

**15,000 Pass
Hospital
Attendant Test**
See Page 5

**POLICE SERGEANT
EXAM--Open in January**

See Page 2

CITY FIREMAN TEST

How It Will Be Graded—See Page 3

**Many New Opportunities
For Sanitation Eligibles**

See Page 3

**Promotion Plan
For U. S. Employees**

See Page 4

**What the Labor Class Change
Means to 11,000 City Workers**

See Page 2

MONEY-LENDING TROUBLE HITS COPS

See Page 2

Here's the Latest Information On Police Sergeant Exam

By BURNETT MARPHEY

The promotion test for Sergeant, Police Department, will be announced next month and applications will be received during a three-day period, THE LEADER learned this week. The official requirements of the exam have been sent by the examining division to members of the Commission, and if they are officially approved this week or next, the test will be announced the first week in January.

160 Subway Transfers

The 14th and 15th resolutions re-classifying subway workers on the unified transit lines from the non-competitive to the competitive class were adopted last week. The new transfers involved 160 employees of the IRT and 110 BMT employees.

The Commission is going ahead with this reclassification program as fast as possible in the hopes of completing the transfer of the entire 27,000 transit employees by May or June at the latest.

Before employees can be given a competitive status, their citizenship, word records, period of service, and character must be investigated. So far, the Commission reports that it has fingerprinted and made field investigations of 25,600 BMT and IRT workers. It has investigated 10,000 of them and made reports on 7,000.

The total number brought into the competitive class is 3,100, of whom 2,500 are BMT employees and 600 IRT workers.

It is expected that some 7,000 Patrolmen will be eligible and that at least 5,000 will file for the test, which will be one of the biggest on the Commission's 1940 schedule. Official requirements will not be known until actual announcement of the test is made, but it is expected that Patrolmen with as little as three years' experience may be permitted to take the exam, provided that they have served at least five years at the time of actual appointment.

A fee of \$5 will be charged of applicants. They will be given a written test sometime before July 1, 1941. This part of the exam will count 50 percent. The other half of the rating will be a computation of credits given for record and seniority.

Rating

The written test is to be rated as follows: administration and report—4-70 percent required; laws and ordinances—3-70 percent required; rules and regulations—3-70 percent required. A mental average of 70 will be required, and a final average on all parts, of 80 percent.

It is expected that the written test will be similar to that of previous exams for Sergeant, except that more emphasis will be placed on testing for "judgment."

Previous Rating Method

Because half the final grade is based on record and seniority, The

LEADER is publishing the complete rating method used in the last examination, given in 1936. A similar procedure will be used in the next test and from the following, a candidate can compute very closely his score on half the actual test.

Record and Seniority: Beginning with date of appointment as Patrolman 60 percent.

For each additional year next preceding the last day of the mental examination, add 3 percent, amount at the end of five years 90 percent.

For each additional three months in the rank of Patrolman, add 1/4 of 1 percent, or 1 percent a year, making at the end of 10 years' service a maximum of 95 percent.

Deducted Points

For each day's fine on and after June 25, 1936 (the date of the last examination for Sergeant), deduct

| | | |
|--|-------------------|----------|
| 25 percent. | | |
| For each reprimand on and after June 25, 1936, deduct 6 percent. | | |
| Note: The reason for this limitation is to prevent penalizing a candidate twice for the same offense. | | |
| Added Points | | |
| <i>(Official awards, Police Dept.)</i> | | |
| | Percent | Recom- |
| | Weights in mended | Percent |
| | last exam. | weights. |
| Departmental Medal of Honor | 1.50 | 2.00 |
| Police Combat Cross | 1.50 | 1.75 |
| Honorable Mention and Medal | 1.50 | 1.50 |
| Honorable Mention or exceptional merit | 1.00 | 1.00 |
| Commendation and medal | 1.00 | 1.00 |
| Commendation or Commendable merit | .50 | .50 |
| Excellent Police Duty or meritorious Police service | .25 | .25 |
| War Service | | |
| <i>(For honorable service in the U. S. Army, Navy or Marine Corps in time of war)</i> | | |
| | Percent. | |
| For every month's service in the U. S. Army, Navy or Marine Corps during a war, add up to a maximum of 1 percent | 0.1 | |
| For participation in the battle, add | 1.5 | |
| Medal of Honor (Army or Navy) add | 1.50 | |
| Distinguished Service Cross (Army) | | 1.50 |

add
Naval Cross, add..... 1.0
Distinguished Service Medal (Army, Navy) add..... 1.0
Citation Star (Army) add..... 1.0
Note: In the consideration of honorable service in the U. S. Army, Navy, Marine Corps or Army Marine Corps, credits will be granted under the following conditions:
(a) Service for less than 30 days will receive no consideration.
(b) Only service which will be considered is that rendered in the Spanish War between April 23 and August 12, 1898; the World War between April 6, 1917, and Nov. 11, 1918, except that service rendered in the Philippine Insurrection between April 11, 1899, and July 4, 1902; and the Boxer Uprising in China between June 20, 1900, and May 1, 1901, will be considered provided candidate was an actual participant as evidenced by the reception of a campaign badge.
(c) Credit will be given in one examination only as in the case with the official awards made by the Police Dept., if the candidate is appointed from the list.
Study material will appear in forthcoming issues.

Money-Lending Trouble Explodes Among Cops

The Patrolmen's Benevolent Association, which bands together all but a handful of the city's 19,000 cops, is sitting tight on a hot story involving its Social Welfare Department. Only a few of the high-ranking officials in the Police Department know the whole story, but from various sources the following leaked out last week:

The welfare department was started two and a half years ago as the answer to the money-lending difficulties in which patrolman after patrolman found himself. Its director was soft-spoken, smiling William McDonald, who resigned under pressure November 28, after a 40-page report on his activities had been read to the board of trustees of the PBA.

Set forth in the report were charges that: (1) McDonald made loans to PBA members extremely easy, and that some 70 members of the department now owe \$3,000 or more apiece; and (2) that the 1 percent service charge, plus another 1/4 percent charge slapped on by the PBA for handling these loans, was exorbitant.

Kick-Back Racket Charged
Certain PBA members also charged that someone got a kick-back on the interest paid on a total

of more than \$3,000,000 of loans handled by the Social Welfare Department in the last two and a half years. The whole thing is a mess that has PBA officials quite perturbed. They contend that at worst,

McDonald was guilty of inefficiency and short-sightedness. But they say that an elaborate investigation has shown no evidence of wrongdoing. There will be more on this in future issues.

Didn't Tell It All—

Herbert P. Relli, an employee of the Sanitation Department, received a 30-day suspension last week as the result of withholding information on his Civil Service application. Relli was arrested in 1926 for speeding and fined \$75. That same year he obtained a hack license under the name of his cousin and renewed it in 1927 and 1928. None of this information was set forth when he applied for a Civil Service job. As a result of an anonymous complaint, the Municipal Civil Service Commission checked up, found out Relli's record and wrote to the Sanitation Department recommending some sort of punishment. Matthew J. Diserio, deputy commissioner of the department, last week notified the Commission that the suspension had been put in effect for Relli.

Action on Exempt Tunnel Jobs Delayed

The Municipal Civil Service Commission has delayed action until next week on the proposed amendment to strike from the exempt class and place in the competitive group a number of high-salaried jobs in the New York City Tunnel Authority.

Large Meeting Argues Labor Reclassification

Before the largest crowd that has attended a public hearing this year, members of the Municipal Civil Service Commission last Thursday heard objections and comments on the proposed resolution which would eliminate all but one title from the labor class, and bring approximately 11,000 city workers under a competitive status.

This resolution was described this week by one official as "the most important reclassification change in the history of the Commission."

Objections to the reclassification fell into certain categories: (1) it would discriminate against skilled labor and lead to a break in the prevailing wage structures; (2) it would "freeze" salaries into their present molds; (3) it would make promotion more difficult; it wouldn't aid those city workers who need protection most—the group which earns less than \$900 a year; (4) that the present maximum salaries should really be minimum.

Those who came with these objections—and among them were representatives of a wide variety of Civil Service employee organizations—argued their points vehemently. Commissioners Kern, Sayre and Morton had to answer some exceedingly nimble reasoning.

Kern Explains

Paul J. Kern, president of the Commission, emphatically stated that there was no threat to prevailing wages, and that skilled trades would not be affected. "This resolution applies only to labor jobs," he declared.

Kern said that all jobs now in the

labor class, except hospital helper, would go into the competitive class.

He gave a comprehensive explanation of the resolution and its provisions. He pointed out that this was not a sequel to a recent Board of Estimate proposal also dealing with the labor class.

"We have tried for the last three years to put labor jobs into the competitive class. We waited in transferring these jobs until we found whether we could hold a competitive examination for a purely labor job," said Kern.

He cited the new Sanitation list as the first and conclusive experiment in this direction and declared that "it has worked very well."

"It is no longer possible to fill jobs decently by the old first-come, first-served principle."

Kern recalled experiences in the past, notably the Porters' examination, in which riots resulted when thousands of men lined up, some as many as three days before applications were issued.

Doesn't Affect Pay

"There is nothing in the resolution affecting the status of rate of pay of men working in the skilled trades, since they are already in the competitive class and the Commission has no power in establishing the prevailing rate of pay.

"All this resolution means is that

those working in the labor class go into the competitive class."

The advantages of such a transfer to present employees, Kern pointed out, include the right of seniority in lay-offs, the right to go on four-year

Commission Irons Out Problems of 36 Transit Men

Thirty-six IRT and BMT employees, whose services terminated before June 1, 1940, the date of transit unification, were ruled qualified for transfer to the non-competitive class by the Municipal Civil Service Commission last week. The commission decided that they had the required amount of service in the period of 1937-1940.

At the same time four former IRT employees who worked for periods ranging from one month to 10 months in 1938, 1939, and early part of 1940, were declared ineligible for transfer to the non-competitive class. They have been on furlough, but the Commission pointed out that their respective lengths of service did not meet the requirements of the Wicks law.

The 36 who were oked met one of the following requirements: (1) six months' service from June 1, 1939 to June 1, 1940; (2) nine months' service from June 1, 1938 to June 1, 1940; or (3) one year's service from June 1, 1937 to June 1, 1940.

Their Names

Those qualified are: George C. Bull-

preferred lists for reinstatement, and additional promotion rights not now assured.

Among those who appeared at the hearing were James C. Quinn, secretary of the Central Trades and Labor Council (AFL); Timothy F. Dinan, of the Civil Service Forum; James Edgar, of the International Association of Machinists; James P. Holland, of the Engineers, Firemen and Oilers; Clarence Cavanaugh, Brotherhood of Painters; Charles Van Horn, American Federation of Labor; Henry Feinstein of the Federation of Municipal Employees.

The Commission, at the close of the hearing, agreed to withhold action on the resolution for two weeks and indicated that it would make certain changes based on the objections set forth at the hearing.

winkel; Beatrice Burkard; Matthew Corr; Walter Harris; George A. Marshall; Alfred Volkers; James B. Cleary; Daniel J. Clancy; Martin Patrick Maurice Cleary; John Collins; Salvatore Greegan; Eugene De George; Donohue; J. De George; Richard H. Nesbit; Nesbit Gibson; Thomas Heagney; Pat T. Hoare; Chester Kapfelsberger; Patrick Kelly; Bernard Kiernan; Harry Knapp; Francis McKenna; Edward J. McKenna; John F. Moran; James Morgan; Harry Morris; James Naughton; James B. O'Hara; Dominiello; Olivieri; Thomas H. O'Shea; Salvatore M. Persico; James P. Quinn; Frank J. Rooney; Jeremiah Shea; and James Walsh.

Those marked disqualified are: Vincent Arra; Louis R. Cucarella; Roy Devoe and Frank A. Ward, Jr.

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The LEADER Will Be Out NEXT MONDAY

Instead of Tuesday, as Usual

The Special Publication Date Was Set Because of the Christmas Holiday.

New Job Classification Opens Many Opportunities To Sanitation Eligibles

Prospects last week indicated that the new Sanitation eligible list will be used to fill the bulk of the jobs in the present labor class, at least for many months to come. The Municipal Civil Service Commission intends to abolish the labor class, as such, and switch the present 47 titles into the competitive class. This means that a vast new group of jobs could be made available to the Sanitation eligibles, if the Civil Service Commission so chooses.



BIG SMILES

Meet Arthur McQueen (he's the young chap on the left) at the induction of Sanitation eligibles last Friday at Department headquarters. Together with McQueen are George F. Stoddard, appointing officer, and Commissioners Diserio and Powell. The new group of Sanitation men is conceded to be the finest of any city in the world.

According to the provisions of a resolution the Commission is now considering, each of the titles now in the labor class will go into the competitive class as soon as the present eligible lists for each title expire. There are only six or seven lists now in existence, including Able Bodied Seaman, Auto Truck Driver (which ends January 20); Climber-Pruner (with three years to run); Porters (for departments other than the Board of Transportation), and Butcher. For some 40-odd other titles now in the labor class there are no eligible lists and the Sanitation list will undoubtedly be used to fill many of the vacancies that occur. There are a total of 11,000 labor-class jobs, and the monthly turnover, according to Paul J. Kern, president of the Civil Service Commission, is approximately 100 a month.

To Be Used Often

Thus, for appropriate jobs, in addition to these in the Sanitation Department, the Sanitation eligible list will be used often and rapidly.

President Kern has predicted that all the eligibles will be offered either a permanent or temporary position during the four-year life of the list.

Note: You boys on the list can mark down as garbled misinformation the repeatedly false assertions of Abe Kasoff and his side-kicks that only 1,600 jobs will be offered

How Abe Kasoff and the Forum "Helped" the Sanitation Eligibles

A Letter from Paul Kern to Murray Hirsch

Mr. Murray Hirsch
1275 Sterling Place
Brooklyn, N. Y.

Dear Mr. Hirsch:

In reply to your recent letter, please be advised that while we shall be glad to answer any inquiry from an individual eligible on the Sanitation Man, Class A list, this office is not willing to deal with an eligible association which is apparently being led by an organization whose officers were recently involved in civil service frauds.

I refer, of course, to the fact that Mr. Joseph G. Crowley, former city-wide Vice-President of the Civil Service Forum, is still a fugitive from justice, for conspiring to corrupt the examining system of this Commission.

Sincerely yours,
Paul J. Kern,
President.

eligibles on the list. We know better. The only persons qualified to tell you how many and what kind of jobs you'll get, are the Civil Service Commissioners. The information in this article and in previous articles on the subject is obtained directly from that source.

The LEADER will at all times keep you fully informed of matters that are of interest to you.

Why Anthony Greco, Abe Kasoff's Pal, Faces a Perjury Charge

By MAXWELL LEHMAN

If you go to the Central Court Building, 120 Schermerhorn Street, Brooklyn, and enter the office of the Clerk, on the first floor, and ask for file number 100, year 1939, they will bring you a legal document which says in its first page:

Information: Perjury in Second Degree.

You want to see who it is that

has this ominous charge against him, so you look again, and you find the name of the defendant: Anthony Greco (or Grego).

This is the man, you remember, who, together with Abe Kasoff, Elias Shapiro, and Michael Morro, heads the Joint Council of Drivers and Sweepers in the Department of Sanitation. Kasoff and Shapiro control Manhattan, the Bronx and Richmond between them; Morro's preserve is

Queens; Greco runs the Brooklyn end of the business. While Kasoff may talk more, Greco is actual President of the Joint Council. He heads, too, the Brooklyn Sanitation Man's Protective Association, Inc., formerly known as the Brooklyn Sweepers Protective Association, Inc.

This perjury charge which hangs over Greco's head has never come to trial. Filed in September, 1939, the case was adjourned five times, and finally on February 19 of this year, it was "D.O.R.'d." This is legal short-cut language. It means "Discharged on Defendant's Own Recognizance." To the layman, it means that Greco may be placed on trial at any time the District Attorney moves to do so.

Back of that perjury charge is a story that is surely of interest to employees and officials of the Department of Sanitation. It involves money.

Probe Gets Started

In October 1937, the Supreme Court of Kings County appointed an investigator to probe into the finances of Greco's organization. The sleuth's job was to uncover, if possible, whether or not funds were being siphoned away from their proper uses. Reason for the investigation was the rumblings among members of Greco's outfit—that something was rotten in the treasury. What happens to dues, they asked? Where do the initiation fees filter away? And the various events which bring in cash—why don't they build up a big bank account for the organization? Is money being spent the way the constitution and by-laws say it should be spent? If everything is on the up and up, then why aren't regular financial statements submitted to the membership?

It was questions like these that finally crystallized into a request to the courts for aid. The referee appointed by the courts to look into the financial situation of Greco's organization didn't know Greco from Kasoff or Napoleon. He had probably never heard of the Brooklyn Sweep-

State Approves 15 NYC Actions

Fifteen New York City resolutions have been approved by the State Civil Service Commission, it was announced last week. Eight of the resolutions formally bring 1,619 employees of the unified transit system under the competitive Civil Service classification.

No action has yet been taken on two important reclassification resolutions affecting the entire Engineering and Architectural Service and the Statistical and Actuarial Service, Grace A. Reavy, president of the State Commission, told the City Commission last week. They may be taken up today, when the State Commission meets in Albany.

The approved resolutions follow:

1. Amending Part 40, the miscellaneous service, of the competitive class, by including therein the title of Core Drill Operator's Helper, maximum and minimum of \$1,500 per annum.

Labor to Competitive

2. Striking from the labor class the title of Typewriter Repairman and including it in the competitive class, Part 40, Group A, the Office Appliance Maintainer's Group, under the title of Assistant Maintainer. Also, amending Part 40, the miscellaneous service, by including Group A, office appliance maintainer's group, as follows: Assistant Maintainer, to \$1,800; maintainer, \$1,860 to \$2,400; senior maintainer, \$2,400 to \$3,000.

3. Amending the competitive class by including in Part 5, the legal service, the title of searcher and by striking it from Part 1 of the ungraded service.

Mayor's Aide Exempt

4. Including in the exempt class, in the Office of the Mayor, the position of director of commerce.

5. Striking the following titles from the labor class, and including the same in the competitive class, Part 28, the skilled craftsmen and operative service: scowman; able-bodied seaman; deckhand.

6. Amending paragraphs 19 and

20, section 10 of rule V, relating to service ratings.

7. Amending paragraph 1 of section 5 of rule V by striking out the words "each subject shall be rated by two examiners acting separately," and substituting the words "each subject shall be rated by two examiners."

The eight remaining resolutions dealt with different groups of transit employees.

The State Civil Service Commission advised the Municipal Commission that it was continuing on its calendar five others, one dealing with a reclassification of Richard L. Minetti, a BMT employee, to the competitive title of Assistant Engineer. At a recent public hearing on this resolution, opposition was raised to the reclassification of Minetti, and representatives of the Civil Service Forum charged that it was an attempt to get him into the competitive class by a "back door" method.

Resolutions Held Over

The four other resolutions still on the State Commission's calendar are:

1. Resolutions affecting reclassification of the engineering and architectural service.

2. Resolution affecting reclassification of the statistical and actuarial service.

3. Resolution affecting reclassification of the Bridge Operation Service.

4. Resolution affecting reclassification of the Psychological Service.

Able-Bodied Seamen To Become Laborers

The Municipal Civil Service Commission last week declared the list for Able-Bodied Seaman appropriate for Laborer in the Department of Docks.

How Fireman Exam Will be Graded

TEST TO BE ANNOUNCED IN SPRING

Competitive physical tests will count at least 50 percent in the final rating of candidates for the next competitive test for Fireman, scheduled for this spring. This was learned last week from officials of the Civil Service Commission, who view the results of the physical tests in the recent Sanitation exam as "extremely successful."

In addition to heavier credit for physical part of the test, extra points will be given to candidates with education and training in mechanics, chemistry, engineering and other fields.

Former Grading

In the last test for Fireman, the physical part constituted 60 percent of the final grade; the other 40 percent was based on the physical. In the next test, at least 50 percent, and possibly more, will be weighed on various competitive physical tests, now being prepared by Professor Francis Patrick Wall of N.Y.U. An extremely good guide to the physical test to be given in the next test, is the series of events

which were used to test Sanitation candidates. These events tested agility, endurance, speed, strength and coordination. Swimming may be added as a requirement.

To Be Announced in Spring

According to present indications, the Civil Service Commission will announce a test for Firemen early this spring, probably in February or March, and will hold the written part soon afterwards. The competitive physical tests will be given during the summer months, and the final eligible list will be prepared by the end of the year.

Requirements are expected to be similar to those of the last test nearly four years ago. At that time, candidates had to be not less than 5 feet, 7 inches in height and weigh at least 140 pounds. They must fall within the age limit of 20½ to 29 years. A fee of \$3 was charged.

Study material and additional information on the Fireman test will be published in future issues of THE LEADER.

Maintainer's Helpers Must Test by January 10

The last day on which candidates can compete in the competitive physical examinations for Maintainer's Helper, Group D is January 10; the Municipal Civil Service Commission ruled this week.

ON THE U.S. CIVIL SERVICE FRONT

By CHARLES SULLIVAN

Mead, Ramspeck to Sponsor New Promotion Plan for U.S. Workers; Regular Raises Set

The team of Ramspeck and Mead is expected to continue its fight for Federal employee reforms when the new Congress convenes in January.

And the outstanding reform to be presented is a uniform promotion plan which would give automatic salary raises to roughly 160,000 Federal workers in each of its first three years of operation.

Training for Air Force Ground Work

Former flying cadets and civilians able to meet the requirements should be interested in a new course offered by the war department to qualify men as Air Corps ground duty officers in the engineering field. Applicants must be able to meet the physical standards prescribed for appointment in the Officers Reserve Corps in the Army and for appointment as flying cadets. First priority candidates must possess a college degree in engineering; candidates with senior standing in engineering college will be eligible for second priority.

Fifty students will start a 12-week course at New York University and Purdue in January on aircraft construction. Those who complete this course successfully will receive six months' training in the Army airplane mechanics course at the Air Corps Technical School. Upon successful completion of these two courses candidates will be commissioned 2nd lieutenants, Air Reserve, and assigned to tactical units of the Army Air Corps as squadron engineering officers.

Applications for this training should be submitted direct to the Chief of the Air Corps together with three letters of recommendation, college transcript, and birth certificate, if not already on file.

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In short, the plan provides for a one-step, in-grade salary step-up for competent workers in the lower brackets each 18 months. The step-ups would amount to \$60 and \$100 a year, depending on the individual employee's grade.

Employees in the middle and high brackets where step-ups amount to from \$200 to \$500 would be given an administrative promotion every 30 months under the plan, which was drafted by the Budget Bureau following months of study.

Covers 304,000 Jobs

The plan would cover only 304,000 jobs and only permanent employees. Exempt would be those employees whose salaries already are covered

appropriated to carry it out in the regular appropriation bills or else legislation will have to be enacted and the money appropriated afterwards.

Appropriation committee members who have listened to the endless complaints over Uncle Sam's haphazard promotion policy are inclined to appropriate the necessary funds to carry out the budget plan. However, a fight will be put up by some of the more economy-minded members.

Chairman Robert Ramspeck of the House Civil Service Committee told this correspondent that he will introduce the plan as an amendment to the Classification Act after Congress convenes next month. And Senator James Mead of New York, Ramspeck's Senate colleague on his Civil Service bill, is expected to take up the fight in the upper house. Both of these legislators have potent influence with appropriations committees in their respective houses and if the money is forthcoming it'll be due, in no small part, to their efforts.

Important also is the fact that the Budget Bureau recommended the abolition of the so-called "average clause" in its report. The "average clause" is inserted in all appropriation bills and it requires departments to pay their employees not more than the "average" salary of their respective grades.

For example, if the Classification Act sets up a salary grade ranging from \$3,000 to \$4,000, the average salary that could be paid to all employees in that grade would have to be \$3,500 under the law. Of course, the "average clause" defeats the purpose of the Classification Act and its elimination has been demanded for years by federal workers.

Under the budget's uniform promotion plan, workers who receive \$3,800 or less, and where the step-up would be either \$60 or \$100, could reach the top of their grades in 9 years. It would take 10 years for employees making more than \$3,800 to cover the spread from minimum to maximum salary levels.

Congress recognized this complaint two years ago and ordered the Budget Bureau to draw up a promotion scheme that would treat all employees alike. The above plan is the result.

How Plan Is Placed in Effect

The plan can be placed in effect in one of two ways. Money can be

Ramspeck Act Headaches

The Ramspeck Act, which was designed to bring thousands of Federal employees under Civil Service, is causing the Civil Service Commission a series of throbbing headaches. Recent developments are:

1. The apparent fact that Federal Reserve System employees can't be covered under Civil Service. Employees of Federal Land Banks also appear to be in the same boat. The charters of all Government corporations have to be investigated before they can be ordered under merit and it isn't beyond the realm of possibility that all or some of them will be ruled out. All because of the way the Ramspeck Act reads.

2. The Commission has decided to give the present jobholders who are recommended for status a relative weight of 25 percent on the non-competitive mental tests. The minimum passing grade is 70 and by giving a weight of 25 percent for experience an employee could receive an actual grade of 60 on the mental test and still be certified.

3. The Commission also revealed

that assembled non-competitive mental tests would be given only to clerical employees and P-1 grade professional employees (junior grade). Professional employees will be given unassembled mental tests, that is, they will be graded on their experience and job performance. Oral tests probably will be given some higher bracket employees.

4. The Commission hasn't decided whether to count physical examinations as a part of the tests. A decision on this point will be vitally important to thousands of employees who stand to lose their jobs through physical disability. Records show that physical tests disqualify more persons from Civil Service status than any other hurdle. In the past,

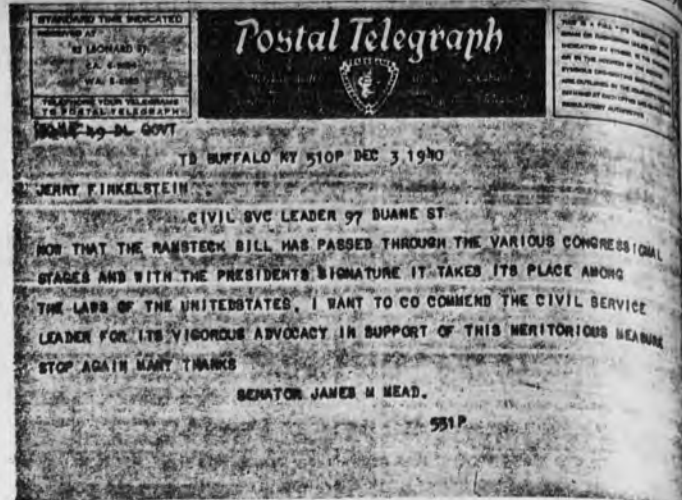
"Average Clause"

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Physical Tests

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(Continued on page 10)



THE LEADER'S PART in passage of the vital Ramspeck Act is attested to in the above telegram from Senator James M. Mead. THE LEADER urged New York's junior senator to push the measure when it appeared held up. Speedy passage followed. Latest news on the progress of the Act appears regularly in THE LEADER.

Commission Defends Its Probing

The United States Civil Service Commission termed "inaccurate and unduly sensational" a copy-righted story appearing in an afternoon Washington paper relative to certain investigations being conducted by the United States Civil Service Commission.

The Civil Service Commission has for several weeks been conducting investigations of the qualifications and suitability of employees of the Advisory Commission to the Council of National Defense. This has been well known to employees of that office and its purpose, says the Commission, has been obvious; namely, to assure the Defense Commission that all persons on its rolls are suitable for employment both from the standpoint of character and from the standpoint of loyalty to the United States. The type of investigation used is exactly the same as that which has been made in tens of thousands of cases in a period of more than a decade.

The Civil Service Commission believes that at all times, but particularly during a period of a national emergency, the Government is entitled to the services of persons whose character and loyalty are beyond question. The Commission holds investigations designed to determine such facts must be thorough and all doubts must be resolved in favor of the Government.

Less people are taking Civil Service exams... More jobs are available... Your chances are better... THE LEADER keeps you informed of all opportunities.

N. Y. Below Quota

New York State is still below quota for appointments in Washington, D. C., in the appointed service. For months, New York was below quota and this slowed down appointments to federal jobs in the Nation's Capital from local eligibles. However, the State went under quota several weeks ago, and present is still 30 under the allotted number of jobs.

U. S. Calls Attention To Need for Skills

The U. S. Civil Service Commission again last week called attention to the urgent need for certain types of skilled workers in the national defense program. On brightly colored special bulletins the Commission listed five jobs for which immediate appointments can be made. They are Lens Grinder (\$5.92 to \$8 a day), Shipfitter (\$6.81 to \$8.93); Machinist (\$6.80 per day to \$1.10 an hour); Instrument Maker (\$7.44 a day to \$1.248 per hour).

Age limits for these jobs have been set at 20 to 62. Requirements, except for Lens Grinder, are five years experience in the trade or apprenticeship. For Lens Grinder, six months of experience grinding or polishing lens or similar work is required. At least 375 appointments in the Frankford Arsenal alone will be made as fast as qualified men are found. In other plants, thousands of vacancies exist throughout the nation.

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CIVIL SERVICE IN NEW YORK STATE

By MORTON YARMON

15,000 Pass Hospital Attendant Exam

EXCLUSIVE

Over 15,000 eligibles—or well over 90 per cent of the 16,250 who competed—have passed the Hospital Attendant exam, given by the State Civil Service Commission last June 29. The list is now being placed on cards in the files of the Commission, but probably won't be available for publication until officially established January 1, 1941. The list will appear in The LEADER when ready.

The number of eligibles in each of the four zones, into which the list is divided, has just been revealed by the Commission. To this number have been added several hundred candidates with criminal records, who were eliminated by special vote of the Governor's Committee on Reclassification last week.

Zone headquarters were established this week, with a Junior Administrative Aide in charge of certifications and appointments in each. They are:

Zone I—Rochester State Hospital, Rochester—Robert Rubendahl.

Zone II—Utica State Hospital, Utica—Oscar S. Parker.

Zone III—Hudson River State Hospital, Poughkeepsie—Donald McCausland.

Zone IV—Room 575, 80 Centre Street, New York City—Myron J. Greene, Richard Lomax.

One Junior Stenographer, taken off the regular Civil Service list, will be employed in each zone.

According to the rules under which the Hospital Attendant job goes into the competitive class,

eligibles will be appointed to institutions located in the zones in which they live. In determining the zones, the Commission took into account the number of eligibles and the number of employees in each institution, to try to give all eligibles equal opportunity for employment.

The number of employees in the zones, as listed in The LEADER last week, is: Zone I—3,492; Zone II—3,379; Zone III—3,476; Zone IV—9,323.

The number of eligibles by counties follows:

| Zone I | | Zone II | | Zone III | | Zone IV | |
|-------------|-----|-----------|-------|------------|-------|----------|--------|
| Allegheny | 17 | Broome | 153 | Albany | 182 | Bronx | 1,392 |
| Cattaraugus | 72 | Chenango | 47 | Columbia | 30 | Kings | 3,300 |
| Chautauqua | 62 | Clinton | 357 | Delaware | 16 | Nassau | 65 |
| Chemung | 112 | Cortland | 11 | Dutchess | 300 | New York | 5,469 |
| Erie | 842 | Essex | 39 | Greene | 29 | Queens | 828 |
| Genesee | 20 | Franklin | 66 | Livingston | 20 | Richmond | 495 |
| Livingston | 88 | Fulton | 14 | Monroe | 239 | Total | 1,550 |
| Madison | 12 | Hamilton | 2 | Niagara | 36 | Total | 1,944 |
| Orleans | 12 | Herkimer | 47 | Ontario | 94 | Total | 10,297 |
| Schenectady | 37 | Jefferson | 66 | Total | 1,550 | Total | 10,297 |
| Seneca | 214 | Lewis | 12 | Total | 1,550 | Total | 10,297 |
| Stauben | 41 | Total | 1,944 | Total | 1,550 | Total | 10,297 |
| Wayne | 125 | Total | 1,944 | Total | 1,550 | Total | 10,297 |
| Westchester | 24 | Total | 1,944 | Total | 1,550 | Total | 10,297 |
| Yates | 25 | Total | 1,944 | Total | 1,550 | Total | 10,297 |

DPUI Establishes Transfer Policy

Employees of the Division of Placement and Unemployment Insurance may make application for transfer of position at any time, according to a transfer policy just established. Director Milton O. Loysen announced the new procedure this week, after intensive study of the problem by DPUI officials and employee representatives.

A transfer request must be submitted to the Personnel Administration office in writing, and should contain the name, title, salary, and present location of the employee, the promotion unit and location to which he wishes a transfer, and detailed reasons for the request. The transfer must not prejudice the promotion rights of the employees in the promotion unit to which transfer is requested.

In the few instances where a transfer is mandatory for budgetary reasons, volunteers will be canvassed. If no volunteer is available, the employee having the least seniority in the locality affected, on the basis of entrance into the State service, will be transferred. The employee's supervisor must explain fully the reasons for the transfer. Thirty days' notice will probably be given.

How Transfer Works
The rules governing the operation of the transfer procedure are:
1. Transfers are to be made only after consultation with and approval of the Administrative Finance Office.
2. Personnel Administration shall be responsible for the maintenance of a file of transfer requests.
3. Transfer requests shall be accepted immediately upon appointment from

all new employees who are assigned to work at a distance from their permanent homes.

4. Job assignments shall be made, whenever consistent with the maintenance of efficiency, in a locality near the residence of the employee.

5. Mutual transfers should be facilitated if they do not interfere with operating efficiency.

6. Seniority in State service shall govern transfer priorities.

7. A 30-day notice of transfer should be given, if possible. Reason for transfer should be explained by supervisor (not by Personnel Administration).

8. Transfers designed to improve the efficiency of the service are to be effected whenever advisable.

9. The staff shall be canvassed for volunteers before the completion of mandatory transfers.

10. Personnel Administration shall submit names of prospective transferees to the appointing officer, so that he may fill the vacancy by transfer instead of by selection from Civil Service lists.

11. In the Employment Service, duplicates of requests for transfer shall be filed with District Superintendents and with Regional Directors.

12. Personnel Administration shall not make transfers without the approval of the appointing officers.

13. Personnel Administration should give a 30-day notice, if possible, to the supervisor whose employee has been accepted for a transfer into another unit.

What's Happening News About DPUI Lists

Here are some late bulletins from the State Civil Service Commission's examinations division:

Papers for Assistant Analytical Chemist, taken by 55 candidates on October 26, are now being rated. The list is expected about the middle of February.

The written papers have been completed for Toll Collector but establishment of the list won't come for another few months as many clerical tasks stand in the way.

Factory Inspector papers are now being rated, but more than 1,000 took the test so it will be several months yet before the list is established.

Rating still hasn't started on Safety Inspector of Construction.

Latest information on these and other lists appears regularly in The LEADER.

All five lists for Unemployment Insurance Claims Examiners—promotion and open in the Associate and Senior grades, and open in the Assistant—will be out late this week or early next week, according to State Civil Service Commission officials. These tests were held February 17.

News on other DPUI lists:
Promotions to Assistant Clerk, Assistant File Clerk, and Assistant Account Clerk are completed and ready to be promulgated as soon as the case of Anderson v. Reavy is settled. An injunction was obtained to hold off these lists until the courts decide if temporary employees in Assistant titles shall be retained because they have stayed on beyond the three-month period.

Just established are the promotion lists for Assistant Stenographer,

Where Do I Stand?

The following are the latest certifications, in New York and Albany, from popular State lists:

| | Ranking | Percentage |
|--------------------------|---------|------------|
| Permanent—New York—\$900 | 457 | 87.125 |
| Permanent—Albany—\$900 | 2,108 | 83.175 |
| Temporary—New York—\$900 | 1,027 | 85.325 |
| Temporary—Albany—\$900 | 2,568 | 82.55 |

| Junior Stenographer | | |
|--------------------------|-------|-------|
| Permanent—New York—\$900 | 673 | 87.50 |
| Permanent—Albany—\$900 | 1,879 | 82.70 |
| Temporary—New York—\$900 | 949 | 86.50 |
| Temporary—Albany—\$900 | 2,034 | 81.90 |

| Junior Typist | | |
|--------------------------|-------|-------|
| Permanent—New York—\$900 | 809 | 88.34 |
| Permanent—Albany—\$900 | 962 | 87.84 |
| Temporary—New York—\$900 | 957 | 87.90 |
| Temporary—Albany—\$900 | 1,013 | 87.70 |

| Assistant File Clerk | | |
|--|-------|-------|
| Permanent—New York—\$900 | 100 | 89.50 |
| Permanent—Albany—\$900 | 1,075 | 85.70 |
| Temporary—New York—\$1,200 | 285 | 88.00 |
| Temporary—Albany—\$1,200 | 516 | 87.10 |
| Temporary—Albany—\$3.50 a day or \$960 | 540 | 87.00 |
| Temporary—Albany—\$900 | 1,163 | 85.50 |

Latest permanent appointments from some of these lists are:

| Junior Clerk | | |
|----------------|-------|--------|
| New York—\$900 | 367 | 87.525 |
| Albany—\$900 | 1,469 | 84.50 |

| Junior Stenographer | | |
|---------------------|-------|-------|
| New York—\$900 | 709 | 87.30 |
| Albany—\$900 | 1,632 | 83.80 |

| Junior Typist | | |
|----------------|-----|-------|
| New York—\$900 | 467 | 89.70 |
| Albany—\$900 | 752 | 88.58 |

Senior Claims Clerk, Principal Account Clerk, and Assistant Statistics Clerk.

The written is now being rated for promotion to Senior Payroll Examiner, and the list is expected shortly after January 1.

By March 1, according to Commission officials, the open lists for Junior Economist, Payroll Examiner, and Employment Counsellor should be available. Part II of Junior Economist is now being marked; experience is being checked for Payroll Examiner, and rating for Employment Counsellor is almost ended.

Buy The LEADER every Tuesday

State File Clerks Get Together

Eligibles on the State File Clerk lists are forming an eligibles association. Communications are to be addressed to Joseph H. Teperman, attorney, 123 William Street, New York City.

Anything you want to know about Civil Service? Come in and inquire of the Civil Service Leader's FREE Information Bureau. It's at 97 Duane Street, just off Broadway, New York City.

CIVIL SERVICE PREPARATION

FIREMAN

The present Fireman eligible list expires on December 14, 1941. The next mental examination should be held not later than April, or five months from now.

The number competing will be large, the competition keen and the examination difficult. Therefore, those who hope for success should begin preparation at once.

Our mental classes are meeting three days weekly—physical classes twice weekly at hours to suit the convenience of the student.

PATROLMAN

The present list for Patrolman should be exhausted by January 1, 1942. Therefore, the examination should be held early in the Fall of 1941. Since the Patrolman and Fireman examinations are somewhat similar, we suggest that you take advantage of the combination course and prepare for both tests (if you are at least 5 ft. 8 in. in height), at a reduced combination fee.

Draftees: According to the press a large number of men have enrolled for military training. Therefore, any person who is registered for military training may enroll with the understanding that if he has paid the full fee and is then drafted before the examination is held, half of the fee paid will be returned to him and he may continue the course through correspondence at the place of military training.

The purpose of this offer is to encourage men to begin preparation at once, even though they may be in doubt as to their conscription status.

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Tuesday, December 17, 1940

Kasoff Breaks Up Sanitation Boys

“HOW to Break Up an Organization.” The men on the new Sanitation list have received a lesson, free, on this subject from an old expert, Abe Kasoff.

When Abe appeared, apparently unbidden, at the meeting of the eligibles, many of the boys couldn't believe their eyes. For he had done precisely what the LEADER had warned he would do—muscled his way in where he had no business.

Abe couldn't rule a group as clean-cut as the new Sanitation eligibles. Maybe he could ruin them, however.

First result of Abe's activities is the resignation of Fred Schauder as President of the eligibles. Fred, a nice-looking, sincere kind of lad, dropped into the LEADER office last week. He wouldn't have his reputation sullied by contact with Kasoff. He'd rather not head a group where Kasoff had his finger in the pie. So Fred is quitting.

Another bunch of rank-and-file eligibles are getting together to draft a resolution demanding an independent organization, and condemning Abe Kasoff and his cohorts for interfering.

But Abe's master stroke was accomplished in disillusioning hundreds of boys who want decent organization, and were so disgusted with Abe's performance that they will have none of the association from whose platform Abe harangued.

An eligible organization has an important purpose to serve. It can't serve that purpose unless its honesty, independence and singleness of purpose are clear to everybody.

Kasoff has muddied up the first efforts of the Sanitation eligibles.

The boys will perform a humane act if they kick him, his cohorts, and everything they represent out into the gutter, where they belong.

Reclassification

THE LEADER favors the plan of New York City's Civil Service Commission to bring the labor class into the competitive category.

While some of these objections raised at last Thursday's hearing have great strength, none of them are sufficiently powerful to overcome the purpose intended by the reclassification.

First, and most important, competitive status gives the city an opportunity to select its workers on a fair, democratic basis, and to obtain the best available workers for the job. One has only to see the new Sanitation eligibles to realize how valuable the competitive system is in practice.

Second, competitive status gives to the worker certain distinct advantages: he gets tenure rights; he can't be kicked out of his job just on the whim of some higher-up; promotion comes through seniority or examination, and not by having "an in" with some big shot; a preferred list lasts four years instead of one; there are certain additional pension advantages.

One point raised in the hearing was, however, well taken, in our opinion. The present plan doesn't allow for salary increases within the grade. Minimum and maximum salaries for each grade are the same. Thus, a Porter Grade 2 starts at \$1,080, and can never earn any more unless he enters Grade 3. This is what was meant at the hearing by those who felt competitive status would "freeze" salaries.

It's not the fault of the Civil Service Commission, which can't determine salaries. The LEADER thinks, however, that the Commission might consider the removal of the word "maximum" from the salary of each grade. This wouldn't change the resolution, but it would make it easier for those groups who would wish to put up a fight for salary increases within each grade. The Porter in Grade 2 ought to be able to work up from his minimum salary of \$1,080 to, but not including, the salary of the next higher grade.

We think, too, that all those who would enter the competitive class if the resolution goes through should begin at once to gird for a legislative battle to see that minimum salaries don't become maximums.

In short, the LEADER is for a higher standard of living for low-paid government workers.

Don't Repeat This!



A GAL who carried on an Interior Decorating business on the city's time is responsible for the sudden end to all personal phone calls in the Welfare Department... Reason for the low filing on federal railroad tests: the government doesn't get pass privileges for its employees and their families, as do the railroad employees themselves... An article in last week's Satevepost is having serious repercussions. It shows that factors other than merit go into appointment to U.S. Civil Service jobs... Delay in the Court of Appeals decision in the Hilsenrad case is holding up a number of promotion lists. Minor judges are said to be waiting for this decision before ruling on cases before them... An employee of the Municipal Commission who is too chummy with Ellis committee investigators may get into trouble...

Holiday News

A number of rooms in the State Office Building in Albany are kept lighted all night. They'll stay lighted until Xmas, as they form a cross... Hard-luck group: the Social Investigator eligibles, whose case was about to be decided by the late Justice Noonan just before his sudden death... Eugene Schwartz, back in excellent health, is giving police and fire promotion courses at 147 Fourth Avenue... Wallace Sayre had to cover six murders his first day as a newspaperman. It was also his last day...

School Department

Brooklyn College students are worried that the Coudert probe will harm their chances for jobs after graduation... One topic coming up later in the investigation: How did certain big shots get high-paying posts without ever having been in the school system before?... State Trooper applicants: sorry about the mixup of Saturday. The troopers changed from the usual Saturday time, when most large exams are held.

letters

Young Cops and the Draft

Sirs: According to your paper there will be no appointments to the Police Department, until the draft issue is settled. As an eligible, I would like to take issue with the Administration on this matter.

Dr. Dykstra, the National Director of Selective Service, issued a statement to the press not so long ago, to the effect that no more than 5% of the men eligible to conscription in any given industry or group in public or private employment would be taken into military service in any given year.

There are, according to your publication, 450 men who are liable to draft. Assume, then, that 40% of the remaining men on our list are also eligible. Then you have a group of about 850 men within the draft classification, both in the department, and on the eligible list. Now 5% of this group totals about 40 men subject to call to the colors.

It is very difficult for me to understand why the possible draft of 40 men should hold back the appointments of 1,000. Especially is this matter puzzling when in the Police Dept., according to His Honor, the Mayor, there are over 500 vacancies now, and there are 1,000 new posts that he would like to cover.

Another inconsistency in the City's policy, is the announcement by the Civil Service Commission, that 200 appointments are to be made from the new Sanitation list before January 1st. Don't these men come into the same group as the Police Eligibles?

“DOC” POWELL—Norman Jon Powell is a man who strikes terror into the hearts of many who take New York City's exams... Before you take a test, Doc Powell has tested the test itself, to make sure it tests those factors it's supposed to test... Doc is a psychologist... A. B. from NYU, M.A. and Ph.D. from Columbia... Worked at Sing Sing as psychologist, learned that imprisonment doesn't rehabilitate... Worked for the Psychological Corporation... Came to the Civil Service Commission in 1936 via an exam for Junior Civil Service Examiner... Before getting up a test, Doc watches the men at work... might stand a whole day observing an elevator operator, noting his movements and duties in detail... Published a high-brow magazine called *Educational Abstracts*... Doc is a little on the shy side, until you get to know him... Rather witty... Looks like a college freshman... He's 33, has a wife, two children... Thinks the merit system is tops and ought to be extended.



HE'S SMALL, WIRY, youngish looking... You're surprised when he tells you he's been a member of the bar for 25 years... L. A. Sigaud, as President of the Civil Service Commission and Immigration Inspector eligibles, brings a new conception of the function and duties of an eligibles association... "There's a moral obligation on the part of the government when it gives an exam to 250,000 persons, to see that the results of this exam are properly utilized"... "There's a moral obligation on an eligible group not merely to fight for itself, but to uphold the principle of the merit system"... You can't sue Uncle Sam's Civil Service Commission, so Sigaud and his group have worked out a program of "cumulative pressure" to show that it would be wise for the government to use the Customs list for a variety of defense jobs... They're organizing brother organizations in Washington, Boston, Chicago, and elsewhere... working with other Civil Ser-



vice groups... This is the "dynamic" approach to the problem of eligibles who don't get jobs... Sigaud served overseas in World War I as a commissioned officer... That was after his graduation from NYU law school... He's been corporation executive, banker, author... His articles appeared in the New York Times in the *American Mercury*... **VICE-PRESIDENT** of the Policewoman's Eligibles Association is Rose Hildgarde Nussbaum... One of the city's most active female lawyers... Born on Pleasant Avenue, where the East River is a spot now housing a public school... Wanted to be an actress, once refused a scholarship to a prominent school of dramatics... A graduate of St. John's School of Law, passed the bar at the age of 21 when most people are still worrying about entering law school... Has been going to school ever since... She's studying geology... Knows loads of interesting odd facts with which she is constantly surprising friends... Though women interested in the cause of the licewoman exam was the she ever took... Unemployment Insurance Referee was second... As chief counsel of the Bronx Legal Aid Society, handled the last breach of promise suit ever argued in Bronx County... Not married; when she takes the step, it won't make any difference if he's a lawyer or not... If your idea of a licewoman is the tough, bitten matron, you're in for a surprise when you see Rose.

ACTING SECRETARY of Municipal Civil Service Commission, in the absence of Dr. F. A. Schaefer, away on military duty, is big, hard-working William Murray... He's been an employe of the Commission for years... was in charge of the vice rating board up to his promotion... Bill, who's 32, graduated from Holy Cross in 1914 and got his law degree from John's in '37... Is married, has a son and daughter... Likes his work and intends to continue in administrative work...



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A Petition to the Mayor On the 11-Squad Chart for Cops

Dear Mr. Mayor: As a member of New York City's Police Force, I feel that the 11-squad chart, which would give us a 48-hour swing each week, will improve the morale and efficiency of the men. I urge that you, as Chief Executive of the city, get behind the 11-squad plan and help us to gain the decent working hours which it provides.

Name.....

Precinct.....

Home Address.....

[Please send this coupon to the Civil Service Leader, 97 Duane St., N. Y. C. It will then be forwarded to Mayor LaGuardia.]

cops and firemen should be deferred in the draft, on the grounds that they are far more valuable to the nation's defense as protectors of the New York City than as soldiers; they have received training easily equivalent to that of a soldier. We think that the Police eligibles who wrote the above letter made a very telling point.—Editor

POLICE CALLS

By BURNETT MURPHEY

11-Squad Bill Coming Up

A bill to provide New York City's cops with an 11-squad working chart and a "real day of rest" is expected to be introduced in the City Council today (Tuesday, December 17). As this column went to press, the sponsor of the bill had not yet been officially announced.

The bill is in the form of an amendment to section 434-A-25.0 of the Administrative Code of the City of New York and its provisions are substantially as follows:

"Tours of duty shall commence at midnight, 8 a. m. and 4 p. m.
"A squad or any men thereof, shall not be assigned to more than one tour of duty; any such tour of duty shall not exceed eight consecutive hours of each 24 consecutive hours for six consecutive days; and at least 48 hours shall elapse between the termination of any such six-day tour of duty and the commencement of a subsequent six-day tour of duty."

New Colors for P.B.A.

The P. B. A. will shortly dedicate its new set of colors which replace those in use for the past 25 years.

500 May Be Appointed

While there is no direct word on when new police appointments will be made, this column learned from usually reliable sources, that the next batch may include as many as 500 men. Right now the delay, of course, is caused by the attempt of the Mayor and city officials to get a policy set forth on whether or not cops will be granted deferment. In any event, once this matter is settled, the city will probably go ahead swiftly and make some appointments. If as many as 500 men are inducted into the service, it will be the largest group in a long, long while, and it will mean that most of the eligible list will be used up, thus assuring the remainder of the eligibles that sooner or later, they may be appointed.

Following conferences last week between Mayor LaGuardia and selective service officials, the policy with regard to cop deferments and the deferment of firemen appeared to be still in the air.

Despite an inference by Mayor LaGuardia that cops and firemen would be deferred, officials of the selective service administration denied this emphatically. They reiterated their statement that all deferments were entirely up to the local boards and that no blanket policy would be adopted.

Those Three Names

Last week THE LEADER announced, upon authority from the Civil Service Commission, that 12 names had been added to the recent Lieutenant list. Coyle, the Commission refused to reveal the names until certain official amenities had been attended to. We'll probably have more information on this next week.

PBA Meeting

The regular monthly meeting of the Patrolmen's Benevolent Association was held at the Hotel Commodore, 42nd St. and Lexington Ave., at 10:30 a.m., Tuesday, December 10. Plans for the 27th annual entertainment and ball were discussed and the committee appointments for the affair announced at Tuesday's meeting. The annual Police ball will be held in Madison Square Garden January 18.

Favor Pay for Conscripts

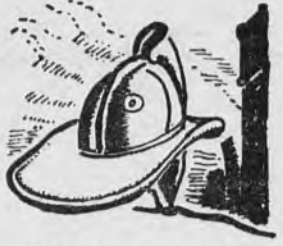
The PBA last week announced that it was in favor of the bill introduced by City Councilman Conrad and now being considered by the Committee on Civil Employees, which provides for certain compensation for civil employees absent on military or naval duty, either voluntarily or through conscription.

Cops Asked To Notify If Called

Members of the force were instructed last week to notify their commanding officer immediately if they receive a questionnaire from the local draft boards. Notification is then sent to the commanding officer, Military Service Bureau, of the rank, name, shield number and command of the members receiving the questionnaires.

FIRE BELLS

By JAMES DENNIS



Fire Lieut. List

Another 10 days or two weeks will elapse before the Municipal Civil Service Commission completes its ratings of successful candidates on the new promotion list for Fire Lieutenants, according to the latest official word.

The list has now been overdue since August, the month the Commission originally figured it would be ready. The delay in completing it

has resulted from the batch of other work that has fallen to the Commission, such as transit unification, the Sanitation exam, etc.

At any rate, nearly a year after the written test was held, the list will become available, and some 800-odd men will soon be informed that they have received passing grades.

As soon as the list is officially released it will be published in THE LEADER.

Ladies Night

The Fire Square Club will hold its 20th anniversary ladies night dinner and dance at the Hotel New Yorker, 34th St. and Eighth Ave., Manhattan, on January 18, it was officially announced this week.

Must Report for Draft

All members of the Fire Department who have registered for the draft must report to their local boards if they leave the city for vacation, officials of the Fire Department announced this week.

St. George Association

The St. George Association of the Fire Department will hold its next regular meeting on Tuesday, December 17 at 8 p.m., in the World Building, 63 Park Row.

An election of officers will be held at the meeting; also the entertainment committee will report on the next entertainment and dance.

All the news...all the exams... accurate... unbiased... in THE LEADER.

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Diamond Ring. Original cost 250 100
Diamond Ring. Original cost 300 110
Diamond Ring. Original cost 500 225

MEN'S
Diamond Ring. Original cost 100 35
Diamond Ring. Original cost 150 65
Diamond Ring. Original cost 125 50
Diamond Ring. Original cost 175 60
Diamond Ring. Original cost 400 185
Diamond Ring. Original cost 650 300

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Welfare Department News

By HENRY TRAVERS

SCMWA Wins in Landslide Over Forum

As the results came in last week, it was evident that the SCMWA had won a resounding victory in the elections for representatives on the Personnel Rating Board, overwhelming the candidates of the Civil Service Forum by a landslide.

Background of this election is one of the most interesting examples of administration-employee relationships existing in Civil Service. The voting was time and again delayed, for a variety of reasons. Unkind, and sometimes ugly, words were spoken, as issues arose upon which concurrence was not immediately possible. But the union stated, after the election, that it had been a "democratic election," and there is no doubt that Commissioner William Hodson and his staff had done everything to make it a fair, clean-cut contest.

The Winners

Winning candidates: Julius Schwartz, for the investigators, with 2,091 votes against 971 for his opponent; Malcolm Martin, for the assistant supervisors, with 294 votes to 110 for his opponent; Helen Kosmidor, omnibus candidate, 1,984 against 985 for her opponent; Mollie Kerschner, for the supervisory clerks, nosed out a victory by 109 votes against 101.

Local 1 of the SCMWA plans a "giant victory dinner and celebration" this Thursday evening at the Port Arthur restaurant.

Things We Never Knew About T.B.

We learned these facts from Bill Hodson in a radio speech he made last week...that in January, 1940, every homeless relief recipient, totalling 8,085 men and women, was x-rayed...that the Department of Welfare has been a laboratory for studying the T.B. scourge...that the Department arranged to care for T.B. cases, with excellent results...that about 2.5% of home relief recipients suffer from the lung-devouring germ...and 16% of homeless men...that 130 men have only re-

cently been hospitalized...that WPA and the Department of Hospitals have cooperated in developing a preventive and remedial program...Good work, Welfare, say we. New Yorkers ought to know about these things.

D. O. 17 Reports

The Abie Spalters, he's head file clerk in D. O. 17, have a baby boy, their first. The little fellow is named Hilary Neal Spalter. It looks very much as though Abie's passion for reading Elizabethan literature is going to take second place from now on.

Rosalyn Beckoff, commodity clerk, celebrated her sixth wedding anniversary last week. The boys in Relief Issuance remembered the occasion with a big cake and followed that up with a telegram of congratulations.

Irene Cohn, social investigator, is a connoisseur, and also a collector, of art pieces and bronzes. She frequently cuts her lunch period so that she may have a few minutes to browse around in the antique shops on near-by Third Avenue.

Recent Assignments

Administrative Supervisors
Irving Ross, DO 23; Lorraine Walling, DO 10.

Assistant Supervisors
Beatrice R. Singer, DO 60; Werner Lutz, DO 10; Blanche Arkin, DO 72; Esther Kaufman, DO 79; Harriet Segal, DO 25; Pauline Charney, DO 15; Sara Lee Kase, Field Audit.

Social Investigators
Bertram Anderson, DO 17; Fay Dietz, DO 32; Elvira R. Signore, DO

43; Armando M. Greco, DO 40; Mae Roter, DO 5; Carolyn Weisberg, DO 60; May Zurzolo, O. A. A., Man.; John Moller, Vet. Div.; George Bressler, DO 48; Etta R. Richman, DO 33; Virginia Greenwald, DO 34; Miriam Gerson, DO 24; Dora McNamara, Vet. Div.; Helen Brinkman, DO 26; Marjorie Kingsbury, DO 53; Sarah Ettinger, DO 24; Evelyn Duggan, DO 48; Bernice Wallach, DO 48; Rose Lichtig, DO 65; Elizabeth Lawson, DO 48; Tessie Rauch, DO 15; Bernard Shapiro, DO 48; Frieda Richards, Field Audit; Sylvia B. Deutsch, DO 32; Rebecca Klang, DO 17; Louis Salpeter, DO 11; Anabel Haas, Jay Platt, Non-Sett.; Claudia O'Hare, DO 84; Virginia C. Lannigan, DO 25; Arthur H. Geisler, DO 72.

Free Milk Program

The free milk program for children in home relief families gets under way on December 17. Thousands of applications are being signed, the Department has printed posters for participating stores, and everything seems to be in line.

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Mental Hygiene Notes

By JOHN F. MONTGOMERY

Legislative Program

Bill McDonough, formerly president of the Association of State Civil Service Employees and now legislative representative for the Mental Hygiene employees, has sent out an appeal. He wants suggestions from the employees themselves on amendments to the Civil Service law relating to salaries, promotions, classification, retirement, hours of work, sick leaves, vacations, or "any other matter which you believe would be in the interest of better State service or better working conditions."

Here's another good suggestion from Bill:

"I think it would be an excellent thing if you would establish contact with your Senator and Assemblyman so that you would feel free to discuss with them at any time any legislation which affects State workers."

New York State Nurses Inventory for National Defense, 152 Washington Ave., Albany.

Commission

A survey of ways and means to reduce admissions to State hospitals, and also to lessen the increase in the resident patient population, is under way by a commission recently mandated by Governor Lehman. Among the subjects studied:

1. Such new methods of treatment as insulin and metrazol.
2. Relation of syphilis control to hospital patient load.
3. Increased and earlier use of parole.
4. Outside care, with payment for board, of a larger number of patients.
5. General matters of hospital administration.

Appointed

New superintendent of Middletown State Homeopathic Hospital, Middletown, is Dr. Walter Schmitz. For 12 years he's been clinical director, and Commissioner Tiffany has just appointed him to the post vacated by the retirement of Dr. Robert Woodman.

Dr. Schmitz won his M.D. in 1913 from Hahnemann Medical College, Philadelphia. He served a year as house physician at Yonkers Homeopathic Hospital, then was appointed clinical assistant at Middletown, where he's been ever since.

Survey of Nurses

All registered and practical nurses in New York State are being asked to fill out questionnaires of the New York State Nurses Association, in an attempt to make an inventory in case of national emergency. Leo F. Greenberg, charge nurse of the Ryon-Hall Service at Hudson River State Hospital, handles publicity for one of the Association's districts. He urges that all nurses except those retired or inactive who have not yet received a questionnaire write the

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Question, Please?

by H. ELIOT KAPLAN
CONTRIBUTING EDITOR

This Department of Information is conducted as a free LEADER service for Civil Service employees, for eligibles, for all who desire to enter the Service. Address your questions to Question, Please?, The Civil Service Leader, 97 Duane Street, New York City. If space does not allow printing your answer, you will receive a reply by mail. Therefore, state your name and address. Questions for this column receive thorough analysis by a well-known Civil Service authority.

Don't Confuse Offer With Appointment

W.L.O.—Again I must caution you not to confuse offer of appointment with actual notice of appointment. Many eligibles have made the mistake of assuming that an offer of appointment was notice of appointment, gave up their jobs and travelled considerable distances at their own expense, only to learn that they had not been actually selected for appointment, but merely asked whether they would accept appointment if offered. Please read the letters carefully, and do not make any changes in your position or report for appointment until you actually receive notice of appointment and specific request to report for duty. You will save yourself time, money and embarrassment, if you exercise care in reading the letters and telegrams sent to you by the Commissions or the departmental appointing officers.

Who's a 'Vet'

E.H.M.—It would seem from some recent court rulings that anyone who had been mustered into the military or naval service in time of war, even if service was only for a few hours, and the person was honorably discharged, that such person comes under the classification of a war veteran. It makes no difference under the Civil Service law whether the veteran was drafted or enlisted voluntarily. The privileges are the same.

Those Who Fail

H.O.T.—Your assumption that those who fail to receive a passing mark in a Civil Service examination are necessarily unfit to perform the work of a particular position for which they sought to qualify is faulty. The Civil Service examination is not designed primarily to determine whether all candidates are qualified to do the work. On the contrary, it is a competitive means of determining who are the best qualified for a number of positions that may be reasonably expected to be filled during the life of the list. It is possible that all candidates in an examination for Typist may be qualified to do the work of a Typist, but only those who are among the better qualified may be placed on the list. One who has failed a Typist test has not necessarily in-

dication that she is not a good typist. It merely indicates others were better, that's all. The purpose of the test is to get a sufficient number of qualified eligibles to fill anticipated vacancies, not to see how many candidates can pass an examination such as is the case of bar examinations, or examinations to practice medicine, pharmacy or plumbing. It is for these reasons that the Commissions often fix the passing mark at some more or less arbitrary number of eligibles as they did in the last Policeman's test. The Commission realizes that a percentile passing mark is variable and often of little practical value. The Commission could, for many tests, fix the passing mark at 90, 85, 70 or even 50, depending on the kind of examination, the number of candidates in the test and the number of eligibles needed. The Commission realizes there is no good purpose served either to the government or the candidate to establish a list of ten thousand names when there may be need for no more than 100 eligibles.

Lunchroom Helpers Not Civil Service

E.S.—Helpers in the lunchrooms of the public schools, where directly run by the education department or by concessionaires, are not in the competitive Civil Service class. It may be possible for the Commission to classify the

employees directly under the school authorities some time in the future, but the employees of private operators may hardly come under the commission's jurisdiction.

No 'Right' to Reinstatement

P. A.—When you resigned from your position in the Welfare Department to accept a "defense" job in Washington, you severed your connection with the city service so far as any "rights" you may have had are concerned. There is no such thing as "resigning and maintaining my right to reinstatement." There is no "right" to reinstatement; it is only a privilege which may be exercised only in the discretion of the department. When you accept a position in the federal service and do not change your legal residence to one outside the state of New York, you may still compete for a Civil Service position in the state service. Mere "living" in Washington as a New York State resident does not change the result.

Employment Interviewers

M. R.—Two suspended lists are being used for Assistant Employment Interviewer certifications and they must be used up before your list can be utilized. These are the Employment Interviewer list, with 12 names, and the Assistant list, with 37.

Employees Of Draft Boards

J.C.—Just how long employees of the selective service (draft) boards may be employed is not generally known. We can only guess, basing our guess on the most reliable information that we can get. It is possible that such positions may continue anywhere from six months to as long as three years, depending on circumstances. My belief is that those employed at the induction stations will probably last longer. It appears that some of the clerks at these induction stations have been appointed without examinations, but most of them were from eligible lists. Those appointed for "permanent" service will probably be continued in the classified service.

Jobs for College Grads

S.G.—Is there a future in the Civil Service for a college grad who majored in accountancy and business administration? I believe there is; at least as much opportunity for a career as in private industry. Of course, the road to success in public office is no rosier than in private enterprise, and while recognition of exceptional talent or outstanding service is not as easily rewardable in the civil service, the steps to promotion in the civil service are more readily defined than in private business. One with your educational training should find ample opportunity for a career in the public service. I realize that the civil service commissions' requirements for entrance into the service for accounting work emphasize experience as essential (and often unduly so), but the tendency is toward making entrance in the service for persons with special educational training more adequate and flexible through examinations for administrative positions of the lower ranks. Experience is de-emphasized, and sometimes not required at all. The idea is to get eligibles with good

educational background with special aptitudes, and then train them for more responsible administrative positions. It is a slow in developing, but the movement will be accelerated by need for better-trained administrators and supervisory employees. In the New York City service, for example, bookkeepers, accountants, clerks and others may enter promotion tests for junior administrative posts, thereafter leading to higher responsible positions.

Temporary Jobs Last 6 Months

L.S.S.—The new law relating to temporary appointments which went into effect on October 1, 1940, does not permit temporary appointments for more than a six-month period. Successive temporary appointments beyond six months are not permitted. Nor is an appointment "temporary" merely because the department labels it as such, or appropriations are made for semi-annual periods rather than annually. The Civil Service Commission is specifically required under the law to determine whether or not the position is in reality one that will be temporary or permanent. Theoretically no position is "permanent." It lasts only so long as work is to be done or money is available to pay for the work. Emergency appointments of not more than one month duration are still permissible to any one on a list regardless of standing. Appointments in place of one on leave of absence may be made on a "temporary" basis for the duration of the leave not exceeding one year. The operation of this new law will depend for its effectiveness on the diligence of the Civil Service Commission, the good faith of the appointing officers (and very often the sincerity and intelligence of their personnel or appointment clerks) as well as the cooperation of those on the eligible lists.

Study Corner

"Industrial Homework"

"An Analysis of Homework Regulations Here and Abroad" is the title of a new book by Ruth E. Shallcross. It will be particularly helpful for the State Promotion exam in the Homework Division expected soon... Supervisors in the defense program should read the two articles on personnel problems in the October and November issues of Personnel Journal. . . The H. & P. Publishing Co., Buffalo, has put out a new edition of "Study Manual for Hoisting and Portable Engineers."

The biggest study problem currently is learning machine shop operations. More than any other, this field is, and will continue to be a bottleneck in defense work.

Veterans claim that it takes 2 to

10 years to make a good machinist, but some schools are doing the job in 6 months in the emergency. Because of the demand for machine shop workers, the American Technical Society has put out its \$15 home study course in text book form for \$4.75. A volume 8 by 10 inches, with 785 pages, the book covers: measuring tools, bench work, layout work, drill press, lathe work, the shaper, the planer, horizontal and vertical boring mill, the slotter, milling machines, and floor work.

Prepared by J. W. Barritt, who was formerly supervisor of apprentices at Westinghouse, practical in all respects, it includes hundreds of illustrations, and aims to shorten the school training period.

Single Fingerprints

For a keen analysis of the advanced New York State method of identification by means of a single print, try to get hold of Meritman William E. Cashin's pamphlet, "Single Fingerprint Identification by Automatic Means." The public library doesn't have it, but perhaps you know some key law-enforcement officer in the State. The pamphlet is published by the Correction Department, where Cashin is in charge of the Division of Identification.

Two new volumes in the field of personnel administration will be of particular interest to those taking the Administrative Assistant exam: "Research Methods in Public Administration," by John M. Pfaffner (Ronald Press) and "Public Management in New Democracy," by Fritz M. Marx (Harper). . . Those who are taking the Personnel Technician exam will be interested in two periodicals, "Public Personnel Review," published by the Civil Service Assembly of the U. S. and Canada, and "Personnel Administration," published by the Society for Personnel Administration. . . A study manual for Court Attendant has been put out by Charles J. Sheedy, Supreme Court Clerk. It is 52 pages long, and sells for \$3.00. Arco Publishers have a study book at \$1.50. . . The Domestic Relations Court has bound up a series of In-Service Training Course lectures on "Health Facilities in New York City." . . . We've just discovered three volumes by William J. Barse on preparation for Federal Mental Tests; Customs, Immigration and Law Enforcing Positions; for Rural Carrier, and Clerical Positions. They each sell for \$3.00.

This column is offered to readers who have legitimate complaints to make about their jobs, salaries, working conditions, etc. Only initials are used with letters.



complaint corner

Low Wages Paid by U. S.

Sirs: Recent items published in your news columns announced the increase in the pay for Civil Service employees in Navy Yards, which no doubt they justly deserve.

However, there are numerous other U. S. Civil Service employees in the Metropolitan area who are employed in the War, Treasury, Labor and Justice Departments who have long felt they deserve a higher scale of wages than they are now receiving. These employees are being paid wages far below the average weekly wages of the Navy Yard employees before they received their last increase.

These employees of the War, Treasury, Labor and Justice departments have for years held on to their jobs with daily hope that some day legislation may be put into effect, which would give them increased compensation.

If the heads of their departments recommend employees for periodic increases in wages until each worker reached the maximum pay scale for his grade, the employees of these departments would be receiving from \$400.00 to \$800.00 annually.

As the Navy Yard employees are highly organized under competent leadership, it appears that this is the course left open to the employees of the other departments.

PRO BONO PUBLICO

State Troopers Resent Bad Working Conditions

Sirs: Knowing that you always advocate shorter working hours and better working conditions, I was elected to write you in behalf of the State Troopers.

Where the majority of State employees and most employees in pri-

viat industry are working 8 hours a day, 5 1/2 days a week, the State Police work 24 hours a day, 7 days a week. Sometimes we get a couple of nights off during the month.

Some of the troops won't let a man live with his family or be in the same territory where they reside. You can see that getting home only a couple of nights a month wouldn't be a very happy home life. We get 28 days off in the winter, so that's about the only home life we have.

Now I know with your help some sort of legislation could be gotten through whereby working conditions could be improved. If we could just get our hours reduced to 12 a day, that would be a step in the right direction. Later, we might be able to get one day off in 7.

I'm sure if you would go to bat on this matter we should be able to get some relief.

The LEADER favors an 8-hour day for government employees, and has said so editorially. We shall look into the matter raised by the State Trooper, and try to make constructive suggestions.—Editor.

Maurice Hoenig

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Teachers Newsweekly

THE CIVIL SERVICE LEADER'S MINIATURE NEWSPAPER FOR TEACHERS

PAGE NINE

Excuses for Declination

Teacher eligibles who decline an appointment may not be considered for another year—unless they have a sufficient excuse. Teacher eligibles who decline two offers of appointment may have their names stricken from the eligible list—unless they have a sufficient excuse.

Last week twenty-seven eligibles who twice declined second offers of appointment and three who actually declined appointment provided excuses which were accepted by the Board of Superintendents. The excuses of those declining second offers of appointment were: A desire to complete Ph.D. thesis; a desire to obtain a permanent appointment under present license; serious illness in the family; serious personal illness; class program not entirely in the subject for which appointee is licensed; a desire to continue as a C.R.M.D. teacher to qualify for a license as an assistant C.R.M.D. director; a desire to complete three years as a regular junior high school teacher to qualify for an assistant principal license.

An eligible who declined an actual appointment was excused because the principal of a New Jersey school in which she is employed asked that she be permitted to remain in charge of the mid-year graduating class. A second eligible was excused because travel to the Staten Island school to which she was assigned would prevent her from completing courses at Hunter College. A third eligible was excused because she is under contract to serve as an instructor in the library science department of a Washington university.

Trained in H. S.

Seventy-eight percent of the commercial graduates of ten New York City high schools are now employed in jobs for which they trained in high school, according to a survey

made by three members of the secretarial department of James Monroe High School. The survey was conducted to see if the Commercial Education Association could validly oppose the Board of Regents' recommendation that secretarial work be made a post-graduate course only.

The three teachers—Julius H. Levy, Belmira Nunes and Mary K. Berlin—sent questionnaires to the graduating classes of 1938 and 1939 of all the big city high schools having commercial courses, in an effort to find if the high school studies had benefited the students in their search for work. Seventy-eight percent reported they were employed; a majority of these stated that they had secured their job within a month after graduation; almost all stated that they owed their position to the courses taken in high school.

No Vengeance

Last week, the Board of Education handed down a decision in an interesting case as it has pondered in many a day. The issue was this: Would the Board take action which might be construed as vengeful against a teacher who had dared to speak vigorously against the Board in what he deemed to be a protection of his own rights?

The Board decided against vengeance. Rather than appear prejudiced against a teacher for having brought legal action against it, the ruling body dismissed charges of "conduct unbecoming a teacher" in the case of David C. Liebler, a teacher in P. S. 9, Brooklyn. The charges preferred by Dr. Harold G. Campbell, Superintendent of Schools, had risen out of Liebler's statements to the State Commissioner of Education that the NYC Board had acted unfairly in denying him a license to teach in the high school system.

In making the charges, Liebler, a member of the bar, had acted as his own attorney. Later, his case was steered by Charles Barasch, eminent young attorney with offices at 11

Broadway. Upon Mr. Barasch's motion for dismissal of the Board's charges against Liebler, the Board's committee last week acted favorably.

The committee's report suggested that charges against Liebler be dropped, but emphasized that the committee did not in any way condone the statements made by Liebler. Their suggestion was based, the committee stated, on "sound public policy." They believed that disciplinary action might be construed by some as an act of revenge, and rather than cause this mistaken idea among other teachers, they stated that they would consider Liebler's testimony before the State Commissioner as privileged, and could not use it as a basis for action against Liebler.

With the charges dropped, Liebler's case is to be referred to the Board of Superintendents for further action on his probationary or permanent status, according to the report, "as the best interests of the school system may require."

Retarded Kids

Aid to mentally-retarded and physically-handicapped children has doubled in the past twenty years, a recent survey shows; 9,852 mentally retarded children are being cared for in 511 classes; 1,712 homebound children are being taught by 714 home teachers; 1,611 children attend 91 sight-conservation classes; 1,977 children with heart conditions are enrolled in 96 cardiopathic classes; 4,855 children with lowered vitality learn their three r's in open-air classes. The city also maintains six hospital classes, fifteen tubercular classes, 46 classes for the deaf and 117 special classes for crippled children. The number of classes for the blind remains about the same. There has been a noticeable decline in the attendance of tubercular and crippled children in the past fifteen years.

Extra-Curricular

The traditionally thankless task of the teacher—extra-curricular advisor for school activities—is at last to be rewarded. According to the Board of Education, teachers conducting training courses, giving lectures, or working on school projects on assignment by the principal for at least sixty hours a semester, a minimum of thirty of which must be before or after school hours, may be excused from the alertness course which is now a requisite for salary increments.

The principal of the school is required to keep an accurate record of such work done by his staff and to turn this over to the assistant superintendent in his report. Credit for these services is limited to two successive terms.

Less people are taking Civil Service exams . . . More jobs are available . . . Your chances are better . . . THE LEADER keeps you informed of all opportunities.

For: Good Manners, Good Speech

Less cacophonous, more correct, less colorful, more uniform will be the speech of future New Yorkers if Dr. Elias Lieberman is able to develop his good manners, good American speech program in Junior High Schools. Dr. Lieberman recently advocated a "cultured American speech program recognizable from one end of the country to the other." Anent manners, Dr. Lieberman said: ". . . in a metropolitan city, you find very little courtesy or consideration for other people. The subway is a marvelous example of the wrong way . . . I would have a definite program laid down for good manners, not excessive in interpretation, but typical of a good understanding of others' rights . . . I think our young people would be willing to receive this training if it is not given too much trumpeting. . . ."

For: More Essay-Type Questions

Candidates for New York City teachers' licenses can expect more essay-type questions than short-answer type questions in future examinations, if New York examiner Dr. William A. Hannig has his way.

At a recent conference of Teacher Examiners in Washington, D. C., Dr. Hannig said: "I am not yet convinced that the short-answer type of examination alone is adequate for testing applicants for teachers' licenses." . . . "The essay type question permits us to explore fields which are not open to short-answer papers." . . . "Essay type questions permit us to gauge more accurately a candidate's ability for sustained thought on a high level."

For: Restoration of Foreign Languages

The drilling of declensions and conjugations may once more reverberate through 8A and Junior High School classrooms. Dr. Alberto Bonaschi, Bronx member of the Board of Education, said: "If there is a time when we should think of expanding foreign language study, it is this. Many of the misunderstandings that occur between nations are due to the fact that we read translations and do not understand the psychology of other peoples." Dr. Theodore T. Huebener, acting director of language study of the Board of Education, said that the

tributions with compound interest at 4 percent. You may withdraw 5% or less of your contributions without breaking your membership in the system until 5 years out of service and off the preferred list (10 years if you are credited with 25 years of service before, regardless of years out of service, if over 25 years in service, and past your minimum service age). The portion not withdrawn will continue to draw interest at 4 percent throughout membership.

If you have withdrawn your deductions and you are subsequently reappointed to service, you have the privilege of redepositing the money so withdrawn, to restore your membership credit, providing you do so within five years from the date of leaving the service or within five years from the date of withdrawal of deductions while your name was on a preferred eligible list.

Dismissal Without Fault
If you are dropped from service without fault or delinquency on your part, you are entitled to retirement allowance based on your length of service, average salary and age, if you have more than 20 years of allowable service, or if you are in the competitive or labor class and have less than 20 years of service and your name no longer appears on a preferred eligible list.

This benefit is a commutation of the larger service retirement benefit paid at higher ages, actuarially equivalent if begun before age 50, more than actuarially equivalent if begun between age 50 and your minimum service retirement age.

Opinions of The Week

trend to "soft education" today is fit only for "low I. Q. and non-academically minded students." Dr. Huebener described the present tendency to eliminate foreign language study as a "form of liquefied pabulum."

Against: Budget Cuts

At its 1941 hearing on the capital outlay budget, the City Council heard objections against cuts in the tentative appropriations. Objecting was Harry Weinberg of the Joint Committee of Teachers Organizations, who termed the budget "deceptive." The budget purports to provide for ten new schools. "Toward one of those," Weinberg said, "it actually appropriates one dollar. Another is already under contract, though it should have been built three years ago. Plans for three others were sent to City Hall during the past summer."

Weinberg criticized the buildings used to train national defense workers. Referring to the Murray Hill High School of Central Trades (A.D. 1855) he said: "We think you will agree with us that this country cannot be defended adequately with relics, or through the use of buildings left over from the civil war."

Against: Teachers Authoring Textbooks

Bushwick High School principal, Dr. Milo F. McDonald, who criticized official book lists containing titles of books written by associate superintendents, principals, assistant principals, and teachers. Speaking at a meeting of the American Education Association, Dr. McDonald said: "We believe that no person who is in a supervisory position in the city should enjoy royalties from books used in the schools."

May Andres Healy's Column You and I

will appear in next week's issue of THE LEADER.

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Eligibles Address May Healy

My Dear Mrs. Healy:

On behalf of the License No. 1 Eligibles Association I should like to call your attention to certain facts with respect to the problem confronting the people on License No. 1 lists. I present these facts to you that we may benefit by your many years of experience in the teaching profession and by your broad background in educational legislation.

The people now on License No. 1 lists took and passed a highly competitive examination between the years of 1929 and 1932 and were placed on lists to await appointments which the Board of Education assured would be forthcoming.

Due to the policies of economy and non-appointments, these lists did not move appreciably until after the Vandervoude decision. In order to give the people on lists the benefits of this decision all lists, in 1939, were extended until 1943. All indications at that time were that suf-

ficient appointments would be made to exhaust all existing lists.

During all this time, from 1929 to 1940, License No. 1 Eligibles were assigned to long term leaves by the Board of Education. These people were constantly being used to fill the places of regular teachers for long periods of time; thus Eligibles gained experience, not in day to day work, but in assuming all the duties of a regular teacher.

Since list extension was effected in 1939, there have been no appointments in the Elementary field. We, now in 1940, are faced with expiration of our lists in 1943 and no employment in the field in which we were trained. We are, in addition, confident that a grave need exists for the appointment of young experienced teachers.

What now, Mrs. Healy, do you suggest that License No. 1 Eligibles do?
LILLIAN JANEL,
Chairman, Legislative Committee of License No. 1 Eligibles Association.

PARK TOPICS

By B. R. MEEHAN

Blotter Signing

Mr. William Latham, park engineer, in a memorandum recently released, states that it has been brought to his attention that in several locations employees neglect to sign the blotter when they leave for lunch and when they return. This, he states, is a violation of department rules and should be discontinued.

He further states that employees are not to sign the blotters more than 15 minutes before or after their tour of duty. Only the actual time of signing is to be indicated on the blotters. Once having signed in, they are not to leave the location on personal business, but are to remain for the day's assignment. Time should be signed immediately after the tour of duty is ended. In no case will an employee be permitted to leave and return some time later to sign out. Each employee is to sign the blotter individually and for himself alone. Signing by proxy will be considered a serious infraction of the regulation.

Overtime

Accumulated overtime, where it exceeds one day in one week, must be taken off within the next two succeeding weeks according to a memorandum recently issued. It further states that where the overtime amounts to a fraction of a day it can be accumulated until a day's time is due the employee, at which time the day must be taken off within the next two succeeding weeks.

Meetings

The Supervisors of Park Operation Eligible Association held their first meeting Dec. 6. Eugene S. McQuade was unanimously elected president, John A. Dale vice-president and S. Emanuel Klausner secretary and treasurer.

The second meeting of the organization was held Dec. 13, when reports on tentative surveys in appropriate positions were read and discussed.

The next regular meeting of the

Ass't Gardeners Eligible Association will be held January 21, 1941, at Washington Irving High School, Manhattan, at 8 p.m.

Promotion to Gardener

Study Series No. 4

26. (a) What is the object of sodding certain areas while other areas are seeded? (b) Describe the process of sodding a lawn area. (c) State the seasonal care necessary to maintain good turf.

27. Define each of the following gardening terms: (a) puddled soil, (b) accent plant, (c) Massey dust, (d) puddling—as applied to shrubs.

28. Enumerate the difference between heeling-in and heading-in of hedges.

29. What is the season for setting the following for outdoor planting: (a) Grape hyacinth, (b) Star-of-Bethlehem, (c) Oxalis, (d) Tigridia?

30. Define the term cultivation—as applied to soil. (a) State the advantages arising from the process. (b) Name three cultivating tools.

The Retirement System

Regardless of length of service before your resignation or dismissal, you are entitled to collect a refund of the entire amount of your con-

Index

To Exams

CITY

Open Competitive

- Assistant Bacteriologist..... 10
- Director of Public Assistance..... 10
- Gasoline Roller Engineer and Asphalt Steam Roller Engineer..... 10
- Inspector of Blasting, Grade 2..... 10
- Pathologist (Orange County)..... 10
- Resident Buildings Superintendent (Housing)..... 10
- Senior Administrative Assistant (Health Education)..... 10
- Senior Maintainer (Office Appliances-Typewriters)..... 10
- Superintendent of Camp La Guardia..... 10
- Supervising Tabulating Machine Operator..... 10

Promotion

- Railroad Clerk..... 10
- Assistant Bacteriologist..... 10
- Chief Medical Officer (Deputy Chief), Fire Department..... 10
- Housekeeper (Women)..... 10

FEDERAL

- Aeronautical Engineer..... 11
- Aeronautical Inspector..... 10
- Air Carrier Maintenance Inspector..... 10
- Aircraft Inspector..... 10
- Animation Director..... 12
- Assistant Biological Aid..... 13
- Aquatic Biologist..... 13
- Attendant, Neuro Psychiatric Hospital..... 12
- Bindery Operative..... 12
- Blueprint Operator..... 12
- Chief Engineer..... 11
- Civilian Medical Officer..... 12
- Deck Engineer..... 10
- Engineer..... 11
- Engineering Aid (Aeronautical)..... 11
- Engineering Aid, (Topographical)..... 11
- Engineering Draftsman..... 11
- Gauge Checker..... 12
- Horizontal Sorting Machine Operator..... 12
- Inspector of Clothing..... 12
- Inspector, Engineering Materials..... 11
- Inspector of Engineering Materials (Aeronautical)..... 11
- Inspector of Hats..... 12
- Inspector of Miscellaneous Supplies..... 12
- Inspector of Textiles..... 12
- Inspector, Ordnance Material..... 11
- Inspector, Powder and Explosives..... 11
- Inspector, Ship Construction..... 11
- Inspector, Signal Corps Equipment..... 11
- Instructor, Air Corps Technical School..... 10
- Junior Graduate Nurse..... 11
- Junior Engineer..... 11
- Junior Warehouse Examiner..... 12
- Lithographer..... 12
- Machinist..... 11
- Marine Engineer..... 11
- Marine Surveyor..... 11
- Mechanical Engineer..... 11
- Medical Officer..... 11
- Multilith Cameraman and Platemaker..... 12
- Multilith Press Operator..... 12
- Naval Architect..... 11
- Photographer..... 12
- Photostat Operator..... 12
- Precision Lens, Precision and Test Plate Maker..... 12
- Radio Monitoring Officer..... 11
- Radiosonde Technician..... 11
- Second Assistant Engineer (Marine)..... 12
- Senior Bookkeeping Machine Operator..... 12
- Shipwright..... 12
- Storekeeper (Deck)..... 10
- Tool and Gauge Designer..... 12
- Toolmaker..... 11
- Toolmaker..... 12
- Transportation Tariff Examiner..... 12

UPSTATE

- Public Health Nurse (Syracuse)..... 13

Ramspeck Act

(Continued from page 4)

persons whose jobs came under Civil Service by executive order were permitted to remain in their jobs if they failed physical tests, although they were denied status. Under the Ramspeck Act it is presumed that employees failing the physical would be ousted in six months. The Commission believes it can get around the compulsory dismissal provision, probably by executive order.

Examination Requirements

City Tests

Assistant Bacteriologist
(Competitive)
Salary: \$2,100 to \$2,700. File by December 30. Fee, \$2.

Requirements

M.D. degree from an accredited school or a Ph.D. in bacteriology; or an M.S. degree in bacteriology plus one year's experience in a bacteriological laboratory; or an M.S. degree in biology or chemistry plus three years' experience in a bacteriological laboratory.

Basis of Ratings

Written test, 60; training, experience and personal qualifications, 40.

Director of Public Assistance
(Competitive)

Amended notice. Candidates who filed in October need not file again. Salary: \$6,000 and upward. Fee, \$5. File by December 30. Applications will be received on a country-wide basis and if no qualified person is secured from New York City, the list will be certified in order of those passed regardless of prior residence.

Requirements

Bachelor's degree and a master's degree in public administration or in social work. In addition, within the past 10 years, six years of paid administrative or private or public welfare experience. Two years must have been in public administration; three must have been in responsible direction of a comprehensive program of public assistance, of a state, municipality or county with a population of over 50,000; or an equivalent combination of training and experience.

Basis of Ratings

Written, 30; training, experience and personal qualifications, 70.

Gasoline Roller Engineer and Asphalt Steam Roller Engineer
(Competitive)

Salary: prevailing rate—\$12 a day. Fee, \$2. File by December 30.

Requirements

Two years experience as a gasoline roller engineer or as an asphalt steam roller engineer or a satisfactory combination of both as grading and paving work, or equivalent experience. Candidates must present a certificate of fitness for the operation of both types of rollers at the time of the practical tests.

Basis of Ratings

Written, 30; practical 50; physical, 20.

Inspector of Blasting, Grade 2
(Competitive)

Salary: \$1,800 to \$2,400. File by December 30. Fee: \$1.

Requirements

One year's continuous experience as a blaster or as a foreman in charge of a gang of men engaged in blasting operations for buildings or public works.

Basis of Ratings

Written, 60; training, experience and personal qualifications, 40.

Pathologist (Orange County)
(Competitive)

Amended notice. Candidates who filed in October need not file again. Salary: \$1,800 with maintenance. Fee, \$1. File by December 30. The eligible list will be used only for positions outside New York City.

Requirements

Graduation from a medical school; one year's general internship. In addition six months' pathological internship and two years' work in a pathological laboratory; or the equivalent. Candidates must have performed independently 50 autopsies.

Basis of Ratings

Written, 30; training, experience and personal qualifications, 30; practical, 40.

Resident Buildings Superintendent (Housing), Grade 3
(Competitive)

Salary: for Grade 2, \$1,800 to \$2,400; for Grade 3, \$2,400 and over. The eligible list may be used for appropriate positions in the lower grade and also for the title of Assistant Resident Buildings Superintendent (Housing). Fee, \$2. File by December 30.

Requirements

Five years' experience in the operation, maintenance and repair of tenanted buildings, exclusive of loft and factory buildings, three years of which must have been in responsible charge of properties of considerable magnitude; or a satisfactory equivalent.

Basis of Ratings

Written, 30; training, experience

and personal qualifications, 30; practical, 40.

Senior Administrative Assistant (Health Education)
(Competitive)

Salary: \$5,000. The eligible list will be used for appropriate positions in a lower grade. Fee, \$4. File by December 30.

Requirements

A bachelor's degree; Plus five years of recent experience in one or both of the following: (1) editorial, advertising, or reportorial newspaper or magazine experience directly related to work of city, state or federal governmental agencies; (2) public relations work for a city, state, or federal governmental agency or executive, or for large industrial or philanthropic organizations or foundations; or a satisfactory equivalent of experience and education.

Basis of Ratings

Written test, 50; training, experience and personal qualifications, 50.

Senior Maintainer (Office Appliances—Typewriters)
(Competitive)

Salary: \$2,400. Fee, \$2. File by December 30.

Requirements

Five years of experience as a typewriter repair man or the equivalent. Supervising experience, while not required, is desirable.

Basis of Ratings

Written, 50; training, experience and personal qualifications, 50.

Superintendent of Camp La Guardia (Men)

Salary: \$3,600. File by December 30. Fee, \$3.

Requirements

A bachelor's degree, or have equivalent training; in addition within the last 10 years, five years of full time paid administrative, institutional, or social welfare experience of a character to qualify. Graduate study in social work or public administration will be credited up to two years of this experience requirement.

Basis of Ratings

Written, 30; training, experience and personal qualifications, 70.

Supervising Tabulating Machine Operator (I.B.M. Equipment), Grade 4
(Competitive)

Amended notice. Candidates who filed in November may, if they wish, amend their original applications. Salary: \$2,400. Fee: \$2. File by December 23.

Requirements

Two years of full-time experience as a tabulating machine operator, or a key punch operator or operator of other auxiliary machines in an I.B.M. installation, one year of which must have been in supervision of a tabulating machine installation which included such machines as accounting, key punch, sorters, collators, comparing reproducers, etc.

Basis of Ratings

Written, 60; experience, 40.

Railroad Clerk

(Promotion)

Open only to employees of the Independent Divisions of the N.Y.C. Transit System. Salary: 55 to 65.2

U. S. Tests

Deck Engineer

Salary: \$1,590. File by December 31. Place of employment: Army Transport Service, War Dept., Brooklyn (home port). For duty on transports plying between Brooklyn, New York, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 50.

Storekeeper (Deck)

Salary \$1,182, less \$252 for maintenance. File by December 31. Place of employment: Army Transport Service, War Department, Brooklyn (home port). For duty on transports plying between Brooklyn, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 53.

Instructor, Air Corps Technical School
(\$2,000-\$3,800)

Junior, \$2,000; Assistant, \$2,600; Associate, \$3,200; and Instructor, \$3,800. Twelve optional branches. File until further notice. Age limits: 21-53. Army Air Corps, War Dept., Chanute Field, Rantoul, Ill.; Scott Field, Belleville, Ill.; and Lowry Field, Denver, Colo.

Applicants must have high school diploma or a certain substitution; four years' experience as instructor in shop subjects or

How to Apply for a Test

For City Jobs: Obtain applications at 96 Duane Street, New York City, (9 a.m. to 4 p.m.), or write to the Application Bureau of the Municipal Civil Service Commission at 96 Duane Street and enclose a self-addressed 9-inch stamped envelope (4 cents for Manhattan and Bronx, 6 cents elsewhere).

For State Jobs: Obtain applications at 80 Centre Street, New York City, (9 a.m. to 5 p.m.), or enclose six cents in a letter to the Examinations Division, State Civil Service Department, Albany.

For County Jobs: Obtain applications from Examinations Division, State Civil Service Department, Albany. Enclose 6 cents.

For Federal Jobs: Obtain applications from U. S. Civil Service Commission, 641 Washington Street, New York City, (9 a.m. to 4:30 p.m.), in person or by mail. Also available from first and second class post offices, Second District.

U. S. citizens only may file for exams and only during period when applications are being received.

Fees are charged for city and State exams, not for federal.

Applicants for most city jobs must have been residents of New York City for three years immediately preceding appointment. Applicants for State jobs must have been New York State residents for one year.

The "weights" listed for various titles on these pages refer to the relative value of each part of the exams. Therefore, if the weight of the written part of an exam is 30, this means that the written part counts for 30 per cent of the final mark.

cents an hour. Date of written test: Feb. 8. File by December 30. Fee, \$1.

Requirements

Open to all permanent employees serving in the title of Porter who have served continuously at least one year in the title at the date of the written test, and who are otherwise eligible.

Basis of Ratings

Record and seniority, 50; written, 50.

Assistant Bacteriologist

(Promotion)

Salary: \$2,100 to \$2,700. File by December 30. Fee: \$2. The written test will be held Feb. 4.

Requirements

Open to all Junior Bacteriologists who have served as such for at least one year on the date of the written test, and who are otherwise eligible.

Basis of Ratings

Record and seniority, 50; written, 30; training, experience and personal qualifications, 20.

Chief Medical Officer

(Deputy Chief), Fire Department

(Promotion)

Salary: \$6,000. Open only to employees of the Fire Department. Fee, \$5. File by December 30. Date of written test: January 14.

Requirements

Open to medical officers in the Fire Department who have served at least six months.

Basis of Ratings

Record and seniority, 50; written, 20; training, experience and personal qualifications, 30.

Supervising Tabulating

Machine Operator

(I.B.M. Equipment), Grade 3

(Promotion)

Open only to employees of the Tax Department. Salary: \$1,800. File by December 23. Fee, \$1.

Requirements

Open to all Office Appliance Operator, Grade 2, formerly Tabulating Machine Operators, in the Tax Department who have served

for two years in that title, and who have been at least six months in the department.

Basis of Ratings

Record and seniority, 50; written, 50.

Housekeeper (Women)

(Promotion)

Amended notice. Candidates who filed in October need not file again. Salary: \$1,200 to \$1,800. File by December 23. Fee, \$1. The written test will be held March 8.

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Aeronautical Inspector
(\$3,200-\$3,500)

Associate, \$3,500, and Assistant, \$3,200; Civil Aeronautics Authority, Dept. of Commerce. File until further notice. Age: 24-40 (Associate), 24-35 (Assistant). Applicants must have pilot's certificate, solo flying hours and instruction experience.

Aircraft Inspector (Factory) Associate
(\$2,900)

Air Carrier Maintenance Inspector, Associate
(\$2,900)

Civil Aeronautics Authority File until further notice. Age limit: 24-53.

Applicants must have an aircraft mechanics' certificate or (Continued on Page 11)

Typewriter Maintainer Among City Tests

(Continued from Page 10)

competency and (1) two-year supervisory experience in the mechanical field of modern civil aircraft manufacture or repair, or (2) three years' experience in the same field, which includes components, sub-assemblies, instruments, and accessories, or final assembly inspection.

Inspector, Engineering Materials (Aeronautical) (\$1,800-\$2,600)

Junior, \$1,800; Inspector, \$2,000; Senior, \$2,600. Navy Dept. for duty wherever assigned. File until further notice. Age limit: 53. Applicants must have had two to six years' experience in the inspection and testing of aeronautical engineering materials, or aircraft engines and their accessories. Certain substitutions are allowed.

Engineering Draftsman (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. File until further notice. These positions are for work on ships. Age limits: 45 (Assistant), 60 (other grades).

Engineering Draftsman (Ordnance) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. Navy and War Depts. File until June 30, 1941. Age limit: 53.

Applicants must be high school graduates and must have two to six years' drafting experience, according to the grade. One year must be in elementary drafting training or experience and the rest in ordnance drafting.

Engineering Draftsman (Aeronautical) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Draftsman, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. File by June 30, 1941. Age limit: 53.

Applicants must have two to six years' drafting experience, according to the grade. One year must be elementary training or experience and the rest in aeronautical drafting. Certain substitutions for college education are allowed for part of experience.

Engineering Aid (Aeronautical) (\$1,620-\$2,600)

Assistant, \$1,620; Engineering Aid, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. Army Air Corps, War Dept. File until June 30, 1941. Age limit: 55.

Applicants must have had engineering experience in testing, research, design, construction, or other engineering activities, partly in the field of aeronautical engineering.

Inspector, Ship Construction (\$2,000-\$2,600)

Ship Construction: Inspector (optional branches—hulls, mechanical, electrical), \$2,000; Senior, \$2,600.

Engineering Materials: Junior, \$1,620; Inspector (optional branches—hulls, mechanical, electrical, radio), \$2,000; Senior, \$2,600.

Navy Dept., for duty in the field. File until further notice. Age limit: 55. Applicants must have had inspectional experience, appropriate for the grade and optional branch.

Junior Engineer (\$2,000)

Optional Branches: (1) Aeronautical and (2) naval architecture and marine engineering. File until further notice. Age limit: 40.

Applicants must have a bachelor's degree in the optional branch for which application is made. Substitution of 10 specialized college credit hours or one year's experience in the optional branch is permitted.

Engineer (\$2,600-\$4,600)

Optional branches: electrical, heating and ventilating, materials, mechanical, mining, radio, structural, telegraph, telephone and

welding. File by June 30, 1941. Age limit: 55.

Applicants must have a bachelor's degree in engineering, but certain substitutions for education are allowed. Two to four years' experience is required in the optional branch applied for. Graduate study in engineering may be substituted for part of experience.

Inspector, Signal Corps Equipment (\$2,000-\$3,200)

Junior, \$2,000; Inspector, \$2,600; Senior, \$3,000. Signal Corps, War Dept., for duty in the field. File until further notice. Age limit: 55.

Applicants must have had college study in electrical or radio engineering. In addition, except for the junior grade, they must have had experience in inspecting or testing of parts, assemblies, or completed units of signal corps equipment.

Inspector, Powder and Explosives (\$1,620-\$2,600)

Junior, \$1,620; Assistant, \$1,800; Associate, \$2,000; Inspector, \$2,300; Senior, \$2,600. Ordnance Dept., War Dept. File until further notice. Age limit: 55.

Applicants must have had at least 18 semester hours' study in organic chemistry. Additional experience may be substituted for part of this requirement. For all grades except Junior Inspector applicants must have had experience in analytical work in a chemical laboratory, or inspection of powder and explosives.

Aeronautical Engineer (\$2,600-\$3,800)

Assistant, \$2,600; Associate, \$3,200; Aeronautical Engineer, \$3,800. Twelve optional branches. File until June 30, 1941. Age limit: 53.

Applicants must have a commercial pilot's certificate for two aircraft weight and engine classifications; 1,000 to 2,000 hours of solo flying, which included 300 hours of instruction in two classes of aircraft.

Mechanical Engineer (Industrial Production) (\$2,600-\$3,800)

Assistant, \$2,600; Associate, \$3,200; Mechanical Engineer, \$3,800. War and Navy Depts. File until June 30, 1941. Age limit: 60.

Applicants must be graduates of an engineering school, and in addition, except for certain experience substitutions, have had professional engineering experience ranging from two to five years, according to the grade of the position.

Inspector, Ordnance Material (\$1,620-\$2,600)

Junior, \$1,620; Assistant, \$1,800; Associate, \$2,000; Inspector, \$2,300; Senior, \$2,600. Ordnance Dept., War Dept. File until further notice. Age limit: 55.

Applicants must be high school graduates or have 14 units of high school work; one to six years' experience inspecting and testing of ordnance materials as armament, armorplate, demolition bombbodies, etc., or of raw materials, including metal shapes formed with dies, sheets, and bars and machined parts. Certain college courses may be substituted for part of experience in three highest grades.

Civil Engineer (\$2,600-\$4,600)

Assistant, \$2,600; Associate, \$3,200; Civil Engineer, \$3,800; Senior, \$4,600. Optional branches: Cadastral, construction, soil mechanics, safety, sanitary, general. War and Navy Depts. File by June 30, 1941. Age limit: 55.

Applicants must have completed a four-year college engineering course and must have had professional civil engineering experience, partly in one of the optional branches.

Marine Engineer (\$4,600-\$5,600)

Senior, \$4,600; Principal, \$5,600. Optional branches: Civil Engineer; power plant lay-out and piping, turbines, boilers, Diesel engines, deck machinery, and general. File by June 30, 1941. Age limit: 70.

Applicants must have a college degree in engineering or naval architecture, or experience in the field to substitute year for year. Also six to seven years' experience in engineering, which in-

cludes four to five years' experience in marine engineering. Graduate study may be substituted for experience.

Marine Engineer (\$2,600-\$3,800)

Assistant, \$2,600; Associate, \$3,200; Marine Engineer, \$3,800. Various optional branches. U. S. Maritime Commission. File until June 30, 1941. Age limits: Associate and Assistant, 60; Marine Engineer, 70.

A bachelor's degree in engineering or naval architecture is required. Substitutions of experience for education is allowed in part. Two to five years' experience, which includes partial experience in marine engineering, is required according to the grade. Postgraduate study may be substituted for part of the experience requirement.

Naval Architect (\$2,600-\$5,600)

Assistant, \$2,600; Associate, \$3,200; Naval Architect, \$3,800; Senior, \$4,600; Principal, \$5,600. Various optional branches. File by June 30, 1941. Age limits: for Senior and Principal, 70; for other grades, 60.

Applicants must have experience as a Naval architect up to seven years, according to the grade. College and graduate study may be substituted for part of experience.

Engineering Aid (Topographic), Senior (\$2,000)

U. S. Geological Survey, Dept. of Interior. Age limit: 53. File by December 31.

Applicants must be high school graduates and have four years of civil engineering experience, which includes two years in topographic field surveys. Certain substitutions for these educational and experience requirements are allowed.

Marine Surveyor (\$3,200)

U. S. Maritime Commission. File by June 30, 1941. Age limit: 60.

Applicants must hold a U. S. license issued by the Dept. of Commerce, either as chief engineer or as master, of ocean vessels of any gross tonnage, and must have had certain appropriate experience.

Junior Graduate Nurse (\$1,620)

U. S. Public Health Service, Federal Security Agency and Veterans' Administration. File until further notice. Age limit: 35.

High school study and completion of a specified training course in a nursing school are required. In some cases persons in their final year of training may file.

Senior Radiosonde Technician (\$2,000)

File until further notice. Age limit: 55.

Applicants must have four years' experience in the installation, maintenance and repair of radio equipment, which included six months with radiosonde (radiometerograph) ground receiving and recording equipment.

Radio Monitoring Officer (\$2,600-\$3,200)

File until June 30, 1941. Age limits: 21-55.

Applicants must have had technical experience in the installation, inspection, testing, or operation with maintenance responsibility, of radio transmitters.

Machinist (\$6.90-\$8.40 per day)

Ordnance Service, War Dept., Watervliet Arsenal, Watervliet, N. Y. File until further notice. Age limits: 18-62. File with Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal.

Medical Officer (\$3,200-\$4,600)

Associate, \$3,200; Medical Officer, \$3,800; Senior, \$4,600. Optional branches: aviation medicine; cardiology; dermatology; eye, ear, nose and throat (singly or combined); general practice; industrial medicine (a. gas analysis or toxic dust, b. general); internal medicine and diagnosis; medical pharmacology; neuropsychiatry; pathology, bacteriology and roentgenology (singly or com-

bined); public health (a. general, b. venereal); surgery (a. general, b. orthopedic, c. chest); tuberculosis; urology.

Public Health Service, Food and Drug Administration, Veterans' Administration, Civil Aeronautics Authority, Indian Service. File until further notice. Age limit: associate, 40; other grades, 53.

Applicants must be medical school graduates. For the two higher grades three to five years' training is required in the option applied for. For the associate grade, one year internship, general rotating or in a special branch, is required. Certain substitutions for these experience requirements is allowed.

Machinist (\$6.92-\$8.82)

Dover and Metuchen, N. J., and Brooklyn. File until further notice. Age limits: 18-55.

Applicants must have had a four-year apprenticeship or four

years' practical experience in the trade.

Toolmaker

Fort Monmouth, N. J., \$2,000-\$3,000; Picatinny Arsenal, Dover, N. J., \$7.20-\$9.28 per day; Raritan Arsenal, Metuchen, N. J., \$7.20-\$8.40 per day; Brooklyn Navy Yard, \$8.35-\$9.31. File until further notice. Age limits: 18-62.

Applicants must have completed a four-year apprenticeship or have had four years of practical experience.

Navy Yard Jobs

Many are open for filing at the Brooklyn Navy Yard. Applications may be secured from the Navy Yard, from the Federal Building, or from any first-class Post Office. No examinations will be given but experience is required. The jobs and salaries follow:

Anglesmith, Heavy Fires, \$8.54 (Continued on Page 12)

Stop kicking about bad breaks . . .

Make your own opportunities by preparing properly!



LEADER BOOK SHOP

97 Duane Street, New York

| | |
|---|------------------|
| Bookkeeping for Personal and Business Use—Raymond Credit | \$2.25 |
| Border Patrolman | 1.00 |
| Jr. & Sr. Typist and Stenographer—Prepared for Federal examinations | 65c, 1.00 & 1.50 |
| Questions & Answers for Rural Carrier & Clerical Positions—Wm. J. Barse, 213 pages | 2.00 |
| Clerk Typist-Stenographer—Prepared specially for City examinations | 1.50 |
| Postal Service | 25c, 1.00 & 1.50 |
| Unemployment Insurance Manual | 1.00 |
| Housing Study Text for Resident Building Supt., Grade 3, and Building Manager | 1.50 |
| Mimeograph Operators | 1.50 |
| Questions & Answers for Postal Positions—Wm. J. Barse, 207 pages | 2.00 |
| Questions & Answers for Customs, Immigration, and Law Enforcing Positions—Wm. J. Barse, 232 pages | 2.00 |

TECHNICAL PREPARATION

| | |
|--|------|
| Introductory Course for Finger Print Experts, by Mary E. Hamilton | 2.00 |
| Bridges and Bridge Operating in New York City | 2.00 |
| Dietician | 1.50 |
| Engineering Review (Structural Steel & Reinforced Concrete), Jr. Engineer & General Test | 2.50 |
| Diesel Monitor | 1.00 |
| Welder's Guide | 5.00 |
| New Auto Guide | 1.00 |
| Mathematics & Calculation for Mechanics | 4.00 |
| Diesel Engine Manual | 2.00 |
| New Radioman's Guide | 4.00 |
| Handy Book Practical Electricity | 4.00 |
| Engineer-Custodians Manual—Exam Questions and Answers—Thomas Brett | 2.50 |

FIREMAN PROMOTION PREPARATION

| | |
|--|------------|
| The Fireman Textbook of Entrance and Promotional Examination Questions | 3.50 |
| Fireman Study Book | 25c & 1.50 |
| How to Become a Fireman | .10 |
| History of Fire Department | 3.50 |
| Fire Department Manual of Instruction—An officer's manual for professional fire-fighters by Lowell M. Limpus | 1.85 |
| Fire Prevention Code | 1.50 |

POLICE PREPARATION

| | |
|---|------|
| Patrolman Study Text | 1.50 |
| Police Manual | 1.00 |
| Law of Arrest in Criminal Proceedings | 3.00 |
| Supplement to Law of Arrest | 1.50 |
| Questions & Answers for Motor Vehicle Examiner and Police | 1.00 |
| Questions & Answers SGT's Examination Study | 1.00 |
| State Trooper Examination | 1.00 |
| Definitions | .50 |

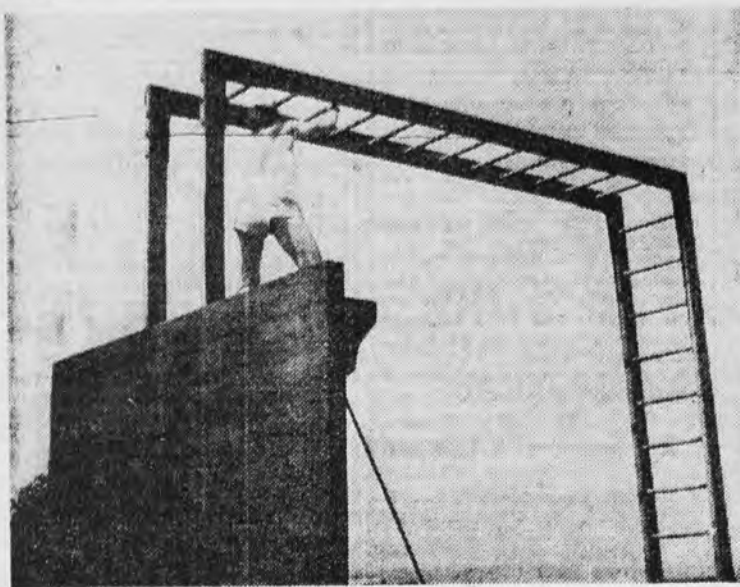
GENERAL PREPARATION

| | |
|--|------|
| Everyday Law | .50 |
| Everyday Mathematics | .50 |
| General Federal Test Guide—Procedure, sample tests | 1.50 |
| Civil Service Handbook—1,000 Civil Service questions | .79 |
| Guide to Municipal Government | 1.25 |
| Outline Chart of Municipal Government | .25 |
| Your Federal Civil Service—A 500-page manual on procedure | 2.50 |
| Civil Service Handbook—Procedure, sample questions | 1.50 |
| Mental Tests for Civil Service Examinations (Federal, State, and City)—Wm. J. Barse, 225 pages | 2.00 |
| Preparation for Civil Service—Donnelly & McKim | 1.25 |
| Civil Service Manual | 1.00 |

MISCELLANEOUS

| | |
|--|------|
| Legal, Political and Business Guide—A practical handbook on politics, licenses, welfare agencies, taxes and labor laws | 1.70 |
| Mental Multiplication—A pamphlet by Charles Lipkin that trains for rapid mental calculation | .25 |
| Let's Play Vocabulary—A series of games that build vocabulary without too much strain on the gray matter | .25 |
| Draft Facts | .10 |
| Conscription | .25 |
| Building Code | 1.50 |
| Sanitary Code | .50 |
| Penal Code | 2.50 |
| C.S. Retirement Law | .20 |
| C.S. Arithmetic | .50 |

Opportunity Knocks as Defense Needs Soar



PART OF A PHYSICAL TEST

New York City has the most advanced physical tests of any city in the country. Police, Fire and Sanitation men are tested for agility, endurance and coordination as well as for strength. Above, you see a candidate doing the ladder climb.

(Continued from Page 11)

to \$9.50 per day; Anglesmith, Other Fires, \$7.50 to \$8.54; Blacksmith, Heavy Fires, \$8.54 to \$9.50; Blacksmith, Other Fires, \$7.58 to \$8.54; Boatbuilder, \$7.87 to \$8.83; Boilermaker, \$7.87 to \$8.83; Chipper and Caulker, Iron, \$7.58 to \$8.54; Coppersmith, \$8.45 to \$9.51; Die Sinker, \$8.83 to \$9.79; Driller, Pneumatic, \$6.37 to \$7.30; Flange Turner, \$8.06 to \$9.02; Forger, Light, \$9.50 to \$10.46; Frame Bender, \$8.06 to \$9.02; Gas Cutter or Burner, \$6.62 to \$7.58. Holder-On, \$5.38 to \$6.34. Loftman, \$8.26 to \$9.22; Molder, \$8.99 to \$9.89; Pipecover and Insulator, \$7.78 to \$8.74; Puncher and Shearer, \$6.05 to \$7.01; Riveter, \$7.78 to \$8.74; Rigger, \$7.87 to \$8.83; Rivet Heater, \$4.80 to \$5.76; Sailmaker, \$7.68 to \$8.64; Saw Filer, \$9.02 to \$9.98; Sheet Metal Worker, \$8.45 to \$9.41; Shipfitter, \$7.78 to \$8.74; Shipwright, \$7.97 to \$8.93; Toolmaker, \$8.35 to \$9.31; Welder, Electric (Specially Skilled), \$7.78 to \$8.74; Welder, Gas, \$7.58 to \$8.54.

Tool and Gauge Designer (\$1,800-\$2,600)

Tool and Gauge Designer, \$1,800; Senior, \$2,000; Principal, \$2,300; Chief, \$2,600. Watervliet Arsenal, Watervliet, N. Y. Open to New York State residents. File until further notice. Age limits: 18-55.

Attendant, Neuro-Psychiatric Hospital (\$1,020)

Veterans' Administration Facilities, Canandaigua and Northport,

N. Y. File until further notice. Age limits: 21-48. Applicants must have had six months' resident training in nursing, or six months' service in a U. S. hospital corps, or three months' experience as Attendant doing ward duty for treatment of mental or nervous diseases.

Toolmaker (\$7.84-\$9.28 per day)

Ordnance Service, War Dept., Watervliet Arsenal, Watervliet, N. Y. File until further notice with Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal. Age limits: 18-62.

Shipwright (\$7.49-\$8.45 per day)

Norfolk Navy Yard, Portsmouth, Virginia. File until further notice. Age limits: 20-55.

Precision Lens, Prism and Test Plate Maker (\$7.87-\$8.83 per day)

U. S. Navy Yard, Washington, D. C. File until further notice. Age limits: 20-48.

Senior Photographer, \$2,000

Optional branches: 1) dry-plate photography; 2) wet-plate photography.

Assistant Photographer, \$1,620

File by December 31. Age limit: 53. Requirements: Experience: Senior Photographer—four years of responsible paid experience in high grade photographic

work, one year of which must have been continuously and consistently in dry-plate photography for Option No. 1 and in wet-plate photography for option No. 2. Applicants who are qualified in both dry-plate and wet-plate photography may be examined in both options.

Assistant Photographer: Two years of paid experience in high grade photographic work.

Substitution: Applicants may substitute year for year, up to a maximum of one year, for the required experience in either grade, successfully completed full-time study in a resident school of photography.

Additional substitution for the assistant grade only: the following may be made for a total of not more than one year of the required experience: 1) paid experience in photostat work or multilith plate making, up to a maximum of six months; 2) paid experience in ordinary commercial photo finishing of amateur work up to a maximum of six months.

Civilian Medical Officer (Temporary & Part-Time)

Full time duty, \$3,200 or higher; part-time duty, salary is commensurate with hours of duty. File until further notice. Appointment with U. S. Army hospitals, camps, etc.

Applicants must have an M.D. with appropriate experience.

Inspector of Hats, \$2,000

Inspector of Miscellaneous Supplies (Hosiery and Knit Underwear), \$2,000

Inspector of Textiles, \$2,000

Junior Inspector of Textiles, \$1,620

Inspector of Clothing, \$2,000

Junior Inspector of Clothing, \$1,620

Quartermaster Corps, War Department. File until further notice. Age limits: 25 to 55, except for Jr. Inspector of Textiles and Jr. Inspector of Clothing, which is 21 to 55.

Senior Artistic Lithographer, \$2,000

Artistic Lithographer, \$1,800

Negative Cutter, \$1,800

Assistant Artistic Lithographer, \$1,620

Junior Copper Plate Map Engraver, \$1,440

Junior Artistic Lithographer, \$1,440

Applications will be rated until further notice. Age limit: 20-53.

Multilith Cameraman and Platemaker, \$1,620

Multilith Press Operator, \$1,440

File by December 31. Age limits: 18 to 53.

Requirements

Multilith Cameraman and Platemaker: Two years of paid experience in multilith work, at least one of which must have been in the photographic and platemaking

phases of the process, including the operation of a copying camera, the development of negatives, the sensitizing of multilith plates, the transfer of prints from negatives to plates, and the preparation of plates for use in multilith machine.

Multilith Press Operator: Six months of paid experience in the operation of a multilith press.

Inspector Engineering Materials (Optical Instruments)

Salary: \$2,000. File by December 17. Place of employment: Navy Department, New York City. Age limits: 21 to 53.

Horizontal Sorting Machine Operator

Salary: \$1,260. File by December 31. Age limits: 18 to 53.

Requirements

At least three months of paid experience in the operation of horizontal sorting machines.

Basis of Ratings

- 1. Clerical tests..... 70
- 2. Arithmetic (20 practical problems involving the fundamental operations, common and decimal fractions, percentage, and their business application)..... 30

Transportation Tariff Examiner (Freight), \$2,300 and \$2,000

Transportation Tariff Examiner (Passenger), \$2,300 and \$2,000

File by December 31. Jobs in the Interstate Commerce Commission. Age limit: 53

Requirements

Transportation Tariff Examiner (Freight): (a) At least four years of full-time paid experience in the compilation of railroad, motor-carrier, or water-carrier freight rate tariffs, or

(b) At least four years of full-time paid experience in the general traffic department or important local office of a railroad, motor-carrier, or water-carrier company engaged in interstate commerce, where the duties performed required a thorough familiarity with the intricacies of freight rate tariffs, or

(c) Any combination of (a) and (b) above aggregating at least four years.

Transportation Tariff Examiner (Passenger): (a) At least four years of full-time paid experience in the compilation of railroad, motor-carrier, or water-carrier passenger fare tariffs, or

(b) At least four years of full-time paid experience in the general traffic department or important local office of a railroad, motor-carrier, or water-carrier company engaged in interstate commerce, where the duties performed required a thorough familiarity with the intricacies of passenger fare tariffs, or

(c) Any combination of (a) and (b) immediately above aggregating at least four years.

Senior Bookkeeping Machine Operator \$1,620

File by December 31. Age limits: 18 to 53.

Requirements

Experience: Candidates must have had at least 1 year of paid experience in the operation of one style of typewriter-general accounting machine, such as the Burroughs bookkeeping-typewriting machine, the Elliott Fisher flat-bed bookkeeping machine, the National typewriting-bookkeeping machine, the Remington electrified bookkeeping machine, or the Underwood accounting machine.

Applicants must state in their applications the style of machine they have operated, giving (1) the trade name of the machine, the manufacturer of the machine, and the model number; (2) the exact operations performed (describing in detail invoicing, billing, ledger posting, check writing, pay-roll work, stock records, or other work performed); (3) the names of the employer and the supervisor under whom the experience was gained; and (4) the dates of each employment.

Senior Blueprint Operator, \$1,440

Junior Blueprint Operator, \$1,260

Senior Photostat Operator, \$1,440

Junior Photostat Operator, \$1,260

File by December 31. Age limits: 53.

Requirements

Senior Blueprint Operator: One year of paid experience in general photographic blueprint or photostat work, including or supplemented by at least 6 months of experience in the operation of electric or automatic blueprint machines involving preparation of the necessary solution incident to the making of blue, brown, blue-line, and brown-line prints. The other 6 months may have been distributed between blueprinting, photostat operating, and general photographic or photo laboratory work.

Junior Blueprint Operator: They must have had at least 3 months of paid experience in general blue-

print work which must have included the operation of electric or automatic blueprint machines.

Senior Photostat Operator: They must have had at least 1 year of paid experience in general photographic blueprint or photostat work, including or supplemented by at least 6 months of experience as operator of electric or automatic photostat machines, performing such work as making photographic copies of drawings, tracings, and photographs; written, printed, or typewritten copy; or copies direct from any object; and preparing necessary solutions for developing and finishing prints, and the actual making of such prints. The other 6 months may have been distributed between blueprinting, photostat operating, and general photographic or photo laboratory work.

Junior Photostat Operator: Three months of paid experience in photostat work.

Gauge Checker

Salary: \$8.72, \$9.20 and \$9.68. File by December 31. Place of employment: Ordnance Service, War Department, Watervliet (N. Y.) Arsenal. Age limits: 18 to 62.

Bindery Operative (Hand and Machine)

Salary: \$66 an hour. Positions in the Government Printing Office. File by January 3. Hours of employment: 40. Age limits: 18 to 50.

Associate Animation Director

Salary: \$3,200. War Department. File by January 3. Age limit: 53.

Requirements

High school graduation of 14 units of completed high school study. Candidates who do not meet this requirement will be given a general test in which a rating of 70 is required.

Experience.—Applicants must have had the experience specified under (a), (b) and (c) below.

(a) 5 years of experience in directing people on creative motion-picture production.

(b) 1 year in planning and directing animation and special effects.

(c) 2 years of experience in the writing of motion-picture scenarios in the English language.

Such experience may have been gained concurrently and must have demonstrated familiarity with motion-picture methods of photography, planning and editing, animation equipment and accessories, methods of animating motion pictures with various mechanical devices; and the ability to design special equipment to meet specific problems.

Second Assistant Engineer (Marine)

Positions will be filled as Third Assistant Engineer, \$2,190; and Junior Third Assistant Engineer, \$2,190. File by January 6. Place of employment: Army Transport Service, War Department, Brooklyn. For duty on transports plying between Brooklyn, New York, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 50.

Junior Warehouse Examiner

Salary: \$2,000. Optional subjects: 1) cotton warehouses; 2) grain warehouses. Agricultural Marketing Service, Department of Agriculture. File by January 6. Age limit: 53.

Requirements

Completion of 14 units of high-school study, or graduation from high school. Candidates who do not meet this requirement will be given a general test in which a rating of 70 will be required.

In addition, applicants must have had four years of experience in one of the following: 1) operating a public warehouse storing cotton, or grain, or 2) assisting in a junior capacity in the management of a public warehouse storing cotton, or 3) serving as an accountant or auditor in the checking of stocks and records with a public warehouse

Bids and Proposals

FOR SALE to the highest bidder, f.o.b. New York State Grain Elevator, foot of Columbia Street, Brooklyn, New York, approximately 262.54 bus. Corn and Rye, consisting of: 38.12 bus. No. 2 C.W. Rye; 178.42 bus. No. 2 Yellow Corn; 18 bus. No. 1 Rd. Durham Wheat; and 28.20 bus. No. 1 Hd. Winter Wheat, and about 1/3 bus. Wheat, ungraded. Anticipated bidders should inspect same before submitting bids. Samples of the grain may be obtained by applying to Mr. John J. Cregan, Acting Superintendent, Grain Elevator Terminals. No bid by the lot will be considered, only bids by the bushel will be accepted and purchaser must accept the wheat, corn and rye in its present condition, "as is, where is." The State reserves the right to reject or cancel any or all bids which will be received until 5 P.M., THURSDAY, DECEMBER 19, 1940. Bids should be addressed to Hon. Abraham S. Weber, Director of the Budget, Room 113, Capitol, Albany, N. Y.

New City Eligible Lists

Seven new competitive and promotion eligible lists were published by the Municipal Civil Service Commission this week. One of the lists contained only one name.

The lists, with the names, relative standings and final grades, follow:

ASSISTANT SUPERINTENDENT OF DEMOLITIONS (Subject to Medical)

- 1 Walowitz, Peter, 88.75
- 2 Walowitz, Bernard H., 88.00
- 3 Trupin, Sidney C., 85.50
- 4 Meyers, Michael, 83.40
- 5 Stecklow, Thomas, 80.85
- 6 Chesney, Daniel R., 80.70
- 7 Wardinger, George R., 78.45
- 8 Kimball, William S., 76.90
- 9 Reiss, Charles J., 74.35

PROMOTION—ASSISTANT COUNSEL, GRADE 4 BOARD OF TRANSPORTATION (Subject to Investigation)

- 1 Warburton, Fred L., 79.29.

ASSISTANT MECHANICAL ENGINEER, GRADE 4 (Subject to Medical)

- 1 Rosenthal, Henry, 85.55
- 2 Martin, Matthew T., 82.60
- 3 Kahl, Murray M., 82.05
- 4 Gollmer, Hugo C., 80.35
- 5 Contino, Nicholas, 77.25
- 6 Bengal, Morris, 77.00
- 7 Burns, Charles L., 76.75
- 8 Brown, Louis J., 76.05
- 9 Meiers, Walter W., 74.55
- 10 Frass, Herman, 73.35

MEDICAL INSPECTOR, GRADE 1 (CARDIOLOGY) (Subject to Medical)

(Candidates must be licensed to practice medicine in New York State at the time of certification)

- 1 Weiner, Samuel B., 88.00
- 2 Messeloff, Charles R., 88.00
- 3 Roche, Ursola J., 87.25
- 4 Hechler, Robert, 86.80
- 5 Katzman, Herman B., 86.35
- 6 Epstein, Samuel, 86.25
- 7 Vignoe, Alfred J., 85.50
- 8 Miller, Henry, 85.00
- 9 Ageloff, Harry, 84.75
- 10 Friedenberg, Robert, 84.40
- 11 Zelson, Carl, 84.35
- 12 Abrams, Alfred L., 83.70
- 13 Zundel, Joshua F., 82.30
- 14 Kahn, Nathan R., 81.00
- 15 Dressler, Morris, 80.80
- 16 Krell, Solomon, 80.00
- 17 Lehman, Lester, 79.85
- 18 Maffia, Anthony J., 78.50
- 19 Lanes, Samuel, 77.50
- 20 Brockman, Louis, 77.50
- 21 Kuskinn, Lawrence, 77.40
- 22 Tannenbaum, Samuel, 77.10

JUNIOR CIVIL SERVICE EXAMINER (TRANSPORTATION) (Subject to Medical)

- 1 Simon, Frank H., 95.93
- 2 Davies, Walter A., 89.69
- 3 Realy, Francis D., 87.79
- 4 McCarthy, Jerome M., 84.38
- 5 Farrell, William V., 78.75

CITY-WIDE PROMOTION—ASSISTANT MECHANICAL ENGINEER, GRADE 4 (Subject to Investigation)

- 1 (PW) Wood, Robert W., Jr., 81.10
- 2 (City-Wide Only) Tannenbaum, Meyer, 79.87
- 3 (WB Hdqt. Div.) Hugo C., 76.80
- 4 (PW) Shapiro, Aaron, 74.77
- 5 (PW) Dicker, Isadore, 74.00

ASSISTANT ENGINEER, GRADE 4 (Subject to Medical)

(Before certification candidates must have a valid New York State Engineers License)

- 1 Hartman, Paul, 85.55
- 2 Aranow, Jacob S., 82.85
- 3 Terjeson, O. Arthur, 82.80
- 4 Hapgood, Frederic H., 82.40
- 5 Fleming, John C., 81.50
- 6 Dedouloff, Alex. A., 81.30
- 7 Babcock, Henry G., 81.15
- 8 Becker, Robert, 80.95
- 9 Kaplan, David, 80.80
- 10 Walker, Richard G., 80.20
- 11 Maack, Paul W., 80.10
- 12 Barron, Maurice, 79.90
- 13 Abramowitz, Daniel, 79.75
- 14 Riordan, James T., 79.65
- 15 Viola, Felix, 79.55
- 16 Duhig, Maurice M., 79.50
- 17 Tanielian, Megurdich, 79.25
- 18 Bailey, LeRoy, 79.20
- 19 Emerman, Alex. M., 79.05
- 20 Evans, William H., 79.00
- 21 Gray, Nomer, 78.95
- 22 Kofman, Menashan, 78.50
- 23 Rosov, Ivan, 78.35
- 24 Lustgarten, Felix W., 78.25
- 25 Goodman, Max J., 78.15
- 26 Rosenberg, Louis, 78.05
- 27 Lewis, Harry S., 78.00
- 28 Feigert, Louis, 77.95
- 29 Bishop, Edwin V., 77.85
- 30 Kristal, Elihu, 77.65
- 31 Lanigan, John J., 77.65
- 32 Johnson, John A., 77.65
- 33 Samson, David T., 77.55
- 34 Dickie, Roy N., 77.40
- 35 Hepburn, Donald O., 77.35
- 36 Goldwater, Sidney J., 77.35
- 37 Pompa, Alberico, 77.05
- 38 Roggins, Louis B., 77.00
- 39 Seaman, Ayres C., 76.75
- 40 Frick, Raymond J., 76.70
- 41 Rahmo, Wofert, 76.60
- 42 Hauptman, Martin, 76.55
- 43 Mallory, Donald E., 76.50
- 44 Forbes, Francis B., 76.45
- 45 Heller, Joseph, 76.25
- 46 Brimberg, Jacob, 76.15
- 47 Gottlieb, Sergius, 76.05
- 48 Thomsen, Knud C., 75.95
- 49 Brennan, Thomas A., 75.85
- 50 Gerlach, Albin, 75.60
- 51 Apfel, Paul, 75.40
- 52 Ruddy, John M., 75.35
- 53 Comerford, William P., 74.70
- 54 Goldsmith, Philip, 74.65
- 55 Thompson, Walter E., 74.65
- 56 Kosh, David A., 74.60
- 57 White, Maxim H., 74.40
- 58 Grant, Forest, Jr., 74.35
- 59 Groner, David, 73.95
- 60 Imperiale, Michael A., 73.35
- 61 Grazulis, Albert C., 72.95

To relieve Misery of **COLDS**
666 LIQUID TABLETS SALVE NOSE DROPS COUGH DROPS
Try "Rub-My-Tism"—a Wonderful Liniment

Government Fishing for Aquatic Biologists

or 4) employment in a banking institution engaged in financing cotton or grain businesses where the applicant's duties consisted in passing upon the loan value of cotton, or 5) any combination of these. Applicants may substitute one year of study successfully completed in a college, university, or

law school, or a resident school of accounting, with major study in economics, agronomy, field crops, accounting, business administration, or law, for each year of the prescribed experience, up to a maximum of three years.

ness course which has included the study of accountancy in each year; 2) at least three years of paid experience in the performance of bookkeeping, accounting, or auditing duties of a responsible nature; 3) a time equivalent of (1) and (2); or 4) possession of a certificate as certified public accountant in a State, Territory, or the District of Columbia.

Tax Course

An advanced course in tax and government accounting for State employees has been launched by Dep-

uty Commissioner Mortimer M. Kasell, counsel to the State Tax Department. The classes are being held on Monday nights in Hearing Room 2, State Office Building, Albany.

USED CAR BARGAINS



\$150 to \$495

- '38 Chrysler 4-Dr. Trunk Sedan
- '39 Oldsmobile 4-Dr. Trunk Sedan
- '38 Buick "48" 2-Dr. Trunk Sedan
- '36 Buick "90-2" Limousine
- '39 Dodge 4-Dr. Trunk Sedan
- '38 Buick "40-C" Conv. Sedan
- '37 Ford 4-Dr. Trunk Sedan
- '37 Buick "64" 2-Dr. Sedan
- '38 Packard Conv. Coupe
- '34 Buick "67" DeLuxe Sedan
- '39 Ford 4-Dr. Trunk Sedan
- '37 Buick "61" 4-Dr. Trunk Sedan

\$525 to \$895

- '39 Buick "61" 4-Dr. Trunk Sedan
- '40 La Salle Conv. Coupe
- '39 Buick "90" 7-Pass. Sedan
- '40 Ford 4-Dr. Trunk Sedan
- '40 Buick "48" 2-Dr. Tk. Sedan
- '39 Lincoln-Zephyr 4-Dr. Sedan
- '40 Buick "51" Super Tk. Sedan
- '40 Pontiac 5-Pass. Coupe
- '39 Buick "81-C" Conv. Sedan
- '40 Oldsmobile Business Coupe
- '40 Buick "46-C" Conv. Coupe
- '40 Mercury 5-Passenger Sedan

BROADWAY at 55th STREET
BROADWAY at 131st STREET
CLOSED SUNDAYS

PACKARD'S ANNUAL YEAR END CLEARANCE

Every Car To Stock Dramatically Reduced
Exceptionally Liberal Trade-In Allowance
Up To 18 Months To Pay

A Partial List!

- '34 Studebaker Trg. Sedan.....\$125
- '36 Ford Tudor Sedan..... 195
- '36 Zephyr Sedan, Extras..... 315
- '39 Willys 4-Door Sedan..... 345
- '38 Ford Fordor Sedan..... 395
- '38 Dodge 2-Door Sedan..... 445
- '38 Pontiac 2-Door Sedan..... 445
- '38 Buick Spec. Trg. Sedan..... 525
- '38 Packard 8 Trg. Sedan..... 525
- '39 Packard 8 Trg. Sedan..... 645
- '39 La Salle Trg. Sedan..... 695
- '39 Packard 6 Conv. Coupe..... 725
- '40 Packard 6 Trg. Sedan..... 775

More Than 75 Others
Priced for Immediate Clearance
11th Ave. at 54th St.
Open 'Til 6 P.M. CO. 5-8060
Packard Motor Car Co. of N. Y.

8 OUTSTANDING VALUES!

- 1940 PONTIAC 2-door sedan, radio, heater..... \$695
- 1939 BUICK 4-door sedan, 6 wheels, heater..... \$550
- 1939 PONTIAC 4-door sedan, radio, heater, low mileage..... \$495
- 1939 PONTIAC opera coupe, excellent condition..... \$495
- 1939 PLYMOUTH 2-door trg. sed., original cond..... \$425
- 1938 OLDSMOBILE opera coupe, radio, heater..... \$425
- 1938 FORD 2-door trunk sedan, low mileage..... \$345
- 1937 CHEVROLET 2-door touring sedan, very clean..... \$295

50 OTHERS TO SELECT FROM
Goodwin Pontiac
Established 1912
1045 ATLANTIC AVE., BROOKLYN
Open Even. and Sun. STerling 3-5400

A Year's Supply of Razor Blades For Christmas

100 SWEDISH STEEL RAZOR BLADES 50c Double-Edge

Blades rigorously tested and guaranteed. Must satisfy or money back. Send 50c and this coupon.

Name.....
Address..... City.....

WINDSOR SALES COMPANY, 30 CHURCH STREET
NEW YORK CITY

Accounting and Auditing Assistant

Salary: \$1,800. File by December 30. Age limit: 53. Vacancies in other positions requiring similar qualifications at \$1,620 and \$1,440 will be filled from this register.

Requirements
Applicants must meet the requirements specified in any one of the following: 1) successful completion of at least two full years in a residence school, in an accountancy course, or in a commercial or busi-

Junior Airway Traffic Controller

Salary: \$2,000. File until further notice. Age limit: 53.

Duties
To stand regular watch, maintain contact by telephone, interphone and teletype with air carrier, military and other aircraft dispatchers, with airport radio stations.

This Week's Federal Exams

Assistant Biological Aid (Fisheries), \$1,620

File by January 15. Age limit: 53.

Duties
To assist with fishery studies and investigations, including: surveys of lakes and streams; commercial fishery studies and experiments on shore and on board private and government-owned vessels; collection of statistics and other records; routine duties in the laboratory incident to the conduct of experiments and investigations; the making of routine mathematical calculations with accuracy; and other similar duties.

Requirements
Three years of practical field and/or laboratory experience in some phase of fishery investigations involving duties similar to those described. For each year of this experience requirement, up to a maximum of two years, applicants may substitute one year of successfully completed college study, provided that an average of at least one course in biology must be shown for each year substituted.

Basis of Ratings
A written test will be given and candidates will be required to score at least 70.

Associate Aquatic Biologist, \$3,200

Assistant Aquatic Biologist, \$2,600

Optional subjects: (1) fishery biology; (2) aquiculture and limnology; (3) physiology and nutrition.

File by January 16. Age limit: 53.

Duties
Associate Aquatic Biologist.—To perform responsible field and laboratory work of considerable technical difficulty, to perform related work as assigned in the optional field selected, and to prepare reports and scientific manuscripts.

Education.—Candidates must have successfully completed a full 4-year course leading to a bachelor's degree in a college, with major study as follows: For Optional Branch 1, in zoology including at least 6 semester hours in aquatic zoology; for Optional Branch 2, in zoology including at least 3 semester hours in aquatic zoology and at least 3 semester hours in limnology; for Optional Branch 3, in zoology or in biochemistry in either case including at least 3 semester hours in general physiology and 3 semester hours in general parasitology.

Experience.—Except for the substitution provided for below, they must show, as a minimum, experience acquired subsequent to graduation of the length and quality indicated below for the various optional branches.

Associate Aquatic Biologist.—At least 3 years of field and/or laboratory experience in responsible biological investigations.

Assistant Aquatic Biologist.—At least 2 years of field and/or laboratory experience in biological investigations.

Optional Branch 1—Fishery Biology.—Applicants must show that their experience dealt with and qualifies them to perform the following activities: To plan and conduct investigations of biological problems concerning marine and/or fresh water fishes, crustaceans and mollusks, and related fisheries, including studies of abundance, migration, distribution, life history, ecology, and taxonomy; to study and evaluate methods and practices in the fisheries in their relation to conservation of the stocks; and to develop and recommend conservation measures.

Optional Branch 2—Aquiculture

and Limnology.—Applicants must show that their experience dealt with and qualifies them to perform the following activities: To plan and conduct field and laboratory work related to improvement of fish-cultural practices such as rearing, selective breeding, and stocking; to make limnological studies of lakes and streams and their aquatic inhabitants; and to develop and recommend methods for the restocking, rehabilitation and management of the fishery resources of interior waters.

Optional Branch 3—Physiology and Nutrition.—Applicants must show that their experience dealt with and qualifies them to perform the following activities: To plan and conduct laboratory investigations and experimental programs in connection with artificial propagation of fish and shellfish, including studies of metabolism, the development and testing of artificial diets, and the detection, identification and control or elimination of diseases, pests, and parasites.

Substitution of postgraduate study.—Associate Aquatic Biologist.—Applicants may substitute, year for year up to a maximum of 2 years for the experience prescribed above, postgraduate study successfully completed in a college or university of recognized standing, provided the major field of study was zoology for Optional Branches 1 and 2, and zoology or biochemistry for Optional Branch 3.

Assistant Aquatic Biologist.—Applicants may substitute 1 year of postgraduate study for 1 year of the prescribed experience under the same conditions as provided above for the associate grade.

In any event at least 1 year of the prescribed experience must be shown for all of these positions.

Basis of Ratings
Candidates will be rated on their experience and fitness on a scale of 100.

Up-State Exam

Public Health Nurse

Department of Health, Bureau of Nursing. (\$1,320). File by December 19. Fee, \$1.

Duties
Under general supervision, do professional nursing work in promotion and conduct of clinics and conferences, arranging consultations, making home visits, and demonstrating approved methods of care in homes, at clinics and in family and other group conferences; related work.

Requirements
Either a) high school graduation or its educational equivalent; or b) graduation from nurse training school; or c) registered or eligible for registration as a graduate nurse in New York State; or d) either completion of a four-month course in residence in public health nursing or one year public health nursing experience. Candidates must be residents of Syracuse for one year.

Basis of Rating
Written, 5; training and experience, 5.

New State Lists

CHIEF GRADE SEPARATION ENGINEER, DEPARTMENT OF PUBLIC SERVICE

- 1, White, Fred B., 89.10; 2, Chase, C. R., 88.20; 3, Hager, W. J., 87.60; 4, Williamson, A. H., 86.70; 5, Greenalch, L., 86.30; 6, Blanchard, C. F., 86.20; 7, Schwartz, S., 85.60; 8, Burleigh, F. W., 84.90; 9, Delack, C. C., 81.90; 10, Hopkins, J. W., 80.90; 11, Stickney, E. E., 77.60; 12, Hasbrouck, O., 76.80.

ASSOCIATE RESEARCH NEUROCHEMIST

- 1, Sperry, Warren M., 84.63.

Promotion Exam

The following promotion exam was announced this week by the State Civil Service Commission:

Junior Compensation Claims Investigator, Upstate Offices, State Insurance Fund. (Usual salary range \$1,400-\$1,900; appointments expected in Albany and Rochester offices; may be made at less than \$1,400.) Fee, \$1. File by December 21.

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Greco Perjury Case

(Continued from Page 3)

ers Protective Association. He went in cold, without prejudice, to look at the books, and question witnesses, which was the job the court had assigned to him. Most of his conclusions are simple addition and subtraction.

The referee's report, after he had investigated the books, consisted only of five typewritten pages. It's easy to understand, and the facts, on the face of it, look pretty bad for Mr. Greco.

Death Benefit Society

He points out that—far from being a union—Greco's organization is mainly a little death benefit society.

The benefits amount to \$100 and \$200, depending on how long one has been a member.

The court had asked Greco's organization to list its property and its liabilities. No such inventory was filed, but a financial report was produced, covering a typical year. (The only property which the referee was able to find consisted of a Chevrolet automobile and some office furniture.)

What the Figures Show

Maybe the figures themselves make somewhat dull reading, but let's have a look at them anyway. There's nothing so revealing.

Total income for a single year, including dues, initiation fees, and interest, plus bank balance came to \$20,707.35.

The total sum paid out in death benefits for the year came to \$1,025.

Yet, at the year's end, the financial report showed a cash balance of only \$6,894.05!

What happened to the rest of the money? Where did over twelve thousand dollars go?

Where the Money Went

The first thing we learn is that section stewards collect "commissions and expenses."

The record shows that of every thirteen dollars collected in dues and initiation fees, one of those dollars found its way into the pocket of a section steward. Pretty nice pickin's. In other words, stewards weren't doing the work merely because of their belief in the fine objectives of Greco's Protective Association. They were doing it for the very earthy reason that it helped bring nice, jangling coins into their pockets.

Nothing wrong in that, except that the administration frowns on city employees holding down outside jobs. THE LEADER hasn't checked up on whether the members of Greco's organization knew that their stewards were getting "commissions and expenses." Won't you tell us, Mr. Greco?

The referee says in his report, bluntly, of a certain \$9,694.60, "the following disbursements were made for purposes other than that for which the corporation was incorporated."

Here's the list. Sweepers who pay their 75c dues each month to Mr. Greco's little club should study these items carefully:

1. Convention, publicity and traveling expenses:
 - (a) New York State legislature, Albany, N. Y. . . . \$1,860
 - (b) Civil Service Convention, Kingston, N. Y. . . . 427.55
2. Compensation of officers for services rendered. . . . 5,883.75
3. Automobile operation and maintenance expenses 243.27
4. Entertainment expense and refreshments. 347.84
5. Dues, subscriptions, and contributions to other organizations 476.65
6. Miscellaneous organization and administration expenses 305.54

"Expenses"

Note particularly the item of \$1,860 covering traveling expenses, publicity, and other things, to and in Albany. Is it true, Mr. Greco,

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BULLETIN BOARD

All Civil Service organizations are invited to forward notices of meetings and events for appearance in the Bulletin Board. Please have your notice in by Friday of the week preceding date of the event. There is no charge for this service.

New Officers For Store Workers

New officers of the Association of Store Service Employees were elected at the last regular meeting. They are: Jacob L. Goldberg, president; Elwood Louer, vice-president; Charles Fischer, secretary; Anthony Cerone, treasurer; Charles Benedict, sergeant-at-arms. The following federation delegates were named: Elwood Louer, Benjamin Seibel; depository delegates: Anthony Cesone, Gustave Soutangelo and Charles Fischer.

Identification Society Installs New Officers

New officers were installed by the Grand Chapter of the American Identification Society of New York at a regular meeting Monday, December 9 at its headquarters in the 23rd St. YMCA. The officials of the group for 1941 are: Norman A. Crews, president; Edward W. Keswick, 1st vice-president; Paul J. Jacobson, 2nd vice-president; Frank Sasa, financial secretary; Ida Goldsmith, corresponding secretary; Louis L. Day, recording secretary; Leonard Heyman, treasurer; Irving Purow, sergeant-at-arms, and Ruby Crawford, historian. New trustees are Emma Gebhardt, Anthony Diorio, Herman Potter. The active director is Sidney Samuelson.

Before the installation ceremonies, President Crews conferred the title of Honorary Director upon G. Typer Mairs.

The Society maintains a file of 15,000 sets of prints for the use of its members who wish to get filing and searching practice. Information concerning membership in the So-

ciety can be obtained by writing the membership committee of organization. A branch chapter of the Society is now in the process of formation in Newark, N. J. Information concerning this group can be secured from John J. Itzel, 102 Watson Ave., Newark.

Fire Eligibles To Hold Election

The next general meeting of the Fire Eligibles Association will be held on Friday, December 27 at P. S. 27, 42nd St. near 3rd Ave., Manhattan, at 8:30 p.m.

Eligibles may secure 1941 membership cards and badges at this meeting, or by sending a money order for \$1 to treasurer Warren F. Smith, 97-11 Waltham St., Jamaica, L. I.

Law Clerks Form Eligible Association

Eligibles on the state lists for Principal Law Clerk and Head Law Clerk who are interested in forming an association should send a postcard to M. K., Room 1411, 132 Nassau Street, Manhattan. These lists expire October 18, 1941.

Last of Eligibles

A meeting of eligibles of the Supervisor of Park Operation list was held at Gilhuly's Restaurant last Friday. Nine of the 10 remaining eligibles attended the meeting and voted to form a permanent organization to be known as the Supervisor of Park Operation, Eligibles Association. It will survey the field of appropriate positions for this title.

Approximately 500 filed for the competitive exam which consisted of

that you charged your organization \$30 per day to cover these expenses? And can you prove that you were actually in Albany on all those days covered in your expense account?

Now observe the item "Compensation for services rendered," the biggest single expenditure of all. According to a dictum by Mayor LaGuardia, no city employee earning more than \$1,200 may hold down an outside job for pay. Mr. Greco's acceptance of compensation from his organization, if he's still being paid, subjects him to possible dismissal from the department. - There is even a question whether the City Charter hasn't been violated.

Is This Fraud?

What is worse, the referee pronounced what looks to us like bad business practiced by the officers of this organization upon the members, if it's true. Here's what he said:

"Although under the constitution and by-laws there is a provision 'Salaries of officers shall be determined by the Association and disbursements by the Executive Board,' I find that the Association as such did not determine the salaries of the officers at a duly constituted meeting at which a lawful quorum of its members were present, or that the question of salaries of its officers was presented at any meeting of the Association for their determination, and that the disbursements, even if approved by the Executive Board under the authority in it vested, were not proper disbursements."

"Fritz Kuhn Defense"

Greco wasn't going to take this sort of thing lying down. So he entered what has since become known as the "Fritz Kuhn defense." It works this way. You get members of your organization to say that they knew and approved of the questioned expenditures. Tom Dewey blew this kind of defense sky-high in a case

that sent Nazi bundist Fritz Kuhn to prison.

Well, Greco got about twelve hundred signatures of men saying the expenditures were all right with them. He swore that all the members of the association signing this affidavit came down to headquarters at different times on the afternoon and evening of April 25 and 26, and signed the affidavit in the presence of two notaries public.

The names of the men appear on sheets of paper attached to the original affidavit. The accusation says that "Anthony Greco committed the crime of perjury in the second degree in that he...swore to affidavit, knowing the contents of the said affidavit were false." What's more, Greco is charged with having perjured himself when he said that his members came down to Association headquarters during a single day and evening to sign the affidavit.

If this perjury case, lying there in the files at 120 Schermerhorn Street, should be reopened, it would be exceedingly interesting to hear Mr. Greco discuss some of the matters which led up to it in the first place.

We don't know whether Mr. Greco will take the same attitude as his pal Abe Kasoff, and laugh off serious charges against him. We'd like to ask him: Are the disbursements of his organization for the past year a public record? Has he given a full and honest accounting to his members of all moneys spent? How regularly does he report on moneys spent? Does he still get a salary in defiance of the Mayor's order? Will he account, in detail, for all expenditures out of his Association's treasury?

If Mr. Greco doesn't answer these questions, THE LEADER will try to do it for him.

New President for Auto Truck Drivers

The Auto Truck Drivers Eligibles Association will hold its next meeting on Thursday, December 19, at 8 p.m., at 10 Seventh Avenue, South, Manhattan. Alexander D'Agostino resigned last week as president of the group and Nicholas Piscioti was chosen as acting chairman. Permanent new officers will be elected at Thursday's meeting. Plans for a mass rally will be discussed at the session.

The 11-squad system will give cops a decent working week... That's why THE LEADER's for it.

SANITATION ELIGIBLES!

The Civil Service LEADER is offering all the men on the list a \$1.00 discount on a year's subscription.

Simply send in your name, address, and number on the list, together with \$1.00. This offer lasts only to December 20.

Ellis Resumes Investigation

Before a small crowd of spectators and in an atmosphere of comparative peace and quiet, the Councilmanic Committee investigating the Municipal Civil Service Commission, and its president, Paul J. Kern, resumed hearings yesterday in the Supreme Court Building, Foley Square.

As Emil K. Ellis, counsel for the Committee, began yesterday's proceedings, Kern himself appeared and sat quietly on the sidelines.

Ellis intends to probe the operation and selection of personnel at the city's Information Center on 42nd St. The first witness was Mildred J. Marshall, of 208 East 19th St., who is assistant director of the bureau. She admitted that she was a life-long friend of Mayor LaGuardia and that she was provisionally appointed to her present \$2,400 a year post after he sent her a letter of introduction to the personnel director of the Department of Public Works. She had had a number of years' experience as a social worker, but was dismissed last April after she failed to pass the social investigator test. In May she got the Information job.

It is expected that testimony covering this appointment and others in the bureau will occupy most of this week's sessions.

a written and technical-oral test. The final list was promulgated Jan. 10, 1940, with 13 names. The eligible list includes lawyers, accountants, chemists, assistant landscape architects, athletic directors, coaches and teachers. All of them have had some experience in the Park Department.

Eugene S. McQuade was unanimously elected president of the Association. John A. Dale was elected vice-president and S. Emanuel Klauser, secretary-treasurer. Those who attended the meeting were John A. Dryfus, George T. Eastment, Thomas F. Boyle, Francis P. J. Kenney, S. Emanuel Klauser, John A. Dale, George J. Schwank, Eugene S. McQuade and Israel Harris. George T. Cronin, the lone eligible who did not attend, is now supervisor of a pool in Connecticut.

Fire Chief Attends Opening of Loft Store

The largest store in the Loft Candy Company chain was opened last Friday night at 922 Flatbush Avenue. Among those who attended the opening were Deputy Fire Chief Edward Quinn; Patricia Ellis, Hollywood star, and Blue Barron, orchestra leader. A number of other city officials and officers of the Police and Fire Department also attended the affair.

Pharmacists Organize

All eligibles on the Assistant Investigator, Pharmacy list who would like to organize an eligible association should write to E. J. G., care of THE LEADER, box 132.

Classified Advertisements

(Rates: 25c for each six words. Minimum \$1.00. Copy must be submitted before noon on Friday preceding publication.)

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ACCOUNTANTS—Certified firm will purchase clientele or individual accounts. Box 99, Civil Service Leader, 97 Duane St.

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The following are the names of the first 10. The 8 with the letter "D" preceding their names are those who attended this Institute. The physical test was the most difficult ever held in any civil service examination.

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Amusement Parade

By JAMES CLANCY MUNROE

LUNCH AND JUNK

Jimmy Roosevelt's first film as an independent producer has gone into production. It concerns some hilarious incidents arising from the radio program Pot o' Gold and bears the same title. Jimmy Stewart and Paul-Lette Goddard play the leads... A Vincent Carroll, author of "Shadow and Substance" and "The White Steed," opens December 20. Rachel Crothers, well-known playwright, will direct... Two thousand Dele-hantny students have been visiting Rockefeller Center over the week-end to view the aviation, power, business machine, and machine tool display in the Museum of Science and Industry there. Most interesting among them is a display of machine models developed by Leonardo Da Vinci 400 years ago which presage many of the inventions of our own day. If you want to see lady wrestlers, Zoske Burska and Betty La Bushy, in action, toddle over to Leon and Eddie's on Friday or later, but don't expect us to be there.

TOO LATE FOR REVIEW

"Love Thy Neighbor" opens today at the Paramount. In it Fred Allen and Jack Benny bury the hatchet, but no one knows just where. There'll be a gala opening tonight at which these two battling broadcasters will head the stage show. "No, No, Nanette" opens Thursday at the Music Hall with Anna Neagle and Richard Carlson. Also on Thursday the Roxy will show "One Night in the Tropics." Beginning Friday the Strand will show "Santa Fe



FUNNY MAN

Jack Oakie appears in "Little Men" at the Rivoli.

Trail." with Errol Flynn and Olivia de Havilland; Abe Lyman and His Californians will lead the stage show.

MOVIES

THIRD FINGER LEFT HAND (MGM) at the Capitol. Myrna Loy is the perfect wife as usual except that she has invented a husband to escape the attentions of her business associates. Melvyn Douglas catches wise and claims he's the husband with imaginable complications. It's pretty funny.

TRAIL OF THE VIGILANTES (Universal) at the Rialto. If you like westerns you'll find this movie orthodox and exciting. If you're a

sophisticate, you'll enjoy the good-natured kidding the covey plot receives from such club car cowboys as Franchot Tone, Broderick Crawford, Andy Devine, Mischa Auer and Warren William.

IT'S IN THE AIR (British) at the Little Carnegie. George Formby is a really talented comic of the now moribund custard pie school. He is amazingly funny even if the directing and photography are not of the best. The RAF helped make this film, recently arrived from Britain.

THE BANK DICK (Universal) at the Palace. Mahatma Kane Jeeves authored this, and M.K.J. is none other than W. C. Fields. He has slipped rather badly, we hope only temporarily.

GALLANT SONS (MGM) at the Criterion. This picture should be the small boys' dream as in it all grown-ups are either villainous, spineless, or stupid. Jackie Cooper and his pals track down a criminal in whose place Jackie's papa has been imprisoned. The lads subdue him with ball bats when the skunk pulls a rod and all the kids shriek with satisfaction.

MERIT SYSTEM ADVANCING, a three-reel motion picture with narrative accomplishment, produced by the Municipal Civil Service Commission, will be on the program of the Rialto Theatre, 42nd St. and Broadway, beginning Wednesday, December 18. It will also be shown at a luncheon of the City Club, 55 West 44th, on Thursday, December 19 at 12:30 p.m. Paul J. Kern, president of the Commission, will address the Club at that time.

Is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams which attracted 300 or more candidates. THE LEADER will publish changes as soon as they are made known.

OPEN COMPETITIVE

Accompanist: Part II of the practical test will be held next week.
Administrative Assistant (Welfare): The rating of Part II is in progress.
Automobile Engineman: Physical tests are now in progress.
Assistant Engineer, Grade 4: The rating of all parts of this examination has been completed.
Baker: 80% of the written test has been rated.
Clerk, Grade 2 (Board of Higher Education): The rating of the written test is in progress.
Cook: The rating of the written test is in progress.
Court Stenographer: The rating of Part A is in progress.
Engineering Assistant (Electrical), Grade 2: The rating of the experience will be completed late this month.
Jr. Administrative Assistant (Welfare): Same as Administrative Assistant (Welfare).

Jr. Engineer (Sanitary), Grade 3: The rating of the written test has been completed. The oral interview will probably be held this month.
Management Assistant (Housing), Grade 3: Rating of written test has been completed. The oral interviews have begun.
Management Assistant (Housing), Grade 4: The oral interviews have been completed.
Office Appliance Operator: The practical tests are continuing.
Playground Director (Male): Qualifying practical tests are being given as needs require.
Playground Director (Female): The oral practical tests will begin late this month.
Stenographer (Law), Grade 2: Rating of the written test is now in progress.
Structure Maintainer: Practical

tests for the various specialties now in progress.

Typewriting Copyist, Grade 1: The rating of the written test is still in progress.

Maintainer's Helper, Group A: The rating of the written test has been completed.

Maintainer's Helper, Group B: The rating of the written test is in progress.

Maintainer's Helper, Group C: The rating of the written test is in progress.

Maintainer's Helper, Group D: Rating of the written test has been completed. The competitive physical will probably be held the latter part of this month.

PROMOTION

Assistant Engineer, Grade 4 (City Wide): The rating of all parts of this examination has been completed.

Clerk, Grade 3: The written test has been completely rated.

Clerk, Grade 4: The rating of Part I has been completed.

Lieutenant (Fire Department): Record and seniority are being rated. The list will probably be available within two weeks.

Stenographer-Typewriter, Grade 2 (City Wide): All parts of this examination have been completed. The list is being compiled.

Supervisor, Grade 3 (Social Service) (City Wide): This examination is being held in abeyance pending the outcome of litigation.

LICENSING TESTS

Master Plumber: 356 candidates filed for this test.

Oil Burner Installer: Appeals on tentative key being considered.

Vacation Notes

Florida seems destined for the biggest Christmas season in years, with almost every hotel filled to the corridors at Miami Beach and only a few at Miami still taking reservations.

For those who are looking closer to home for a less expensive Christmas or New Year's, there are a few spots within a half-day's drive that offer winter sports and a gala New Year's party for less than you would spend on the big blowout in New York. The Bear Mountain Inn has prices regulated by a commission, so it keeps quite close to normal. Other hotels at Monroe, in Northern New Jersey and Orange County require a 3-day minimum for reservations.

SHARE EXPENSE TRAVEL

APPROX. COST TO SOME POINTS
 Miami \$10.50 Cleveland \$5.00
 New Orleans 12.00 Dallas 14.00
 Los Angeles 21.00 Mexico City 24.00
 PASSENGERS AND PRIVATE CAR OWNERS MEET TO SHARE EXPENSES
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Your Chances for Appointment And Latest Certifications

Following is a tabulation of certifications made by the Municipal Civil Service Commission during the past week. All lists which were certified to city departments appear alphabetically.

Readers should remember that certification does not necessarily mean appointment. Usually more names are certified than there are vacancies. Also, it is not necessary for the department making the appointment to notify all the persons certified to it by the Commission.

Anyone who has a question concerning the certification of his list should call or write the Information Bureau, Municipal Civil Service Commission, 299 Broadway, New York City, COrtlandt 7-8880.

- Accountant, Gr. 2—Last number certified, 132.
- Actuarial Clerk, Gr. 3 (for appointment at \$1,500)—Last number certified, 15.
- Assistant Alienist, Gr. 3 (for temporary appointment)—Last number certified, 25.
- Assistant Chemist—Last number certified, 26.
- Assistant Chemist (for appointment at \$960)—Last number certified, 72.
- Assistant Gardener—Last number appointed, 336.
- Assistant Supervisor, Gr. 2—Last number appointed, 617.
- Attendant-Messenger, Gr. 1 (for appointment at \$1,200)—Last number certified, 696.
- Attendant-Messenger, Gr. 1 (for appointment at \$4 per day)—Last number certified, 762.
- Bacteriologist—Last number certified, 10.
- Blacksmith—Last number certified, 7.
- Carpenter (for appointment at \$2,000)—Last number certified, 24.
- Cement Mason—Last number appointed, 3.
- Clerk, Gr. 2 (app. for Gr. 1)—(1) Dept. of Hospitals, \$840, probably permanent. Last number certified, 4,661. (2) Dept. of Welfare, \$840, probably permanent. Last number certified, 585. (3) Board of Education, \$858, probably permanent. Last number certified, 1,740. (4) Dept. of Parks, \$840, probably permanent. Last number certified, 4,654. (5) Board of Water Supply, \$840, probably permanent. Last number certified, 585. (6) Personnel Bureau, \$840, probably permanent. Last number certified, 4,621. (7) (Female) Dept. of Hospitals, \$840, probably permanent.
- Court Attendant—Last number appointed, 89.
- Electrical Repairman—Last number certified, 80.
- Elevator Mechanic—Dept. of Public Works, \$2,400, probably permanent. Last number certified, 14.
- Fireman, F.D.—Board of Transportation (app. for Conductor) 65c-75c per hour, probably permanent. Last number certified, 3,223.
- Fire Telegraph Dispatcher—Last number certified, 20.
- Foreman, Signals and Lighting, Board of Transportation (promotion)—Last number certified, 9.
- Foreman, Sewer Repairs, Gr. 4—Last number certified, 14.
- Handyman—\$1,500, probably permanent. Last number certified, 35,363.
- House Painter—Last number certified, 48.
- Inspector of Masonry and Carpentry—Dept. of Welfare (app. for Foreman of Laborers), \$1,800, probably permanent. Last number certified, 75.
- Inspector of Plumbing, Gr. 3—Last number certified, 17.
- Janitor (Custodian), Gr. 3—Last number certified, 50.
- Junior Engineer (electrical), Gr. 3—Last number certified, 85.
- Junior Architect, Gr. 3—Last number certified, 8.
- Junior Assessor—Dept. of Welfare, \$1,500, probably permanent. Last number certified, 8.
- Locksmith (for appropriate appointment)—Last number certified, 4.
- Librarian (for appointment at \$1,200)—Last number certified, 9.
- Laboratory Assistant (Bacteriology)—Dept. of Hospitals, \$1,200, probably permanent. Last number certified, 14.
- (2) Dept. of Hospitals, \$960, probably permanent. Last number certified, 63.
- Laboratory Helper—(1) Dept. of Hospitals, \$780, probably permanent. Last number certified, 226. (2) (App. for Laundry Worker, female) Hospitals, \$790, temporary. Last number certified, 542. (3) (App. for Laundry Worker) \$780, probably permanent. Last number certified, 400.
- Machinist—Dept. of Public Works, \$9 per day, temporary. Last number certified, 54.
- Medical Inspector—Dept. of Health, \$5 per session, 260 sessions per year, probably permanent. Last number certified, 50.
- Pathologist—Last number certified, 5.
- Occupational Aide—Dept. of Hospitals, \$1,020-\$1,470, probably permanent. Last number certified, 28.
- Office Appliance Operator—Office of the Comptroller, Gr. 2, \$1,500 and \$1,200, probably permanent. Last number certified, 2,178. (2) Dept. of Finance, \$1,200, probably permanent. Last number certified, 2,082. (3) Board of Education, \$1,200, probably permanent. Last number certified, 2,178.
- Pharmacist—Dept. of Hospitals, \$1,200, permanent and temporary. Last numbers certified, 52 and 72.
- Policewoman—Last number appointed, 60.
- Porter—(1) Brooklyn College, \$1,200, probably permanent. Last number certified, 501. (2) (App. for Cleaner) Dept. of Public Works, \$1,200, probably permanent. Last number certified, 484. (3) (App. for Hospital Helper) Dept. of Hospitals, \$720, probably permanent. Last number certified, 1,666. (4) (App. for Laundry Worker) \$780, probably permanent. Last number certified, 1,606. (5) Dept. of Health, \$1,200, probably permanent. Last number certified, 484.
- Principal Chemist—Dept. of Public Works, \$5,000, probably permanent. Last number certified, 5.
- Public Health Nurse—Board of Transportation, \$1,500, probably permanent.
- Probation Officer—Last number appointed, 60.
- Sanitation Man, Class A—(App. for Porter, R.R.), Board of Transportation, 50 cents an hour, probably permanent. Last number certified, 1,200.
- Social Investigator—Last number appointed, 612.
- Special Patrolman—Last number appointed, 269.
- Station Agent—Board of Transportation (New title: Railroad Clerk), probably permanent. Last number certified, 813.
- Stenographer and Typewriter, Gr. 2—(1) Dept. of Hospitals, \$1,200, probably permanent. Last number certified, 1,019. (2) Dept. of Hospitals, \$960, probably permanent. Last number certified, 1,259. (3) Dept. of Hospitals, \$1,200, temporary. Last number certified, 1,339.
- Telephone Operator—(1) Dept. of Hospitals, \$1,200, temporary. (2) N. Y. Tunnel Authority, \$1,200, probably permanent.
- Trackman—Board of Transportation, 69 cents an hour, probably permanent. Last number certified, 80.
- Typewriting Copyist, Gr. 2 (for appointment at \$960)—Last number certified, 1,450.
- Watchman-Attendant, Gr. 1—Last number appointed, \$34.

30 MINUTES FROM FOLEY SQUARE



Imperial Homes are completing these \$4,390 brick homes in Astoria, within the 5c fare area.

Lists Expired

The following State promotion lists have just expired:

December 15

No. 151—Administrative Assistant, Health Department.

December 16

No. 141—Bookkeeper - Paymaster, all institutions, Mental Hygiene Department.

It pays to follow THE LEADER.

OPENS FRIDAY - - - DEC. 20

ERROL FLYNN
OLIVIA De HAVILLAND
 In a New Warner Bros. Hit
"SANTA FE TRIAL"
 with
RAYMOND MASSEY
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ABE LYMAN
 And His Californians
STRAND - Broadway and 47th St.

RADIO CITY MUSIC HALL

ROCKEFELLER CENTER
ANNA NEAGLE
"No, No, Nanette"
 An RKO Radio Picture
ON THE GREAT STAGE
 Gala Christmas stage show—traditional pageant of "The Nativity," and sparkling Russell Markert revue, Symphony Orchestra.
 1st Mezz. Seats Reserved. Circle 6-4600

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TOMMY DORSEY
 AND BAND
NICHOLAS BROS.
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 JAMAICA: 181-19 Jamaica Ave.
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 ALL OFFICES ONE FLIGHT UP—OPEN TO 9 P.M.
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PATERSON: Main & Ellison Sts.
 BROOKLYN: 446 Fulton St. at Hoyt
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Home of Eye Glass Happiness

Postal News

By DONALD MacDOUGAL

Postal Unity An Accomplished Fact

To anyone present at last Thursday's meeting of the Joint Conference Executive Board it was clearly evident that the postal workers have achieved an excellent sense of unity. So we thought we'd tell you a little about the set-up of the Joint Conference.

The body consists of these organizations:
National Association of Letter Carriers.
Branch 36, New York City.
Branch 294, Flushing, N. Y.
Branch 1557, West New York, N. J.
National Federation of Post Office Clerks.

Local 10, New York City.
Local 251, Brooklyn, N. Y.
Local 1022, Jamaica, N. Y.
Local 1241, Long Island City, N. Y.
Local 2259, West New York, N. J.
Railway Mail Association.
Second Division N. Y. C. Branch.

Hudson River Branch Second Division, N. Y. C.
Ninth Division N. Y. C. Branch.
National Association of Post Office and Railway Mail Laborers.
Local 1, New York City.
Local 39, Brooklyn, N. Y.
National Federation of Post Office Motor Vehicle Employees.
Local 2, New York, N. Y.

Together, they represent about 20,000 postal employees. The president and officers of each local, and the officers of the Conference, make up the Executive Board. President is affable, well-liked William F. McHale.

Here's the Conference's legislative program for 1941:

- 1. Longevity Pay**—This would provide a moderate reward to the postal employees, in addition to their base pay, after 10, 15, 20, 25, and 30-year periods of service.
- 2. Court of Appeals**—This proposal calls for an impartial body to which any employee could appeal his case

on its merits in the event of dismissal or severe penalty.

3. Retirement—Liberalization of the Retirement Act to allow optional retirement after 30 years of service, and to provide for some sort of widow's annuity commensurate with the part these women play in the postal service.

4. Aid for the Substitute—The forgotten man of the postal service, the sub, is in dire need of liberal legislation, even though he has already gained the same vacation and sick leave as the regular.

5. Defeat of False Economy—Any attempt to cut meagre base salaries of postal employees will be vigorously fought.

At last week's meeting, the Conference decided to hold a mass meeting in New York City to spotlight these problems, with special emphasis on longevity pay and the court of appeals proposal. It is a safe bet

that this meeting will be one of the most successful yet.

The Conference Resolutions Committee is now at work drawing up identical resolutions to be adopted by the constituent member groups. These will then be introduced to the various state and national conventions, so that all will have the same legislative programs.

Big 3

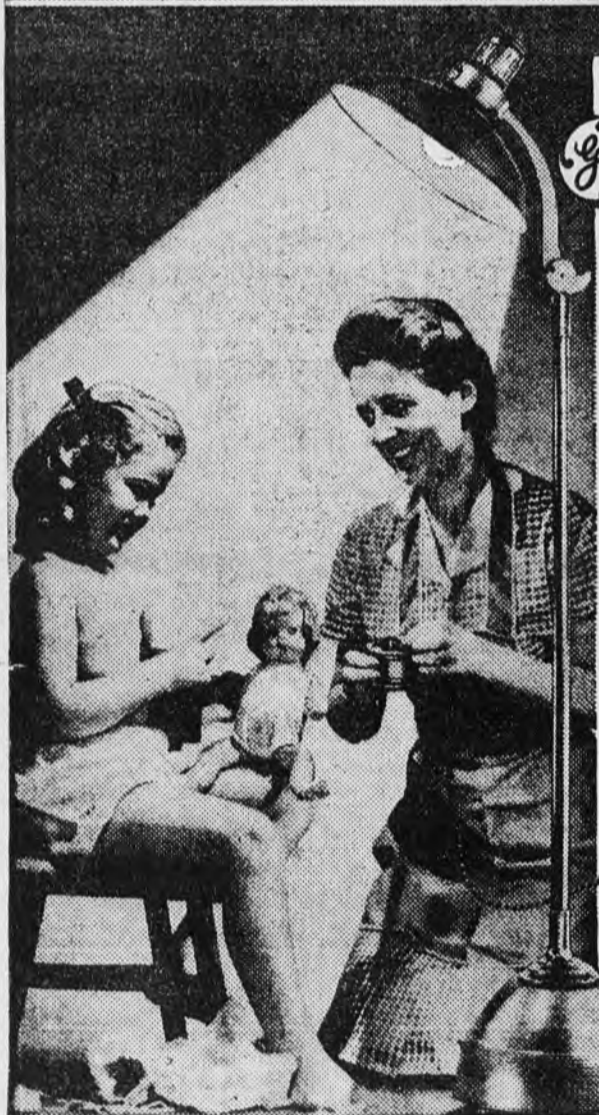
In his book *POSTAL POLICY*, Congressman Clyde Kelly writes: "The Big Three organizations of the postal employees are the National Association of Letter Carriers, the National Federation of Post Office Clerks, and the Railway Mail Association. These are affiliated with Federation of Labor, and have outstanding achievements to their credit."

The boys add: *Join Now!*

Pep up!



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