and acknowledged January 30, 1943, and filed in the New York County Clerk's office February 1, 1943: Character of business is manufacturing, buying, selling, jobbing, repairing and distributing ladies hand bags of all makes and descriptions both retail and wholesale, etc. Location, 10 West 33d Street, New York City. General partner, Dick Missirlian, Borough of Queens, City and State of N. Y. Limited partner, Charlotte Missirlian, 80-31 189th Street, Jamaica, Borough of Queens, City and State of N. Y. Term of partnership, February 1, 1943, until December 31, 1943, and thereafter from year to year. Contribution of limited partner is undivided interest in all assets of Fine Arts Bag Co., Inc., 32.6%. Contribution of general partner is undivided interest in all assets of Fine Arts Bag Co., Inc. 67.4%. Partnership agrees to assume and pay all obligations of said Fine Arts Bag Co., Inc., a New York corporation. Limited partner has agreed to make no additional contribution. Contribution of limited partner, increased by gains credits but not withdrawn or decreased by losses, returned upon termination of partnership, in accordance with terms of paragraph "V". Profits or other compensation by way of income which said limited partner shall receive by reason of her contribution is 30% of the net distributable profits of the copartnership. Limited partner is not given right to substitute an associate or contributor in her place. Partners are not given right to admit additional limited partners. Limited partner is not given the right to priority over other limited partners as to contributions or as to compensation by way of income. No right is given to remaining general partner or partners to continue business on the death, retirement or insanity of a general partner. Limited partner is not given right to demand and receive property other than cash in return for her contribution. Dick Missirlian (L. S. O.), Charlotte Missirlian (L. S.).

AT A SPECIAL TERM, PART II, of the City Court of the City of New York, held in and for the County of New York, at the Court House on the 15th day of February, 1943. Present: Hon. Louis L. Kahn, Justice. In the matter of the application of HELEN BECKWITH SLOCUM for leave to change her name to HELEN BECKWITH THORP. On reading and filing the petition of HELEN BECKWITH SLOCUM, duly verified the 13th day of February, 1943, praying for leave to permit the petitioner to assume the name of HELEN BECKWITH THORP instead of her present name, and the Court being satisfied that the averments contained in said petition are true and it appearing that there is no reasonable objection to the proposed change of name,

NOW, on motion of BLOOM & SCHERL, Esqs., attorneys for the petitioner, it is ORDERED, that HELEN BECKWITH SLOCUM be and she hereby is authorized to assume the name of HELEN BECKWITH THORP on and after the 27th day of March, 1943, on condition, however, that she shall comply with the further provisions of this order, and it is further ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the Clerk of this Court and that a copy of this order shall within ten days from the entry thereof be published once in The Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, County of New York, and it is further ORDERED, that upon compliance with the aforementioned requirements, the said petitioner shall on and after the 27th day of March, 1943, be known by the name of HELEN BECKWITH THORP and by no other name.

ENTER:
L. L. K., Justice of the City

months or more drafting experience, or have completed appropriate drafting training. Applicants with some drafting experience or training gained in commercial art, interior decorating, etc., will be considered.

Junior professional assistants, \$2,000—College graduates, women especially, with major study in any field. Eligibles are particularly sought in fields of Public Administration, Business Administration, Economics, Economic Geography, Library Science, History, Public Welfare, Statistics, Mathematics, and Agriculture. Written test required. Trainee, Scientific and Technical Aid, \$1,440 a year (plus overtime). For appointment in Washington, D. C., and vicinity only. The appointing agencies desire women for these positions. Advancement after prescribed training period determined by appointing agency. Announcement No. 294, 1943.

Conn. Plant Calls For Platers And Laborers

The United States Employment Service issued a call this week for laborers and plater helpers for jobs in New Britain, Conn., in an electroplating plant. Aliens are acceptable, with Government consent. Positions pay 55 cents to 65 cents an hour, and average from \$33.50 to \$47.50 a week. It's time-and-a-half for overtime above 40 hours and a basic six-day, 54-hour week. The night shift consists of five days, 60 hours (the latter from 6 p. m. to 6 a. m., the former from 8 a. m. to 5 p. m.). There are no age limits, draft and citizenship status is open, and the employer will pay the fare to the job, which is 2½ hours from New York. Rooms are available there; in fact, the company will guarantee room and board for from \$4 to \$6 for a room and \$10 for board, weekly. Apply in the USES office at 87 Madison Avenue, Manhattan.

Traphagen Offers Courses in Camouflage

Traphagen School of Fashion, 1680 Broadway, announces its new sessions in industrial camouflage will begin Tuesday evening, February 23, under the instructorship of Prof. Alon Bement. This course includes 12 three-hour sessions, Tuesday and Thursday evenings, in the history of concealment, current modes of attack and elements affecting each, building of models and installations, routes of communications, and latest methods used in camouflaging them. The courses in mechanical drafting, tracing and blueprint reading, taught by Albert H. Coroen, leading draftsman employed in the equipment engineering department of the New York Central Railroad System, will begin at the Traphagen School Monday evening, March 8, at 7 o'clock. These three-hour sessions, Monday, Tuesday and Friday evenings for 12 weeks, aim to prepare students for positions as junior draftsmen or tracers in an industrial or commercial drafting room.

Looking for quick advancement? Learn fast with one of the private tutors listed under Reader's Service Guide, page 13.

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Foundry laborers for jobs in New Jersey are needed immediately. Jobs pay 72 cents an hour increase over three weeks. It's a five-day hour basic week, days only, 7:30 a. m. to 4:30 p. m. Daily call for heavy laboring work a radiator foundry. Men from 21 to 48 (no 18 are wanted. They'll have to pass a physical exam at the site of job. Citizen status is open. It's \$1.11 for a week's living ticket (it takes ¾ of an hour to travel from Liberty Street downtown Manhattan). Rooms are available there for \$3.50 a week and up. Board amount about \$12. Apply in the USES office at 87 Madison Avenue, Manhattan.

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The Subway Grievances

(Continued from Page Five)
 to formulate, an appreciation number involved specific recommendations in individual cases did not require extended periods of time for final disposition. As to these, the record warms the conclusion that there has been undue delay in adjusting

"Not only should the aggrieved employee be informed of the reason why this complaint has been denied, but the Grievance Committee which has recommended the adjustment and whose opinions have been unanimous in all cases, should also be informed for their guidance of the reasons for the denial of their recommendation."

The Committee lashed at the Board's non-uniform labor policy as well as its lack of a cohesive set of rules and regulations for all branches of the transit system.

"It is assumed," the report points out, "that all concerned in the question of establishing and maintaining adequate and sound labor relations in any enterprise, whether private or public, are aware that satisfactory labor relations are not attained by court decision or legal technicalities, but on adequate understanding of the human relationships involved, the application of justice, equality of treatment, and good faith of the parties involved."

"Employees do not understand

why, although they are working for one employer, one group is permitted privileges denied to another.

Must Be Cleared Up

"Until this situation is cleared up by the establishment and fair impartial enforcement of uniform rules, regulations and working conditions throughout the System, this Committee is of the opinion that the present unrest among the employees will not be relieved."

"If sound labor relations are to be maintained, the policy of the Board of Transportation, where numerous identical or similar cases arise, should be fairly well understood by employees."

Types of Grievances

Here are the grievances and just how many of each the Committee has been faced with:

Workmen's Compensation 9	Working Conditions-General 13
Relief and Lunch Period 10	Wages 173
Retroactive Pay 30	Hours 2
Classification 202	Seniority 62
Pay for Tardiness 2	Intermittent Promotions 22
Days Off 15	List Sick Leave 22
Bonuses 2	Vacation 13
Work Assignments 54	Holy Days 4
Safety 3	Overtime 5
Leave for War Work 3	Swing Shifts 5
Protected Reprimands and Vacancies 15	Military Leaves 4
Recommendations 3	Step-Up Promotions 15
Extra Pay 2	Instruction-Pay for Attendance 7
Passes 4	Saturday Work 2
Dismissals 3	Voluntary Demotion 2
Grievances Under Private Management 4	Promotion With Decrease in Pay 8
Physical Requirements 5	Upward Movement of Rates 40
Orchestra 1	Uniforms 2

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NOTICE is hereby given that the persons hereinafter named have formed a limited partnership for the transaction of business in the State of New York and have filed a limited partnership agreement in the office of the Clerk of the County of New York on the 8th day of February, 1943, of which the substance is as follows: 1. The name of the said partnership is Price-Schlesinger & Co. 2. The character of the business of said partnership is conducting a business of manufacturing, jobbing, purchasing and selling dresses and other ladies' apparel, and purchasing and selling of materials, piecegoods, silks and materials kindred thereto. 3. The location of the principal place of business of said partnership is 1400 Broadway, Borough of Manhattan, City, County and State of New York. 4. The name and place of residence of each member of said partnership is as follows: A. General Partners: DAVID WM. PRICE, 225 Trenor Drive, New Rochelle, N. Y.; DAVID E. ROSENFELD, 23 West 73rd Street, New York, N. Y.; CHARLES SCHLESINGER, 1016 Fifth Avenue, New York, N. Y.; B. Limited Partners: DAVID WM. PRICE, 225 Trenor Drive, New Rochelle, N. Y.; ANNA ROSENFELD, 23 West 73rd Street, New York, N. Y.; MARJORIE SCHLESINGER, 1016 Fifth Avenue, New York, N. Y. 5. The term for which said partnership is to exist is from October 1, 1942, to September 30, 1943, and shall be renewed automatically for successive periods of one year each subject to notice of termination as per contract on file. 6. The amount of cash and description of and agreed value of the other property contributed by the said limited partners is \$50,000 each, as described in a schedule annexed to the agreement. 7. The additional contributions agreed to be made by said limited partners is none. 8. The time when the contributions of said limited partners are to be returned is at the termination of the partnership agreement. 9. The share of the profits or other compensation by way of income which said limited partners shall receive by reason of their contributions is interest at the rate of 8% per annum and one-sixth each of the net distributable profits. 10. There shall be no right in said limited partners to substitute assignees as contributors in their places. 11. There shall be no right in the partners or any of them to admit any additional partners. 12. There shall be no right in said limited partners to priority over the other partners as to contributions or as to compensation by way of income. 13. On the death of any partner, the partnership shall not terminate but shall be continued at the option of the survivors. 14. There shall be no right in said limited partners to demand and receive property other than cash in return for their contributions. The limited partnership agreement referred to above was subscribed and acknowledged by the general and limited partners on September 30, 1942.



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Federal Transfer Explained

(Cont. and from Page Three) and I want to transfer to a position with a higher salary. Will the Commission consider my application for transfer and refer my name to other agencies which might have vacancies in higher grades?

Only if it is clearly apparent that you have qualifications for the more responsible position which are not being used to full advantage in your present position, but which would be so used in the other position. For example, if you were qualified as a chemist, and were assigned to a routine clerical job in a war agency, the Commission would refer your name to other agencies having jobs in the field of chemistry provided that your own agency could not fully utilize your skills to best advantage in the war program.

If I am a stenographer and I have been offered a stenographic position more directly connected with the war program in another agency. My own office, however, is having a hard time getting stenographers. Will the Commission approve my transfer to this other agency?

Each case of this kind has to be considered individually in the light of all the factors involved. The Commission is quite ready to say that if one agency has to be short-handed it should be the agency which is less directly connected with the war program. However, the Commission will not strip any agency down to a point where its essential operations will be seriously handicapped. Many agencies have been hard hit by the transfer of personnel to the more vital war activities, and unless some sort of balance were maintained, some of them would

find that all their employees of certain types had been drained off. How can I find out the particular positions which are most urgently needed to be filled by transfer?

The Commission recently began to publish "Transfer Circulars" which list the types of positions for which there is a current demand for transfer. The LEADER will carry this information as it appears.

If I transfer to a position in another locality, will my transportation expenses be paid by the agency to which I am transferring?

Generally speaking, Government travel regulations do not permit the payment of travel expenses in connection with a transfer to another agency in another locality. However, under certain circumstances it may be possible for such expenses to be paid. It is a question which can be answered only by the agency to which transfer to a specific position is being made, and at the time of transfer.

If I transfer to another position in a different agency can I carry over my accumulated leave?

Yes, if both the agency from which you are transferred and the agency to which you are transferring are subject to the same leave regulations. Since most agencies are under the standard leave regulations adopted in 1936, accumulated leave may in most cases be carried over.

If I have other questions relating to War Transfer Policy and Procedure, to whom should I direct them?

Such questions should be mailed to the United States Civil Service Commission, Washington, D. C., and marked "War Transfer."

Still Arguing About Park Per Annum Bill

A conference between Councilman Joseph Sharkey, sponsor of the much-debated bill which would place certain parks employees on a per-annum basis, and representatives of the SCMWA took place last week.

The employee representatives insisted that they wanted a per-annum bill, but felt that the salary limitations and the "uniform" provisions of the bill made it unsatisfactory.

According to Jack Bigel, SCMWA representative, Mr. Sharkey professed inability to make any changes in the bill, as it "would not be passed" if amended.

However, the Councilman reiterated his earlier statement that he was willing to table the bill if he was convinced that the park employees were opposed to it.

After discussion of the provision of the bill, which alters pay schedules and makes it obligatory for the men to purchase uniforms, an appointment was made for the union committee to meet with Commissioner Robert Moses of the Parks Department to consider this matter further.

Controversial portions of the bill limit the earnings of assistant gardeners, watchmen and attendants.

The committee consisted of Mr. Bigel, Tom Brennan, laborer; John Purr, gardener; Lee Roth, assistant gardener.

Health Dept. Wants \$4,000 Script Writer

Among the new positions which the Department of Health is asking for, are one script writer at \$4,000 a year, and 4 motion picture operators at \$1,800.

If the creation of these jobs is approved by the Board of Estimate, they will be filled through open competitive examinations, according to the department.

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The photographers are wanted to replace WPA workers who formerly filmed the movie shorts which were shown at district health centers in conjunction with talks on health and personal hygiene.

Fire Insurance Service

The services of the Farm Bureau Insurance group were extended to include property fire insurance on February 1 of this year. The response during the three-week period has been most gratifying. The Farm Bureau Mutual Fire Insurance Company is looking forward to a similar widespread and rapidly growing acceptance which the Farm Bureau Life Insurance Company and the Farm Bureau Mutual Automobile Insurance Company have previously enjoyed during the past five-year period of operations here. As in the other fields of insurance in which Farm Bureau operates, stress is being placed on informing the public of the advantages of complete fire insurance protection. An example of this fact is the emphasis being placed on rent insurance, a division of the property insurance field usually restricted to large commercial contracts. Rent and rental value coverage is now being explained and offered for the individual home owner's protection. Anyone interested in further information concerning his insurance protection might call at the company's conveniently located office at 101 Park Avenue.

Remember Our Boys!

An enterprising New York firm is featuring a neat way to pay tribute to the boys who have gone into the service. Because bronze plaques are priority-bound, and flags alone don't tell the story, the plastic On-to-Victory "Honor Roll" put out by Service Displays is just the gadget for clubs, organizations, etc., who wish to list their absent buddies. The names are individually engraved in gold, on polished plastic, and attached to a gum wood, gold-framed plaque. Additional nameplates may be ordered and easily inserted. And the whole is obtainable for as little as \$13.50. Service Displays is at 147 Clinton Street, or phone GRamercy 3-2956.

Eye Appeal

Dorothy Parker once chirped that "men never make passes at girls who wear glasses." This little homily has probably pricked the sensitivity of said girls, but—suppose he can't see them! There's a new vision aid on the market called "Modern Eyes." They're invisible plastic contact lenses, which fit close to the eyes, under the lids. The lenses are ground to correct visionary defects just as regular "specs" are, but with obvious additional advantages. Advantages for sports lovers because they're unbreakable; for women because they're invisible; and for everyone because they're light, protective and natural looking. Modern Eyes, Inc., is at 55 West 42nd Street, and they assure us that these "glasses of the future" are already being worn by many prominent people.

Self-defense is something you can use nowadays. Learn how by looking it up in the directory known as Reader's Service Guide, page 13.

Change of Address

Notice of change of address should be sent in at least three weeks prior to the date change becomes effective. Send address at which copies are now being received in addition to new address at which you wish to receive future copies. Thank you.

The Civil Service Leader

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LEGAL NOTICE

AT A SPECIAL TERM, PART II OF the City Court of the City of New York held in and for the County of New York at the Courthouse thereof located at No. 32 Chambers Street, in the Borough of Manhattan, City and State of New York, on the 15th day of February, 1943. Present: Hon. Louis L. Kahn, Justice.

In the Matter of the Application for leave to change the name of NATHAN PELLOWITZ to NATHAN TULLY PELL.

Upon reading and filing the petition of NATHAN PELLOWITZ, duly verified the 12th day of February, 1943, and entitled as above, praying for leave of the petitioner to assume the name of NATHAN TULLY PELL in place and stead of NATHAN PELLOWITZ his present name; and it appearing that the said petitioner, pursuant to the provisions of the Selective Training and Service Act of 1940 has submitted to registration as therein provided, residing at Nathan Hale Hotel, Willemant, Conn.; and the court being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed;

NOW, on motion of SAUL MILDWORM, the attorney for the petitioner, it is ORDERED, that NATHAN PELLOWITZ be and he hereby is authorized to assume the name of NATHAN TULLY PELL on and after the 26th day of March, 1943, upon condition, however, that he shall comply with the further provisions of this order; and it is further

ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof in the office of the clerk of this court; and that a copy of this order shall within ten days from the entry thereof be published once in The Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, a proof of such publication hereof shall be filed with the clerk of the City Court of the City of New York, in the County of New York, and it is further

ORDERED, that a copy of this order and the papers upon which it is based shall be served upon the Chairman of the Local Board of the United States Selective Service at which the petitioner submitted to registration as above set forth and that proof of such service shall be filed with the clerk of this court in the County of New York within ten days after such service; and it is further

ORDERED, that following the filing of the petition and order as hereinbefore directed and the publication of such order and the filing of proof of publication thereof, and of the service of a copy of said papers and of the order as hereinbefore directed, that on and after the 26th day of March, 1943, the petitioner shall be known by the name of NATHAN TULLY PELL and by no other name.

Enter: L. L. K., Justice of the City Court of the City of New York

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Our Expert Fitters of Orthopedic Appliances GUARANTEE of absolute satisfaction.

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HAROLD SURGICAL CO.
401 Fourth Ave at 28th, N.Y. C.

For additional information about war jobs or training come in see Mrs. Matilda Miller (phone) at the Civil Service Leader office, 97 Duane Street, New York City.

Amusement Parade

Elizabeth Frazer, protegee of Mary Margaret McBride, has signed to play the White Russian femme lead in Oscar Serlin's "The Family." She just closed as the Red Russian femme lead in Cliff Odets' "The Russian People" . . . Despite record business, the Hartmans will close at the Wedgwood Room of the Waldorf-Astoria on March 4 because of a previous contract . . . Ben Hecht, Billy Rose and Kurt Weill announce that Moss Hart has joined them in the production of "We Will Never Die," mass memorial and pageant commemoration of the more than 2,000,000 massacred Jews of Europe, which will take place at Madison Square Garden on Tuesday evening, March 9 . . . "Away We Go!" is the new title chosen by the Theatre Guild and the authors, for the Richard Rodgers-Oscar Hammerstein musical comedy version of Lynn Riggs' play, "Green Grow the Lilacs" . . . Robert Taylor will star in MGM's production of "Russia" before entering the nation's armed forces as a lieutenant (j.g.) in the U. S. Navy. Gregory Ratoff will direct and

Leader Movie Merit Rating Scale

Title	Rating
ASTOR—"Tennessee Johnson"	85%
B'way & 45th St.—Cl. 6-4642	
CAPITOL—"Crystal Ball"	
B'way & 51st St.—CO. 5-1250	
CRITERION—"Commandos Strike At Dawn"	95%
B'way & 46th St.—BR. 9-7800	
GLOBE—"Saludos Amigos"	85%
B'way & 46th St.—Cl. 6-0800	
HOLLYWOOD—"Air Force"	90%
B'way & 51st St.—Cl. 7-5545	
PALACE—"Yankee Doodle Dandy"	95%
B'way & 47th St.—BR. 9-4300	
PARAMOUNT—"Hitler's Children"	
B'way & 43rd St.—BR. 9-8738	
RADIO CITY MUSIC HALL—"Random Harvest"	100%
59th St.—Cl. 6-4000	
RIVOLI—"The Amazing Mrs. Holliday"	
B'way & 49th St.—Cl. 7-1633	
ROXY—"The Meanest Man in the World"	
7th Ave. & 50th St.—Cl. 7-9000	
STRAND—"Casablanca"	100%
B'way & 47th St.—Cl. 7-5900	
STANLEY—"Siege of Leningrad"	80%
7th Ave & 42nd St.—WI. 7-9686	

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

Joseph Pasternak will produce . . . Xavier Cugat, the Rhumba King, and his orchestra have been booked as the in person headliners for the N. Y. Paramount run of "Hitler's Children," starting tomorrow . . . Sergeant Joe Louis has been assigned to appear in Warner Bros. screen version of Irving Berlin's "This Is The Army" . . . Columbia has borrowed George Sanders for the leading role in "Appointment in Berlin." Story deals with the colorful experience of a British

FILM OF THE WEEK



DEANNA DURBIN
star of Universal's "The Amazing Mrs. Holliday" with Edmond O'Brien, Barry Fitzgerald and Arthur Treacher now at the Rivoli Theatre.

counter-espionage agent in Berlin immediately before and during the beginning of the present war . . . Ray Block, maestro of the CBS Playhouse, is upset by the closing of his laundry. "I don't mind the Government taking the shirt off my back for taxes, but I wish they would let me launder it!"

City Exams Pull Poorly

The number of applications filed for New York City examinations up to the closing date, February 17, indicates there seems to be no overwhelming desire to have the City for a boss. The number of applicants filing for the various positions is as follows:

- Assistant Maintainer . . . 30
- Clerk, Grade 1 . . . 225
- Dietitian . . . 100
- Office Appliance Operators: Remington Rand Book-keeping Machine . . . 75
- Powers key-punch operator 90

Dates for these examinations will be announced shortly. Past experience has shown that a number of those who file applications for the jobs do not appear for the examination. The City may find difficulty in filling the posts, and may have to continue the use of provisional employees, who are hired on a temporary basis.

Looking for quick advancement? Learn fast with one of the private tutors listed under Reader's Service Guide, page 13.

Would Protect Civil Employees In War Jobs

The chances for city employees to get leaves from their jobs to move into war industries and keep their civil service rights are affected by a bill now before the State Assembly.

Prospective amendments to the Glancy bill provide for suspension without pay of civil service employees who enter war jobs, and their being placed on a preferred

list for post-war appointment.

This would make it possible for these employees, after the war, to return to their old posts, or to civil service jobs having similar requirements.

The amendment is retroactive to December 7, 1941, to cover those who have resigned from their civil jobs in order to take war work.

Exceptions to the bill would be persons whose work in the Civil Service is classified as essential by the War Manpower Commission.

[See also story on page 6—Editor.]

YOUR BABY BELONGS TO THE STATE!

There is no law in Germany. There is no God in Germany BUT HITLER

See what really happens to "Hitler's Children" Inside Nazi Germany!

IN PERSON "The Rhumba King"

XAVIER CUGAT And His ORCHESTRA
Extra HENNY YOUNGMAN

JOIN THE MARCH OF DIMES—FEB. 18th to 24th

Starts Tomorrow **PARAMOUNT** TIMES SQUARE Buy War Bonds!

HUNTS POINT PALACE
Largest Ball Room in Greater N. Y.
Meeting Rooms at Special Rates for Civil Service Groups
\$4.00 Up — See Mr. Fisher
SOUTHERN BLVD. & 163d St., NYC
Convenient Transportation
Dayton 3-9100

OLD TOWN RESTAURANT
Rendezvous for Civil Service and Industrial Employees
QUALITY FOODS & LIQUORS
Saturday afternoon parties welcomed. Special rates to groups.
PHONE CHARLIE FOR DETAILS. GR. 7-9294
41 EAST 18th STREET, N. Y. C.

Under New Management
JOSEPH'S Bar & Restaurant
Congenial Family Atmosphere For Civil Service People
Special Rates for Group Parties
Best Quality Foods, Wines & Liquors
146 EAST 15th STREET
Nr. Third Ave., N.Y.C. ST. 9-8859

Hotels — New York City

An Invitation to CIVIL SERVICE and GOVERNMENT EXECUTIVES
Value Plus! at the **PARK CHAMBERS HOTEL**
68 WEST 85th STREET
One block from 5th Ave. and Central Park
A few minutes' walk to Radio City and Times Square
A few steps to all transit lines.
Large, Attractively Furnished 1 and 2 Room Suites, some with Serving Pantries.
OWNERSHIP MANAGEMENT Plaza 3-5906
Mr. A. D'Arcy, Mgr.

317 WEST 45th ST.
The LONGACRE FOR WOMEN ONLY
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.
Rates—\$7 to \$9 Per Week

302 WEST 22d ST.
Annex — 350 WEST 23d ST.
The ALLERTON HOUSE FOR MEN and WOMEN
Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.
Rates—\$7 to \$9 Per Week

Attention Civil Service Employees
The VALENCIA HOTEL
2 St. Marks Pl. (cor. 8th St. & 3d Ave.) and
CAVALIER HOTEL
200 East 84th St.
"A HOME AWAY FROM HOME"
For Special Rates Call
J. HERTZBERG
GR. 5-8317 or MU. 4-9564

STRATFORD ARMS Hotel
117 WEST 70th ST. (East of B'way)
\$7 WEEKLY
● Telephone in every room
● Full hotel service
● Modern-Fireproof
● Convenient studio rooms
● Recreation rooms
● Coffee Shop
● Convenient to all subways
Ideal accommodations for Civil Service Employees
AL OWEN, Resident Manager

INDUSTRIAL STUDENTS CIVIL SERVICE EMPLOYEES
Mid-Park Hotel
18th St. and Irving Place
Offers Special Weekly Rates To Defense Students and Civil Service Employees
Phone or See Mr. Diaz, Manager
GRamercy 5-9119

226 WEST 27th STREET
THE NEW CALIFORNIA NOW RENTING
81—One-room Completely Furnished Apts.—81 Bathrooms
60—Full Kitchenettes, Electric Refrigerators—60 Bathrooms
16—2 1/2 Rooms with Electric Refrigerator—16 Bathrooms
\$10-\$11-\$12-\$15-\$16-\$17 WEEKLY
NO LEASE — HOTEL SERVICE
1 or 2 Persons Accommodated at Same Rate

BE COMFORTABLE AT New York's New Club Hotel
HOTEL PARIS
97th St. and West End Ave.
Swimming Pool • Restaurant
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800 Rooms — 800 Baths — 800 Radios
From \$11 WEEKLY
GUARANTEED DAILY RATE
\$2.75 Single — \$3.75 Double
Miss Linder
Riverside 9-3500

CONGRESSIONAL
12-Story Ultra-Modern
Presents 1943's Tribute to Comfort
NEW WING JUST OPENED
Swedish modern furnishings, kitchenette, private, semi-private baths, switchboard, hotel service, fireproof.
Special Rates to Gov't Employees
(See MR. MANTELL)
Cor. 83d St. (483 West End Ave.), N.Y.

The YORK
111 W. 113 St. (Columbia Campus)
"CLUB SYSTEM"
[with or without lease]
1-Room Units, also several 5-6-7-Room Apartments.
Exceptionally Furnished, Housekeeping Facilities, Elevator & Switchboard
Free Gas and Electric
Ownership Mgt. UN. 4-4433
Direction: Mrs. Harriette Friedman

Everybody's Buy is really everybody's BETTER buy if it comes out of the Reader's Service Director, page 13.

The New
DEANNA DURBIN
as
"The Amazing Mrs. Holliday"
with EDMOND O'BRIEN
BARRY FITZGERALD
ARTHUR TREACHER
Rivoli
BROADWAY & 49TH STREET
Pop. prices. Midnite performance nitely

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PRISCILLA LANE
THE MEANEST MAN IN THE WORLD
With ROCHESTER
ON OUR STAGE
Radio's Riotous Quiz Show
TRUTH OR CONSEQUENCES
EXTRA: CAROL BRUCE
7th Ave.
ROXY 50th St.

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Your Vacation Point
Vitality for Victory . . . aided by Plum Point's invigorating winter sports and soothing, restful indoor activities. Come for a week or a week-end.
Attraction Rates
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"Year-Round Vacation Resort"
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It's Spring Time at the **CAPITOL** B'way & 51st St.
RAY PAULETTE
MILLAND · GODDARD
The **Crystal Ball**
with WILLIAM BENDIX
Released thru United Artists
Buy War Bonds and Stamps

"Here is a picture for Americans to view and ponder."—N.Y. Post.
" . . . an exalting record of the ordeal of Leningrad."—N.Y. Times.
"An inspiring record of a besieged people who would not give up."
—Daily News.
ARTKINO presents
SIEGE OF LENINGRAD
Narration by EDWARD MURROW
STANLEY 7th Ave., bet. 42nd & 41st St. Wis. 7-9686

"As whopping a story as you're likely to see!"—Crowther, Times.
"The most terrific entertainment ever on the screen!"
—Blackford, Journal-American.
"AIR FORCE"
Warner Bros. SMASH!
CONTINUOUS AT THE
HOLLYWOOD THEATRE
BROADWAY at 51st STREET

DINE AND DANCE

BUTLER'S MIDTOWN'S HOTTEST NITE SPOT
AL SHAYNE RETURNED BY POPULAR DEMAND
IRENE KAYE — SYLVIA RUSSEL
Columbus Ave. at 83d St. SU. 7-8021
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LOUISE'S FAMOUS
MONTE CARLO Featuring CAROL CHAPPELLE
JAY HOWARD "The Mask Maker"
3 Shows Nitely, 2 Ore. Dinner from \$1
Gala Show, 48th St., off B'way. CL. 6-6775

TONY PAT ROSSI — BELLE SLOANE, M.C.
PASTOR'S Lilyan LORRAINE — Joann ELLIS — Rose AURORA
Dinner \$1.00, 6 to 10. 3d St. at 6th Ave. GR. 3-8859
6th - 8th Ave. Subs. Step at Our Door—4th St. Sta.

PIONEER "NEW WINTER JAMBOREE"
3 SHOWS NIGHTLY
(Heart of Chinatown)
Worth 2-8705
191 WORTH STREET BILLY SAFFORD and FROLICKERS

ZIMMERMAN'S HUNGARIA Famous for its Food. DINNER, WEEK-DAYS from \$1. Sat., Sun. & Hol. from \$1.25.
AMERICAN HUNGARIAN
3 Delightful Floor Shows Nightly. Gypsy and Dance Orchestras. Continuous Music and Dancing. No Cover. No. Min. L.O. 8-0115.
163 West 40th St., East of B'way

Hearings Open on Higher Pay for U. S. Employees

WASHINGTON—The ways apparently had been greased here this week for speedy action on the new Government pay adjustment bill to replace the stop-gap pay act which expires April 30.

Rep. Jennings Randolph (D., W. Va.), chairman of a House Civil Service Sub-Committee on the bill, announced that hearings will start Wednesday. He announced also that, by agreement with majority members, the hearings would be as brief as possible.

Among first witnesses to be called will be William H. Reynolds, personnel adviser to the President; and Arthur S. Flem-

ing, Civil Service Commissioner. The bill contains three principal changes:

1. Overtime pay at a full time-and-one-half—instead of the present time-and-one-quarter.
2. Elimination of the present restriction which provides that overtime pay (on the first \$2,900 of the employees income only) and base pay together cannot exceed \$5,000. Instead, all employees would get overtime on the first \$2,900.
3. A 15 percent bonus for em-ployees who cannot work overtime—instead of the present 10 percent.

\$300 Bonus Plan

Meantime, it is understood that the House Post Office and Post

Roads Committee will start hearings Tuesday on a bill to give a flat \$300 per year bonus to field employees of the Post Office Department.

By their own request, the postal workers specifically were excluded from the pending pay bill for other Government employees.

If their bonus bill passes, they will get not only the \$300, but also straight time for all overtime work. Powerful Congressional and editorial support has been mustered behind the measure. It is conceded a fairly good chance, but faces the probability of a Presidential veto if approved.

Whether postal workers can line up enough backing to pass it over a veto is an open question.

WELFARE NEWS

Sh

Notice to all inhabitants of 902 Broadway:

You are hereby advised that according to an old rule of the Welfare Department you are forbidden to talk to, smile at, or have any traffic with members of the Fourth Estate (newspaper men to you).

From now on, when you see anyone approach with some copy paper sticking out of his pocket and a bunch of pencils in his hand, you are to place your forefingers gently in both ears, close your eyes and turn your back upon him.

Seems, according to high quarters, that this has always been a rule of the department. But this reporter never knew it, until some one at the top of the department got offended because it was hinted that he had enough courage to run the department the way it should be run, instead of dashing over to the dilapidated building in City Hall Park for permission every time he felt like doing anything.

It had been rumored that Mr. A. suffered from the same form of pressophobia which afflicts many public officials. Well, boys and girls, that's bad. The Welfare Department is one branch of the City which should—must—be open to public scrutiny at all times. The late Commissioner Hodson realized this, and his relations with the press were always close and friendly. If the new regime feels that it is the fount of wisdom from whence all blessings and news must come; if it thinks the public can be kept in the dark about what's going on, then it's in for the time of its life.

Note to Mr. A: We like what that radio announcer says about an invincible America. That goes for all public activities, including the Welfare Department.

War Jobs

Like many other City departments, Welfare officials fear that the Board of Estimate may take some action which will allow city employees to get leaves and take war-industry jobs. A chance to take a high-salaried position outside and have the City job to fall back on after Victory, would probably draw a big part of the personnel away from their desks in Welfare, and leave the commissioners looking at each other with nobody around to shoo away from newspapermen.

A Word About Hodson

Last Tuesday the City paid the official tribute to late Commissioner William Hodson. He had one of the most difficult jobs in the City, during the depth of the depression, but he never retired into the shell of officialdom.

The flowering speeches made about him will be forgotten in a week, but the thousands who came into contact with him will long remember him as a decent man. One of his strongest rules was personally to open every letter which came into the offices addressed to him. The complaint of the humblest person on relief, or a lowly clerk, grade 1, always rated his personal attention.

On his last day in New York, while packing his bags, and only a few hours before he was due aboard the plane, he dictated the final chapters of an article on social welfare which is being published this month.

To Welfare officials, employees, others who knew Hodson: We're gathering anecdotes about the man. I'll appreciate anything you can add to my collection.

Election Controversy

The Department of Welfare will hold employee elections for members of the Personnel Rating Board on Saturday, February 27. Members of the Civil Service Forum have implied that:

1. There were instances where staff members refused to add their names to petitions because of the fear that supervisors favoring other candidates might discriminate against them.

2. In other cases, persons who had already signed petitions requested their names to be removed after they "had been subjected to certain pressure."

The administration of the Welfare Department and Ellis Ranen, director of staff relations, report that they have taken every precaution to insure a fair election. Mr. Ranen is in charge of the election, and states that he has received no complaints of any irregularities in the drawing up of the petitions.

Leopold V. Rossi, executive secretary of the Civil Service Forum, has stated that appropriate action would be taken in cases of intimidation against employees.

Frank Herbst, acting general manager of Local 1, SCMWA, had not known of any pressure applied to petitioners. He said that "such rumors were common before every type of election, and were usually a technique used before the balloting to explain away a possible loss of votes in the future."

Miss Polly Field, public relations director for the department, told The LEADER that no complaints from any member of the staff had come to her attention, nor have any of the signers asked to have their names removed from the petitions, so far as she knows.

Investigators—News May'nt Be So Good

According to the Budget Office, which has received the department requests for funds for 1943-44, the investigators in Welfare may receive some bad news when the final budget is approved. The drop in case load may mean that there are more investigators than case loads.

The Federal and State governments pay a goodly share of the investigators' salaries, and they cannot be transferred to clerical or other work if there aren't enough cases to go around. They may mean "adieu" to some of them, or transfer to other departments.

THE JOB MARKET

(Continued from Page Seven)

also needed. Older men wanted as porters. Five day, 40-hour week. Stenographers (women under 30) wanted by Freed Radio Corporation, 200 Hudson Street, N. Y. C. National City Bank wants girls from 17 to 20 years of age. Good chances for advancement. Women office assistants, knowledge of bookkeeping, wanted by Goldsmith Bros. Beginners considered. Apply Miss Hoffman, 77 Nassau Street, N. Y. C. Openings for typists with letter-shop experience. Good pay. Week or piece work. Write or apply in person to New Era, 47 West Street, N. Y. C.

In Higher Brackets

Junior and semi-senior accountants, experienced, needed for large firm. Good salary. Apply Kraus, Oestreicher & Co., 274 Madison Avenue, New York City. Large casualty insurance company has openings for men to learn insurance inspection with opportunities to train as Safety Engineers. Write stating age, education, former occupation in detail. D-140, Herald Tribune, Downtown. Opportunities for Wall Street Men to instruct in these departments and subjects: P & S Stock Record, Margin Order Room, Book-keeping-Cashier, Stock Transfer, Evening jobs. Write stating age, Wall St. experience. W. 594 Times. Men with supervising capacity with at least one year of experience in precision optics wanted for Personnel office, 22-14 40th Ave., Long Island City. A bank requires services of men with banking experience. Write

stating age, references, draft status. Y194, Herald Tribune.

Miscellaneous

Shoe Salesman needed, full or part time, for R. H. Macy, Inc. Apply 166 West 35th St., N. Y. C. Abraham & Strauss has openings for radio service and repair men. Apply 9:30 to 5 at Employment Office at Fulton and Hoyt Streets, Brooklyn. Apply for the following two positions by number: No. 135—Real Estate Clerk—Must have real estate experience, drawing up leases, mostly forms. Salary \$30 weekly. No. 129-H—Analyst on figures with accounting background—knowledge of Spanish—thoroughly experienced only. \$175 monthly. Export Company. For positions No. 135 and 129-H write giving full particulars to Mr. Hal Lee, New York Board of Trade, 41 Park Row, N. Y. C. Be sure to include Job Number. Goldsmith Bros. has vacancies for elevator men, stock clerks, floor men, salesmen and salesladies. Apply Mr. Collins, 77 Nassau Street, N. Y. C.

For individual job-guidance interview to help you discover which positions you are qualified for and what training opportunities are available, come in to see Mrs. Matilda B. Miller, at 97 Duane Street, or Room 108, 305 Broadway. Mrs. Miller is available daily from 9:30 to 5, and Saturday to 12 Noon.

U. S. Exam Schedule

The U. S. Civil Service Commission is holding three examinations this week at its offices, 641 Washington Street, Manhattan.

February 25—Junior Inspector Trainee, Ordnance, Materials. Announcement 2-119. 155 Males, 8:30 a. m.; 47 Females, 1 p. m. Room 1021.

February 26—Junior Typist (plain copy) Departmental, for classifications under E.O.N. 743. 29 at 8:30 a. m. Room 1021. Typewriters will be available in examination room.

February 27—Library Assistant. 14 at 8:30 a. m. Room 1021.

Tests in View For Special Cops, Clerk Promotion

A number of City tests in which there is considerable interest are in the process at this time.

The latest developments: SPECIAL PATROLMAN: The requirements for this examination have been drawn up and are in the hands of the Budget Director. The announcements will be released early in March.

REGULAR PATROLMEN (P. D.) and FIREMEN: At present there is no indication that these tests will be given in the near future. When the regular list of Police eligibles is exhausted, appointments will be made from among the Special Patrolmen. The Fire Department is drawing men who have been appointed to appropriate jobs from the fireman list into the Fire Department. President Marsh of the Municipal Civil Service Commission has indicated there is no reason to think examinations are pending for patrolmen or firemen.

CLERK PROMOTION TO GRADE 3 and 4: These examinations are being held up pending further study of eligibility for the examinations. Within two or three weeks there should be some definite announcement about

Gals: If You Can Work Fast, You Might Try This Work

Female trainee assemblers are being sought for war work in Woodside, Queens, the United States Employment Service reported this week. No experience is required.

Age limits are 18 to 25. Work consists of making assembly parts for timing devices. Only those capable of passing a dexterity test (fast hands) should apply in the USES office at 29-27 41st Avenue, Long Island City.

Applications must be citizens and produce birth certificate or proof of citizenship, and at least an elementary school diploma. High school education is preferred. Those suffering with astigmatism

(vision defect) will not be considered. Nor will overweight persons, those suffering from constantly perspiring hands, or left-handed individuals.

Rapid Promotion

Jobs, which are of a precision nature, pay at the rate of 50 cents an hour, to start, with time and a half for over the basic five-day, 40-hour week. Promotion is rapid and some workers are averaging \$40 a week. The first three days is a payless, experimental period. There are two shifts, from 6 a. m. to 2 p. m. and 2 p. m. to 10 p. m.

The plant is only 20 minutes from Grand Central on the IRT Flushing line.

Sanitation WAAC Is Honored by Her Co-Workers

A big turnout of friends and admirers of Steela Baker, telephone operator in the Department of Sanitation, who joined the WAACS, showed up in the private dining room of the Pearl Street Restaurant last week. Miss Baker, who is well known throughout the city because of her many activities, will leave for Fort Oglethorpe, Ga., on February 23rd. She's been chairman of the Parachute Rigger's Unit of Women Volunteer Service and the Red Cross, and an instructor in Parachute Rigging, Home Nursing and Motor Mechanic Repairs.

Mr. Fixit is a man you really need in times like these. You'll find him in Reader's Service Guide, page 13.

CATHOLIC WAR VETS HOLD MILITARY VESPERS

Shamrock Post, No. 120, Catholic War Veterans, will hold a Military Memorial Vespers Service at St. Elizabeth's Church, Wadsworth Avenue and 187th Street, at 4 p. m., on Sunday, February 23, 1943.

An invitation is extended to civil service families of Washington Heights and Inwood who may have a member in the present Armed Forces; or the families of those who have lost a relative in World War I.

Recent State Lists

These State lists appeared last week:

- Foreman, Conservation Dept.
- Lieutenant, Police Dept. (Prom.)
- Supr. Accounting Mach. Oper., West Co.
- Supervising Nurse, Dept. of Health.

Important to Every Policeman

New York City police and firemen will receive a 15 percent pay raise if a bill now pending in the State Legislature is passed.

The New York State Police Conference, representing 40,000 police, and the New York State Fire Fighter Association have come out in favor of the measure introduced by Assemblyman Robert J. Crews, of the 6th Assembly District of Brooklyn.

Many letters have come to The LEADER from police and firemen showing the need for a cost-of-living increase in waggs.

Public opinion is one force that legislators respect. Sign the coupon below, have your friends, in and out of the force, sign theirs. Mail them in to The LEADER, and they will be sent to the men in Albany, who have the power to grant the pay raise.

CIVIL SERVICE LEADER

97 Duane Street, New York City

Dear Sir:

I wish it known that I am in favor of the passage of the Crews bill, which will grant a 15 percent increase to police and firemen. Please convey my viewpoint to members of the State Legislature.

(Signed)

Address

Occupation