

MORE MEN SOUGHT AS NYC PATROLMAN AND STATE TROOPER

State Assn. All Out for Higher Pay

Raises Top Legislative Program As Leaders Cover Wide Range in Daily Talks

Special to The LEADER

ALBANY, Jan. 1—A major meeting of the Association of State Civil Service Employees last week set forth basic policy for the coming year. The meeting was attended by the Association's various committee chairmen, and it was unanimously decided to put up a strong fight for the agreed major objectives. While there are other matters still in the discussion stage, with the Legislature about to meet, the Association was ready with its principal projects.

John P. Cromie is chairman of the Legislative Committee.

However, one of the important objectives, that dealing with laws to implement the veteran preference amendment ratified at the polls last November, was continued for further discussion. It is a complex subject and will require intensive further consideration. For this reason, also, the Legislature is not expected to get preference bills under way in the very beginning. The Association is working closely with allied groups, and also with Legislators, who is in touch with all the factors, including timing.

Salaries to Forefront

Salaries stand in the forefront of the general legislative program. The Association policy is to have the present bonus absorbed in the basic pay scale, and in addition obtain a new cost-of-living bonus, general to bring the increases in line with the rise in the cost of living and with the pay raises voted by the U. S. Senate for Federal employees. Increases from about 12 per cent to about 5 per cent, graduated according to pay, with the higher percentages to the lower salaries, are to be requested.

(Continued on Page 3)

MEN URGENTLY NEEDED FOR STATE POLICE JOBS

Men between 21 and 40 have an opportunity to compete for the popular job of New York State Trooper.

The Division of State Police will hold an examination on January 30, from which 100 appointments are expected at \$1,080 a year, plus lodging, food and service clothing and equipment. The tests will be given in Albany, White Plains and in other cities where a sufficient number of applicants justifies holding the examination.

Applications are being issued now. They may be obtained from the Superintendent of State Police, State Capitol, Albany, N. Y., by mail or in person, and may be submitted in person or by mail. Midnight, December 11 is the deadline for mailing in applications, but personally submitted applications will be accepted until midnight January 12, at the State Police Headquarters in Albany.

Good physical condition, height

5 ft. 10 in. and high school graduation are basic requirements.

Official Notice of Exam

The official announcement of the examination follows:

STATE TROOPER

An Open Competitive Examination of Candidates for Trooper, Executive Department, Division of State Police, will be held at Albany, New York, at the Westchester County Center Building, White Plains, New York, and at such other places as may be designated, on January 30, 1946. Entrance salary \$1,080 per annum, plus lodging, food or an allowance in lieu thereof and all service clothing and equipment.

All applicants must possess the following requirements:

- (1) United States citizen (if citizenship is claimed by naturalization, original naturalization papers or certified copy thereof, must be presented on the day of the physical examination).
- (2) Between the ages of 21 and 40 years (candidates must have reached their 21st birthday and must not have passed their 40th

birthday on the date of the written examination. A birth certificate or a certified copy thereof must be exhibited at the time of the physical examination). (3) Sound constitution. (4) Not less than 5 feet 10 inches in height measured in bare feet. (5) Free from all physical defects. (6) Physically strong, active and well proportioned. (7) Weight in proportion to general build. (8) Satisfactory hearing. (9) Color perception and satisfactory eyesight without glasses. (10) Good moral character and habits. (11) Mental alertness and soundness of mind. (12) Minimum education, attainment of graduation from a senior high school or the equivalent thereof. (Candidates must present evidence of such graduation in the form of a graduation certificate or a certified copy thereof or the equivalent thereof at the time of the physical examination). (13) License to operate motor vehicles on the highways of this State. (License must be exhibited at the time of the physical examination). (14) No conviction for crime within this State or elsewhere.

(Continued on Page 7)

City Ready To Reopen Police Test

Applications Far Below Desired Number As First Period of Filing Ends

With only 13,000 applications received for Patrolman (P.D.) by the NYC Civil Service Commission at press time, only a few hours before the close of the filing period, plans were being considered to extend the filing for short period in an attempt to double the number of applications.

It is planned to make 3,000 appointments to the Police force from the eligible list resulting from this test.

Exam to Be Expedited

If the period for filing is not reopened, the written examination will be held around the middle of this month. With only 13,000 applicants, the Commission

(Continued on Page 10)

Veteran Preference Amendment Is in Effect

BY H. J. BERNARD

The war veteran preference amendment to the State constitution, ratified at the general election on Nov. 6 last, went into effect just after midnight, Jan. 1. The amendment did not specify the date, but another provision of the constitution fixes Jan. 1 next following popular ratification as the effective date of an amendment.

Disabled Veterans

Under the amendment preference to disabled veterans is retained, although with enlargements.

The provision that the disabled veteran has to pass the examination before being entitled to preference is retained. Residential requirements continue, but discharge now need not be solely "honorable," for release under honorable circumstances becomes sufficient, a new addition.

Instead of having to be disabled in the actual performance of duty in any war, the veteran need only to have been disabled while serving in the armed forces in time of war. The required disability must be certified by the U. S. Veterans Administration, instead of merely being recognized by that Administration, and the disability must be certified by that Administration to be in existence at the time of application for appointment or promotion. This removes from the State Civil Service Commission and the local Commissions the power to determine the existence of the disability. There is nothing in the amendment that states what specific degree of disability must exist before preference applies; it need be only to an extent certified by the U. S. Veterans Administration.

The disabled veterans thus preferred shall be appointed or promoted before any other appointments or promotions are made. There-

(Continued on Page 5; text of amendment, p. 13)



JOHN P. CROMIE



CHARLES E. CULYER, popular President of the NYC Chapter of the Association of State Civil Service Employees, is receiving congratulations on his recovery from an illness.

SPECIAL NOTICE

To State Employees!

STATE NEWS IN NEW POSITION

More State News

PP. 2, 3, 4, 5, 6, 7, 9, 13.

Tolman Requests Enforcement of Institution Rules

Special to The LEADER

ALBANY, Jan. 1—Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, has written to each of the commissioners of the State Departments of Mental Hygiene, Correction, Social Welfare and Health, asking that they act under general rules for employees of institutions. These rules were issued by the Civil Service Commission on December 6, 1945 (published in The LEADER December 11 and 18), to accord to office employees in the institutions under their respective jurisdictions a maximum work week of 38 hours as now in effect in the departmental offices.

The Executive Committee of the Association has also urged prompt action under the rules to assure uniformly fair attention to all workers, wherever located.

The findings of the Committee show that in some instances the institutional offices are within cities, and office employees of the departmental service and of the institutions are identically situated, yet the one group works 38 hours

per week, while the other may work 44 or 46 or 48.

Dr. Tolman's Letter

President Tolman's letter follows:

"Referring to the attendance rules for institutional service, promulgated by the Civil Service Commission on December 6, 1945, we call your attention to the failure of the Commission to incorporate in the rules the hours of the work week where such hours are not covered by provisions of the Labor law.

"The Association feels very strongly that for the good of the State service, the hours of work of employees working under the same title should be the same whether they are in institutions or in the departmental service proper.

"We urged this upon the Commission because we feel the Commission is the appropriate agency to deal with such an overall question and we believe that there is no doubt that this was the intention of the statutes of 1944 authorizing the Commission to issue rules relating to all hours and leaves.

"We note that Rule 1, Section

2, states that the Department Head shall establish the working week in institutions under his control where the hours are not established by special statutes.

Hours Contrasted

"As you know, the hours of stenographic, clerical, auditing and other like services in the departments in Albany and in the division offices wherever located throughout the State, total 38 hours per week generally and that such hours have existed in the departmental service for many years.

"Reports at hand indicate that the hours worked by like employees in the institutions vary from 42 to 48 hours. There is no overtime paid to such employees.

"The difference in hours for persons working under the same title constitutes a grave discrimination and we have had many and continuous appeals on the part of the institutional workers involved asking that the State recognize the apparent injustice and establish hours for the office and other workers affected in institutions, similar to those applying to like workers in the departmental service.

"Inasmuch as the Commission has placed the discretion for uniform action in your hands, we trust that you will issue very promptly the necessary instructions to the heads of institutions in your Department to the effect that the hours for the institutional workers mentioned shall not exceed 38 hours per week.

"We would be glad to confer with you at any time regarding this matter which is of such importance to the morale of institutional service."

Conway Answers Dr. Haupt's Blast

Special to The LEADER

ALBANY, Jan. 1—In a 3-page letter, J. Edward Conway, President of the State Civil Service Commission, has issued a point-by-point answer to the charges made by Dr. Istar Haupt, Associate Personnel Technician, who resigned her job with the C.S.C. with accusations against the Commission.

President Conway said that Dr. Haupt had failed to consider the contingencies of wartime operations, had sought special office privileges for herself which couldn't be made available, and had sought "to overrule the Commission on a matter of policy."

Reply About Technician

The "matter of policy" consisted of Dr. Haupt's charge that the Commission had retained the services of a Junior Laboratory Technician who had on several occasions failed to meet the requirements for the post—one entailing possible danger of disease. To this Dr. Conway answered:

"I doubt that any \$1,200 employee is going to be responsible for major laboratory determinations that will have a vital impact of public health."

He pointed out that Laboratory Technicians are difficult to get, and that despite examinations, the person involved had a degree of education which assured she could perform \$1,200-a-year tasks. The Commission head added:

"I am not even so sure that our examinations, however sound, are exact measures of the ability of an individual."

Dr. Haupt had charged that her appeal for reclassification had been held up. President Conway answered that any employee can appeal directly to the Classifica-

tion Board, without going through her superiors. Moreover, he continued, her original appeal had been filed in 1942, before the present Commission took office.

Among Dr. Haupt's charges were a number relating to difficulties put in her way which she said made it impossible for her to do a competent job. Dr. Conway held that these difficulties were a wartime circumstance, and denied that Dr. Haupt was discriminated against.

SERVICE RECORD AMENDED

The Municipal Civil Service Commission announced today that it had granted a request of the Board of Transportation to amend the record of Harold Marsden, Maintainer's Helper, Group B, from resignation effective September 25, 1942 to enter the U. S. Maritime Service; to military leave of absence effective September 24, 1942 pursuant to Section 246 of the Military Law.

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NEWS ABOUT STATE EMPLOYEES

NYC CHAPTER

Members of the NYC Chapter learned with regret that Mrs. Florence Krautz, office secretary of the Chapter, was severely injured by a truck near her home on Long Island. She is in Queens General Hospital.

CRAIG COLONY

Dr. Eugene Donovan is a new member of the Medical Staff. He and Mrs. Donovan and children will move into the Magnolia shortly.

Several employees have been ill with the "flu."

Patrolman William Herman has been ill.

Lillian Toland Cook has been enjoying a two weeks' vacation.

Helen Anthony is recuperating from a major operation.

Dr. V. I. Bonapede, secretary of the Groveland Country Club, has been ill.

Several schools in this area have been closed due to the "flu."

Mr. and Mrs. Laurence Andrews were in Cicero recently.

ALBION

Mrs. Anna D. Montgomery is recovering after an operation. She is at the Alpaldo Nursing Home, Brockport, New York.

Mrs. Nina Pickett is seriously ill at the Grattinek Hospital, Buffalo.

Mrs. Alice Wagner attended the Albany Conference in December.

Mrs. Carolyn L'Horumedieu is visiting her family in Albany. Her brother is Clerk and Secretary to Senator Elmer Quinn of New York City.

Our large Xmas tree on the lawn is a picture with lights. This is the first year it has been lighted in 3 years. As usual all

departments are beautifully decorated.

BROOKLYN STATE HOSPITAL

The sympathy of all employees is extended to Beatrice Phillips on the death of her sister.

We welcome back from military service: George Farrell, George Eastwood, Frank Bazan, Charles Bailey, John Waters, Charles O'Brien, Dominick Aloia and Denis McGadey.

The following are enjoying vacations: Fannie Gallup, Annie Barrios, Suston Baptiste, Albert King, Joseph Winters, Dorothy Wilson, Alice Simms and Lovinia Tolson.

Our best wishes to the following for a speedy recovery from recent illness: Carrie McCourt, William Farrell, Jean Haver, Dean Nason, Edward Sullivan, Mary Brown, Mildred Sherald and Arthur McKay.

Recent military visitors were Robert Parkin, Joseph Guerra, Anthony Kelly, Barney McDonough and Henry Wehland.

Fourteen new affiliate student nurses have arrived from Wyoming County Community Hospital, and Heaton Hospital, Vermont.

BUFFALO CHAPTER

The following officers were elected for the adjusted term, Jan. 1, 1946 to June 30, 1946:

President, Robert R. Hopkins; 1st Vice-president, Joseph T. Waters; 2nd Vice-president, Alona Gamble; Treasurer, LeRoy J. Hardy; Secretary, Thelma Pottel, and Recording Secretary, Rita Kenney.

ROCHESTER

The Rochester State Hospital at its annual election chose the fol-

How Veterans Should Protect Their Insurance

State employees returning from military duty to active State service can have their Group Life Insurance Policy, obtained through the Association of State Civil Service Employees, which was in force when they entered military service, reinstated without medical examination.

All that is necessary is to apply to the Association within 90 days of return to State service.

Any New York State employee whose accident and sickness policy in the Group Plan of the State Association was in force when he entered military service may have his policy reinstated by applying, in writing, within 30 days of release from military service.

Address the Association of State Civil Service Employees, Room 156, State Capitol, Albany 1, N. Y.

Following officers and delegates for the coming year: President, J. Gerald Zugelder; Vice-president, Elinora Ayrault; Secretary-Treasurer, John Mulligan, and Delegates, John McDonald, J. W. Scott and J. Gerald Zugelder.

ATTICA PRISON

The next meeting of the Attica Prison Chapter of the Association of State Civil Service Employees will be held on Jan. 7 at 8 p.m. at the Cass Hall in Attica. Every employee who can possibly do so should attend. Many important matters will be discussed.



The new Psychiatric Institute and Hospital Chapter of the Association of State Civil Service Employees officially joined that State-wide Association when Leo Gurry, Association Vice-President and President of the Mental Hygiene Association, presented the Charter to officers of the Chapter. Shown above, (left to right) are Sidney Alexander, Chapter Vice-President; Biagio Romeo, Chapter President; Margaret Neubart, Secretary; Mr. Gurry and James Carol, Treasurer.

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The State Employee

By FRANK L. TOLMAN
President, The Association of State Civil Service Employees



The Humanization of Service to the Public

IF YOU COME to headquarters of the Association of State Civil Service Employees, you are welcomed as a friend. You are given the glad hand and the receptive ear for any complaint or problem, however personal or difficult. You feel at home. You are not given the run-around or the brush-off.

I wish I could honestly say the same for every State office in every State department. Some departments or bureaus realize that they exist to serve, and serve cheerfully and intelligently all the people of the State. Others seem to view their duties as solely the rigid enforcement of the law without much regard for the interests of the public. No one visits such an office gladly or stays longer than necessary or comes again willingly.

The old belief still lingers that the public office is either a court, a hearing room, a jail or a tomb, a place no respectable person visits except on compulsion.

Public employees are also commonly regarded as politicians who extend the glad hand and the ready ear to their friends but give the cold shoulder and the glassy eye to others.

THE HUMAN TOUCH

I do not mean to imply that all or even most public officers are inhuman or that rules are unnecessary. They often are. What I feel is that the human touch should more often be the supreme rule in all public offices and this includes all the staff of the office.

The average employee quickly absorbs the tone of the office in which he works. The process of dehumanization is subtle and unnoticed. The result is a good employee gone sour.

My suggestion is that employees engage in a common conspiracy; that they band together to see to it that the best human relations prevail everywhere in their official contacts with the public and with their associates.

There is an easy rule to follow in such a common conspiracy. "Put yourself in the other fellow's shoes." Learn first just what he is seeking in the way of information, suggestions or advice. Then don't give him a stereotyped form-letter answer, but make a personal effort to make the interview or letter answer all his questions, explain his difficulties and outline clearly his alternatives. If you don't know the answers, try to see that he finds someone who does.

A SERIOUS MOTTO

Let us take seriously our motto "We serve" and let us complete the phrase to read, "We serve gladly and with a smile."

Governor Dewey's Interdepartmental Committee has issued part 2 of its interim report on the State's role in rearing delinquency. John A. Lyons, Commissioner of Correction, is Chairman and the group also includes the heads of the Departments chiefly concerned with youth problems, probation and parole.

The report states that there is need for a comprehensive, realistic and broad appraisal of institutional personnel problems in relation to present employment and labor market conditions generally.

TIME TO PRESS FOR SOLUTION

The group recommends that there be further interdepartmental study of the question and recommendations as to steps necessary to attract the number and type of employees essential to an effective treatment program in State institutions for delinquents. The following points should be covered in this investigation:

- a. Provision of opportunities to professional and other employees to obtain further training and experience, such as in-service training programs, leave for study, etc.
- b. Development of improved recruitment policies and methods.
- c. Other factors which affect the attractiveness of institutional work.

State employees have long pointed out how far the need outruns the outworn personnel systems in institutions.

This would seem the time to press for adequate trained staffs, fair pay, in-service training, opportunities for promotion irrespective of department units and above all to do the job that must be done—save the imperilled youth of the State from neglect, crime and misfortune.

Board Standardizes Salaries of 24 Jobs

ALBANY, Jan. 1—The Salary Standardization Board has notified all department heads of 24 new allocations and reallocations. The list, as supplied by Louis A. Lavvzi, Jr., Assistant, follows:

Title	& Grade	Salary	Increment
Administrative Secretary to the Commission Against Discrimination	11-4	\$4,000-5,000	\$200
Assistant Colony Supervisor	1-3a	1,500-1,900	100
Assistant Director of Public Relations and Research	8b-8	5,200-6,450	250
Chief Industrial Investigator	5-4	4,000-5,000	200
Chief Industrial Safety Inspector	5a-6	4,200-5,200	200
Colony Supervisor	1-3b	1,700-2,100	100
Director of Civil Service Examinations	7-4	6,700-8,700	300
Director of Correction, Reception Center	11-6	6,700-8,700	300
Director of Industrial Relations, Women in Industry and Minimum Wage	11-6	6,700-8,700	300
Director of Industrial Safety Service	7-4	6,700-8,700	300
Executive Secretary to Medical Practice Committee	11-3	3,100-3,650	150
Field Investigator of Narcotic Control from 2-4 to	7-2	2,400-3,000	120
Field Representative (Commission Against Discrimination)	5-5	3,500-4,375	175
General Mechanic from 10-2a to	10-2b	1,800-2,200	100
Health Investigator (Group of Diseases) from	2-4 to	1,800-2,200	100

Industrial Investigator	5-2a	1,800-2,300	100
Motor Carrier Investigator	8a-3b	2,200-2,700	100
Senior Field Representative (Commission Against Discrimination)	5-4	4,000-5,000	200
Senior Fish Pathologist	7-3	3,120-3,870	150
Senior Industrial Investigator	5-3a	2,400-3,000	150
Senior Municipal Research Assistant	2-5	3,000-3,750	150
Senior Supervising Rehabilitation Counselor	5-4	3,120-3,870	150
Supervising Industrial Investigator	5-4	3,120-3,870	150
Supervisor, Bureau of Industrial Investigation	11-5	5,200-6,450	250



H. ELIOT KAPLAN, Executive Secretary of the Civil Service Reform Association, is cooperating in planning for fair preference legislation.

Higher Pay Tops Drive For Laws

(Continued from Page 1)

John F. DeGraff, counsel to the Association, made a new proposal, that the heads of State departments be paid \$15,000, instead of \$12,000, so that the ranking employees won't be blocked at \$10,000 because a raise would bring them too close to the pay of the department head.

Longevity Plan

Increments after service for periods of 5, 10 and 15 years will be asked, under the so-called longevity plan, so that employees won't be blocked when they hit the top of their grade. It is expected that the increments, which will allow salary increases based on years of service, not now granted, will apply to pay in the medium and lower brackets, say, \$4,000 and under.

Other projects are for increasing the pay of hospital nurses and employees in the professional service; Prison Guard pay for employees performing such duties at Mateawan, Dannemora, Albion and Westfield, and increases for Armory employees.

Time and a half is being sought for overtime, to replace present straight pay, and the request is being renewed for overtime pay for unused vacation and holidays.

The 6-day week for the State Police, who now do not have a regular day off each and every week, is another goal, as is equalization of the working hours of teachers in Social Welfare, Correction and Mental Hygiene.

The extension of the Feld-Hamilton law to revolving fund employees of the Public Service Commission is sought, as well as to employees of the Niagara Frontier Authority, other authorities and the Forest Rangers.

Unemployment Insurance

Unemployment insurance is stressed as one of the basic and most important needs. The argument is made that State employees are as much in need of financial assistance when they become unemployed as are the employees of private industry, who now receive such benefits. This battle has been waged for three years by the Association, and it is reported that the likelihood of victory is stronger than ever before.

Various amendments to the State Military law are to be proposed, affecting employees who were in war service.

The liberalization of the pension system, along the lines set forth in the series of articles now running in The LEADER, received full approval.

Employee demands for a minimum pension law, so that low-paid employees can be retired at more than a subsistence allowance, and a 25-year pension plan for Correction and other groups, will be high up on the Association agenda. All are standard protocol in the Association's legislative portfolio.

Interest on Loans

Another request will be for 4 per cent interest on retirement loans, vetoed last year over a technicality, which has been remedied, so that it is believed that the bill will stand a very good likelihood of success this year.

A statute of limitations, to restrict the time period during which removal charges may be filed, is another aim. Some very old charges have resulted in removals and the Association doesn't consider such practice is fair and just.

Meetings are being held in connection with proposed legislation to become effective when the USES functions are returned by the Federal Government to the State. President Truman recently vetoed a Congress bill that would have turned back these services to the States promptly, and there is some talk of an attempt to override the veto by Representatives in Congress particularly.

NO MORE CLERKS NEEDED

James E. Rossell, director of the Second Civil Service Region, New York-New Jersey, today announced the closing of applications for the position of Clerk, \$1,704 and \$2,100 a year, as sufficient applications are on hand to meet the needs of Federal Agencies in this area. When applications for these positions are reopened The LEADER will carry the information.

BLIND NEWSDEALER ENTERTAINS



JOHN ROVEGNO, blind accordionist, plays for State employees.

John Rovegno, blind newsdealer in the lobby of the State Building, played his yearly role of dispenser of melody for the Yuletide celebration. During the day, employees gathered around the tree in the lobby of the State Office Building, 80 Center Street, NYC, and sang carols to the accompaniment of his piano accordion.

The tree was sponsored by employees of the Department of Maintenance and Operation of the State Building and was decorated by a committee headed by Building Superintendent Mark Taubert. Others on the committee were Starter Lawrence Ritchie, Elevator Operator Joseph J. Byrnes and Telephone Operator Mary Bates.

What State Employees Should Know

By THEODORE BECKER

Civil Service Commission's Powers In Barring Candidates From Appointment Not Unlimited

ALTHOUGH THE Civil Service Law requires that examinations for original appointment to competitive class positions shall be public, the civil service commission conducting the examination is given definite powers to bar from competition or from appointment certain classes of persons.

The commission may refuse to examine an applicant, or after examination to certify an eligible:

1. Who is found to lack any of the established preliminary requirements for the examination or position for which he applies;
2. Who is physically so disabled as to be rendered unfit for his performance of the duties of the position to which he seeks appointment;
3. Who is addicted to the habitual use of intoxicating beverages to excess;
4. Who has been guilty of a crime or of infamous or notoriously disgraceful conduct;
5. Who has been dismissed from the public service for delinquency or misconduct; or
6. Who has intentionally made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his examination, or in securing his eligibility or appointment.

Restrictions on Discretion

The Civil Service Law also empowers the civil service commission to set up preliminary requirements for the positions in the competitive class. But this power is not unlimited. As the result of a series of special statutes, the commission's discretion in the determination of who is and who is not to be deemed eligible for examination and appointment has been curtailed.

Section 25 prohibits civil service examination questions relating to the political opinions or affiliations of a candidate, and provides that no appointment or selection to an office or employ-

ment under the rules of the commission shall be in any manner affected or influenced by such opinions or affiliations.

Section 25a prohibits the commission from disqualifying or discriminating against any person who is physically and mentally qualified merely on account of his age. An exception is made in the case of a position which requires extraordinary physical effort, such as prison guard. But age shall in no event constitute a bar against promotion.

Amanuensis May Be Required

Section 25b provides that the State Civil Service Commission shall not prevent any person who is physically and mentally qualified from competing for a civil service competitive examination or from qualifying for a position in the classified service solely because of blindness or other handicap from satisfactorily performing the duties of the position for which he is applying he cannot be barred from the examination. Furthermore, in order to insure equality of competition, an amanuensis may be required with additional time to complete the examination, where necessary.

Sex Equality By Rule

Although the Civil Service Law is silent on the matter of discrimination on account of sex, the State Civil Service Commission has by rule imposed such a restriction on itself. Rule X (3) provides that "no person shall be debarred from examination because of sex."

Furthermore Rule VIII (2) provides that no person who is on an eligible list shall be debarred from certification for appointment merely because of sex, unless the position is for the institutional or other custody or care of persons of either sex or involves other work requiring selection on the basis of sex. The reason for every such certification on the basis of sex must be entered on the records of the Commission.

HOW TO APPLY FOR N. Y. STATE EXAMS

Examinations for entrance into the State service are now being held on a considerable scale. Notice of all these examinations appear promptly in The LEADER. Applications should be obtained from and filed with the State Civil Service Commission, State Office Building, Albany 1, N. Y., or at the Commission's NYC office at 80 Centre Street, New York 7, N. Y.

Veteran Preference

Veterans of any war on any competitive or noncompetitive list will receive preference: 1, disabled veterans go to the top of the list in their order of relative standing; 2, non-disabled veterans come next in the same relative order. But all veterans must first pass the exam. There are no point credits.

Increased Death Benefits Asked For State Workers

The first instalment of a serial article on State pensions, with suggestions for liberalization, was published last week in The LEADER. It dealt with minimum pensions and showed a plan whereby an employee earning \$1,200 would be retired on almost full pay.

This week the topic is death benefits.

The series was prepared by the Association of State Civil Service Employees, and the recommendations it contains are officially those of the Association.

INCREASE IN ORDINARY DEATH BENEFITS

At the present time the retirement system provides an ordinary death benefit in the event of death while in active service, of one month's final average salary for each year of service not exceeding six years. The Committee feels that the maximum benefit is inadequate and should be increased to 1½ to 2 years with possibly some graduation according to the length of service at the time of death. In that connection the Committee urges that consideration be given to the modern trends in pension laws of many large employers, of other state and municipal pension plans and to the equities of the situation. These points are enlarged upon below:

- (1) More liberal death benefits (excluding the return of the member's own contributions) are now provided by two large New York City retirement plans, as follows:
 - (a) Teachers Retirement System of the City of New York—5 per cent of salary multiplied by the number of years of service (with a minimum of 6 months salary and a maximum of 12 months salary).
 - (b) New York City Employees Retirement System—6 months salary for service of less than 10 years, and 12 months salary for service exceeding 10 years.

(2) It is a usual rule in the case of group life insurance which supplements a pension plan of employers to provide death benefits equal to one or two years' salary. The Manager of the Group Annuity Division of the largest life insurance company in the United States has furnished the Insurance Department with a detailed letter as to the primary specifications of up-to-date group retirement plans with death benefits, in which he makes the following statements:

"It is quite usual at present to have in addition to a retirement plan some arrangement for death

benefits to an employee's beneficiary beyond the return of the employee's contributions with interest. If this is provided under group life insurance, the benefit may be related to salary as is the retirement plan. The amount of the death benefit varies considerably as between different plans but generally speaking a death benefit of from one to two years' salary is quite usual."

Death Benefits Reported

Data supplied by the Prudential show approximately the following death benefits (to the cost of which the employees contribute) for the specified employers:

- U. S. Steel—1 year's salary;
- Anglo California National Bank—1 to 1½ year's salary;
- Tidewater Associated Oil Co.—1 to 1½ year's salary;
- General Aniline—2 year's salary;
- Prudential Insurance Company Pension Plan for Employees—2 year's salary;
- Carrier Group—1 to 1½ year's salary;
- Guaranty Trust Company of N. Y.—2 year's salary;
- Pullman Company—1 to 1½ year's salary;
- North American Cyanide, Ltd.—1 to 1½ year's salary.

(3) The death benefit in a retirement system should not be viewed solely as a separate gratuity but should have in mind the broad purpose for which a retirement system exists; namely, to enable an employee to make provision for his old age and for his dependents, if any. This broad purpose is illustrated by the fact that according to the actuary's report as of June 30, 1940, there were 3,869 persons receiving superannuation retirement benefits. Of these 2,027 were being paid under option O while the remaining 1,842 persons were being paid under option 1, 2, 3 and 4. It is the latter set of options which members choose in order to protect dependent beneficiaries. Thus,

approximately one-half of retiring members found it necessary to make provision for their dependents. Probably this ratio would be even higher if the retirement allowance in many instances produced more than a bare subsistence allowance.

Linked to Contributions

In a general way the amount of the death benefit should be somewhat representative of the amount of the pension contributions made by the State up to the time of death; otherwise there is a wide disparity between the value of benefits paid to a member who happens to die shortly prior to age 60 as compared with the value of the pension benefits paid to a member who survives to that age and retires.

To illustrate, the present value of a pension at the age of 60 to a member with 35 years of service, is approximately equivalent to two and one-half years' salary. This would be the cost to the State where the member retires; whereas if death should occur at age 60 while in active service, only a death benefit equal to six months' salary would be paid.

More liberal death benefits would tend to remove the constant criticism by members of the 30-day waiting period necessary for the retirement on account of age or disability.

Of course it may be argued that the purpose of the death benefit is to provide a minimum estate for the member and that a lower death benefit is warranted when the members contributions become substantial. This overlooks the fact that a member's accumulated contributions increase but slowly. Not until after 20 years of service does the accumulation approximate one year's salary. Further, a decreasing death benefit would mean that no recognition or reward was being given for long and faithful service.

Two Scales Considered

The Committee has suggested two possible scales of death benefits as a reasonable answer to the above, as follows:

Scale 1—One month for each year of service up to twelve years, plus one month for each two years thereafter but not exceeding twenty-four months in the aggregate.

Scale 2—One month for each year of service up to six years, plus one month for each two years thereafter but not exceeding twenty-four months in the aggregate.

Years of Service	Scale 1	Scale 2
12	12	9
18	15	12
24	18	15
30	21	18
36	24	21

Possibly the maximum death benefit should be limited to \$10,000 or six months' salary, whichever was the higher, since this would tend to avoid the criticism against the building up a large estate by employees, particularly if there were no dependents.

Cost estimates of the increase in the normal contribution for the suggested death benefits are attached. In addition there would be an increase in the accrued liability for ordinary death benefits which would need to be taken care of by the continuance of the present deficiency contributions by the State for a certain period of years.

The Association's Committee on Retirements has felt that the increased death benefit at the older age in some cases might tend to encourage the continuance of employment until age 70 which would not be entirely satisfactory, so that some reduction in the maximum insurance benefits might be made at the older ages. The Prudential's pension plan for employees provides that following the attainment of age 65 for males and age 60 for females, an employee's death benefit will be reduced one-fifth at each succeeding anniversary, but in no event below \$500. If such a reduction were followed the Retirement System, although not below a benefit of 6 months' salary, the estimated cost figures would be somewhat reduced.

[Next week: Optional Retirement at 55.]

Progress Reports on State Jobs

OPEN COMPETITIVE

Personnel Assistant, Department of Civil Service: 193 candidates, held July 21, 1945. This examination has been sent to the Administration Division for printing.

Registrar, Department of Education, State Teachers College, Buffalo, New York: 35 candidates, held October 6, 1945. Rating of the written examination has been completed. Rating of training and experience is in progress.

Office Machine Operator (Calculating-Key Drive), State and County Departments and Institutions: 53 candidates, held December 1, 1945. Rating of the written examination is in progress.

Industrial Foreman (Shoe Shop), Department of Correction, Sing Sing Prison: 8 candidates, held December 3, 1945. Rating of the examination completed. Pending establishment of preference for one disabled veteran.

PROMOTION

Canal Electrical Supervisor, Department of Public Works: 16 candidates, held October 27, 1945. Rating of the written examination and training and experience is completed. Awaiting S.R.R.

Compensation Claims Investigator, Upstate Offices, State Insurance Fund: 8 candidates, held October 27, 1945. Rating of the written examination and rating of training and experience is completed. Clerical work to be done.

Principal Clerk, Income Tax Bureau, Department of Taxation and Finance: 9 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Account Clerk, Department of Mental Hygiene (Inst.): 58 candidates, held October 27, 1945. Rating of the written examination is completed. Rating of train.

Senior Stenographer, Department of Mental Hygiene, Albany and New York Offices, 22 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Stenographer, Department of Conservation: 15 candidates, held December 8, 1945. Rating of the written examination is in progress.

Senior Clerk (Compensation), Department of Labor: 90 candi-

dates, held December 8, 1945. Rating of the written examination is in progress.

Senior Clerk, Department of Labor, Workmen's Compensation Board, New York Office: 88 candidates, held December 8, 1945. Rating of the written examination and rating of training and experience is in progress.

Principal Stenographer (Law), Department of Law, Albany Office: 17 candidates, held December 8, 1945. Rating of the written examination is in progress.

Principal Stenographer, Department of Health: 13 candidates, held December 8, 1945. Rating of the written examination is in progress.

Principal Stationary Engineer, Department of Correction: 35 candidates, held December 8, 1945. Rating of the written examination is in progress.

Principal Accountant, Public Service Commission: 8 candidates, held December 8, 1945. Rating of the written examination is in progress.

Principal Account Clerk, Tax Department, Division of the Treasury, Albany Office: 13 candidates, held December 8, 1945. Rating of the written examination is in progress.

Senior Account Clerk, Division of the Treasury, Albany Office, Department of Taxation and Finance: 25 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Clerk, Banking Department, NYC: 8 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Stenographer, Department of Mental Hygiene, Albany and New York Offices, 22 candidates, held October 27, 1945. Clerical work is in progress.

STATE POLICE RETURN

The following men have returned from military service:

- F. J. Murphy, G. E. Deutschbein, Jr., C. E. Bailey, J. A. Nadig, W. B. Nagle, Orle Stallone, W. J. Sullivan, K. E. Gray, C. Wichmann, M. J. Hynes, E. F. Tanner, A. F. Reinisch, F. M. Glasheen, W. J. Prange, A. J. Wallace, E. J. Svec, H. M. Osborn, J. J. Benedowling, S. S. Nickerson, L. H. nati, D. McGrannaghan, D. P. Closson and Francis Foster.

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State Ass'n Asks Laws to Clarify Vet Preference

Special to The LEADER
ALBANY, Jan. 1—The Association of State Civil Service Employees, which opposed the veteran preference amendment, has pledged all aid to give veterans the full privileges the people intended. The Association's policy was stated as follows:

"It is believed that veterans as a whole seeking to make civil

service a career will be disappointed with the inequities that are bound to arise when preference is granted to any class of citizens. The capable veteran needs no preference over his fellow citizens in order to obtain a position in civil service. Every veteran needs a civil government that is as efficient as only the most efficient

men and women in all ranks of the citizenry can make it.

"It was claimed by the sponsors that it was the intent to accord preference to non-disabled veterans for five years only. Such expression of intent is important as the law seems not to be so worded and the intent will be a factor in any later effort to extend the measure beyond the five-year period.

Amendments Needed

"Amendments to the civil service law will be necessary to the coming session of the Legislature to implement the new veteran preference amendment to the Constitution. The Association will do all in its power to see to it that such legislation gives the full privileges to veterans which the people intended they should have when they approved the amendment.

"The Association is proud of the legislation which it sponsored and had approved when recruitment for war began, protecting state employees who entered the armed services as to return to their positions with all rights preserved including salary increments which they would have earned had they remained in State service.

"The Association intends to seek also at the coming session of the Legislature to have the State bear the veterans' share of retirement payments for the period spent in armed service.

7,000 to be Back Soon

"We wish to make it entirely plain that the Association will do everything in its power to see to it that veterans who enter the civil service of the State receive every right that the new amendment provides as well as every other right or privilege granted under any law. The State civil service will shortly have its own 7,000 soldiers, sailors, marines, air men and other service men and women back in its ranks. Thousands of other veterans will be joining the service as time goes on. The officers and members of the Association welcome them all to an active part in the Association activities on behalf of good civil service practices, adequate salaries, a fair liberalization of the retirement system and the many improvements sought by the State employees' own Association of 29,000 State civil service workers."

Prof. King Retires to Wilderness to Write

Special to The LEADER

SYRACUSE, Jan. 1—Professor Ralph T. King, director of the Roosevelt Wildlife Forest Experiment Station at The New York State College of Forestry, has retired to the Huntington Forest in the heart of the Adirondack wilderness for the winter to write a book. It will concern the principles of wildlife conservation. Professor King has been carrying on investigations at the Huntington Forest on a large and unique scale for 10 years, and is writing his findings.

He is on sabbatical leave. He, his wife and daughter are occupying a camp under pioneer conditions on the 15,000-acre Perest near Newcomb, which was given to the College by Archer Milton Huntington and his wife, Anna Hyatt Huntington, in 1932.

The gift of this large area of wild forest land was to promote investigations of the habitat, the food, and habits of wildlife. Professor King's camp is 5½ miles from the nearest neighbor or telephone. Travel during the winter between his camp and sources of supplies will be on snowshoes or skis.

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FIRST COMPLETE TABULATION OF VOTE ON VET PREFERENCE

Special to The LEADER

ALBANY, Jan. 1—Secretary of State Thomas J. Curran announced the official returns in the vote on the veteran preference amendment, showing that it was adopted by a majority of 34,219 of the valid votes cast. Outside NYC the amendment got 43,744 more votes in favor than against, while in NYC the vote against was 9,525 greater than the vote for the amendment.

There was a total of 1,434,562 blank or void ballots, or more than twice as many as the number of valid votes cast.

OFFICIAL TABULATION

VOTE, NOVEMBER 6, 1945 ON PROPOSED AMENDMENT NUMBER SIX (in relation to amending Sec. 6, Art. V of the Constitution—giving disabled veterans preference in civil service appointments and promotions, and extending until Dec. 31, 1950, the same preference to non-disabled veterans.)

COUNTIES	YES	NO	Blank and Void	TOTAL
Albany	30,552	15,651	59,395	105,598
Allegany	1,502	1,947	6,378	9,827
Broome	3,274	7,033	19,530	29,837
Cattaraugus	2,512	2,901	13,631	19,044
Cayuga	3,692	3,212	13,712	20,616
Chautauqua	4,037	3,041	12,531	19,609
Chemung	5,315	3,560	12,409	21,284
Chenango	1,583	1,400	7,750	10,733
Clinton	1,460	1,452	13,899	16,811
Columbia	3,060	1,189	5,249
Cortland	2,279	1,242	4,898	8,419
Delaware	2,248	2,375	9,134	13,757
Dutchess	6,000	4,640	27,583	38,203
Erle	36,062	28,946	296,442	261,450
Essex	1,364	687	9,054	11,105
Franklin	1,005	612	7,641	9,258
Fulton	1,831	2,069	7,957	11,857
Genesee	1,644	1,786	7,242	10,672
Greene	2,277	1,774	9,576	13,627
Hamilton	354	184	538
Herkimer	3,792	2,368	10,572	16,732
Jefferson	2,014	2,468	15,303	19,785
Lewis	561	766	4,864	6,191
Livingston	1,580	1,737	6,778	10,095
Madison	2,022	2,174	8,904	13,100
Monroe	21,264	25,426	102,382	149,072
Montgomery	3,437	2,972	13,250	19,659
Nassau	22,632	20,103	63,003	105,738
Niagara	6,799	5,200	32,378	44,377
Oneida	8,979	8,769	54,133	71,881
Onondaga	19,427	14,961	72,585	106,973
Ontario	2,795	2,871	9,501	15,167
Orange	4,792	4,712	30,814	40,318
Orleans	1,020	943	5,399	7,362
Oswego	3,765	2,501	14,397	20,663
Otsego	3,460	2,587	11,509	17,556
Putnam	1,311	1,242	7,613	10,166
Rensselaer	11,631	11,286	22,917
Rockland	3,462	2,981	16,649	23,092
St. Lawrence	3,013	2,506	14,402	19,981
Saratoga	4,122	3,369	12,397	19,888
Schenectady	8,131	7,375	26,839	42,345
Schoharie	1,748	1,462	6,443	9,653
Schuyler	616	457	2,108	3,181
Seneca	1,260	1,141	5,294	7,695
Steuben	3,905	3,812	14,105	21,822
Suffolk	9,654	8,358	40,417	58,429
Sullivan	3,366	1,683	10,666	15,715
Tioga	630	1,061	4,197	5,888
Tompkins	3,212	2,501	6,603	12,316
Ulster	5,341	4,241	27,288	36,870
Warren	3,031	1,861	7,754	12,646
Washington	2,428	1,786	7,410	11,604
Wayne	2,013	2,211	9,530	13,754
Westchester	33,618	32,488	66,106
Wyoming	1,412	1,343	6,516	9,271
Yates	840	927	2,494	4,261
OUTSIDE N. Y. CITY	325,134	281,390	1,123,239	1,729,763
Bronx	63,572	63,129	302,013	428,714
Kings	98,583	101,283	509,254	709,120
New York	53,083	69,544	348,504	471,131
Queens	74,534	66,307	240,639	381,480
Richmond	6,530	5,564	34,152	46,246
New York City	296,302	305,827	1,434,562	2,036,691
TOTAL—entire State	621,486	587,217	2,557,801	3,766,454

Preference Law Goes Into Effect

(Continued from Page 1)

fore by passing the examination the disabled war veterans go to the head of the list as a group, and, as among themselves, by practice established under the prior provision of the constitution, would take relative positions in the order of their examination scores.

There is no time limit on disabled veteran preference.

Non-Disabled Veterans

Next come the provisions concerning non-disabled war veterans. These veterans must fulfill the same residential requirements, must have served in the armed forces in time of war, and, if they pass the examination, shall be entitled, after the disabled veterans, to similar preference in appointment and promotion. Thus the non-disabled veterans become the second of two preference classes. They take their group position following the disabled veterans, and, like the disabled, their own relative positions on the list, among themselves, on the basis of their examination ratings. However, instead of preference without time limit, as applies to disabled veterans, the non-disabled veterans have preference until Dec. 31, 1950, but in no event for a period less than 5 years next following honorable discharge or release under honorable circumstances.

Preference to disabled veterans is old in this State; preference to non-disabled veterans is new. Thus the first extension to non-disabled veterans is subject to a time floor, Dec. 31, 1950, but no specified time ceiling, and it is possible that the Legislature has the power to extend the time beyond Dec. 31, 1950. Nothing in the amendment says that the time shall not be made longer, only that it shall not be made shorter.

How Count Is Affected

The alternative time, 5 years beyond honorable discharge or release under honorable circumstances, evidently expressed Legislative intent to befriend those non-disabled veterans of World War II who were kept in the armed forces longer than others, and who therefore are permitted to count from their separation date the 5 years that the others can now add only to the effective date of the amendment. Thus a non-disabled veteran discharged prior to Jan. 1, 1946, has the benefit of 5 years plus the period of time between his discharge and the effective date of the amendment. The non-disabled veteran discharged after Jan. 1, 1946, enjoys an effective period limited to 5 years only, unless the Legislature extends that.

The alternative time floor has caused some conjecture as to whether or not non-disabled veterans of World War I are entitled to preference in appointment and promotion. If 5 years are added to the discharge date of a World War I veteran, the last day of benefit expired more than 2 decades ago, hence the argument is raised that World War I non-disabled veterans were intended to be excluded. However, the time floor is an alternative; the 5-years-after discharge obviously was intended to benefit held-over World War II veterans, but the Dec. 31, 1950, date is applicable to the World War I veterans, because the object of an alternative is to provide a choice, where possible, and, where impossible, to make the minimum (Dec. 31, 1950) the maximum. I see no conflict there at all.

Retention Rights

The third phase of the amendment deals with job retention rights. Upon the abolition or elimination of positions in the civil service to which the foregoing preferences are applicable—i. e., competitive and non-competitive—any such member of the armed forces shall be entitled to retention preference in any position held by him or her, "in inverse order of the preference as provided in this section."

It is new to extend retention preference to veterans, whether disabled or not, as, except for exempt employees, retention was based on inverse order of seniority—the last to come is the first to go—as provided in Section 31 of the Civil Service Law. Clearly, veterans as a group are to be given preference over non-veterans, regardless of seniority.

Mere interpretation of the new retention preference for veterans would require holding that non-veterans must be dropped first, disabled veterans next, and non-disabled veterans last. That is the result when the meaning of the words of a particular passage is used as the sole basis of determining what the Legislature intended. However, when by constructing a passage, which means taking into consideration other parts of the same law, surrounding circumstances, public policy and other factors, a doubt is shown to exist. In resolving the doubt the courts could find that the Legislative intent was not to discriminate in favor of non-disabled veterans and against disabled veterans, in connection with retention, but to put all veterans ahead of all non-veterans, and all disabled veterans ahead of all non-disabled veterans. A legal discussion to this effect was published in the Sept. 25, 1945, issue of The LEADER. However, until the courts have decided, the questions must be deemed to remain in doubt.

The State and local Civil Service Commissions will no doubt follow the literal interpretation of the retention preference, and rule that disabled veterans shall be the first veterans to be let separated from the service, whereupon the question would no doubt be thrown into court.

Preferred Eligible Lists

Another problem that will have to be solved concerns preferred eligible lists. These are composed of former employees for whom there was no longer any work, or any funds to pay their salaries. Shall veteran preference apply to such eligibles? The amendment mentions only appointments and promotions, not reinstatements. An appointment is made to an original entrance position. A promotion is an advancement from one position to another. A reinstatement, some hold, is neither an appointment or a promotion, hence preference is inapplicable. Other say that since veterans are given retention preference, which may not be sufficient to hold all of them in their jobs when terminations take place, the names of those veterans let out would go on a preferred eligible list and carry the preferences that would have applied to the appointment lists. The amendment states that retention preference applies to those positions filled from lists to which appointment and promotion preference applies. In other words, if there are two classes of positions, promotions, (1) representing advancement from one job to another, and (2), all others, preferred lists are subject to preference.

The amendment applies to all competitive and non-competitive lists in existence at the time that it took effect. Thus, previously established lists are included, if they have not expired or become exhausted before the amendment took effect.

The amendment concludes with a direction that the Legislature shall enact laws to provide for the enforcement of this section and that the Legislature will undoubtedly do at the session about to open.

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TUESDAY, JANUARY 1, 1946

CIVIL SERVICE MUST GET BACK IN FULL HARNESS VERY SOON

IN THE vogue for reconversion let's not forget the necessity of reconverting civil service administration. During the war there was inevitable backsliding. If lost ground is to be recouped, if the merit system is to progress, improvements must be begun without delay.

In the Federal government the increase in the number of employees was enormous. The total personnel amounted almost to 3,000,000. In the State and NYC services, the total number on the payroll was reduced. Therefore the problems differ.

Return to Better Days

What the Federal civil service needs badly is the restoration of standard examinations, the only road to a secure job. When time comes to reconvert some war service U. S. jobs to a security basis, if no such examination has been passed by the employee, one will have to be passed before any security will obtain.

The quality of the service the public obtains is measured in no small part by the quality and of the examinations. The competitive rating of only experience and training, which had to be done in the need for large and hurried hiring, should not be honored with too long a life.

Moreover, the Federal service, like the States and the cities, has enormous extra duties because of job requests of returning veterans.

State and Cities Overburdened

The State and its civil divisions must hold special military promotion examinations, for which no solution is yet in sight; also they must hold open-competitive examinations, to fill with permanent employees the jobs that provisionals have been doing. No need to mention how these State and subdivision services, particularly NYC, could use a realistic and up-to-date reclassification.

With so many problems, the various commissions, never sufficiently staffed to do a real civil service job, must be wringing their hands at this arduous juncture.

Where the Responsibility Lies

Part of the responsibility will lie with those branches of government that vote funds, for their enthusiasm for the merit system has never included adequate monetary provision. Such division of responsibility must not become an excuse for avoiding responsibility. The appropriating agencies have to do their part first, in the larger undertakings. Then the commissions must show that independence which alone will make possible the kind of civil service that the people want and deserve. Politicians have a habit of thinking that civil service requires only lip service, and some commissions have acquired the dismal habit of servility. Civil service administration will have to look up soon, lest it fall down disastrously.

Comment, Please

Address Editor, The LEADER, 97 Duane St., New York 7, N. Y.

Vet Job Procedure

Editor, The LEADER:

In your December 18 issue an item reads:

"Veterans who reported to the War Manpower Commission for unemployment benefits are handed a very complicated form to fill out in triplicate. Then, when they have completed the task, they are told to destroy one of the forms."

Veterans do not report to the War Manpower Commission for unemployment benefits. Claims for these Readjustment Allowances are made at an unemployment insurance office of this Division.

The form used to initiate a claim is made out in triplicate. However, all three copies are required to process the claim. I suppose there are isolated instances where a copy may be destroyed because of illegibility. This is not the general procedure by any means.

JOSEPH J. CROWE,
Public Relations Bureau,

Hospital Pay Criticized

Editor, The LEADER:

Employees in the NYC Hospitals Department, hired since the war began from eligible lists, receive the same entrance salary as given prior to the advance in the cost of living—no cost of living bonus. Although later some of these employees received cost-of-living allowances, many have not received

any. For example, a worker hired at the minimum of his grade in August, 1944, is still working at the minimum and has not received any cost of living increase. This worker was denied the cost-of-living bonus, since he is entitled to receive an annual increase in January, 1946. This is grossly unfair, since the worker at the top of his grade in the same position has already received annual increases in the amount of \$600 and cost-of-living bonuses of \$360. Both persons perform the same work. Why shouldn't all workers receive the entire three cost of living bonuses of \$120 each?

J. A. R.

Family-Support Problem

Editor, The LEADER:

The current city administration refuses to grant returning war workers, who had been away on duration leaves, a cost of living bonus.

Provisional investigators in Welfare get \$1,800 per annum, while regular investigators with 2 years' experience get \$1,620.

Grade 2 clerks get more than professional investigators. Men such as I with a family of 5, are required to support a family on \$1,950, which according to the Department of Labor, is the minimum for breaking even for a family of 3, providing only 22 cents per meal per person and \$30 per month for rent, fuel and light.—I. G.

Merit Man



BERNARD H. FEE

His philosophy of life is condensed in the phrase, "Give the other man a break." Bernard H. Fee has based a successful career in the NYC Civil Service on that precept.

So it was only natural that unanimous satisfaction was expressed by friends and civil service associates upon being informed that Mr. Fee had recently been promoted to City Collector of the Department of Finance. Mr. Fee's elevation typifies a real successful career in civil service by virtue of industrious application and exceptionally outstanding personality, they say.

A graduate of St. Charles College, of Ellicott City, Maryland, he entered the City service on March 17, 1897, and was assigned to the old Department of Collection of Taxes. As a result of diligence, effort and excellent promotion examination results, he climbed the rungs. In recognition of his capabilities and outstanding record he was appointed Deputy City Collector of the Borough of Queens in 1927, where he remained until August 1, 1938; at which time he was assigned as Deputy City Collector of the Borough of Manhattan.

It was from this post that he was selected to succeed William Reid, former City Collector who was recently appointed as a member of the Board of Transportation. Mr. Fee's intimate knowledge of the functions of the Bureau of City Collections certainly qualified him as a choice for the position which on the basis of his record and wide experience in City financial affairs he will administer with excellent judgment.

Notwithstanding his busy daily program, Mr. Fee is well known for his charitable inclinations and particularly his ever ready eagerness to advise and help members of his staff with their problems. He has always referred to his employees as "my boys and girls," and the aid and comfort which he has given to many cannot be exaggerated.

Mr. Fee has been a resident of Far Rockaway since boyhood and has an established reputation in the Borough of Queens where he has a host of friends. He is a former Grand Knight of the Maris Stella Council of the Knights of Columbus, holds the post of treasurer of the St. Patrick's Society of which he is a founder, and is a Trustee of the Long Island City Savings Bank.

He is married, has a son, Bernard H. Fee, Jr., and has three lovely grandchildren.

Unified Law Sought On Civil Service

Creation of a committee of the State Legislature to study and recommend the consolidation of all laws controlling civil service throughout the State was recommended in a letter sent today to all members of the State Legislature by the State Council of the American Federation of State, County and Municipal Employees (AFLE).

According to the letter the 1945 legislators had introduced a total of 524 bills dealing with civil service problems. Only 63 of these became law, the rest died in committee or were vetoed by Governor Dewey.

PREFERENCE DENIED

The Municipal Civil Service Commission today announced that veterans preference had been denied to Harry J. Donohue, on the Sanitation Man, Class A list,

Looking Inside

By H. J. Bernard



HOW VETERANS GET A BREAK IN SEEKING PUBLIC JOBS

(Continued from Last Week's Issue)

What jobs are open to veterans only, what jobs veterans are given first, and other facts of this nature keep changing so often that their listing is always news, and will be found reported weekly in The LEADER. Also, for the more popular examinations, the official notices will be found published in The LEADER fully, every official piece of information about the job and where to apply for it.

RE-OPENING OF EXAMINATIONS

Veterans may apply to reopen any one of numerous Federal examinations, although in some instances the reopening is for disabled veterans only. The list of examinations that have been held, and therefore for which reopening privileges exist, is very long. The veteran's best bet is to decide on what type of work he is interested in, such as Post Office Clerk or Immigration Inspector, and then apply for the reopening of the examination. It should be noted carefully, however, that the privilege does not assure the actual or prospective existence of any vacancy. Vacancies are assured for the regularly-held examinations.

Assuming that the veteran has already been appointed to a Federal job, his likelihood of retention is much greater than that of a non-veteran of otherwise equal status.

PERMANENCY OF JOBS

During the war the appointments were exclusively to jobs that did not carry security. They were known as war service indefinite appointments. The "war service" part is clear; "indefinite" referred to the fact that the jobs were not to continue beyond six months after the official end of the war. At this writing the war has not been declared officially ended, but necessity for much war work has ceased, and employees have been and are still being separated from the Federal service under reduction-in-force rules. Their appointments were not of the nature that people call permanent, meaning associated with the security, although it so happens that in the technical parlance of Federal civil service they happen to be called permanent, to distinguish them from temporary or day-to-day employment. The technical term in Federal civil service for a job with security is "competitive classified status," colloquially referred to for short as "status" or "tenure."

While some agencies are winding up or reducing their activities, others, like V. A., are expanding, and offer job opportunities.

FORMAL EXAM KEY TO PERMANENCY

To get a job in which you can expect to stay for the rest of your life, in any branch of civil service, you must pass a standard examination of the type already described; the Federal war-service indefinite appointments were largely, though not exclusively, made on the competitive rating of training and experience. Of course for such jobs as Stenographer and Typist, for instance, there had to be a practical test, taking shorthand notes and transcribing them on a typewriter, at assigned minimum speeds. Where the examination was thus more formal, the possibility of conversion of war-service indefinite appointment to a job with status appears improved, under any regulations that the United States Civil Service Commission is likely to adopt, since if no such standard examination was passed, undoubtedly one will have to be passed.

EXECUTIVE ORDER FOR DISABLED

However, in the case of veterans with 10 per cent or greater disability, who obtained Federal positions, even of a war-service indefinite appointment, status can be conferred, under an executive order issued by President Truman. One year of satisfactory service is required, but the time can be counted from the date of appointment. This order does not apply to the wives or widows of disabled veterans. The order was published in full in the Oct. 30, 1945 issue of The LEADER, and the principal points in the Civil Service Commission's regulations thereunder were published in the Dec. 11, 1945 issue. These copies are obtainable at 10 cents each from The LEADER, 97 Duane Street, New York 7, N. Y.

GETTING U. S. JOB BACK

Veterans who worked for the Federal Government when they entered the armed forces have, under the Selective Service Act, much better protection in getting back their jobs than do workers in private industry. If the department or agency in which the veteran worked was abolished during his absence, he can get an equal job with the department or agency that took over the duties. Otherwise, in case of such abolition, with no unit taking over the duties of the former office, the veteran's name goes on a re-employment eligible list. Whenever there is a job opportunity at the pay he received and in the work that he did, he is entitled to first consideration. That applies to a job that carried status. If the job was of the war-service indefinite type, then he still has protection, but only to get the job back, if it's open, for the length of time that he worked under the war-service indefinite conditions.

STATE AND CITY PREFERENCE AND OTHER AIDS

The State constitution, in providing for war veteran preference, requires that the veteran shall pass the examination, and only then will preference apply. This is therefore different than the Federal preference, whereby added points may cause the veteran to pass an examination he would have failed otherwise.

The State constitution applies to jobs in the State Government, in cities, towns and villages and in county offices. The examinations referred to in the constitution are competitive and non-competitive. A competitive examination is one in which the candidates are rated on an individual percentage basis and listed in the relative order of their percentages. A non-competitive examination is one in which the candidates are divided into two groups, the qualified and the non-qualified, with no individual percentage marks. Veteran preference modifies these lists, by putting disabled veterans who pass the examinations at the top of the list, non-disabled veterans next, and non-veterans last. The individuals in the various groups take their order of their relative standing within the group.

There are no point preferences under the State constitution.

(Continued Next Week)

Decision Reserved In Firemen's Case

In a joint law suit, the NYC Uniformed Firemen's Association and the recently appointed eligibles who are now on "leave," are fighting for paid appointments to the Department.

Brought in the name of John P. Crane, UFA president, the suit asks for a sufficient appropriation by the City to return the Department to the 3-platoon, 8-hour day, said to be required by law. The papers, prepared by David

Savage, UFA attorney, point out that even if a sufficient number of regular eligibles are not available to bring the department to normal strength, the City is empowered by an act of the State Legislature to hire temporary Firemen to fill the military-leave vacancies in the Department.

Arguments on the case were heard on Friday before Supreme Court Justice Denis J. Leahy. A decision was reserved.

APPLY UNTIL JAN. 12 FOR STATE EXAMS

Qualifications Listed For Probation Officer

The details concerning the Probation Officer job, for which there are 4 vacancies in Bronx County and 1 vacancy in Queens County, were released by the State Civil Service Commission. This is one of the most popular titles among 12 for which examinations are being advertised. The principal data, taken from the official notice of examination, are given below, with a listing of the other titles for which tests are open to the public.

PROBATION OFFICER

No. 2130 Probation Officer, County Court, Bronx County. Usual salary range \$2,500 to \$3,500. Application fee \$2. At present four vacancies exist.

Candidates must be at least 21 years of age and must not have passed their 55th birthday on the date of the written examination. Candidates must have been legal residents of Bronx County for at least four months immediately preceding the examination date.

Duties: Under supervision, to act as Probation Officer in the Bronx County Court, making preliminary probation investigations and supervising individuals released on probation by the court; and to do related work as required. Examples (illustrative only): Making probation investigations to secure social and developmental history of the individual and to ascertain previous criminal record, if any; obtaining reports of physical, mental, and psychiatric examinations and submitting written reports thereof, which may include recommendations; supervising those placed on probation by the court; advising and encouraging probationers to assist in their rehabilitation; investigating employment opportunities and arranging for placement of probationers; cooperating with social agencies in the community and with local and state police agencies; maintaining probation supervision and financial records; submitting periodic reports on probationers to the court, and other reports as required.

Minimum Qualifications: Candidates must be graduates of a standard senior high school or have equivalent education. They also must meet the requirements of one of the following groups:

Either (a) five years of satisfactory full-time paid experience in social case work with a social agency adhering to acceptable standards;

or (b) Three years of satisfactory experience as described under (a), and graduation from a recognized college or university from a four year course for which a bachelor's degree is granted;

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

Subjects of Examination

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

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

Application forms may not be issued by mail after January 11, 1946. They should be filed not later than January 12, 1946.

When writing for application form specify number and title of position and enclose a 3 1/2" x 9" or larger self-addressed return envelope bearing 6 cents postage. Address request, and application when completed, together with the required fee, to State Department of Civil Service, Albany, N. Y. (or to the department at 80 Centre Street, New York 7, N. Y.).

Note: If, in the opinion of the Civil Service Commission, adequate satisfactory competition does not develop from this announcement, the Commission may postpone the examination to a later date.

Date of examination: February 2, 1946.

No. 2130 Probation Officer, County Court, Queens County. Usual salary range \$2,400, plus a war emergency bonus of \$120. Application fee, \$2. At present, one vacancy exists at \$2,520.

Other details same as for Bronx County Court Probation Officer, except that Queens County residence is required.

OPEN-COMPETITIVE

The following Town and County open-competitive examinations have been announced by the State Civil Service Commission. The tests will be held on February 2, 1946. Application forms will not be issued after January 11, or accepted after January 12. They may be obtained by writing to the State Civil Service Commission, State Office Building, Albany, N. Y. Enclose 9-inch or larger envelope with 6 cents postage. Refer to the number and title given below.

No. 2129 Senior Stenographer, Westchester Joint Water Works, and Town of Harrison, Westchester County. At present, vacancies exist in each of the following: Westchester Joint Water Works, salary range \$1,200 to \$1,680 plus a war emergency bonus; Town of Harrison, salary range \$1,500 to \$1,860 plus a war emergency bonus. Application fee \$1.00.

Candidates must have been legal residents of Westchester County and of the district or town for which the examination is being held for at least four months immediately preceding the examination date.

No. 2137 Home Economist, Department of Public Welfare, Westchester County. Usual salary range \$2,100 to \$2,400, plus a war emergency bonus. Application fee \$2.00.

Candidates must have been legal residents of Westchester County for at least four months immediately preceding the examination date.

No. 2132 Town Welfare Officer, Town of Busti, Chautauqua County. At present, one vacancy exists at \$1,200. Application fee \$1.00.

Candidates must have been legal residents of Chautauqua County and of the town of Busti for at least four months immediately preceding the examination date.

No. 2133 Senior Account Clerk, Westchester County Departments and Institutions. Usual salary range \$1,800 to \$2,160, plus a war emergency bonus. Application fee \$1.00.

Candidates must have been legal residents of Westchester County for at least four months immediately preceding the examination date.

No. 2134 Library Assistant, Village of Mount Kisco, Westchester County. At present, one vacancy exists at \$1,500. Application fee \$1.00.

Candidates must have been legal residents of Westchester County and of the Village of Mount Kisco for at least four months immediately preceding the examination date.

No. 2136 Telephone Operator, Westchester Joint Water Works, Westchester County. Salary range \$960 to \$1,200. Application fee 50 cents.

Candidates must have been legal residents of Westchester County and of the special district for which the examination is being held for at least four months immediately preceding the examination date.

No. 2137 Home Economist, Department of Public Welfare, Westchester County. Usual salary range \$2,100 to \$2,460, plus a war emergency bonus. Application fee \$2.00.

Candidates must have been legal residents of Westchester County for at least four months immediately preceding the examination date.

No. 2138 Fire Driver, Village of Lake Placid, Essex County. Appointment expected at \$30 a week. Application fee \$1.00.

Candidates must be at least 21 years of age and must not have passed their 35th birthday on the date of the written examination.

Candidates must have been legal residents of Essex County and the Village of Lake Placid for at least one year immediately preceding the examination date.

No. 2139 Telephone Operator, Town of Eastchester, Westchester

County. Salary range \$1,200 to \$1,560. Application fee \$1.00.

Candidates must have been legal residents of Westchester County and of the Town of Eastchester for at least four months immediately preceding the examination date.

No. 2140 Detention Supervisor, Children's Court, Erie County. Usual salary range \$2,830 to \$3,120. Application fee \$2.00. At present, one vacancy exists.

Candidates must have been legal residents of Erie County for at least six months immediately preceding the examination date.

No. 2141 Medical Stenographer, Chautauqua County. At present, one vacancy exists in the Chautauqua Laboratory at \$1,200. Application fee \$1.00.

Candidates must have been legal residents of Chautauqua County for at least four months immediately preceding the examination date.

No. 2144 Pharmacist-First Aid Man, County Penitentiary, Erie County. Usual salary range \$2,510 to \$2,800. Application fee \$2.00. At present, one vacancy exists at \$2,510.

Candidates must have been legal residents of Erie County for at least six months immediately preceding the examination date.

Candidates may file until Jan. 12 for the following open-competitive examinations which will be held on Feb. 2. Details of these tests were given in last week's LEADER.

2217. Associate Civil Engineer (Airport Development), Department of Commerce.

2118. Associate Planning Technician, Department of Commerce.

2219. Associate State Publicity Editor, Department of Commerce.

2120. Court Stenographer, Supreme and County Courts, 9th Judicial District.

2121. Food Service Manager, State and County Departments.

2122. Planning Technician, Department of Commerce.

2123. Principal Economist, Department of Commerce.

2124. Publicity Production Manager, Department of Commerce.

2125. Senior Hearing Stenographer, State and County Departments.

2126. Senior Housing Accountant, Division of Housing, Executive Department.

2127. Senior Personnel Technician (Police Examinations), Civil Service.

2128. Senior Planning Technician, Department of Commerce.

2135. Title Examiner, Law Department.

UNWRITTEN EXAM

Applications must be filed by Feb. 1.

2161. Senior Education Supervisor (Health Education and Audiometer), Department of Education.

PROMOTION EXAMS

No. 1191. Senior Industrial Relations Investigator, Bureau of Public Work, Albany Office, Department of Labor. Usual salary range \$2,400 to \$3,000, plus a war emergency bonus. Application fee \$2. Closes Jan. 10.

No. 1192. Principal Clerk (Corporations) Albany Office, Main Division, Department of State. Usual salary range \$3,000 to \$2,500, plus a war emergency bonus. Application fee \$1. At present one vacancy exists. Closes Jan. 10.

No. 1193. Senior File Clerk, Albany Office, Department of Labor (exclusive of the Division of Placement and Unemployment Insurance, The State Insurance Fund, the Board of Standards and Appeals, the Board of Labor Relations, and the Workmen's Compensation Board). Usual salary range \$1,600 to \$2,100, plus a war emergency bonus. Application fee \$1. Closes Jan. 10.

No. 1194. Senior Stenographer, Albany District, Division of Parole, Executive Department. Usual salary range \$1,600 to \$2,100, plus a war emergency bonus. Application fee \$1. Closes Jan. 10.

No. 1195. Senior Hearing Stenographer, Albany Area Office, State Liquor Authority, Executive Department. Usual salary range \$2,000 to \$2,500, plus a war emergency bonus. Application fee \$1. At present, one vacancy exists. Closes Jan. 10.

State Eligible Lists

PERSONNEL ASSISTANT, DEPT. CIVIL SERVICE

- *Edw. George, Albany... 82925
- *John Gregware, Troy... 77885
- Mildred Ladd, Albany... 90070
- Elizabeth Staley, Albany... 87620
- June Price, Albany... 84600
- E. Schwartz, NYC... 84355
- Irving Skitol, Albany... 84265
- Gloria Brody, NYC... 84000
- M. H. Lane, Albany... 83650
- Wm. Kelsey, Albany... 83200
- Norma W. Wells, Albany... 83040
- L. Jenson, Kingston... 82200
- Mary V. Walsh, Troy... 82180
- Anne Kapp, Rensselaer... 81790
- Ethel Geller, B'klyn... 81700
- Annette Fisher, NYC... 81545
- Adele Zelnick, B'klyn... 81240
- R. Abramowitz, NYC... 81165
- Mary Colwell, Albany... 81110
- Muriel Griffin, Albany... 81040
- Wm. McPhee, B'klyn... 80965
- Leah K. Lerner, Bronx... 80495
- R. H. Blundred, S'cuse... 80480
- Anita Hendler, B'klyn... 80040
- Nathalie Sher, Bronx... 79945
- M. F. Lindsay, Albany... 79880
- Molly Sinkofsky, NYC... 79765
- Anna K. Reed, Albany... 79330
- Doroine Schaber, B'klyn... 79270
- A. B. Benjamin, B'klyn... 79150
- Jean Crawford, Albany... 79135
- Margaret King, Elsmere... 79120
- Dorothy Dunn, B'klyn... 79055
- P. Steele, B'klyn... 78940
- Elizabeth Varley, Albany... 78670
- Gloria Steinberg, B'klyn... 78535
- Julia B. Carson, Oneonta... 78255
- Helen Rothman, B'klyn... 78205
- Ida Warner, B'klyn... 78055
- Eleanor Jones, Alta, Ont... 77945
- Ethel Reineck, Albany... 77845
- David Bookman, NYC... 77620
- Eugene Bonds, B'klyn... 77515
- Mildred Cohn, B'klyn... 77405
- Jane Judge, Troy... 77345
- T. Gregerman, B'klyn... 77110
- Janice Elliot, W'haven... 77015
- Bernice Perlman, NYC... 76850
- A. Rosenthal, R'ond Hill... 76815
- Phyllis Magaliff, B'klyn... 76755
- Ruth Parker, Albany... 76640
- Mildred Heller, Bronx... 76565
- James Govern, Stamford... 76570
- Ruth Relyea, Albany... 76507
- Josephine Hart, Troy... 76500
- Rebecca Lapan, B'klyn... 76460
- Marise Tracy, Albany... 76235
- Mary Longeway, Albany... 75907
- John Mitchell, NYC... 75907
- E. Kirsch, B'klyn... 75614

*Disabled veteran.

CHIEF INST. PATROLMAN, MENTAL HYGIENE

- Frank Riley, Queens... 82081
- James Winn, Floral Park... 81781
- John Murphy, Jamaica... 81781
- A. Muller, Queens VII... 77881

DIRECTOR ESTATE TAX, ALBANY OFF., TAX FINANCE

- Henry Delaney, Albany... 92650
- Clarence Dolson, Delmar... 91594
- Paul Newman, Albany... 90022

SR. STENOGR., CENTRAL OFF., MENTAL HYGIENE

- C. Metherell, Rochester... 90023
- Hilda Simons, Brookview... 89081
- Margt. Reed, Watervliet... 88477
- Mary Coyle, Wards Is... 88424
- Anna Gilbert, B'klyn... 87566
- A. Ehleider, Pkeepsie... 87047
- A. Allgrim, Tonawanda... 86754
- Pat. Hughes, Middletown... 85295
- Marjorie Pratt, Troy... 84747
- Ida Meiers, Bronx... 84656
- G. Schillinger, Buffalo... 84599
- Mary V. Mylod, Pkeepsie... 83679
- M. Charlesworth, O'burg... 83498
- Kath. Scanlon, NYC... 82636
- Jane Brown, Syracuse... 82836
- Kath. Scanlon, NYC... 82636
- M. Rosenberger, W'liet... 80895
- P. Samson, Kings Pk... 79267
- S. Semenov, Catskill... 79083

JUNIOR CLERK, ROCKLAND COUNTY

- Vera Murin, Spring Val... 82875
- C. Downs, Spring Val... 81725

SR. STATISTICS CLERK, DEPT. CIVIL SERVICE

- Jane Judge, Troy... 85249
- Mary Colwell, Albany... 85107
- Mary V. Walsh, Troy... 83285
- Muriel Griffin, Albany... 82723
- Elizabeth Welch, Albany... 81355
- Mary Devine, Albany... 79824

TOWN WELFARE OFFICER, ROCKLAND COUNTY

- G. Kleckner, New City... 82000

PRIN. CLERK PERSONNEL, NY OFF., DEPT. LABOR

- Theodore Nocerino, NYC... 87270
- Lolo Weiss, Bronx... 86388

SENIOR CLERK, NY OFF., BANKING DEPARTMENT

- David Roth, Brooklyn... 91307
- E. Torek, Jackson H'gts... 90944
- R. A. Segall, B'klyn... 88778
- Edward Lafferty, Albans... 87625
- James Cox, Brooklyn... 86635
- Michael Carroll, B'klyn... 86254
- Fred Kedenburg, B'klyn... 84025

PRIN. STENO., NY UNIT, PUBLIC SERVICE COMM.

- Mildred Hill, B'klyn... 88867
- Rose Goldberg, Sunnyside... 87607
- M. S. Cohen, B'klyn... 86820
- E. Alexander, Jamaica... 86235
- E. Fruchthandler, NYC... 85669
- Ruth Alpert, B'klyn... 84745
- Ida Blumenfeld, Bronx... 81725

SR. ACCT. CLERK, ALBANY OFFICE, TAX AND FINANCE

- H. Sharp, Albany... 93332
- Robert Kunz, Albany... 90823
- H. G. Ryan, Menands... 87095
- L. C. Smith, Menands... 87049
- A. Sennett, Rensselaer... 87034
- Mary Masterton, Albany... 85480
- F. Dantonino, Albany... 85072
- J. J. Devlin, Albany... 83865
- M. Leonard, New B'more... 83778
- M. Busch, Albany... 83437
- M. Winkler, Albany... 83159
- L. Nichol, Schenectady... 83120
- E. Roeder, Albany... 81187

State Trooper Exam Opened for 100 Jobs

(Continued from Page 1)

Persons not possessing these requirements should not file applications.

Subject of Examination

- Written examination. The written examination will cover matters of general information and other subjects designed to test the general intelligence of the applicant.
- Oral interview to determine mental alertness, soundness of mind, initiative, intelligence, judgment, address and appearance.
- Physical examination.
- An investigation of moral character.

Candidates are required to attain at least 75 per cent in each announced subdivision of the written examination. Any candidate who fails or who is disqualified in any one or more parts of the examination will not be further considered for eligibility. Candidates may be required to present themselves at Albany, or at some other designated point on days subsequent to the date of the written examination for a continuance of prescribed tests.

Application must be submitted on blanks provided by the Superintendent and may be obtained in person or by mail from the Division of State Police, Capitol, Albany, N. Y. Applications may be filed by mail or in person. Applications filed by mail bearing a postmark later than midnight of the 15th day after date of this announcement may not be accepted.

Applications filed in person in the office of the Division of State Police later than midnight of January 12, 1946 may not be accepted. No applications filed prior to the date of this notice will be considered. Applications which are incompletely filled out or which indicate that the applicant does not possess the necessary qualifications will be rejected. No candidate will be admitted to the examination without a notice indicating that he is eligible to take the examination. No copies of examinations, laws or other publications relating to the work of the Division or to any matters which may be the subject of the examination will be furnished to candidates. Any candidate who intentionally make a false statement will not be considered further for eligibility.

Do not mail citizenship papers, birth certificates, school certificate or driver's license—bring them with you when you are notified to appear for physical examination.

All persons appointed to the State Police must become members of the State Employees' Retirement System.

Not more than 100 appointments will be made. The eligible list established by this examination will expire one (1) year after its announcement.

Appointment to the State Police will not affect conscription status under the Selective Service and Training Act.

JOHN A. GAPPNEY, Superintendent.

CATHOLIC GROUP AIDS CRIPPLED



Santa and the Keystone Cop are two NYC Firemen, entertaining children at St. Charles Orthopedic Hospital in Brooklyn. Both are members of the Fire Department's Anchor Club. Santa is impersonated by Lieutenant Joseph Finley. Fireman Paul Gifford is playing cop.

Bergtraum Gets Bigger Job

A separate executive position in the Municipal Civil Service Commission, Chief of the Division of Administration, was created and Murray Bergtraum, head of the Fiscal Bureau, was appointed to fill it. In his new post, Mr. Bergtraum takes over executive liaison duties formerly handled by Samuel H. Galston, who dropped the title of Director of Administration, but retained his post as Executive Director.

Text of Order

The new administrative setup became known today when Mr. Galston issued Administrative Order 15, which read:

1. The office title of Director of Administration is hereby discontinued (formerly held by Mr. Galston).
2. There shall be a Chief of the Division of Administration, who shall perform all of the duties heretofore performed by the Director of Administration.
3. Mr. Murray Bergtraum is hereby designated as Chief of the Division of Administration.
4. The assignment of Mr. Louis

5. Mr. Edwin C. Dobbins is hereby designated as the Chief of the Bureau of Investigation.
6. Dr. John J. Furia will continue to act as Administrator of the Bureau of Investigation until further notice.
7. All Bureau Chiefs in the Division of Administration and the Administrator of the Bureau of Investigation shall report to the Executive Director and the Commission through the Chief of the Division of Administration.
8. The Advisory Board shall consist of a member of the Commission designated by the Commission, the Secretary of the Commission, the Chairman of the Board of Examiners and the Chief of the Division of Administration. The Chief of the Division of Administration shall act as Secretary of the Board.
9. The Advisory Board shall hold regular meetings weekly on Friday at 10 a. m. and at such other times as the Executive Director deems necessary.

Lists of NYC Appointments

Here are the latest appointments, promotions and reinstatements in the NYC civil service. In the following listing, the first number indicates the place on the eligible list on which the action was made; "DV" indicates a disabled veteran; "A" indicates a new appointee; "M" a promotion; "N" a reinstatement from a preferred list; SML, special military list.

HOSPITALS

- A—Alienist Gr. 4 (Psychiatrist) George J. Train.
- M—Asst. Chemist Jacob Klinger.
- M—Stenographer Gr. 3 Ruth E. Freedamn.
- M—Clerk Gr. 2 Margaret A. Kollorin.
- A—Clerk Gr. 1 (Seaview Hospital & Farm Colony) Lillian M. Hackett.
- M—Elevator Operator—SML Menjamin White, Jr.
- N—Stationary Fireman Thomas McGuire.
- M—Clerk Gr. 2—SML Leonard J. Rothstein and Joseph A. Lynch.
- M—Sergeant Charles W. Veprek, Michael Cavoli, John T. Donnelly, Carmine A. Santulli, Frank Stefanek, George H. Wilson, Eugene F. Leonard, Thomas A. McDonnell, Robert F. Devine, Thomas R. Dunn, Bryan Munsell, Francis P. Garvey, Edward L. Kavanagh, William A. E. and Joseph Bonnanno.

PUBLIC WORKS

- A—Cleaner—Women Alma K. Erstad, Louise C. Cronk and Mary A. Campbell.
- A—Cleaner—Men Dominick J. Calazzo, Philip Cutugno, Bernard Haverty, Louis F. McIntosh, Joseph Lubreglio and Louis Catrone.
- N—Bridgeman & Riveter—Temp. John Cuccia.
- A—Telephone Operator Gr. 1 Minerva H. Van Dartel.
- TRANSPORTATION
- A—Mechanical Maintainer (Group B)—SML Joseph G. Stein.
- M—Claim Examiner (Torts) Gr. 3 Frank J. Raguson, Jr. and Louis R. Aronson.
- M—Claim Examiner (Torts) Gr. 2 Morris Manes.
- M—Collecting Agent Wilfred M. McCann, Frank Briza, Alphonso Wellens, Francis Owens and John F. Clark.
- M—Asst. Maintenance Engineer (Power) Nicholas Contino.
- A—Auto Engineman—SML Anthony J. Sanzone.
- M—Railroad Clerk—SML Joseph Mulholland.
- M—Asst. Counsel (Torts) Gr. 4 Raymond A. Sexton (SML), Daniel A. Riordan George H. Nicols and Charles E. McAuley.
- A—Office Appliance Operator, Gr. 2—Remington Rand Key Punch Machine Louise L. Townsley.
- M—Junior Counsel (Torts) Gr. 3 Sidney B. Fisher, Frank C. Baumann, Eugene J. Donovan and Louis P. McMurrer.
- A—Clerk Gr. 1 Ruth Haft and Mabel L. Cowling.
- M—Junior Accountant—SML Samuel Tepper.
- M—Clerk Gr. 3—Temp. Caleb A. Adams.
- M—Yardmaster Patrick J. Hayes.
- M—Structure Maintainer Group E Samuel S. Heller.
- M—Asst. Train Dispatcher—Temp. Joseph Centy.

TUNNEL AUTHORITY

- N—Junior Civil Engineer Sadie W. Pace, Irving Luskin, Leonard F. Ayers and John E. Flynn.

Service Rating Held Hit or Miss

Last week's LEADER carried an article by Esther Bromley, NYC Civil Service Commissioner, praising the operations of the municipal Service Rating System, but suggesting that there is still room for improvement. This week, The LEADER presents a criticism of the rating system's operation.

By ELLIS RANEN,

International Representative, American Federation of Municipal Employees (AFL)

The New York Civil Service Rating System represents an earnest effort to evaluate merit of employees fairly and semi-scientifically, but unfortunately has fallen short of its mark. I suppose that it cannot be perfect, but some deficiencies are obvious. The following are a few of the arguments:

A. As it is now formulated, it is based on checking of numerous desirable (positive) and undesirable (negative) characteristics of employees by their superiors. Among the items to be checked are such characterizations as "co-operative," "not dependable," etc., which are highly subjective in nature, vary as a rule and are often marked in a self-contradictory manner to the extent that they do not make clear sense to the employees and to many superiors other than the one who did the rating. It often results in two superiors characterizing the same employee in completely opposite manner.

B. Not only is there no city-wide yardstick of satisfactory production or performance, but with the exception of one or two cases there is not even a departmentally promulgated uniformity in rating on a production basis in such grades where measure is possible. A typist, stenographer, accountant or clerk, to enumerate but a few, get a not satisfactory evaluation in one division of a department and a highly satisfactory one in another for the same amount of work performed.

Appeal Machinery

C. Although comparatively satisfactory machinery for appeal has been provided for, not all departments use the machinery in a way that the employees can benefit by it. The time lapse between an employee's receipt of his rating report and the final decision of the Civil Service Commission is so long that it becomes almost physically impossible to file a protest. It has sometimes taken as long as a year and at the time of the Civil Service Commission's credit decision, the employee can in no way acquire the facts or other material necessary to substantiate his claim as he is very often transferred from one division or department to another where the personnel data is not available to him. In his discouragement he just drops the entire matter.

D. The evaluation of efforts and production of individuals is a science demanding considerable training. There has been no comprehensive city-wide program of training supervisors in such evaluation techniques.

E. Many superiors as a rule do not discuss the ratings with their employees in advance and, because of lack of mutual understanding, as there is fear of incurring their displeasure, rating appeals are not filed.

F. In spite of the Civil Service Commission's instructions to the contrary, ratings of individual employees are often directed from above (not by the immediate superior) and political and personal considerations do play a part.

While honestly and scientifically planned and having a high paper value, the present system does not serve its purpose. The more pity

because it affects the promotional opportunities of the individual employees as the record of previous service plays a most important part.

Some System Needed

A rating system, however, is a necessity. Performance has to be measured and evaluated. An unsatisfactory employee should certainly be dealt with differently than the diligent, honest and efficient member of the staff. A system which seems to have worked out satisfactorily is the one in the Board of Education where teachers are marked either satisfactory or unsatisfactory on the basis of their average performance throughout the year. There is, of course, the need for supplementation of such simplified reports by work observations, production records, outstanding contributions, or marked deficiencies. All of these should be substantiated by facts discussed with the employee prior to final rating. The employee should be given the right for the submission of a rebuttal.

Personnel rating boards in the various departments should be elective rather than appointive with equal representation of employees and administrators and an impartial chairman in cases of dispute, appointed by the Civil Service Commission.

The process of final rating should be quickened, personnel and production data should be made available for the employee for his use in cases of appeal and above all there shall be established an overall city system of measurement of efficiency and of production in such grades where it is possible, in the others some sort of flexible yardstick should be created so that the employee would have both a goal to shoot at and a feeling of fairness toward him and his co-workers.

Military Rosters Are Used Before Promotion Lists

Special military lists (made up of names of eligibles who have been passed over for appointment because they were in military service) have priority over promotion lists for the same position.

This policy was stated today by the Municipal Civil Service Commission in an opinion by Sidney M. Stern of the Commission's Legal Division.

Mr. Stern said that these lists have priority over promotion lists for the same positions which have been subsequently been established, even though such special military lists are open-competitive in character.

"In order to establish this priority," added Mr. Stern, "it is necessary to fix a date with respect to when a military list is to be deemed established. I am of the opinion that the date of establishment of such a military list commences with the date of termination of military duty."

Two of Commission's Employees Advance

The Municipal Civil Service Commission today announced a promotion and an increase, both effective back to November 1.

Harold Levine was promoted from Assistant Civil Service Examiner at \$2,990 a year to Civil Service Examiner at \$3,350.

Francis Kearney, Civil Service Examiner (Railroads), at \$3,710, was increased to \$3,830.

Used Cars Wanted

CARS WANTED
All Makes
JOSEPH J. SULLIVAN
Authorized Hudson and Reo Sales and Service
38 YEARS AT THIS ADDRESS
See ANDY FREDERICKS
QUEENS BOULEVARD
50 Feet Off Hillside Ave., Jamaica
Jamaica 6-7474

General Motors Dealer
Pays Much More for Used Cars.
Courteous Fast Service.
New Car Priority Given You
Hunts Point Chevrolet
750-6 Bruckner Blvd., Bronx, N. Y.
Dayton 3-4755

WILL PAY LIMIT
FOR ANY YEAR CAR
BUYER WILL CALL WITH CASH
OR DRIVE TO **FRENSMITH**
12 EMPIRE BLVD.
NEAR FLATBUSH AVE.
BUck. 4-0480
Eves. Wind. 4-4594

PAY'S TOP DOLLAR FOR YOUR CAR
ALL MAKES & MODELS
FORTWAY AUTO SALES
6802 FT. HAMILTON PKWY.
Cor. 68th St.
SHore Road 5-8981

UNIFORMS
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Police, Firemen, Conductors, Etc.
JOE LEITNER'S CLOTHES SHOP
43 BAYARD ST., NEW YORK CITY
CO 7-8740

FIRE ARMS
BOUGHT - SOLD - EXCHANGED
Gunsmith on Premises
Pistol Range on Premises
JOHN JOVINO CO.
5 CENTRE MARKET, N. Y. C.
Bel. Grand & Broome, CAnal 6-9785

CIVIL SERVICE LEADER, 97 Duane Street, New York City
CAR APPRAISAL SERVICE BUREAU

If you wish to sell your car, send in the following information or write to one of the dealers listed above: We will get an estimated valuation for you based on the best price we can find from a reputable dealer.

Make of Car..... Year.....
Equipment.....
Condition of Tires..... Your Own Appraisal:.....
Your Name.....
Type..... Mileage.....

Church Announcements

FOR CIVIL SERVICE EMPLOYEES

Holy Innocents
120 WEST 37th STREET
NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45
SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:45
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.)—5:30 and 7:30
CONFESSIONS—At all times.

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

SUNDAY MASSES—2:30, 2:45, 4, 4, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—4, 8:30, 7, 8, 8:30, 9, 10, 11:30
(11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

State Assn. Will Issue Pay Book

Special to The LEADER

ALBANY, Jan. 1—Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, stated today that the Association is preparing a booklet setting forth in popular style the essential facts relating to State salaries. Said Dr. Tolman:

"We wish every citizen to read and consider the facts. We feel that serious damage to State governmental service will result from any keeping of wage scales unjustifiably low, and by State employees being harassed and worried by debts and by inability to meet the fair demands of family and community life.

"To keep State wage scales below the competitive rates in the Federal government and in private employment provides no effective damper upon inflation. And underpaid State workers do not make good customers. Anything that reduces the efficiency of State administration retards private enterprise as well.

Efficiency First

"The Association of State Civil Service Employees is primarily interested in efficient State government service to all the people of the State. Its members are citizens—"stockholders" in the State corporation—who vote, pay taxes, and enjoy the benefits of living in the Empire State. As such, they wish for all workers a level of wages sufficient to meet the demands of an adequate standard of living."

Special conferences of officers of the Association and interested committee members of the Association are taking place daily in furtherance of the Association's efforts to obtain favorable action by the Governor and the Legislature as to salary adjustments which will bring the income of State employees in line with living costs. Salary Committee members expressed encouragement at the action of the United States Senate in approving an increase for federal workers. They noted particularly the statements of Senator James M. Mead and of Senators Hart, Downey and Hick-enlooper.



Joseph Lochner is returning from the Army to his post in the Albany office of the Association of State Civil Service Employees.

4 More Exams Ordered for NYC

Two promotion and two open-competitive tests were ordered by the Municipal Civil Service Commission today.

The tests, which must be approved by the Budget Bureau, are:

Promotion—Cashier, Grade 4, Department of Finance; Supervising Tabulating Machine Operator (Remington Rand Equipment) Grade 3, Dept. of Finance.

Open Competitive—Senior Property Manager; Property Manager.

Filing dates and the official notices of examination will appear in The LEADER.

U. S. Retirement System Analyzed in Plain Words

(Prepared by the U. S. Civil Service Commission)

All of us want to be sure of a steady income when we can no longer work because of disability or old age. For that reason Congress in 1920 passed the Civil Service Retirement Act. This law, with later changes, assures almost all Government workers, including war-service indefinite appointees, an income when they retire. Today almost all of you on the pay roll are eligible for retirement benefits (annuities).

You are covered unless you are serving in an intermittent job, or were given temporary appointment for a period of 1 year or less. If you are a regular employee, the Retirement Act says that you must be covered. If deductions for the retirement fund are not being made from your salary, and you think they should be, check with your personnel office.

Your retirement benefit is jointly paid by you and by the government. Each pay day your payroll office deducts 5 per cent of your basic salary. This is your share. No deduction is made from your overtime pay. A dollar a month, known as "tontine" is set aside to help the Government finance its part.

As long as you are on the pay roll, or on furlough, your account will earn 4 per cent interest. When you retire, the Government contributes at least as much as you do toward your annuity, and, in most cases, more. You may want to make extra deposits in the retirement fund. It is a good way to save money, and it will mean that your monthly check will be bigger when you do retire. Deposits, made in multiples of \$25, may not exceed 10 per cent of the basic salary you have earned in the Government since August 1, 1920. All voluntary deposits earn 3 per cent interest.

If you leave the Government after 5 years of service, the money in your account plus contributions will earn 3 per cent interest until you retire. You may start getting your retirement benefit as early as age 55. Between 55 and 70 you may choose to retire, as shown in the table below:

Age	Years of Service	Type of Retirement
55 to 59	30	Optional—with reduced annuity
60 to 69	30	Optional
62 to 69	15	Optional
70	15	Compulsory

If you reach the age of 70 without 15 years of Government service, you may keep on with your job until you finish this period, as long as you are still able to do your work.

Three methods are used to determine the amount of retirement annuities. The Civil Service Commission figures your benefits by the method that will pay you the most money. The methods are called Plans I, II and III, and work like this:

Plan I: To the amount of annuity your account will buy, the Government adds \$30 for each year of service up to 30 years. For example, if you are a male employee and have 30 years of service at age 70 and have an amount of

\$4,000 in your individual account, your annuity would be as follows:

\$30x30 years of service eq. \$900.00
\$4,000x.097489* eq. 389.94
Total amount benefit. \$1,289.94

*Notes.—This figure varies according to age and sex.

Plan II: Figure the highest average salary (not over \$1,600) which you made for any 5 consecutive years of service, multiply by the number of years you worked (not more than 30 years may be counted) and divide by 40. For example, if you received an average annual salary of \$1,600 or over for 5 consecutive years, and had 30 years of service, your annuity would be \$1,600 by 30 equals 48,000 divided by 40 equals \$1,200 annuity per year.

Plan III: Figure your highest average salary for 5 consecutive years of service. Multiply this figure by the number of years you have worked (not over 35) and divide by 70. For example, if you received a salary of \$3,500 for 5 consecutive years and had 30 years of service, your annuity would be \$3,500 by 30 equals 105,000 divided by 70 equals \$1,500 annuity per year.

The following table illustrates annuities:

Highest average annual salary during any 5-year period	Number of years' service				
	15	20	25	30	35 or more
\$1,080	\$450	\$600	\$750	\$910	\$910
1,200	472	630	787	945	945
1,440	540	720	900	1,080	1,080
1,600 to					
2,400	600	800	1,000	1,200	1,200
2,800	600	800	1,000	1,200	1,400
3,200	685	914	1,142	1,371	1,600
3,500	750	1,000	1,250	1,500	1,750
3,800	814	1,085	1,337	1,628	1,900
4,800	985	1,314	1,642	1,971	2,300
5,800	1,200	1,600	2,000	2,400	2,800
6,500	1,392	1,857	2,321	2,785	3,250

After your annuity claim has been approved, Treasury checks will be mailed to you monthly. When you apply for an annuity, you must indicate what type of annuity you desire. You have three choices:

Nonforfeiture: Any money left to your credit in the retirement fund when you die will be paid to your beneficiary, or to your estate.

Forfeiture: This type of annuity pays somewhat more per year, but any money left in your account at death will stay in the retirement fund.

Joint and Survivorship: This type gives you reduced payments during your life and when you die payments will be made to the person you name for the rest of his life. It is open only to persons retiring at age 70 or one of the option ages.

You may not withdraw your money from the retirement fund if you are on leave from your civilian position. You may get a refund only after absolute separation. Except in cases of involuntary separation or death, the "tontine" will stay in the fund.

Note: S405, now awaiting President signature changes Choice No. 3. If this Bill S-405 is signed the employee will be allowed full credit for the period of military service.

After you come back to your civilian position from military service you have three choices:

(1) you may get credit for the

whole period of military service by depositing in the retirement fund 3½ per cent of the pay received for military service before July 1, 1942, and 5 per cent for service after that date, plus 4 per cent interest to date of deposit. (2) you may receive credit toward retirement for the entire service period without deposit, but your annuity will be reduced by the amount your deposit would have purchased. (3) The Government will give you service credit toward retirement for 6 months of each calendar year you were on leave from your civilian position.

This choice may be made at any time before you retire. You should talk this over with your personnel office.

If you leave the Federal service before you have worked a total of 5 years, you may take out the money in your retirement account. If you resign of your own accord, or are separated for misconduct or delinquency, the "tontine" of \$1 for each month of service is deducted from your refund. Tontine is refunded to you if you are separated involuntarily (not for misconduct or delinquency), for example, in reduction in force or for legal incompetence or illness.

If you have worked 5 years or more, only the money you had in your retirement account up to January 24, 1942, may be refunded. The amount left draws 3 per cent interest and will be paid you in retirement benefits when you are 62 years old. If your last separation was involuntary, the annuity may begin at age 55 at a reduced rate. In case of death your total payments, plus interest, are paid to your beneficiary or estate.

Voluntary deposits with interest may be returned to you if you leave before you retire. This is true no matter how many years you have worked.

After five years of service, no matter how old you are, you are eligible for disability retirement if you have an accident or illness which leaves you totally disabled for useful and efficient service in your position. This may happen either on or off the job. You must prove that the disability is not caused by bad habits or willful misconduct on your part during the 5 years before you become disabled.

You must have an annual medical examination unless the disability is one from which the doctors think you will never recover sufficiently to come back to work.

If you want to know how much money you have in your retirement account, ask your personnel office.

Information about your retirement is held confidential, and will be given out only if you agree, or upon proper court order.

You must file a claim with the United States Civil Service Commission when you become eligible for a refund or an annuity; so must your beneficiary or estate after your death.

Be sure that your family knows about your retirement rights.

If you need retirement forms or want more detailed information on the subject of retirement, talk to the retirement clerk in your personnel office, or ask the Retirement Division of the Civil Service Commission, Washington 25, D. C.

Vet Preference Grows In Private Industry; Factory and U.S. Jobs Open

Following are jobs offered through USES. If the job is filled before you apply, there are other jobs open to you.

Printing Production

An Estimator and Production Man, over 25 years, is wanted by a printing firm in midtown Manhattan. His experience must include typography, composition, estimating and buying; in general, he must be thoroughly familiar with the printing line. Veterans will be given preference. The salary is \$50 to \$60 a week, depending on ability.

Factory workers, men and women for general factory work in Maspeth, 40 to 48 hours a week, 5 days a week. Workers who develop the necessary skill, will be upgraded to machine operator. Men start at 60 and women at 50 cents an hour, and receive an increase of 5 cents an hour, or more, after two weeks. There are also afternoon and night openings for women, 3 to 11 p. m., 5 nights, 40 hours a week, at the same rate of pay plus a 5 per cent bonus. No experience is required for any of these jobs. The plant is reached by 8th Avenue subway and bus. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L. I. City.

Government Jobs

Janitor Porters, over 21, who can pass a physical examination, are needed for Government work in the Bronx. The jobs include cleaning of buildings, sweeping, dusting, polishing, mopping, waxing, cleaning of walls and windows, etc. No experience is required. Veterans will be given preference. The salary is \$1,440 a year for a 5-day, 40-hour week. These are civil service jobs with liberal leave and pension privileges. Apply at the General Service Office, 40 East 59th Street, Manhattan.

Fire Chiefs and Assistant Fire Chiefs can work for the Government in Labrador. Men must have fire-fighting experience, and be American citizens. The salary for Chief is \$3,200 and for Assistant \$2,600 a year, based on a 40-hour week. Plenty of overtime at time and one-half for all work over 40 hours a week. Transportation will be paid both ways. Room and board are available for about \$40 a month, but there are no accommodations for families. Apply at the General Service Office, 40 East 59th Street, Manhattan.

L. I. Labor Jobs

YARD HELPERS . . . Husky men over 18 years of age, by a smelting and refining company in Laurel Hill, Long Island. This is general laboring work, loading unloading freight cars, requiring no special experience, but there are opportunities for inside work and advancement to semi-skilled jobs. The pay is 80 3/5 cents an hour or more, depending on the particular assignment. There are day and night shifts. The work is for 5 days, 40 hours a week. Applicants will be required to pass a physical examination. From points in Brooklyn, the Meeker Avenue bus runs directly to the plant, or workers can use any subway and the Calvary Cemetery bus. Apply at the Queen Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City.

Vocational Instructors

Vocational Instructors, men and women of pleasant personality, 21 to 50 years of age, are wanted to work at various locations in New York State. Male teachers are needed in the following classifications: Printing, Masonry, Drafting, Agriculture, Linotype Operation, and Tailoring. Women are needed as Dietitians and practical

or Trained Nurses, to tech child care. The minimum qualifications are at least two years of high school education and 6 years of experience in the trade or profession. Applicants must be citizens and residents of New York State for at least one year. The annual salary is \$2,300 for 11 months' work a year, 5 days, 40 hours a week. Apply at the Professional Office, 44 East 23rd Street, Manhattan.

Trade Teachers

Vocational Teachers, men 21 to 45 years, can go into American-occupied districts of Germany to give instruction in radio, plastics, or watchmaking. Experience in teaching these subjects is preferred, but trade experience will be considered. Applicants must know German, Yiddish or Polish. Men will not be allowed to take their families with them. The salary is \$75 a week, plus maintenance. Transportation will be paid by the employer.

Machine Operators

Military Machine Operators are wanted for night work by a large plant in Brooklyn. Men must be experienced in reading blueprints, layout and set-up work, and capable of performing all operations on milling machines in making

parts for packaging machines, working to close measurements. Also needed are experienced Bench Assemblers, Horizontal and Vertical Boring Mill Operators, Planer Hands, Sheet Metal Workers, Sensitive Drill Operators and Blanchard Surface Grinders. The rate of pay ranges from 80 cents to \$1.20 an hour, depending on the job. The work is for 6 nights, from 6:30 p. m. to 8 a. m., 55 hours a week, with time and a half for all work over 40 hours a week. A 15 per cent bonus is paid for night work. Men will be required in some cases to lift weights of to 50 pounds. A physical examination will be given and men with cariac or hernia conditions will not be considered. Apply at the Brooklyn Industrial Office, 205 Schermerhorn Street.

Women Inspectors

Women can get jobs as Inspectors of Watch Parts. Excellent eyesight and good finger dexterity are required. Experience is not essential, but preference will be given to applicants with some precision inspection experience. The pay is 60 cents an hour during the training period of about 5 days, 40 hours. Inspectors will then work in the shop at piece rates, with 60 cents an hour guaranteed, working 5 days, 44 hours,

or 5½ days, 48 hours, a week, with time and a half credited for all work over 40 hours. Ages, 18 to 35. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L. I. City.

Jobs in India

Superintendents and Assistant Superintendents are wanted by ammonia sulphate plant in Alwaye, province of Travancore, British India, opposite the island of Ceylon. Only men thoroughly experienced in directing this type of chemical production will be considered, but a chemical engineering degree is not essential. Salaries range from \$5,000 to \$12,000 a year, depending upon ability and experience. Living conditions are said to be excellent, and the workers at the plant are a superior type of English-speaking native, with college-trained supervisors. Transportation both ways will be paid by the employer. Contracts, subject to negotiation, will be for 6 months to two years. Apply at the Technical-Professional Office, 44 East 23rd Street, Manhattan.

[Local boards of the Selective Service System help veterans to get jobs. See the address of your local board in the telephone directory, under United States Government, Selective Service.]

Clerks Protest Experts' Ruling on Good English

A group of clerks in the Department of Sanitation have protested the key answers established by the Municipal Civil Service Commission for the recent Promotion to Clerk, Grade 2 examination.

The question (number 73 on the test) read:

"Each item consists of a sentence which is either grammatically correct or contains one wrong word which makes it grammatically incorrect. If a sentence is correct, write the word "correct" in the correspondingly numbered space on the answer sheet. If a sentence contains an incorrect word, write in the correspondingly numbered space on the answer sheet, both the incorrect word and the word which should be substituted for it.

"73. I had rather sleep than play."

The tentative key answer was "had—would," but this was changed to "correct" in the final key answer.

Letter of Protest

In their protest to the Commission, the clerks said:

"We, the following Grade 1 clerks of the Department of Sanitation, hereby issue protest in regard to the answer for question 73 of the examination for promotion to Clerk, Grade 2, as published in the December 4th edition of the City Record.

"In the tentative key published in an earlier edition of the City Record, the answer to question 73 was given as 'had—would'. We all agreed with this answer. Now, in the final official key, the answer is given as 'correct'.

"We base our protest on the fol-

100 Vainly Apply By Mail for Job As Patrolman

Although the first words on the application blank for the NYC Patrolman test were "DO NOT FILE BY MAIL," approximately 100 filled-out forms, accompanied by checks or money orders, arrived in the mails at the Civil Service Commission's office.

All these were returned immediately by special delivery mail. However, many came in on December 28, the last day to file, and the senders got them back too late to submit the blanks in person.

Dime Savings Bank Of Brooklyn Wins Praise of Navy

The Dime Savings Bank, of Brooklyn, was recently awarded a commendation by the Navy for outstanding voluntary services contributing to the welfare of Naval Personnel in the Third Naval District. The commendation, in the form of a certificate, was presented by Rear Admiral Richard A. Laning, Chief Medical Officer of the Third Naval District, at a Victory Dinner held at the Grand Ballroom of the Hotel St. George in Brooklyn.

A personal letter was read from Headquarters of the Commandant of the Third Naval District, signed by Captain D. C. Patterson, Director of Welfare, expressing thanks for the efforts and valued assistance contributed by the officers, trustees and staff of the Dime Savings Bank of Brooklyn in helping the Navy to Victory.

Patrolman Filing May Be Reopened

(Continued from Page 1)

sion feels it could move that fast. If the period for receiving applications is extended, and it might be reopened for only a few days, the written test may be expected to be held in February.

Friday was the last filing date for the first period.

Persons interested in checking on when and if the period to file for Patrolman has been extended should phone the offices of the Commission at Cortlandt 7-8880.

lowing quotations: Webster's New International Dictionary, published in 1932 by G. C. Merriam Company, page 2336, col. 3, line 9: 'wish; desire; incline to have; now chiefly in the form of would.'

"Punk and Wagnall's Comprehensive Standard Dictionary, published 1935, page 674, col. 2, - : 'would—imp. of will, expressing desire, conditional assertion.'

"We believe that in the given

sentence, 'I had rather sleep than play,' a definite expression of desire is shown thus 'would' is more correct than 'had.'"

The protest was signed by Eileen Doody, Pauline Messing, Frieda F. Holstein, Irvin E. Cornellius, Goldie Nierenberg, Rose Liebman, Helen B. Fenton, Floria Horowitz, Raymond Communiello and Josephine De Cesare.

PATROLMAN Study Material

The LEADER publishes this week the third consecutive installment of the Patrolman (P.D.) study series. This week's questions and answers are from the last previous Patrolman examination in NYC and are official. Next week more official questions and answers will be published.

Question 33

"The police officer found that the man had been injured in a hit-run accident. A passerby had moved the injured man from the gutter to the sidewalk. The man had been complaining of terrific pains in his side, head and one leg so that the passerby had placed the man in as comfortable a position as was possible under the circumstances. The injured man had been placed so that he was leaning against a lamppost." The police officer should consider that the passerby's action was

(A) Unintelligent, because of the possibility of complicating any injuries sustained by the man; (B) intelligent, because the comfort of an injured person should be the first thought of persons aiding him; (C) unintelligent, because of the possibility of destroying evidence leading to the arrest of the hit-run driver; (D) intelligent, because first aid is best administered under good light; (E) unintelligent, because the exact nature of the man's injuries are comparatively unimportant."

Question 34

"Summoned to an apartment where a burglary had taken place, the police officer asked the tenant whether he suspected anyone." The officer's question is

(A) Sensible; the tenant himself may be the thief; (B) foolish; the question is incompetent and immaterial; (C) foolish; the officer should make a thorough search of the apartment; (D) sensible; a good clue may be obtained; (E) impossible to characterize as foolish or sensible; much depends upon the neighborhood and what was stolen.

Question 35

"The man whose store had just been burglarized complimented Patrolman Smith on having taken pains to preserve all possible clues. Patrolman Smith replied that he had merely followed the instructions appearing in the Manual of Procedure of the Police Department." This incident indicates that, to a patrolman, the chief value of an intimate knowledge of the Manual of Procedure is that he is able to

(A) Perform his regular duties more effectively; (B) explain the operation of the Police Department to others more readily; (C) comprehend more readily new developments in such areas as chemistry and physics; (D) act courageously when in danger; (E) demonstrate originality when confronted with routine problems.

Question 36

A police rookie is told: "General George C. Marshall, Chief of Staff, United States Army, never trained himself for military leadership by merely sitting in a library studying books on military science." Taken in relation to police work, this statement implies most directly that

(A) Police training courses should include work in military science; (B) rookie training is wasteful; a man learns his job by doing it; (C) police schooling should include study and field work; (D) each station house should have an adequate library to further the training of police officers; (E) leaders are born, not made.

Question 37

Suppose that two police officers on duty in a radio car see a parked automobile which they recognize as a stolen car. Inside the automobile are two men who are dozing. Of the following, the

best action for the officers to take first is to

(A) Keep the car under observation for a considerable time; (B) warn a nearby taxi driver to be alert to aid the officers if necessary; (C) call the station house; (D) dispatch a passerby to summon a third officer; (E) accost the two men immediately.

Question 38

Suppose that an enemy bomber were to drop bombs on a residential street in New York City. Slight damage is caused and a few casualties occur. Rumors spread enlarging on the extent of the damage and at the same time coloring the story with imaginative details and vague additions. Of the following, the fact which will contribute most to the collection of a crowd in this residential street is that

(A) Some people are unimaginative; (B) most people have friends and relatives; (C) many persons are able to drive automobiles; (D) even a few casualties ought to be avoided; (E) to be forewarned against rumors is to be forearmed.

Question 39

While patrolling his post, a patrolman observes a man who is in process of extracting some rings through a hole in the window of a jewelry store. The man has apparently broken the window and has inserted a fishing pole through a hole in the glass in order to accomplish his crime. The man seems to be unaware of the fact that he is under observation by the patrolman. For the patrolman to wait until the rings have been extracted by the thief is

(A) Wise; additional evidence is thereby obtained; (B) wise if there is an automobile in the immediate vicinity; (C) wise; the man will then be too busy to notice the patrolman's approach; (D) foolish only if the street is likely to be deserted for some time; (E) foolish; the man may escape.

Question 40

"The man was walking up the street at about half past two in the afternoon. Suddenly he felt a tug in his pocket and discovered that his wallet was missing. The patrolman had seen a boy jostle the man and take the wallet out of the man's pocket." Under these circumstances, the first action of the patrolman should be

(A) Arrest; (B) investigation; (C) continued observation; (D) subtle questioning; (E) pretended unawareness.

Question 41

Suppose an air raid were to occur in New York. A number of persons have been buried as the result of the collapse of a large apartment house. There is little or no hope of being able to rescue the persons who are buried in the debris. Under these circumstances, the police may nevertheless deem it desirable to attempt to extricate the bodies. The reason is most probably that

(A) It is better to move some debris than none at all; (B) the debris may be scattered over a wide area; (C) morale ought to be maintained; (D) the police are responsible for the preservation of property; (E) valuable clues relating to possible sabotage may thus be obtained.

Question 42

"The man had evidently been murdered by means of a blow on the head. The police officer asked the suspect why he had hit the murdered man with the hammer. Yet, there was no hammer in the room, nor was there any reason for believing that a hammer had been used in perpetrating the crime." The reason for the officer's question is most probably that the police officer

(A) Had not thought sufficiently before he spoke; (B) possessed

CIVIL SERVICE BOARD WANTS ADDITION OF 41 TO STAFF

To meet urgent demands imposed by the end of the war, the NYC Civil Service Commission has asked the Budget Bureau to approve an increase in the staff from the present 209 to 250.

In a letter to Budget Director Thomas J. Patterson, Harry W. Marsh, Commission President, stressed the present burdens of the Commission. He listed the need to alter existing city lists to meet the new preferences granted by Amendment 6; the appointments to be made of veterans on city lists; the pending Patrolman examination and other open-

competitive tests which must be held in the near future.

Types of Employees

The new employees, if approval is granted, would include clerical workers, investigators and examiners.

The request has not yet been studied in detail by the Budget Bureau. However, approval was granted to hire, on a temporary basis, 10 investigators and 20 clerical employees to work on the task of adjusting eligible lists to meet the new preference requirements.

information, not obvious, which indicated that a hammer had been used to commit the murder; (C) hoped that the suspect might, in place of answering the question, at least point out the place where the hammer had been hidden; (D) wanted to trap the suspect; (E) was giving the suspect an indirect opportunity to bring into the case the names of other possible suspects.

Question 43

Suppose that there were an air raid on New York City. In one neighborhood, casualties have been caused at three buildings. Ten casualties have occurred at one building and three have occurred at each of the other two. Help, when it arrives, is inadequate to deal with the casualties at all three buildings. A police officer may decide that it is better to send a little assistance to each place than to deal adequately with one scene of damage at the expense of the other two. The reason for this decision is most probably to avoid charges that

(A) Favoritism has been shown; (B) too little aid has been sent too late; (C) lives are more important than property; (D) the number of casualties does not affect the distribution of aid; (E) the police are excessively callous.

Question 44

Suppose that a patrolman is on guard duty at a building in which several floors are devoted to defense work. A man seeks admission to the building. The man is carrying a bulky brief case which, he says, contains a number of magazines. Among other actions taken by the patrolman is a direction to the man to open the brief case and to hold up the contents for inspection. The patrolman's direction in this case is

(A) Intelligent; the possibility is reduced that the patrolman will be struck down; (B) foolish; the procedure is wastefully time consuming; (C) intelligent; the probability that all the contents will be removed is increased; (D) foolish; the man may be a defense worker; (E) intelligent or foolish, depending on the character of the magazines.

Question 45

"A woman about thirty years of age accosted a patrolman with the complaint that her husband had just attacked her with a pair of scissors. 'My husband nearly gouged my eyes out,' the woman said. 'He poked me in the face not once but four or five times. He cut my face into ribbons. He's a dangerous man and I want him arrested. I have five or six witnesses to the attack.' The patrolman saw no marks on the woman's face." On the basis of these data the patrolman may most reasonably take the position that

(A) The husband ought to be taken into custody immediately; (B) the woman's story is at least partially inaccurate; (C) no scissors were involved in the incident; (D) the incident occurred some time ago; (E) either the woman or her husband or both should be arrested, the choice to be made on the basis of further evidence.

Question 46

About 3 a.m., on a quiet street in a residential neighborhood, a man rushes up to you saying that he has just seen a robbery committed at a place which is about one block from you. The robber, he says, was wearing a white handkerchief as a mask and had pointed a gun at his victim. After hurrying with the man to the scene of the alleged crime you find no indication that a crime has actually taken place. There are no bystanders nor is there any sign of the man who is said to have been robbed. Of the following, your best assumption under these circumstances is that

(A) The victim is searching for a police officer; (B) the victim has

been killed; (C) the crime occurred at a place other than that stated to be the case; (D) the robber is well known in the neighborhood; (E) corroboration of the man's story may effectively be obtained by inquiry among persons sleeping in the house nearest to the alleged robbery.

Question 47

Suppose that a police officer is on duty during a city-wide blackout. As the officer patrols the streets, he perceives a dark sedan moving rapidly towards him, despite the order that all traffic must come to a halt during a blackout. There is only one occupant. As the car approaches, the officer notices on the windshield a white card bearing the single word "official" in black type. For the officer to allow the car to proceed without interference would be

(A) Intelligent; official police vehicles are not usually required to follow blackout regulations; (B) foolish; the "official" card may be a subterfuge on the part of the driver to avoid pursuit; (C) intelligent; official police business should be facilitated; (D) foolish; the absence of pedestrians during a blackout minimizes the danger; (E) intelligent; drivers of automobiles are required to extinguish their lights during a blackout.

Question 48

A storekeeper offers to a patrolman the keys to his store, which is on the patrolman's post. The offer is made so that the patrolman will be able occasionally to enter the store after hours in order to be sure that all is safe. Of the following, the best course of action, in general, for the patrolman to take is to

(A) Reject the offer politely; (B) accept the offer; (C) reject the offer only if the possibility of burglary seems to be slim; (D) accept the offer only if the storekeeper's reputation is altogether satisfactory; (E) accept the offer provided that the meaning of "after hours" is completely understood in advance.

Question 49

Suppose that, at 11 a.m., while you are patrolling your post, a young girl runs up to you, saying that a man has just dropped dead on the street a block away. Of the following, your first action under the circumstances should be to

(A) Request the young girl to describe the man who is said to be dead; (B) approach furtively the scene of the alleged death in order to investigate all the circumstances fully; (C) proceed immediately to the place where the man is alleged to have dropped dead; (D) arrest the young girl as a material witness; (E) request the young girl to identify herself.

Question 50

Suppose an air raid on New York City were to occur. While bombs are falling, a man rushes up to a patrolman in a residential neighborhood saying, "What shall I do?" The patrolman should direct the man to

(A) Lie down flat immediately; (B) run to a subway station for shelter; (C) walk slowly to the nearest building; (D) continue about his business since enemy action must not be permitted to interfere with war production; (E) get under cover.

OFFICIAL KEY ANSWERS TO ABOVE QUESTIONS

33, A; 34, D; 35, A; 36, C; 37, E; 38, A; 39, B; 40, A or E; 41, A; 42, D; 43, D; 44, A; 45, A; 46, B; 47, A; 48, B; 49, A; 50, C;

Answers to Dec. 18 questions: 1, E; 2, D; 3, C; 4, C; 5, Prudent; 6, Walk; 7, Valid; 8, B; 9, E; 10, D; 11, D.

WELFARE BRIEFS

OZANAM GUILD LUNCHEON

The Rev. Raymond Kennedy, S.J., Assistant Director at Mount Manresa Retreat House, Staten Island, will be the guest speaker at the First Friday Luncheon on Jan. 7 at the Carroll Club, Madison Ave. and 30th Street, NYC. The luncheon is sponsored each month by the Ozanam Guild of Catholic Employees of the NYC Department of Welfare. In charge of tickets is William P. Madden, Chairman of the Committee, 2001 McGraw Ave., New York 62, NY. The Rev. Henry J. Pregenser of St. Matthew's Parish, is Moderator of the Guild.

WELFARE CENTER 24
Mary Perschonok, Assistant

Case Supervisor, has resigned from the Department to go to France with the Joint Distribution Committee. Leah Fuchsberg is taking her place.

Florence Korman, Social Investigator, Unit K, is away on maternity leave—expects the new member early in January.

Victor Bukinik, Investigator, Unit G, resigned to take private employment.

BOWLING RESPITE

The Women's Municipal Bowling League took a furlough during the holidays and skipped bowling sessions on the Mondays before Christmas and New Year's. The next session will take place on January 7.

Soft Drinks Only, Piccirillo's Rule For Holiday Parties

Employees of the NYC Welfare Department fared half as well as Federal employees who enjoyed two long weekends. They got either New Year's or Christmas Mondays off. They may have holiday parties, but with "soft" drinks.

An order from Deputy Commissioner Joseph P. Piccirillo said:

"Each member of the staff may be excused with pay on either Monday, December 24, 1945, or Monday, December 31, 1945.

There are to be no changes in the Saturday schedule of work for these weekends. Because of the length of the weekends and in order to insure continuous service, the Division Director or Administrative Supervisor shall arrange that 50 per cent of the staff be present on each of these Mondays except in those locations where such a schedule is not administratively feasible. Each Division Director or Administrative Supervisor shall provide his Time-keeper with a list of those staff members to be excused each day. Anyone who is absent with pay, either on vacation or sick leave, on both of these Mondays or is absent during a part of his period of time off with pay for vacation or sick leave on the Monday he is not scheduled to work, will have an additional day credited to him in accordance with the reason for his absence.

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New Bill Planned For Higher Pay

Downey Wants Fairer Raises Than Senate Voted—House Hearings Soon

Special to The LEADER
 WASHINGTON, Jan. 1—Senator Sheridan Downey (D., Cal.), chairman of the House Civil Service Committee, has no intention of abandoning his fight for a fairer pay adjustment for Government workers in the middle and upper salary brackets.

Under the so-called Byrd compromise pay bill, approved 10 days ago by the Senate, middle and upper bracket workers would come out on the short end—with a raise far less than enough to meet the increased cost of living.

New Legislation Planned
 However, Senator Downey plans to introduce new legislation to adjust the pay of these employees.

Just how far the hard-fighting California Senator will get with his renewed campaign is open to question. Senate resistance to upper-bracket pay raises is strong. And most observers think that Mr. Downey faces an uphill battle with the odds against him.

The Senate bill would give Federal employees a 36 per cent increase on the first \$1,200 of their pay; 18 per cent on the amount between \$1,200 and \$4,600; and 9 per cent on all in excess of \$4,600.

House Hearings Soon
 Meantime, the House Civil Service Committee is expected to begin hearings on the Senate bill soon after Congress reconvenes on Jan. 14. Representative Randolph Jennings, (D., W. Va.) who will be the new chairman of the House Civil Service Committee,

is known to favor fairly generous raises for U. S. workers. However, it also is known that he has no intention of trying to rush the bill through the House.

Take-Home Pay Higher; Table Shows Amounts

Special to The LEADER
 WASHINGTON, Jan. 1—Because the withholding tax has been reduced, Federal employees will get slightly higher take-home pay beginning January 1.

The increase has nothing to do with the new U. S. pay bill now awaiting action in the House.

Below is a table which shows how it will affect the checks of Federal workers. The table shows net pay, which means that the retirement deduction has been taken out. To find the precise amount of your check—the new rates are effective on all salaries paid January 1 or later—merely subtract the amount of your Bond purchases from your net pay as shown in the table.

NET BI-WEEKLY U. S. PAY AFTER JANUARY 1

Annual Salary Rate	Number of Withholding Exemptions Claimed						
	0	1	2	3	4	5	6
\$ 1440	\$43.21	\$56.81	\$50.51	\$52.61	\$52.61	\$52.61	\$52.61
1506	54.32	58.92	52.62	55.02	55.02	55.02	55.02
1672	47.03	50.63	54.33	57.43	57.43	57.43	57.43
1638	49.05	52.75	56.35	59.85	59.85	59.85	59.85
1704	51.15	54.75	58.45	62.05	62.25	62.25	62.25
1770	52.86	56.56	60.16	63.86	64.66	64.66	64.66
1836	54.97	58.57	62.27	65.87	67.07	67.07	67.07
1902	56.99	60.99	64.29	67.99	69.49	69.49	69.49
1968	59.10	62.70	66.40	70.00	71.90	71.90	71.90
1990	59.50	63.20	66.80	70.50	72.70	72.70	72.70
2034	60.81	64.41	68.11	71.81	74.31	74.31	74.31
2100	62.82	66.52	70.22	73.82	76.72	76.72	76.72
2166	64.93	68.63	72.23	75.93	79.13	79.13	79.13
2210	66.25	69.85	73.55	77.15	80.75	80.75	80.75
2232	67.04	70.64	74.34	77.94	81.54	81.54	81.54
2298	68.66	72.36	76.06	79.86	83.36	83.36	83.36
2320	69.46	73.16	76.86	80.46	84.76	84.76	84.76
2364	70.77	74.47	78.08	81.77	85.47	85.47	85.47
2430	72.78	76.58	80.18	83.88	87.48	87.48	87.48
2496	74.40	78.30	81.90	85.60	89.20	91.20	91.20
2540	76.00	79.80	83.50	87.20	90.80	92.80	92.80
2562	76.40	80.30	84.00	87.60	91.30	93.60	93.60
2650	79.32	83.22	86.82	90.52	94.12	96.82	96.82
2760	82.15	86.24	89.84	93.54	97.14	100.84	100.84
2870	85.46	89.46	93.16	96.66	100.46	104.86	104.86
2980	88.67	92.67	96.47	100.17	103.87	108.87	108.87
3090	91.99	95.99	99.89	103.49	107.19	112.89	112.89
3200	95.41	99.41	103.31	107.01	110.71	116.91	116.91
3310	98.73	102.73	106.73	110.33	114.03	120.93	120.93
3420	101.95	105.95	109.95	113.85	117.35	124.95	124.95
3530	105.27	109.27	113.27	116.97	120.67	127.97	127.97
3640	107.80	111.80	115.80	119.70	123.30	130.60	130.60
3750	111.01	115.01	119.01	123.01	126.61	134.01	134.01
3860	114.23	118.33	122.33	126.33	130.03	137.33	137.33
3970	117.55	121.55	125.55	129.65	133.35	140.65	140.65
4080	120.77	124.87	128.87	132.87	136.67	143.97	143.97
4190	124.09	128.09	132.09	136.19	139.99	147.29	147.29
4300	127.31	131.41	135.41	139.41	143.31	150.61	150.61
4410	130.62	134.62	138.62	142.72	146.62	153.92	153.92
4520	133.84	137.94	141.94	145.94	149.94	157.34	157.34
4630	137.16	141.16	145.16	149.16	153.26	160.66	160.66
4740	140.92	145.92	150.92	152.48	156.48	163.98	163.98
4850	144.92	150.92	155.92	156.02	160.02	167.02	167.02
4960	153.46	157.46	161.56	165.56	169.56	177.63	177.63
5180	159.83	163.83	167.83	171.93	175.93	183.83	183.83
5390	165.61	169.61	173.71	177.71	181.71	189.71	189.71
5600	171.38	175.48	179.48	183.48	187.48	195.58	195.58
5810	177.25	181.25	185.25	189.25	193.25	201.35	201.35
6020	184.92	188.92	192.92	196.92	200.92	209.02	209.02
6230	190.70	194.70	198.70	202.70	206.80	214.80	214.80
6440	196.47	200.47	204.47	208.67	212.57	220.57	220.57
6650	202.24	206.24	210.34	214.34	218.34	226.34	226.34
6860	208.02	212.12	216.12	220.12	224.12	232.22	232.22
7070	211.86	215.96	219.96	223.96	227.96	236.06	236.06
7175	219.64	223.64	227.64	231.64	235.64	243.74	243.74
7700	227.34	231.34	235.34	239.34	243.44	251.44	251.44
7962.50	234.13	238.13	242.13	246.13	250.13	258.23	258.23
8225	243.72	247.72	251.72	255.72	259.72	267.82	267.82
8750	259.10	263.10	267.10	271.20	275.20	283.20	283.20
9012.50	264.89	268.89	272.89	276.89	280.89	288.99	288.99
9275	274.49	278.49	282.59	286.59	290.59	298.59	298.59
9537.50	280.37	284.37	288.37	292.37	296.37	304.47	304.47
9800	289.97	293.97	297.97	301.97	305.97	314.07	314.07
10,000	293.47	297.47	301.47	305.57	309.57	317.57	317.57

SLASH IN FUNDS REDUCES CIVIL SERVICE AID TO VETS

Special to The LEADER
 WASHINGTON, Jan. 1—The U. S. Civil Service Commission, the body which administers the merit system so important to Federal workers, is facing a drastic slash in its program.

Despite the Commission's warnings, Congress failed to grant the Commission all the funds it requested for 1946. As a result, a large part of the Commission's program, including much of its work on behalf of returning veter-

ans, is due for a drastic curtailment in the next few months. For returning veterans, the cut-back will mean:

1. At present, the Commission exercises great pains to see that Federal agencies hire qualified veterans in preference to non-veterans. Under its reduced budget, however, it will have to pass much of the responsibility to the agencies.

2. Under its reduced budget the Commission will have to slow down—although not completely shelve—its program of replacing war service appointees with veterans.

3. Under the reduced budget, intelligent placement of disabled veterans will, according to Commissioner Arthur S. Flemming, "be brought to a virtual standstill."

More Funds Not Likely

So serious are these curtailments that Mr. Flemming told the Senate appropriations committee that unless Civil Service gets additional funds "we believe the Veterans Preference act of 1944 will break down."

Nevertheless, there is practically no possibility that the Commission can win additional funds before next spring.

Civil Service also will be forced

to make serious cuts in several other fields. Among them:

1. Job classification—At present, the Commission individually classifies all jobs within the Classified Civil Service. Now it will have to delegate additional responsibility to the agencies.

2. Job examinations—Fewer exams will be given. Exams to make thousands of war service positions permanent will be delayed.

Further Cut In Staff

3. Promotions—The Commission's present close watch to prevent unjustified or illegal promotions will be relaxed, and the agencies probably will be placed on their honor not to make such promotions.

4. About 100 employees will have to be fired from the Commission's Retirement Division, which only recently has been able to bring its work current, and now has a greater job load than ever.

5. Commission contact representatives in many cities throughout the country will be discharged.

The Commission already has reduced its staff to 4,500 from a wartime peak of 7,500. And a further cut of 800 to 900 is in prospect under the reduced budget.

Male Ward Attendants At \$2,043 Are Needed

An immediate need for 150 male ward attendants to take care of the expanding needs of the Veterans Hospital, Northport, L. I., was announced by James E. Rossell, Director, Second U. S. Civil Service Region. These positions pay \$2,043 per annum for a 48-hour week, with room and board available on the grounds at a cost of \$1 a day.

These attendants will assist in the care of veterans and in the maintenance of facilities. No prior experience is required, and

interested persons are urged to apply at the Veterans Administration Regional Office, 208 West 25th St., Manhattan, or at the Hospital in Northport. Immediate interviews will be given at both points and those applicants accepted will be offered immediate employment.

50 Apartments Opened to Vets

Fifty newly renovated dwelling units of three and four rooms with bath have just been opened to veterans by the United Veterans of Second World War, Inc., Harry Geisinger, Chairman of the housing committee, announced. The apartments will rent from \$20 to \$25 a month.

Preference in the rental goes to discharged veterans with families. Applications may be made at the offices of the United Veterans of Second World War, Inc., Hotel Dauphin, Broadway and 67th Street, on Monday and Tuesday evenings between 7:30 and 11:00 p. m. The newly decorated apartments provide hot water, but heating will have to be provided by the tenant. Ice boxes are furnished with the apartment.

Mr. Geisinger revealed that the apartments are part of a project instituted by the United Veterans to rehabilitate old dwelling units so that they may serve as living quarters for returning servicemen and their families.

Mr. Geisinger hoped that United Veterans would soon be able to make more units available.

Lithographers Needed

Strippers, men, to work in the lithography department of a Maspeth, L. I., can company. No experience is required, and there are opportunities to learn lithographing. The rate of pay is 65 cents an hour plus a 5 cents an hour bonus for night workers. The day shift is from 8 a. m. to 4 p. m. and night work is from 4 p. m. to 12 midnight. A \$2 a day production bonus is also paid after workers have acquired sufficient skill. The plant operates on a 40-hour week. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, L. I. City.

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Weidinger Again Heads Retired Postal Workers

William Weidinger, begins his third term as President of the Retired Postal Employees Assn. as the result of his unanimous reelection. Mr. Weidinger's activity in behalf of the retired men and in the affairs of Branch 36, National Association of Letter Carriers, has been intense.

Unanimously re-elected for the year 1946 were the following other officers: First Vice - President,

James Williams; Second Vice-President, Bryan Dillon; Recording Secretary, John J. Conway; Financial Secretary, Ogley Jackson; Treasurer, James J. Carson, and Sergeant-at-Arms, Rader Klein.

The new Board of Directors consists of Charles Dilberger, Jacob Hartnagel, Isidor Lang, Henry Vetter, Fergus McLoughlin, W. C. Greene, Edward H. Lyons, Peter Martin and Bernard Hand.

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LEGAL NOTICE

At a Special Term of the City Court Part II held at the Courthouse located at 55 Chambers Street, New York City, Borough of Manhattan, on the 37th day of December, 1945.
 Present: HON. JOHN A. BYRNES, Chief Justice.
 In the Matter of the Application of IRWIN RABINOWITZ for leave to assume the name of ROY HORTON.
 On filing and reading the petition of IRWIN RABINOWITZ, verified the 30th day of November, 1945, praying for leave to assume the name of ROY HORTON, in place of his present name, and it appearing to me that there is no reasonable objection to the same,
 Now, on motion of EDDY WIDDI, attorney for petitioner, it is ORDERED that the said IRWIN RABINOWITZ be and he hereby is authorized to assume the name of ROY HORTON, on the 5th day of February, 1946, provided he cause this Order and the papers upon which granted to be entered and filed in the Office of the Clerk of this Court within 10 days from the date of said Order; that a copy of said Order shall within 10 days from the entry thereof, be published in Civil Service Leader and within 40 days after making this Order, proof of such publication, by affidavit, be filed and recorded in the Clerk's Office of this Court and within 20 days after entry thereof, a copy of the petition and Order be served upon the Commanding Officer of Petitioner's Unit, with proof of service thereof to be filed with Clerk of this Court within 10 days thereof, and after such requirements are complied with, petitioner shall on and after February 5th, 1946, be known as ROY HORTON and by no other name.

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FULL TEXT OF AMENDMENT ON VETERAN PREFERENCE

The provisions of Article V, Section 6 of the State constitution, as ratified at the polls on Nov. 6, 1945, follows:

Sec. 6. Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination, which, as far as practicable, shall be competitive; provided, however, that any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, and who was disabled therein to an extent certified by the United States veterans administration, and whose disability is certified by the United States veterans administration to be in existence at the time of his or her application for appointment or promotion, shall be entitled to preference and shall be appointed or promoted before any other appointments or promotions are made, without regard to his or her standing on any list from which such appointment or promotion may be made. Until December thirty-first, nineteen hundred fifty, but in no event for a period of less than five years next following the honorable discharge or release under honorable circumstances of a member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States, he or she shall be entitled, after such disabled members of the armed forces shall have been first preferred, to similar preference in appointment and promotion. Upon the abolition or elimination of positions in the civil service, to which the foregoing preferences are applicable, any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section. Laws shall be enacted to provide for the enforcement of this section.

J. EARL KELLY NOW FILLS JOB PERMANENTLY

ALBANY, Jan. 1—The State Civil Service Commission announced today that J. Earl Kelly, who had formerly held the position on a provisional basis, has been given a permanent appointment as Director of Classification.

A re-analysis of Mr. Kelly's test paper by outside examiners resulted in raising Mr. Kelly's rating. On the oral examination Mr. Kelly attained a rating of over 90. His final grade on the resulting list was number one.

Mr. Kelly is a LEADER Merit Man and his work in the classification unit in the past two years had earned wide comment even though he had to operate with a physically inadequate staff.

NYC Social Worker Weds Service Man

Miss Dorothy Bienfeld, Social Investigator in the Information and Adjustment Section, was married to George Rood, recently of the U. S. Navy, 183 Broadway.

NYC Board Wants Substitute Teachers

The Board of Education wants men and women, 21 to 40, to teach mentally retarded children, as substitutes. Applicants must have a BA degree and be licensed to teach in New York State. Another requirement is 15 hours of special courses for teaching the mentally retarded. Examinations will be given this month for permanent appointments. The salary is \$8.50 a day, and fully qualified persons can earn up to \$3,800 a year. The work is on 5 days, 30 hours a week. Apply at the Professional Office, 44 East 23rd Street, Manhattan.

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CIVIL SERVICE WAR VETERAN traveling outside Metropolitan area wanted to sell membership in civil service organization.

LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York.

At the Matter of the Application of DAVID WASSERTHELL, also known as DAVID WASSERTHEIL, and KATARZYNA WASSERTHELL.

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LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York.

At the Matter of the Petition of PETER GEORGE KARANICHOLAS for leave to change his name to PETER NICHOLS.

At the Matter of the Petition of PETER GEORGE KARANICHOLAS, verified the 21st day of December, 1945.

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JONATHAN REALTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EDEN MILLINERY SUPPLY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of STARLET FOOTWEAR CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BURR BROS. INCORPORATED.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 156 E. 140th ST. REALTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ROSAMI REALTY CORPORATION.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law.

Modern Reducing Salon Incorporated. Messages - Steam Cabinet Exercising. 1 DeKalb Ave. 793 Flatbush Ave.

CHRONIC DISEASES of NERVES, SKIN AND STOMACH. Kidneys, Bladder, General Weakness, Lame Back, Swollen Glands. PILES HEALED.

HAIR REMOVED PERMANENTLY! BY ELECTROLYSIS. Results Assured. Ernest V. Capaldo.

PIMPLES BLACKHEADS FOAMY MEDICATION. Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year old Palmer's "SKIN SUCCESS" Ointment.

666 GOLD PREPARATIONS LIQUID, TABLETS, SALVE, NOSE UROPS. CAUTION! USE ONLY AS DIRECTED!

NEVINS FUR CO. Fine Furs. Coats Made to Order. Repairing-Remodeling. 39 NEVINS ST. Bklyn. MA 4-8368.

Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

New U. S. Pension Law

How does the new amendment to the U. S. Retirement Law affect a disabled employee? What is the situation regard to furlough or leave?—E. B.

Civilian Government employees on furlough or leave without pay remain in the service of the United States in so far as retirement is concerned until absolutely separated. This now includes employees placed on military furlough upon entrance into the armed forces. Such employees retain all the retirement rights and privileges they had at the time of entry into the military service. In order to return to duty, persons on furlough or leave without pay must be physically qualified to perform the duties of their positions. Before passage of the amendment, a person could not receive civilian disability-retirement benefits unless he returned to duty. Under the amendment, a disabled employee may receive retirement

benefits without return to duty, if he had served in a Government position five years or more and was subject to the retirement act at the time of entry into the military service. A person granted military furlough who reached optional retirement age while on furlough, prior to the amendment, could not receive retirement benefits unless he returned to duty, but may now optionally retire without return to duty.

Police-Fire Eligibility

Have just returned from service and am wondering if I am eligible medically for Police and Fire exams. I have suffered the past 5 years with a bad ear. In the last Army exam my hearing read left, normal; right, defective.

E. R.

The physical requirements for both the Police and Fire examinations say: "Deafness in either ear, however slight, must reject."

Wants Service Credit

I was a Patrolman, Police Department, for 6 months prior to my induction into the U. S. Army, wherein I served 3 years. I am now eligible for appointment to the Fire Department. Will the 3 years', 6 months' seniority which I now have in the Police Department count in the Fire Department, and will I receive first grade pay immediately upon entering the Fire Department?

GEORGE F. BEHR, JR.

You receive credit for your experience in the Police Department, and will receive the same rate of payment as if the time had been in the Fire Department.

Eligible Lists

NYC

PROMOTION TO ASSISTANT FOREMAN (Turnstiles) NEW YORK CITY TRANSIT SYSTEM G. A. MAINTENANCE OF WAY.

- 1 Richard J. Marclay... 85.040
- 2 Francis J. Ayers.....84.670
- 3 John J. Warner.....84.340
- 4 David O'Brien84.320
- 5 Martin Hyland83.315
- 6 Albert P. Burkhardt...82.615
- 7 Henry A. Dilschmann...81.980
- 8 Matthew C. Weber.....80.930
- 9 Frederick W. Ritz, Jr...80.505
- 10 John J. Rodgers.....80.095
- 11 John Waldbusser79.760
- 12 Howard H. Andreson...79.275
- 13 George J. Schaefer....78.500
- 14 Richard A. Schaefer...77.855
- 15 Charles J. Eidel.....77.660
- 16 Edward H. Ehlinger...77.595
- 17 Benjamin L. Plaut....77.445
- 18 Solomon Stoller77.145

Hempstead Elks Restaurant

Fulton & Bennett Ave., Hempstead Phone Hemp. 1485

WELCOME CIVIL SERVICE FRIENDS

- we cater to parties and banquets—facilities for up to 500 guests.
 - under the management of Johnny Lynch & Eddie Kole.
- Luncheon — Dinner Served Daily
- SPECIAL SUNDAY DINNER**

ROBERT J. CREWS ANNOUNCES

the opening of **The Pearl Liquor Store** 397 PEARL STREET (at Fulton St.) Brooklyn, N. Y.

Complete line of high grade wines, cordials and liquors.

PRIVATE DINING ROOM AVAILABLE FOR PARTIES • BANQUETS MEETINGS

MUSIC & DANCING FACILITIES MODERN BAR **STREIFER'S RESTAURANT** 143 West 44th St. BRyant 9-3682 In Heart of Times Square



Giene Tierney plays a vicious wench in "Leave Her To Heaven" at The Roxy.

20 Girls Graduated From Mandl School

Graduation ceremonies of the Mandl School for Medical Assistants, 1834 Broadway, NYC, were held at the Pythian Temple. Twenty girls received diplomas.

The Bausch and Lomb award for Science honors went to Carolyn I. Bristol, class President. Honors for general excellence went to Sylvia Lifshitz, vice-president of the class, while Virginia C. Fulnard won the award for best attendance.

Dr. John E. Tritsch, Fellow of the American College of Surgeons, delivered the graduation address.

"The Greatest Show in Town!"

—Robert Garland, Jour.-Amer.

MICHAEL TODD presents



MAURICE EVANS

in his new production of SHAKESPEARE'S

"HAMLET"

COLUMBUS CIRCLE THEATRE Broadway at 59th St. Columbus 5-1172 Evenings 8:00—Matinee Thurs. & Sat. 2:40

RADIO CITY MUSIC HALL

Showplace of the Nation ROCKEFELLER CENTER

"Utterly charming, amusing, touching." —Cameron, News

Bing Crosby Ingrid Bergman IN LEO McCAREY'S

"THE BELLS OF ST. MARY'S"

Henry Travers • William Gargan Released by RKO Radio Pictures

ON STAGE: "HEIGH HO," delightful musical fantasy . . . produced by Leonidoff . . . with the Corps de Ballet, Rockettes, and Symphony Orchestra, direction of Charles Previn.

Dine Week-End Vaation Honey-moon — AT —

House of Hawkins

372 Beach Street WEST HAVEN, CONN. On Long Island Sound PHONE NEW HAVEN 9-2340 Bar & Grill • Home Cooking Including Shore Dinners Comfortable Rooms Private Dining OPEN THE YEAR ROUND (Special Winter Rates) For Reservations write or Phone New Haven 9-2340

PAPPAS RESTAURANT

Famous for Steaks and Sea Food for Over 30 Years And now! A very modern, up-to-date cocktail lounge! Served from 12 to 9 P. M. WINES, LIQUORS 254 WEST 14th STREET WA. 9-9121, 9143

COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appetizing salads, Tea Leaf Readings an entertainment feature.

Alma's TEA ROOM

773 Lexington Ave. N. Y. C.

Amusement

By J. RICHARD BURSTIN

Warner Bros. is filming "Escape Me Never" and a singing role goes to Ida Lupino whose histrionics have proved so diversified. . . When "San Antonio" opened at the Strand the other day (Errol Flynn and Alexis Smith are in it) Paula Stone and Mike Shea of "Red Mill" led a parade down Broadway which was sponsored by the Deep in the Heart of San Antonio-in-New York Association. It was Texas Day on December 28 and New Yorkers with Lone Star state ties rode horseback down the Great White Way to the theater where the premiere was held. Some fun. Yippee!

Joan Crawford turned down a meaty role in another picture to do her bit in "Humoresque," a famous Fanny Hurst story. Besides a chance for some real acting the star will have twenty-one wardrobe changes!

Bing Crosby, starred with Ingrid Bergman at the Music Hall just now, was recently in town and visited bed-ridden Michael Lennon, a 12 year old boy at Bellevue Hospital. The Groaner and Mike had a fine time, the latter supplying requests, Crosby filling the orders. Bing is bringing his guitar next time. Swell guy, no?

"They Were Expendable" and "Our Vines Have Tender Grapes"

are being shown at Sandringham where the British Royal Family is assembling for the Christmas holidays for the first time since the outbreak of war six years ago. MGM who filmed the two pictures shipped the prints to London on request.

The Paramount Theatre proudly introduced a new loudspeaker system dubbed The Voice of the Theatre. It is devised to provide full color sound reproduction to all parts of the house and high and low frequency sounds previously lost on the sound track can now be caught readily.

Don't miss "Hamlet" at the Columbus Circle Theater. The superb Shakespearian performance of Maurice Evans is not soon forgotten.

NYC Housing Authority to Have Own Building

The Board of Estimate approved the erection of a 7-story office building for the NYC Housing Authority. Chairman Edmond B. Butler announced that the building will be at 405 East 42nd Street and is to be completed by May 1, 1947.

Tucker Pays Tribute to His Ex-Colleagues

[The author of the following article recently returned to the private practice of law, after having served in the Corporation Counsel's office for almost six years.]

By OSCAR L. TUCKER

Maybe I was more fortunate than some others, but I was able to advance rather rapidly in the NYC Law Department.

The greatest experience of my professional life was being associated with the largest law firm in the world—the Office of the Corporation Counsel. The Law Department, with its 700 employees, of whom the majority are attorneys, protects the legal interests of our city government.

Under the leadership of Paul Windels, William C. Chanler, Thomas D. Thacher and Dean Ignatius M. Wilkinson, it was by no means uncommon for a group of lawyers to work cheerfully through the night, grappling with complex legal problems. Overtime pay was of course unknown.

Robert H. Schaffer, First Assistant Corporation Counsel, demonstrated effective leadership in all forms of litigation.

As a member of the Division of General Litigation, I became one of the many admirers of its Chief, Russell Lord Tarbox. Mr. Tarbox, whose association with the department dates back to the Mitchel administration, has a deep knowledge of the law and a warm and humane personality.

The Chief Clerk, John Leddy, who devoted his entire adult life of some 42 years to the work of the office, is a veritable encyclopedia of legal practice and procedure. The Tax Division of the office, like other divisions, was extremely fortunate in its leadership. A great job was performed by Arthur A. Segal and Arthur H. Goldberg, former chiefs of that division. The difficult task is now being continued under the able leadership of Leo Brown, the present Chief. The department follows a great tradition and its work entitles it to more public recognition than it gets.

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York held in and for the County of New York, at the Courthouse, 53 Chambers Street, New York on the 26th day of December, 1945. Present—HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of ESTELLE W. HUNT to obtain an Order granting leave to CARMELITA WASHINGTON, an infant aged seventeen years to assume the name of CARMELITA HUNT.

Upon reading and filing this petition of ESTELLE W. HUNT, verified December 17th, 1945 and the infant's verified affidavit, praying that CARMELITA WASHINGTON, be granted leave to assume the name of CARMELITA HUNT, in place of her present name; and the Court being satisfied that the averments are true; that there is no reasonable objection to the change, it is, on motion of Elythe Widd, attorney for petitioner.

ORDERED that said CARMELITA WASHINGTON, do and she hereby is authorized to assume the name of CARMELITA HUNT, on and after the 4th day of February 1946, upon condition that this Order be entered and the papers filed in the office of the Clerk of this Court within ten days from the date hereof, and within ten days from the date of said entry, petitioner publish a copy of said Order in Civil Service Leader and within 40 days after making of this Order, proof of such publication, by affidavit, be filed and recorded in the office of the Clerk of this Court, and after all such requirements are complied with, petitioner on and after February 4, 1946, shall be known as CARMELITA HUNT and by no other name.

Enter, J.A.B. G.J.C.C.

Paramount Pictures Theatres Corp.

"THE STORK CLUB"

Here is One Xmas Package You Can See Early! You're in for the gayest, loveliest time you've ever imagined! B. G. DeSilva presents

BETTY HUTTON

with

BARRY FITZGERALD

DON DeFORE

Robert Benchley • Bill Goodwin Iris Adrian • Mikhail Rasumny Mary Young and introducing ANDY RUSSELL Directed by HAL WALKER A Paramount Picture

DOORS OPEN 9:30 A. M.

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MIDNIGHT FEATURE NIGHTLY

IN PERSON

WOODY HERMAN

and HIS ORCHESTRA

featuring

FRANCES WAYNE

Bill Harris • Chubby Jackson Joe "Flip" Phillips and Pete Candoli

plus

DOROTHY KELLER

Dancing Hit of

"FOLLOW THE GIRLS"

Extra added attraction

BUDDY LESTER DON BAKER AT THE ORGAN

DARRYL F. ZANUCK presents

LEAVE HER TO HEAVEN

By BEN AMES WILLIAMS

in Technicolor

A 20th Century-Fox Picture

ROXY

7th Ave. & 30th St.



GALA STAGE SHOW

Tony and Sally DE MARCO

CARL RAVAZZA

Extra!

PAUL WINCHELL

Gary Cooper • Ingrid Bergman

EDNA FERBER'S

"SARATOGA TRUNK"

WARNER'S BIGGEST with FLORA ROBSON

A HAL B. WALLIS PRODUCTION

Continuous POP. PRICES

HOLLYWOOD

BROADWAY at 51st STREET

ERROL FLYNN • ALEXIS SMITH

IN WARNER BROS. TECHNICOLOR HIT

"SAN ANTONIO"

★ IN PERSON ★

LIONEL HAMPTON and His Orchestra

—EXTRA—

Pops and Louie • Canfield and Lewis

BROADWAY AT 47th STREET STRAND

Zimmerman's Hungaria

AMERICAN HUNGARIAN

162 West 46th St., East of Bway.

Famous for its superb food. Distinguished for its Gypsy Music. Dinner from \$1.25. Daily from 5 P.M. Sunday from 4 P.M. Sparkling Floor Shows, Two Orchestras. No Cover Ever. Tops for Parties. Longacre 3-0116.

Good U.S. Jobs in 9 Titles Are Waiting to Be Filled

Jobs in 9 different titles offer real job opportunities to veterans and non-veterans to enter the Federal service. A tenth job—Vocational Adviser—is restricted to veterans only.

The 10 titles and the agencies follow:

Veterans Administration: (a) Training Officer, (b) Vocational Adviser, limited to veterans only, and (d) Attendant (Mess), (c) Attendant (Hospital).

Treasury Department: (a) Special Agent, Bureau of Internal Revenue, with few vacancies. (Open to disabled veterans only.)

Civil Aeronautics Administration: Aircraft Communicator.

Various departments and agencies: (a) Stenographer, (b) Typist, (c) Messenger and (d) Clerk.

and all filled-in applications should be filed there. Applications are obtainable by mail and filing may be made by mail. Time is saved by applying in person for applications, in Room 119.

Good Prospects

These jobs, like all others now being filled in the Federal service, are for "war service indefinite" appointments. They are, however, jobs that hold good possibilities of being steady, because there is a steady need for applicants and where standard examinations are passed, the appointee stands to benefit from rules the U. S. Civil Service Commission is expected to adopt, to permit conversion from "war service who" competitive classified status.

Details About the Jobs

Here are details of the 9 Federal positions:

Aircraft Communicator, \$2,320 plus overtime. Vacancies in various states including New Jersey, but not New York at present. Five hundred applications are wanted, must be filed by mail.

Hospital Attendant, \$1,572 a year, plus overtime. Vacancies in the Veterans Administration Hospital in The Bronx, NYC. Opportunities for advancement to posi-

tions paying \$2,496.

Mess Attendant, \$1,440 a year, plus overtime. Mess hall and kitchen work, V.A. hospital, The Bronx.

Training Officer, \$4,300, \$3,640 and \$2,980 a year, plus overtime. Vacancies in Veterans Administration Regional Offices at Albany, N. Y., Batavia, N. Y., NYC and Lyons, New Jersey.

Special Agent, Treasury Department, Bureau of Internal Revenue, Intelligence Unit, locations in New York State; \$3,640 and \$2,980 a year, plus overtime. Accounting background required.

Stenographer, \$1,902 and \$1,704 a year, plus overtime. Practical examination given before appointment. Openings in various Federal agencies.

Typist, \$1,704 and \$1,506 a year, plus overtime. A practical examination is given before appointment. Openings in various Federal agencies.

Messenger, \$1,440 a year, plus overtime. Offers opportunity for advancement.

Vocational Adviser, \$3,640 a year, plus overtime. Vacancies in various Veterans Administration Regional offices. Calls for such background experience as vocational and trade teaching or personnel work.

ATTENDANT

for filling the positions of **Hospital Attendant—\$1,572 a year, plus overtime pay.**

Mess Attendant—\$1,440 a year, plus overtime pay.

Under the veterans' preference laws those who have the right to veteran preference must be considered for this position before all other persons. Applications will be accepted from persons not entitled to preference who live in the State of New York and adjoining areas where this announcement is posted, but such persons can be considered for employment only in the absence of eligibles entitled to military preference.

No Written Test Required

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

Places of Employment: U. S. Veterans' Administration Facility, New York (Bronx County), New York.

Note: Deduction will be made for quarters, subsistence and laundry, when furnished.

Salaries and Workweek

Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the overtime hourly rate is 1½ times the basic hourly rate.

Annual salaries for these positions are as follows:

Basic Overtime	Total Salary
\$1,572 44 hours	\$1,807
\$471 48 hours	\$2,043



Guiding planes into a safe landing is one of the jobs of the Aircraft Communicators who work for the Civil Aeronautics Administration. Applications for these interesting jobs are now being received by the Civil Service Commission.

\$1,440 22½ hours \$1,656

\$432 48 hours \$1,872

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

Duties

HOSPITAL ATTENDANT

Under supervision, to perform varied and miscellaneous duties in connection with the care of patients in hospitals and sanatoria, and the maintenance of cleanliness and order. These duties may include assistance to professional staff in attending patients; in checking and care of linens, uniforms, etc.; removing trays from beds and wards, collecting and disposal of waste, waxing and polishing floors; disinfecting, and related duties. Assignments may be such as to include but a limited range of the duties as outlined above, or may include rotative assignment throughout the day, or week, on practically the entire scope.

MESS ATTENDANT

Under supervision, to perform varied and miscellaneous duties in connection with the mess hall and kitchen in hospitals and veterans homes, and the maintenance of cleanliness and order. These duties may include assisting cooks in preparation of meals, assisting in the mess halls as waiters or waitresses, mess attendants, serving as pantryman or kitchen helper in the kitchen, collecting and disposal of waste, busboy duties, care and maintenance of mess and kitchen equipment, dishwashing, etc. Assignments may be such as to include but a limited range of the duties as outlined above, or may include rotative assignment throughout the day, or week, on practically the entire scope.

Experience

Applicants are not required to possess any specific length of experience in the performance of work comparable to that outlined in the statement of duties above, but will be given credit for training and experience shown in their application which tends to fit them for the performance of the duties of attendant positions.

Preference in consideration for appointment will be given those eligibles possessing experience relevant to the type or types of attendant positions to be filled.

Note: Persons entitled to veterans preference should include in their experience statement the duties performed while serving in the Armed Forces.

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

General Information

(See same under Internal Revenue Agent, paragraphs 1 and 2.)

3. On the date of filing application, applicants must have reached their 16th birthday (except that applicants who have not passed their 18th birthday may be employed only in accordance with State laws). There are no maximum age limits for these examinations.

4. Applicants must be citizens of or owe allegiance to the United States.

5. Physical requirements—Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or endanger their fellow employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties stated above are invited to apply.

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

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

8. Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: Ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. In rating the experience of a preference applicant, the time spent in the military service will be regarded as an extension of time spent in the position the applicant held when he entered such service. The veteran on whose service a preference claim is based must have been honorably separated from active military service.

9. Certification—In filling vacancies, certification will be made of preference eligibles readily available for employment; that is, those who live in the place or in the immediate vicinity of the place of employment. Preference eligibles who do not reside in such place, or its immediate vicinity, will be considered for appointment only in the absence of such local preference eligibles. Eligibles not entitled to preference may be considered only in the absence of any preference eligibles.

How to Apply

1. File the following forms with the Secretary, Board of U. S. Civil Service Examiners, U. S. Veterans' Administration Facility, Bronx 63, New York:

- A. Application Form 60;
- B. Card Form 4007-ABC;
- C. Form 4008.

D. Form 14 with the evidence it calls for if applicants desire to claim preference because of military or naval service.

2. Necessary forms may be secured:

- A. From the Secretary, Board of U. S. Civil Service Examiners, U. S. Veterans' Administration Facility, Bronx 63, New York.
- B. From the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York.
- C. At any first or second-class Post Office.

The Newspaper That Reports the News That's Happening to You

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Every week in your mail box

1. The LEADER brings you the most complete weekly summary of the news about you and your job.

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3. The LEADER fights for a fair administration of Civil Service and uncovers injustices wherever they arise.

4. The LEADER is your newspaper. It tells you what is happening to you, to your friends, to your organizations, to your job, and to the lists that affect your whole career.

5. The LEADER presents the case for all public employees for a fair wage and full security in a period of rising prices.

Don't miss a single issue. Prices of paper and publishing are going up. Take advantage of this subscription offer while it is still available to you.

52 Issues—\$2.60 Value—for Only \$2.00.

Fill out the coupon below.

CIVIL SERVICE LEADER, 97 Duane Street, New York City 7, N. Y. Gentlemen:

You may send The LEADER to me every week. I enclose \$2.00 for one year's subscription.

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