

NYC Opens Tests For Permanent Posts

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SEE SAMPLE TEST QUESTIONS BELOW

POSTAL CLERK JOBS OPEN

\$47 PER WEEK — AGE 16 AND UP

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MANY NYC EMPLOYEES TO WAIT A MONTH FOR BONUS

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NYC PENSIONS MAY COST MORE

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26 PAYDAYS PLANNED FOR FEDERAL EMPLOYEES

page 2

These Sample Questions Will Help You on Postal Test

1. The business of mail-order firms has been greatly increased by the introduction of (1)special delivery (2)parcel-post (3)postal savings (4)air mail (5)lock boxes.

Write "2" because "parcel post," numbered 2, is the best answer.

2. A fundamental point is one that is (1)final (2)drastic (3)emphasized (4)essential (5)difficult.

3. The saying, "To do, one must be doing," means most nearly (1)What you do, do thoroughly. (2)More is needed than good intentions. (3)Think before you act. (4)By our deeds we are known. (5)Well begun is half done.

Statement (3) means most nearly the same as "To do, one must be doing," so "2" is the answer.

In each of the two sentences below, the word printed in bold has been misspelled. It is spelled according to its sound. Write the correct spelling of this word on the line at the right.

4. The plan was **sankshunned** by the committee.

5. His **nollege** of the situation was remarkable.

6. Which one of these five may be applied to both books and magazines, but not to postman? (1)expected (2)reliable (3)accurate (4)authorized (5)published.

Answer (5) is the only one which can be applied to both "books" and "magazines," but not "postman," so "5" is the answer.

In each of the two following questions, the first two words in capital letters go together in some way. Find how they are related.

Then write a number to show which of the last five words goes with the third word in capital letters in the same way that the second word in capital letters goes with the first.

7. **SACK** is to **MAIL** as **PURSE** is to (1)money (2)suitcase (3)bag (4)owner (5)luxury.

8. Over what body does the Vice President preside? (1)Senate (2)House of Representatives (3)Interior Department (4)Supreme Court (5)Cabinet.

Read the quotation and answer the question which follows it.

9. (Reading) "Street letter boxes in the business districts have their hours for collection, and exactness is required of collectors in observing those hours. Any businessman can figure with certainty upon the time of his next service if he uses these boxes."

What characteristic postal service is emphasized in the quotation? (1)cheapness (2)extent (3)safety (4)speed (5)regularity

10. If 2 men can distribute 7,000 letters in 2 hours, in how many hours would they distribute 17,500 letters, at the same rate?

Below are the correct answers to the General Test samples. Compare your answers with these and see how many errors you have made. Be sure you understand how the questions are to be answered, so that you will not make errors in the test.

Question	Answer	Question	Answer
No. 1.....	2	No. 6.....	5
No. 2.....	4	No. 7.....	1
No. 3.....	2	No. 8.....	1
No. 4.....	sanctioned	No. 9.....	5
No. 5.....	knowledge	No. 10.....	5 hrs.

(More next week)

FEDERAL EMPLOYEES

U. S. Plans to Hold Retirement Money, Dole It Out in Form of Small Pensions

WASHINGTON—Here's bad news for Government employees who plan to leave the Federal service after the war.

Thousands of you have hoped that Civil Service would consent to return to you the money you have paid into the Federal Employees Retirement Fund. Apparently, however, Civil Service intends to do nothing of the kind.

Instead, it appears very probable that the Commission will try to hold on to your money—and dole it back to you in the form of a small pension after you reach Government retirement age.

Such, at least, is the tentative

plan of the Civil Service Retirement Division. Recently, this Division was asked to work out a formula whereby employees who quit the service could convert their Federal retirement insurance into Social Security insurance. It was expected that this plan would make provision for some sort of a rebate to employees. Here, however, is the plan the retirement officials worked out:

1—Only employees who left Government after less than five years of service would be permitted to convert their insurance. (This feature of the plan was no surprise. It had been anticipated, and also had won general approval.)

2—One fifth of the employee's retirement fund would be set aside for eventual payment to Social Security System.

3—The other four-fifths would be retained by the Commission until the employee became eligible for Civil Service retire-

ment. Then he would get it back in the form of a small pension.

No Rebate Immediately
In other words, the employee would get no immediate cash rebate whatever. Whether he wanted it or not, he would have to leave his money in the Retirement fund.

Fortunately for U. S. workers generally, this plan is only a tentative one. Employee union officials here already have indicated opposition. And there's a fair chance that Civil Service will be forced to give up its proposal. Certainly, when the bulk of war service appointees learn of the plan, they won't take it lightly.

Unemployment Insurance for Civil Servants

see page 5

It's Hard to Get Data About Retirement Funds

WASHINGTON—Many Federal workers have learned by sad experience just how hard it is to get information about their own particular Civil Service retirement funds.

"How much have I paid into the fund?" "How much pension would I get if I retired this year?"

These are familiar questions. But the employee who asks them generally has to wait months for his answer. Sometimes, he never gets it at all.

All this will be changed, however, if Congress listens to a new proposal which soon will be made by General Accounting Office. GAO has been asked to look into the retirement system—in connection with Civil Service Commission's plan to centralize all Federal employee retirement records.

And one of the things it probably will recommend is a completely new system of retirement bookkeeping.

At present the amount an employee had paid into his retirement fund never is computed until he actually becomes eligible for retirement. That is why it takes so long to get an answer when you ask questions.

Under the GAO plan, however, a separate retirement ledger would be set up for each employee. Payments into his retirement fund would be posted as soon as they were made. Thus, information for the employee would be available at all times. They would be as easy to get as a bank statement—and just as accurate.

Vacancies To Be Filled By Transfer

WASHINGTON—All U. S. employees (except temporary) who believe that their highest abilities are not being utilized in their present jobs or that the positions which they now occupy are not contributing directly to the war program are asked to study the position described below. Qualified candidates are needed at once for these openings. The vacancies are in the Retirement Division of the U. S. Civil Service Commission, Washington, D. C. Employees may be transferred to these positions if they are qualified and if the change would result in a more effective contribution to the war program. Title of the post is Claims Examiner, and the salary is \$1,800 a year plus overtime.

If you are interested in this position you are urged to file a Form 57 with the Washington, D. C., office of the Civil Service Commission. Applications will be accepted until February 23. However, as soon as a sufficient number of applications have been accepted, the written examination will be held and certification made from the resulting list of eligibles.

Requirements
Applicants must meet the requirements indicated in 1 and 2 below:

1. **EXPERIENCE:** A minimum of 12 months' responsible clerical experience must be shown.
2. **WRITTEN TEST:** Competitors must pass, with a rating of at least 70, a written examination rated on the basis of a scale of 100. This examination is designed to test ability to perform accurately and rapidly such clerical and arithmetical operations and computations as are involved in the duties of the job. Questions will include arithmetical problems and computations.

Those persons selected for appointment will be given an intensive training course in the three Retirement Acts administered by the Civil Service Commission and in the techniques and procedures employed in the adjudication of refund and service credit claims.

POLICE ANCHOR CLUB HOLDS DANCE

The NYC Police Anchor Club held its annual dance on Friday, February 11, at the Waldorf Astoria. Next big social event on the cops' calendar is the affair of the Shomrim Society on March 25, at the Manhattan Centre.

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U.S. Civil Service Chief Tells Employees The Lowdown on Jobs After the War

By CHARLES SULLIVAN

WASHINGTON—Blunt statement to Government workers: Many of you will have to give up your jobs after the war to make way for returning war veterans.

This comes direct from Civil Service Commissioner Arthur S. Flemming. He offered it in a speech in New York City last week.

He said Government will "see to it that persons who left other than temporary positions in the Federal service to enter the armed forces" will get their old jobs back after the war.

Then he added: "If it is necessary to discharge present employees of Government in order to make room for such returning veterans, present employees should and must be discharged."

Strongest Statement
Mr. Flemming's statement was the strongest yet on the subject of the relative job rights of civilian Federal employees and returning war veterans. However, employees should be careful not to read into it more than he actually said.

—War veterans who had Civil Service status before the war will get their jobs back even if it means firing permanent workers.

—War veterans who had only War Service (duration plus six months) jobs before they went into uniform stand a good chance to get their jobs back, too. In many cases, civilian War Service appointees probably will be re-

leased to make way for them. However, there is no present intention to fire employees with permanent status in order to make way for them.

What It Boils Down To

As seen by competent officials here, your post-war job chances boil down pretty much like this:

If you have Civil Service status, and if you entered Government before May 16, 1940—you don't need to worry. Almost certainly, you'll keep your job after the war. There's very little chance you'll be forced out.

If you have Civil Service status but entered Government after May 16, 1940—then your chances aren't quite so bright. Even so, however, they will be much better than 50-50. The difference is this: If a worker appointed before May 16, 1940, finds himself temporarily out of a job, he'll go right to the head of Civil Service Commission's re-employment list. In other words, he should get a new job very quickly. However, if a worker appointed after that date finds himself out of a job, he'll go on the re-employment list behind returning veterans who had War Service jobs before the war.

If you're a War Service appointee—well, in that case, your chances are pretty slim. Quite



ARTHUR S. FLEMMING, U. S. Civil Service Commission, speaks blunt words about the post-war job-possibilities of Federal employees.

possibly, you'll have a Federal job for many months after the war. But, in the long run, you probably will have to yield your position to a returning veteran.

That, at least, is how it looks from here.

Opportunity For Important Govt. Work

Here's a chance for women and draft-deferred men to get into important, confidential war work with the Army Signal Corps. Men and officers formerly assigned to these jobs are being transferred to other duties.

Each applicant will be carefully investigated and must have a record of loyalty to the Country and excellent character.

The positions are in Arlington, Virginia, 15 minutes from Washington.

Applicants with college education are preferred, but high school graduates will have a chance to qualify. Starting salaries are as follows: \$1,750, \$1,970, \$2,190, \$2,340, for a 48-hour week.

The Time You Work

These are war-service civil service appointments, for the duration. One-half day off is allowed every 2 weeks, for personal use. Every 7th week, there is a 2-day week-end, with the privilege of using another two days of annual leave, to make a 4-day week-end. And there is the usual 15-day sick leave benefit each year.

In addition, the Government will pay Pullman fare to Arlington for accepted applicants. Housing is provided at the Arlington Farms Housing project where rooms are \$16-\$24 a month. Rooms will be found with private families for those who prefer a family atmosphere. For 65 cents a month, group hospitalization is obtainable.

The type of experience that will help is research, mathematical work, or knowledge of a foreign language.

Interviews for these jobs are being given at the United States Employment Office, 10 East 40th Street, New York City.

Postal Credit Union Issues Report

Earnings of \$840 for the year 1943 and an increase of capitalization to \$9,200 were reported at a recent meeting of Local 10, Federal Credit Union, American Federation of Postal Employees. Both the president, William T. Browne, Jr., and the treasurer, Joseph Schattner, were reelected.

The meeting also stressed the importance of blood donations to the American Red Cross in view of the imminent opening of an invasion of Europe. Another patriotic plea was made for support of the 4th War Loan Drive, for which the Post Office has set a quota of 17 and one-half million dollars.

For intelligent interpretation of civil service news, read The LEADER regularly.

How a Govt. Girl Lives IN A THREE-MONTH PERIOD

WASHINGTON—Two Government girls offered their budgets to a Senate sub-committee last week—as proof that Federal workers don't make enough to live on.

One of the girls was Peggy Donnae Cooper, \$1620 clerk-stenographer at Federal Public Housing Authority. For the three-months period ending Dec. 31, her budget showed a surplus of \$7.13—but only after she had borrowed \$115. The other girl was Hazel V. Dawson, \$1800 secretary at Foreign Economic Administration, who claimed a three-month deficit of \$26.50. Here are their budgets:

HAZEL'S BUDGET		Money borrowed \$115.00	
Salary	\$544.00	Gift from family	10.00
EXPENDITURES:			
Rent	\$ 73.50	Total income	\$615.00
Food	163.35	EXPENDITURES:	
Clothing	73.75	Housing	\$ 73.50
Medical care	16.00	Food	156.00
Personal care	14.20	Clothing	64.00
Recreation	15.50	Medical expense	95.00
Transportation	15.00	Personal care	4.30
Contributions, gifts, etc.	36.00	Recreation	14.00
Cigarettes	13.50	Transportation	28.80
Insurance, retirement	24.90	Contributions, gifts, etc.	25.00
Bonds	42.20	Cigarettes	4.80
Taxes	77.80	Retirement	20.22
		Bonds	55.25
		Taxes	67.00
Total expenditures	\$570.50	Total expenditures	\$607.87
Loss	\$ 26.50	Balance	\$ 7.13
PEGGY'S BUDGET			
Salary	\$490.00		

26 Instead of 24 Paydays Planned for U.S. Workers

WASHINGTON—Government officials are planning major changes in the handling of Federal employee pay-rolls.

If their plans go through, every U. S. worker will be directly affected. Here are some of the things they have in mind:

- 1—Twenty-six paydays per year instead of the present 24. In other words, employees would get paid every two weeks instead of twice a month.
- 2—A delayed pay plan for the entire Government. In other words a time lag would be set up between the end of the pay period and pay day. Employees wouldn't get paid for several days—perhaps as many as 10—after they actually earned the money.
- 3—Statements with each paycheck to show the employee how much had been deducted for retirement, withholding tax, War Bonds, and the like.

The delayed pay plan already is operating in War and Navy departments, and several smaller agencies. In other departments, employees get paid the very day that the pay period ends. The disadvantage of this, from a book-keeping standpoint, lies in the fact that paychecks have to be made up as much as 10 days in advance. As a result, checks frequently have to be adjusted after delivery. If an employee takes leave without pay, for instance, it

V.A. Isn't The Place

Veterans Administration's New York office at 346 Broadway was such a busy place last week that officials had a chance to forget the grumblings of employees who are still claiming discrimination, asking for promotions, and leaving in large numbers.

What happened was that somehow, hundreds of men who have been discharged from the armed forces decided that V.A. was the place to apply for the mustering-out pay which was just granted them.

All day long, the phones were jammed with men requesting information. The receptionist and the guards found themselves working as information clerks, and the messengers who cart mail around the building were constantly running up to the 4th floor with registered letters in which were Army discharges and requests for money.

The proper place for all this business is the Army Finance Office at 2 Lafayette Street. This office was busy as hell, too, but that's what they're being paid for.

Only once a year such SAVINGS!

PRE-INVENTORY

SALE

FINE FURS

End of season clearance of exquisite furs—the kind you've always wanted to own. Now is the time to buy it!

SAVE \$50 TO \$140

REG. \$350 REG. \$275 REG. \$165
Now \$210 Now \$165 Now \$110.

A SPECIAL GROUP REG. \$125—NOW \$79

CONVENIENT BUDGET PLAN

HUDSON CANADIAN

Fur Co.

565 FULTON ST. B'KLYN
OPEN TO 9 P.M.

Council Bill Wipes Out 'Under Protest' Signatures

New York City employees who ask for back pay, to which they may be fully entitled, won't be put off on the grounds that they didn't sign each payroll "under protest." That is, if a bill on which the City Council is scheduled to vote this week passes.

The measure, introduced by Councilman Anthony DiGiovanna, does away with the muddled up system of signing payrolls "under protest," or not being able to collect back pay.

The Present Setup

Under the present setup, instances like the following have been common:

A group of Welfare employees won a lawsuit for back pay. The Comptroller's office paid only those of the group who had carefully indicated their protest on each payroll sheet. Even those who failed to note their protest a few times were penalized for each omission.

A Sanitation employee, sued for \$1,200. He was entitled to the money the Court decided, but the court didn't get it because he hadn't met the legal requirements by failing to sign the payrolls with a complaint. The fact that he had written letters to the department, stating his claim didn't do any good.

The LEADER brought this state of affairs to public attention last August. In September Mr. DiGiovanna introduced a bill to remedy the situation, but it finally died in the hands of the Committee on Civil Employees.

Then, when this year's Council convened, the second bill introduced was this "no protest" legislation.

'Certain of Passage'

"Passage of the bill seems certain," says the Councilman. He has discussed it with other Council members, and the only ones who haven't indicated that they will give it their votes are Stanley Isaacs and Mrs. Genevieve Earle. Mrs. Earle's objection, according to Mr. DiGiovanna, is the fact that the City won't know whether or not employees are dissatisfied with their paychecks unless they sign "under protest."

His answer is that any employee who thinks he isn't getting the proper salary will certainly take the matter up with his department, and the department could notify the Comptroller.

Every Civil service employee organization has indicated their approval of his bill, adds Mr. DiGiovanna. The first draft of the bill was presented to him by the American Federation of State, County and Municipal Employees, AFL. And when a bill, sponsored by one civil employee union gets the support of other civil employee organizations, that NEWS.



THE INTRIGUING THING about this photograph is not only the fact that employees in the Office of Dependency Benefits have piled up an enormous record in bond-buying, but that the man you see in the booth—the man selling the bonds—is a general! He's General N. H. Gilbert, director of the ODB in Newark, and he's personally in the drive, punching away with all he's worth. It was quite a thrill for the girls to find the big boss in person acting 'the role of salesman.'

Firemen-Mayor Await Court Decision

The fight between the New York City firemen and the Administration continues apace. Now, the smoke-eaters are waiting for a legal determination—after a full trial of whether or not an emergency exists which justifies the action of Fire Commissioner Patrick Walsh in sabotaging the 3-platoon system and instituting a schedule of extra working hours.

Meanwhile, David Savage, attorney for the firemen, has requested the Courts to direct Commissioner Walsh to ask deferments for firemen.

Normal Conditions Impossible

He points out that by refusing to request deferments, the Commissioner is depleting the department's manpower to an extent where return to the normal working schedule would be impossible.

Then, he argues, even if the firemen win their case, they'll have lost, because they'll be obliged to cover the work of the men who are in the armed forces.

Further, the legal papers maintain, the Fire Commissioner has a mandate to protect the 3-platoon system, which is set by law, and his actions in refusing to obtain deferments are a violation of that mandate.

Any claim of the Commissioner that he is acting "patriotically" in refraining from asking deferments, is countered by the fact that the City vitally needs the services of trained fire fighters to protect production materials and war supplies, the firemen contend.

Playground Aids Sue NYC

Playground directors in the New York City Parks Department are starting court action to have their salaries upped from \$2,100 to \$2,400.

They used to get the higher salaries, then the City Board of Estimate lowered their wages.

In a similar case, the Courts ruled that the Board didn't have the right to reduce the salaries of nurses, and the Parks people figured that it applied to them too. But the City said, in effect, "If you want the money you'll have to fight for it. We're not paying."

This week, Richard Maloney, attorney for a group of Playground employees who are members of the Greater New York Parks Employees Association, is slapping legal papers on the City.

At a recent meeting, the employees authorized him to start action if the City wouldn't give,

NYC Pension Setup Faces Deep Changes As City Calls For Higher Contributions

By JEROME YALE

Future employees of New York City face the alternatives of higher pension contributions or a cut in retirement benefits, according to the provisions of a bill introduced into the State Legislature last week.

The measure introduced by Senator Coudert and Assemblyman Mitchell, has the support of Mayor LaGuardia's administration.

At present, the City is required to guarantee a return of 4 per cent on funds of the New York City Employees' Retirement System. The bill, if passed, and it is expected to pass, will reduce the guaranteed rate of interest to 3 per cent.

A point of interest is the fact that all funds of the retirement system are invested in New York City Bonds, with the exception of recent War Bond purchases. This year's Budget carries an appropriation of \$2,673,999 to maintain the 4 per cent rate.

By reducing this mandatory rate, the City will be able to pass

the responsibility for maintaining funds to the employees.

How It Works

As an example, Ralph L. Van Name, secretary of the retirement system, gives the following instance.

An employee may now pay 6 per cent of his annual salary into the retirement fund for 30 years. During that time, he has paid in the equivalent of 180 per cent of one year's salary. At the end of 30 years, his share in the fund, with accumulated interest, would amount to 3 year's salary, which would be the equivalent of a one-fourth salary annuity. (The City's contribution makes up the difference which increases the retirement salary).

But, without the interest re-

turns from his pension investment, the employee would have had to pay 9.7 per cent of each salary check in order to obtain the same retirement benefits.

Present Employees Unaffected

Persons now in the employ of the City will not be affected in their pension rights, as the State Constitution provides that any changes made in a pension plan may only affect new employees.

The present rate of deductions for pension among New York City employees range from 3.85 per cent to 10.45 per cent, depending on the age and sex of the employee, the retirement age selected, and the type of work performed. Laborers, clerks and mechanics pay different rates.

While figures were not available as to the new rates of payroll deduction which would be put into effect with the passage of the bill, it appeared as though it might amount to an increase of several per cent for the majority of future employees.

Still Working On Clerk Tests

The New York City Civil Service Commission is still working on the examinations which will be given as Part II of the promotion test to Clerk, grade 3 and 4.

Here, however, are some faces which the Commission has made available.

1—Both tests, the grade 3 and 4 will be given on the morning of Saturday March 25, at a number of schools throughout the City. The grade 4 test may require longer time than the 3. Separate questions will be asked candidates from the various departments, although there may be a number of questions which will be asked of all candidates.

2—Each department will be called as a group, and they will take their tests at the same school. Individual candidates will receive cards notifying them where to appear.

A total of 1,981 who passed the first part will be called for the grade 3 examination, and 943 for the grade 4. The test is expected to take about three hours for the grade 3; the grade 4's may be required to return after a lunch recess to complete their test.

Because of Washington's Birthday, which falls on Tuesday, February 22, next week's LEADER will appear on Monday, February 21.

Most NYC Employees Must Wait a Month for Bonus

By FRANCIS KELLY

Income tax day will come and go before the majority of City employees receive their first cost-of-living payments, according to present indications.

The Comptroller's office paints the picture as follows:

About 20,000 regular employees who get semi-monthly paychecks will see their first bonus payment on February 15. Another 20,000 employees, who get paid on a weekly basis will also receive the larger checks on February 15.

However, the salary difference from January 1, 1944, will arrive in the form of supplementary checks which will come to some on March 15, and should be cleared up by the middle of April.

There are many employees to whom the bonus will be only a rumor for a while. Some bonuses will be issued on February 29, others will have to wait until March 31.

On Delayed List

Following are City Departments on the "delayed" list: Purchase, Health (in part); Markets; Civililians in the Fire Department (their delay was an aftermath of the argument between the uniformed force and the Mayor); Hospitals, Law, Borough Presidents of Brooklyn and Richmond; half the staff of the Borough President of Manhattan and Welfare. Among the late group are some

departments which were among the last to have their increases passed by the Mayor. In others, complicated payrolls tied up the works but all will be straightened up by April, the Comptroller's Office says.

Further Delay Possible

The big BUT in the financial ointment is what is happening in Washington. A new tax schedule is passing through the works at the national capital, and the adoption of any new scale of withholding taxes will mean further delays while the machinery is adjusted to deduct the proper amount from each paycheck.

Pretty Picture Marred

Among complications which have arisen to mar the pretty picture of municipal employees gratefully receiving their bonus are these:

1—Many employees who have received "merit" increases since July 1, now find that their increases have been absorbed into the bonus. They feel they're receiving unfair treatment.

2—Pension deductions were taken from the July 1, 1943 cost of living grant. No deductions are

NYC Pay Increase To Continue Next Year

The current departmental hearings on proposed budgets for New York City Departments for the fiscal year July, 1944-June, 1945 indicate that the present rate of cost of living bonus will be carried over for that period.

All City departments which shared in the present bonus have requested it to be repeated for the next budget period.

And, in the words of one Budget Bureau official: "I can see no reason why it should not be carried over."

Even those departments which were ignored in the present bonus have requested their inclusion next year, and it has been indicated that this will be done.

Forgotten Agencies

However, no action has yet been taken to include the "forgotten" departments in the present bonus plan; at this date, employees of the following agencies apparently will have to wait until July 1, 1944 for an increase to meet living costs:

The public libraries, museums and zoological gardens, City Court, District Attorney's Office Supreme Court, County Court, Surrogate's Court, and Public Administrators.

Eligibles Get 'Appropriate' Jobs

The New York City Civil Service Commission last week approved the use of a number lists of eligibles for appropriate appointments.

The preferred list for Inspector of Construction, grade 3, will be used to make 1 appointment as Inspector of Buildings, grade 2, Fire Department.

The preferred list for Inspector of Construction will be used to make 1 appointment as Inspector of Repairs and Supplies, Grade 2, Comptroller's Office.

The promotion list for Junior Assistant Corporation Counsel, Grade 3, will be used to fill 1 vacancy as Associate Assistant Corporation Counsel, Tax Lien Foreclosure Bureau.

to be made from the current bonus. Those who have paid the pension cuts are yelling for a refund.

3—Some employees have refused to sign the waivers, others signed the waivers under protest. No departments are willing to divulge the number of their employees who have refused to accept the bonus by withholding their signature, but a common rumor in the Municipal Building last week was that some legal action would be started by employees who disliked the manner in which the money was offered.

Are You on an NYC Eligible List?

Following is a report on the present state of the larger eligible lists of the New York City Civil Service Commission, as compiled by the Certification Bureau of the Commission:

TITLE	Last Name Certified	Last Name Appointed
Cleaner (Men)		
for permanent appointment at \$1,200	1006	878
for permanent appointment at \$1,320	880	773
for temporary appointment	Exhausted	Exhausted
Cleaner (Women)		
for permanent appointment	240	240
for temporary appointment	400	290
Clerk, Grade 1		
for permanent appointment	4553	4137
for indefinite appointment	exhausted	exhausted
for temporary appointment	exhausted	exhausted
Clerk, Grade 1, (Richmond list)		
Conductor	42	23
as conductor	2495	1827
as Street Car operator	exhausted	exhausted
as Railroad Clerk	exhausted	exhausted
Correction Officer		
for permanent appointment inside City	90	60
for temporary appointment inside City	194	194
for permanent appointment outside City	140	140
Fireman, FD		
Patrolman, P.D.		
Special Patrolman, P.D. all names on these lists are before the respective Police and Fire Commissioners for appointment at the present time. Eligibles who become twenty-one years of age, pass medical examinations, or are restored to the list are certified immediately. Eligibles on special military lists are certified after investigation.		
Temporary Patrolman		
Temporary Fireman . . . Apply to Room 606-A, 299 Broadway, The New York City Civil Service Commission for information on these lists.		
Janitor (Custodian) Grade 3	262	218
Sanitation Man "A" . . . This list was exhausted by the Department of Sanitation during November. Scattered appointments were made during December. No appointments were made after December 31, 1943 because the department does not have budgetary approval. Any eligibles who were restored to the list since, may expect to hear about appointment only after this permission has been granted.		
Typist, Grade 1		
for permanent appointment	2455	2214
for indefinite appointment	3070	2689
for temporary appointment	exhausted	exhausted

In the NYC Departments

WELFARE

Budget Director Sees for Himself

Welfare Center 17, on East 29th Street, Manhattan was recently honored by a visit by City Budget Director Joseph T. Patterson. It seems that the Budget Director had been hearing stories about the squalid conditions under which Welfare employees are obliged to work so he came to see

for himself. W. C. 17 was taken as an average center and selected for the visit. Although this center is considerably more modern than some of the others, onlookers say that the Budget officials acted as though they wouldn't enjoy working in such a place very long. The catch is, that modern quarters ask higher rents than the City is willing to pay. Some property owners even try to avoid taking Welfare offices as tenants because they think it may lower the tone of the building, what with people with no money always coming around. (They mean the clients, not the Welfare employees, who generally aren't in the upper financial brackets either.)

More Shuffling

Harry W. Marsh, president of the NYC Civil Service Commission, is taking over the post of Acting Commissioner, Welfare Department. Edward Rhatigan, who held the post on leave of absence from UNRRA, is returning to the Lehman organization. Last week, Henry J. (Hank) Rosner, Assistant to the Commissioner went off on leave to the State Labor Department. Edward Sanderson was designated director of the Bureau of Finance and Statistics. Last week's LEADER announced the appointment of Mrs. Margaret L. DeWitt as director of the Bureau of Personnel. Since then, the following functions have been placed under that division: liaison officer between Welfare and the City Civil Service Commission, the Bureau of the Budget, the State Department of Welfare and other agencies in all matters affecting personnel. Louis Flamm was designated as director of the Division of Office Management.

SANITATION

Hero of A Novel

A former clerk in the personnel office of the New York City Department of Sanitation is the true-life hero of a novel which was published last week. "A Bell for Adano," by the war correspondent, John Hershey, tells the story of a Major in the U. S. Army, "Victor Jappolo," who is assigned by the American Military Government to run a town in Sicily. Major "Jappolo," says the novel, was born in the Bronx, of Italian parents, and was a clerk in the New York City department of Sanitation.

By a more than strange coincidence, there is a former clerk of this department who is now a major, comes from the Bronx when last heard from was in Sicily where he was with the AMG, but his name can't be told because the Government hasn't allowed it to be published. Military security or something, but his co-workers in the City agency know who the book is about, and they're proud.

SUBWAYS

Pay Boost For Trackmen

A group of trackmen in the IRT had been working as trackwalkers, a job which called for a rate of 88 cents an hour, instead of the 83 cents which they had been receiving.

Last week the Board of Transportation decided to grant them the extra pay, effective January 7, 1944, as long as they remain on the higher rated job.

- The following received the boost:
- Cornelius Riordan
 - Patrick O'Leary
 - Peter Reynolds
 - Michael J. Greene
 - James Grozier
 - Cornelius Sullivan
 - Michael Stack
 - Domenicantonio Lorio
 - Salvatore Mangeri
 - Jeremiah Kelly
 - Mike Carbone
 - John Dominigross
 - Giuseppe Colasurde
 - Patrick Cassidy
 - Michael Convery
 - Thomas Cunningham
 - Patrick J. Daly
 - Angele DeAngelis
 - Michael Hopkins
 - Paul Idank
 - Patrick Lawlor
 - Matthew J. Maher
 - Trofile Marcia
 - Martin Meckler
 - James Meriarty
 - Daniel O'Leary
 - Philip Quinn
 - George Striska

In Business

The New York City Board of Transportation doesn't approve of employees going into business for themselves.

Edward Person, a railroad clerk employed in the BMT, was brought up on departmental trial, and ordered dismissed from service. The official statement of charges read: "Violation of Rules 1, 2, 329, 351, 352 and 368 of the Rules and Regulations Governing Employees Engaged in the Operation of the New York City Transit System."

As explained by a B. of T. official the charges were that he allowed passengers to pass through the "exit" gates to the trains, and retained the fare for his own use. Kenneth M. Watts, a BMT conductor, was another victim of the current no-smoking campaign. He was suspended from work for three days, without pay and placed on probation for 6 months.

FIRE DEPT.

Study Aids

The third section of The LEADER'S study material for members of the New York City Fire Department who are interested in advancement follows. This list of sources was compiled by Miss Rebecca B. Rankin, head librarian of the NYC Municipal Library, where the books and pamphlets may be obtained.

- Fire Equipment and Apparatus**
CARLSON, ALBERT B.: Marine Fire Fighting in New York. National Fire Protection Association Quarterly, July, 1940, 14-25p.
International Association of Fire Chiefs, Fire Department Equipment, New York: 24 West 40th Street, 1939-40. 5 parts.
Section 1. Hose Line Equipment. issued by the educational committee. 1939. 16p. illus.
Sections 2-3. Forcible Entry Equipment. Fire department ladders. issued by the Educational Committee. 1940. 25p. illus.
Section 4. Fire Extinguishers. Issued by the Educational Committee, 1940 25p illus.
Section 5. Rescue and First Aid Equipment. Issued by the Educational Committee. 1940. 35p. illus.
National Fire Protection Association: A. Fire Department Manual. Hose and ladder work, by Horatio Bond and Warren Y. Kimball. Boston, 64p.
National Fire Protection Association: National Fire codes for extinguishing and alarm equipment. Boston, 1943. 690p. charts, graphs, tables.
National Fire Protection Association: Specifications for automobile fire apparatus. Boston: 1939. 56 p.
What Trend in Fire Boats? . . . (Fire Engineering, October 1937. p.508-9)

AFL UNION SELECTS SLATE OF OFFICERS

A slate of officers was chosen by the City Locals Committee of the American Federation of State, County and Municipal Employees (AFL) last week. William R. Burns (Pilots and Marine Engineers), was elected president; John Dugan (Sanitation), vice-president; Nicholas Post (Health), treasurer, and Phemie Goldman (Purchase), secretary.

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POLICE CALLS

Here's the third selection of study material that many members of the force have asked us to run. It's taken from the official answers to the previous test for lieutenant, but it will help every man working for promotion. Clip out the material each week, and you'll have a valuable reference for future use.

QUESTION 2
3. Outline the changes in procedure and statute relative to station house bail which have occurred during the past five years. What further changes, if any, would you recommend? Give reasons for your answer.

- A. While there has been little change in statute within that time the following would be some:
1. Providing for release on recognizance of parent or guardian in juvenile delinquency.
 2. Permitting defendant to bail self in cases such as follows (a) violation of corporation ordinance subject to fine only, (b) violation of Vehicle and Traffic Law except Sub. 5 Sec. 70, (c) peddlers when charged with violation of peddling regulations.
 3. Providing for bondsmen to identify self by oath.
 4. No bail except in crimes as provided in 552 C. C. P.
 5. No bail for children who are subject of a crime or witness to its commission by another.
 6. Permit Desk Officer to give bail in sum not exceeding \$1,000 or release in own recognition in case of a motorman, fireman, conductor of a railroad, or bus driver in certain accidents.
 7. All professional bondsmen to be licensed and defining what a professional bondsman is.
 8. Legal fee prescribed for bail and which all persons giving same who charge a fee must comply.
 9. Providing certain punishments for bail jumping.
 - B. Changes in Department Procedure.
 1. Establishment of U. F. 23B form, one form to be forwarded to B. of P.
 2. Providing that all surety bonds, power of attorney and financial statements for past year to be stamped with rubber stamp showing (a) Pct., (b) Arrest No., (c) charge, (d) accepted in this arrest only, (e) Desk Officer, (f) Pct. Desk Officer to fill in the above.
 3. Establishing of undesirable property file as well as undesirable bondsmen file.
 4. Requiring Asst. Ch. Inspector to make certain reports to P. C. and to proceed against all unlicensed professional bondsmen.
 5. Prohibiting the giving of bail in certain cases such as federal crimes, vagrancy, etc.
 6. Keeping up to date index on bail in B. of P.
 7. Preventing any member of department to recommend a bondsman.
 8. Verification of gamblers identity before bail.
 - C. Recommendations
 1. Amend C. C. P. to forbid station bail in following cases:
 - a. All cases of gambling and lotteries.
 - b. Petit larceny unlawful entry.
 - c. No bail for violations re weapons.
 - d. No bail in sex crimes.
 - e. No bail for disorderly persons.
 - f. No bail for professional thieves and

7. No bail for parole violations, material witnesses.
8. No bail for escaped prisoners and narcotic violators.
- b. Would recommend that:
 1. Set up a bail court within the Mag. Court, which would function during 24 hours of day and have jurisdiction throughout the entire city. This would dispense with necessity of station house bail.
 2. Systematic check on all records in P. D. re: bail.
 3. Fingerprint all persons desiring to give bail.
 4. Bring up to date the undesirable property file as well as undesirable bondsmen file.
 5. Amend M. P. to remove ambiguities and contradictions re: personal property acceptable as bail.
 6. Throw out sections of M. P. re: bail in form of jewelry, stock in trade, etc.
 7. Provide adequate instruction for desk officers at police academy relative to bail procedure.
 8. Continuous check-up on all persons giving bail.
 9. Proceed against bail offenders under Perjury provision of P. L.

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PUBLIC WORKS Unhappy

The cleaners in the New York City Department of Public Works are unhappy, and this time, for a change, it isn't about money. Some of them have been working in the same building for 20 years and feel almost as though they own the place they keep clean. A recent order has shifted them around; put men in buildings where women formerly worked, and vice versa. The cleaners are upset about the change and the complaints have been loud and vociferous. The DPW office says it just a routine change and nothing to call for comment.

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MEMBER AUDIT BUREAU OF CIRCULATIONS

Tuesday, February 15, 1944

Unemployment Insurance For Public Employees

LOTS of people seem to think that unemployment insurance for Government employees is a novel, and slightly radical idea. When you pin these people down, however, they can't give you any good reason why an employee who works for the Government shouldn't have the same protection if his job terminates as an employee in private industry. There isn't any good reason.

Unemployment insurance itself, when first introduced in the United States, was deemed to be novel, and slightly radical. Now, it is an accepted, successful, smooth-functioning element of our economy. It has helped millions of workers out of those terrible tight periods when they are hit by unemployment. It has acted as a necessary cushion to absorb the shock of economic insecurity.

Government employees are subject to the same shocks, to the same financial difficulties, to the same need for a cushion, as employees in private industry, during those sad times when they are released from a job.

It is perfectly obvious, then, that men and women working for the Government should have the same protection in this respect as men and women who work in private industry.

There are a number of bills in Albany now providing for the extension of unemployment insurance. One of these bills, introduced by Senator Halpern and Assemblyman Ehrlich, would extend the benefits of the jobless aid to State employees. Another, introduced by Senator DiCostanzo and Assemblyman Catenaccio, would include municipal employees, too. Other bills on unemployment insurance have been introduced by Senator Coughlin and Assemblyman Wachtel; and by Assemblyman Jack.

This year, it appears possible—indeed, probable—that unemployment insurance for public employees can become the law of the State. A survey made by The LEADER's Albany correspondent indicates that the Halpern-Ehrlich bill has the best chance of passage.

This newspaper calls for the enactment of unemployment insurance for public employees into law. The principle is a proper and recognized policy of enlightened government. No reasonable argument can be advanced against the inclusion of public employees. The Legislature and the Governor will perform an act of obvious justice in placing the official O.K. on the extension of this protection.

General Bradley's Column

By
Brigadier General
John J. Bradley
(Ret.)



New York City Council May Endanger Jobs of Returning Servicemen

One of the constant participants at the New York City department budget hearings is Councilman Louis Cohen, chairman of the councilmanic Finance Committee.

As soon as each department spokesman (usually the Commissioner) finishes his talk the Councilman begins asking questions.

His main interests seem to be military leaves and salary accruals. This has been interpreted as an indication of the fact that the Council will again attack the salaries of those on military leave as an "economy" measure.

Last year, the Council, by virtue of its power to reduce budgetary items, went through the budget reducing the salaries of all persons on military leave to a nominal figure of \$1.

As a result of this, men return-

ing from the armed forces, instead of stepping back to their former jobs, have had to wait until complicated budget modifications are made before their paychecks can be issued.

With large numbers of veterans returning, there is always the possibility, that in order to take them back, the departments may have to fire newer employees because of the cut in appropriations.

Opponents of the Council's economy views point out that there is no actual saving in reducing the budget lines, as the money which would pay the salaries of

(Continued on page 15)

Don't Repeat This!



© Dewey Dept. (Cont.)

The heat of the present Wilkie-Dewey contest among GOP adherents of both recalls the hot race between the two men at the 1940 GOP convention in Philadelphia. After Wilkie was nominated for the Presidency, Dewey's associates sat about in dejected mood. They had worked hard, and failed. Dewey came to them, smiled, said a pleasant word to one, patted another on the back, told them it was O.K., and cheered them all up. He took the defeat much better than they did. . . . There is the story of the time George Weinberg, star Dewey witness in the important Hines case, shot himself while in Dewey's custody. For a prosecutor to lose his top witness in a case like this may be sufficient to wreck a career. It was a Sunday. Dewey was working on a letter presenting the facts about a Federal justice to the Judiciary Committee of the U. S. House of Representatives. Several of Dewey's aides came worriedly into the room, in trepidation over the enormity of the Weinberg suicide. Dewey didn't bat an eye at the news. He simply gave instructions to his men, told Asst. Frank J. Hogan (now Manhattan D.A.) to take charge, and turned to his steno. "Where was I?" he asked her laconically, and proceeded with his letter. . . . There's an explanation to this Dewey attitude: He had already discounted Weinberg's personal appearance, had prepared his facts so that he knew he could go ahead even without his star witness. "He projects his mind farther than we do," explained one of his aides. . . . One of the Governor's closest advisers over a period of years undertook to describe Dewey's executive brilliance: "He has two main abilities: making sure about the selection of his men, then giving them power and seeing to worry about what they are doing. He can make up his mind, then forget whether it was a right or wrong decision—but proceed to the accomplishment of the decision. And he's stable under duress." . . .

Our Informants Tell Us

SCOOP OF THE WEEK: The man who'll succeed William B. Herlands as NYC Investigation Commissioner is Alvin McKinley Sylvester, now Deputy Comptroller. . . . In Albany, a Democratic legislator can put in a bill on his own. But in the N. Y. City Council, everything must go through the office of spluttering, yelling Joe Sharkey. . . . Federal and State Civil Service Commissioners are crackling with new ideas. But as for the New York City Commission—ho hum. . . . Commissioner Bill Carey, who heads up the NYC Sanitation agency, definitely won't quit despite the rumors. He says so himself. . . . Harold J. Fisher, President of the Association of State Civil Service Employees, has three sons in the armed forces. . . . There'll be more openings in the Manhattan D.A.'s office, because of military and resignation personnel losses. . . . Wm. B. Herlands, NYC Investigation Commissioner who quit last week (as this column prophesied he would), openly wept at a recent party held by his employees for two men departing for the armed forces. . . . Goodhue Livingston, Mayor LaGuardia's new executive secretary, being backslapped on all sides for the upward spurt in public relations which has already resulted since he took over. . . . So all OPA jobs are being filled through civil service? Heh, heh, heh! . . . If you're a barrister, watch for this: The Federal Civil Service Commission will shortly open a big U.S. exam for attorneys. . . . A powerful Brooklyn G.O.P. leader, now a State official, reports: "I told Johnny Crews if LaGuardia runs as your candidate in '45, I'll still be a Republican—but very still." But Crews talks the same way, too!

Merit Men



IF YOU WALK into the office of any railroad superintendent or president, chances are he will lean back in his chair and say, "Yes, I started in as a telegrapher many years ago."

And that's what happens when you interview Philip E. Pfeifer, general superintendent of the New York City Transit System.

He is in charge of operations of all the subway and City-owned bus and trolley lines, and he came to his City job with a wealth of experience behind him.

He won't talk much about himself, but the men who work with him say that there isn't a job connected with a railroad that he can't do as well as any man who is working under him.

Started Way Back

Back in June 1907, he got his first railroad job working the dit-dot key for the Michigan Central, which is now part of the New York Central System. Twelve years ago, when the City began looking around for a man to run its transportation lines, Mr. Pfeifer was assistant general manager of the Boston and Maine, and he was offered the position.

It's a tradition of the railroad world that the telegraph operators, because they spend long hours sit-

ting by themselves, may sometimes mildly exceed pure facts in their anecdotes. Mr. Pfeifer admits that he never accomplished the feat of one of his ilk who trained a rattlesnake to operate the key, but he has a story, which he won't tell, about a trained woodpecker.

Leaving the "steam" roads to work for a subway system might have been something of a come-down in the railroad world, but the system which Mr. Pfeifer supervises is no slouch.

Almost seven-and-a-half million rides a day is the average piled up by the City's lines. That just about puts it ahead of every other railroad in the country. On the average day, 12,411 regularly scheduled trains cover their routes on the City's rails.

Perhaps the best tribute that can be paid to Superintendent Pfeifer's administration is the fact that when there is a fifteen-minute delay in the subways, "that's NEWS."

Pfeifer's isn't a job that can be accomplished by sitting behind a desk. The chances are that a casual visit to the superintendent's office will disclose the fact that he is "somewhere in the field."

The Rush Hours

Perhaps the most amazing job of railroad work in the world is the performance of the subways during the rush hours. Over 50 percent of the subway's load is carried during three hours in the morning, and three hours in the evening. Trains pull in and out of stations every minute and a half.

This job is only possible because the 17,000 employees of the Transportation Department, under Mr. Pfeifer, form a team that has learned to work together.

"Hobbies?" "My job is my hobby," he says. "It doesn't leave me time for anything else."

Besides railroads, he's willing to discuss his two grandsons. One is an ensign in the Navy, the other will soon receive a Naval Commission in Butte, Montana, under the V-12 training course.

The interview ends, with Mr. Pfeifer asking a question. "Where was the first subway built?" is his query.

Everyone thinks that New York was the first subway built. In his credit goes to Boston. But New York has the biggest.

Letters

Another Fireman Speaks His Mind

Sirs: On page 21 of the New York Times, dated January 27, 1944, an article quoting the Mayor states that "It would be ridiculous to have a staff of timekeepers in a special truck arrive at a fire to check on how much overtime a fireman worked."

That statement in itself is the most ridiculous and vicious thing that could be said about the firemen. He knows full well that they do not want nor do they expect overtime pay for putting out fires. If a fire lasted for a week the firemen would remain on duty without question of pay or loyalty. All we want is the overtime for the extra eight hours which he has forced on us.

Quoting him again, he states, "I thought the raise would be of some help to meet the rising living costs. I feel sorry for the families of the men, who will suffer."

In answer to that one, I will say that he should have shown the firemen that he was bigger than they and granted the so-called raise if he felt so sorry for the families who would suffer.

Talk about suffering. My wife, after trying to meet expenses and make a large monthly payment on a loan, has decided that after nineteen years of married life and trying to raise three children, she will have to go out to work.

If he felt so sorry for the families who would suffer, why will he not permit the men to take an extra job for a few hours each day?

Both the Mayor and the Fire Commissioner have indicated that they will not request deferments for firemen, and that they will be permitted to enlist in the armed forces. Yet there is a particular group of men in the Fire Department who have been deprived of their constitutional right of enlisting or applying for commissions in the armed forces and some of

these men have been working out of title for, in some cases as long as eighteen months. (They are uniformed men and I would be sticking my neck out too far to mention in print who they are.)

It seems to this writer that the Mayor is trying to get public opinion against the firemen.

JUST ANOTHER FIREMAN

Cash Awards For Ideas

Sirs: I enjoy the articles in The LEADER about employees in the many Federal agencies who receive cash awards for suggestions to improve the efficiency of their work.

I would also enjoy seeing my name in your paper with an item that I had been granted an award, but no such luck.

In the customs office where I work, they apparently don't want ideas, let alone be willing to pay for them. I have approached my superiors with what I considered valuable suggestions. "So now you're an efficiency expert," is the usual thanks I've gotten.

The laudable system of employee-idea-incentive should be extended to every civil service office.

JOHN K.

They Make Their Own Rules

Sirs: I read an article in your January 25th issue regarding New liberal time-off Rules for U.S. Employees and wish to know if this applies to all agencies. If so, I can say that there is one agency, The Baritan Arsenal of Metuchen, N. J., who claim they have their own rules and regulations. There you must furnish a doctor's certificate if you are out 1 day or you are AWOL. To go to a dentist you must take annual leave. If you quit you forfeit all your annual leave.

What right have some agencies to make their own rules?

EMPLOYEE

NEW YORK STATE CIVIL SERVICE NEWS



The State Employee

By HAROLD J. FISHER
President, The Association of
State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of *The LEADER*, Harold J. Fisher will discuss all and any matters of interest to employees of the State of New York. He is writing this column with complete leeway to express his own views.

Mr. Fisher has had long experience in the problems of State Government, which he understands from the inside. Today Finance Officer of the Department of State, he began his career 32 years ago as a page boy in the Secretary of State's office. For the past 13 years he has been active in the affairs of the State Association, and is now President of that organization. *The LEADER* feels that Mr. Fisher's contributions will go far toward enlightening employees, administrators and legislators.

THE QUESTION OF PREFERENCE for veterans in civil service has been brought squarely to the forefront by the Hampton-Devany proposal [This bill was described in Gen. Bradley's column, January 25—Editor] for a constitutional amendment providing preference in appointments and promotions for all veterans. Because it touches upon members of our families who are in the armed forces, all citizens approach the matter of veteran preference in civil service with mingled feelings. Sentiment cannot be brushed off lightly in dealing with our loved ones who may be at this moment crowding to almost certain death, wounds or disease in the islands of the Pacific or in the grueling fierceness of some other foreign battlefield.

Nevertheless, realism must govern. Each American soldier, wherever he may be, fights for the preservation of freedom and individual initiative, and against the dread plague of preference or privilege. If our civil government is not efficient, or is not to remain efficient, the sacrifices of our soldiers are in vain.

AT THIS POINT, let me introduce a few statistics. In World War No. 1, there were in round numbers—and any references to figures shall be approximations—500,000 soldiers from the State of New York. In this present conflict there are twice that number, or 1,000,000. Of the 500,000 in the first war, approximately 30,000, or about 5%, were wounded. In this war, we can expect, unhappily, at least the same percentage of wounded, or 60,000.

Some more figures: There are in New York State service about 50,000 civil employees. In the State, cities, counties and towns, there are about 400,000 civil employees, 280,000 of whom are in the competitive class or in the class where competitive examinations are required. Roughly, in normal periods, 12% of such competitive employees, or total of 33,000 appointments, are made each year to State service and to the service of sub-divisions. I think it is apparent that with the close of the war, with preference granted to all soldiers, there would be few appointments that citizens, other than veterans, would obtain for at least twenty years. The average age of the returning soldier will be about 25 years if the war is over within the period now believed likely. It is obvious that with a million veterans, an ample supply of veterans will thus be available for all appointments to State, city, county and town offices for well over 20 years, and that preference will assure their getting the positions. As to promotions in service, every present non-veteran employee and any who might possibly secure an appointment hereafter, will get no further than the position to which originally appointed because of the preference in promotion examinations which will develop from veteran competition within the service. Should the present preference for disabled veterans be continued without expansion, the 54,000 wounded would make quite as serious a problem because of the feeling of futility as to securing appointment on the part of non-veterans generally.

NOW, HERE is my last set of figures. Every year there are some 120,000 eager, ambitious young men and women graduating from our secondary schools who are seeking jobs and who believe that as Americans they should have an equality of opportunity as their birthright, and about 25,000 even more eager and ambitious young men and women graduating from our colleges and universities. Of the 150,000 yearly graduates, none beginning with the year in which the war closes will have had an opportunity to attain to the role of a veteran either disabled or non-disabled. There are, as a rough estimate, a million war plant and farm workers who are so employed because of their desire to aid in the winning of the war.

THE MERIT SYSTEM is the only successful plan for selecting men and women of exceptional fitness for public service. It demands that each job in public service—and every profession and skill is now represented by large numbers of employees in that service—shall be filled by the citizens who are best qualified by training and experience and that they shall prove their eminence by competing with all other candidates. Under the merit system the people do not call for workers of fair or mediocre ability—they demand the best individuals among all, not from among part of the citizenship, and they ask proof that they are the best. It is the direct opposite of a corrupt spoilsmanship system and equally of a partisan or preference system. This attribute of the merit system is, of course, what makes it of such importance to democracy. All citizens naturally desire that the services they carry on through their own government shall be of the highest possible value. The merit system way of choosing workers possessed of character and fitness is so fair, so honest, so American, that we should actually pray for it as we pray for the preservation of our homes, our schools and our churches.

I BELIEVE every civilian owes the armed defender of their common country a great debt—the debt of saving his life perhaps. The civilian citizen should seek to pay that debt in every honorable way. The American Legion in its broad national program for aiding and rehabilitating returning veterans, does not propose that we should break down the merit system as does the Hampton-Devany proposal and as the present constitutional provision of 1929 would do after this war. We dishonor the soldier, ourselves, and our country if we repay our debt to veterans with privileges stolen from the youth or from any worthy citizen of our State. And when we close the door to public service to our youth, we replace their faith in liberty and equality with the thing which is most hateful and demoralizing to youth, the deadening consciousness that they are pitted against entrenched privilege and preference.

LET US ALSO LOOK for a moment at the war worker, the man essential to agriculture, and the man in the armed service as

(Continued on page 8)



EXTRA! PAUL LOCKWOOD CAUGHT SERIOUS! Everybody knows that Paul, Governor Dewey's amiable secretary, is always smiling. No one has ever seen him otherwise. But our artist, David Robinson, tiptoed in on the soft carpet of the Governor's ante room and found Paul listening intently to a caller's problem. In a few quick strokes, before Paul could say "Dave Robinson," the great curiosity was recorded for all time... Paul Lockwood Not Smiling.—Another leaf from our Albany sketch book.

\$1,200 Minimum In View for Those Now Earning Less

ALBANY—Scores of domestic workers in State Institutions whose salaries now are virtually "frozen" at \$1,000 a year will be among the hundreds to benefit if the Legislature and Governor Dewey approve the Barrett bill raising the minimum salary of these workers to \$1,200 a year.

Last year, the Governor himself went quite a way in raising the State minimum to \$1,200, but not everybody was covered. Most custodial employees were excluded even though they are under Feld-Hamilton law.

Now the Association of State Civil Service Employees is out to make the coverage truly universal, out to make it cover everybody. That's the meat of the Barrett bill and it is expected that since Mr. Dewey already has gone so far in the cause of justice he will go the rest of the way.

It is estimated that last year's \$1,200 minimum starting wage law (which will be re-enacted this year) covers about 90 percent of State workers. The other 10 percent would be reached in the Barrett proposal. Like the present statute, it would cover only full-time workers.

Raised in Mental Hygiene
An indication that the plan will be approved came January 26
(Continued on page 11)

Now, Promotion Will Bring Cash Reward; 'Below Minimum' Salaries Abolished

ALBANY—One of the greatest advances in years in behalf of state workers will go into effect April 1 when a portion of the \$1,700,000 provided by Governor Dewey in his budget becomes available for hundreds of salary adjustments involving employees getting below the minimum of their grade or who face a pay loss by reason of promotion or transfer.

The funds to be used for these two purposes may aggregate more than \$400,000, but the effect of the reforms on state personnel morale will be incalculably greater.

One of the grievous errors to be corrected will be the elimination of pay losses by employees who obtain promotion to a position in a grade where the minimum salary is less than the position vacated by the employee. This alone will effect possibly hundreds. The best explanation is a typical example of how this adjustment works:

An Example

Employee A, now an assistant clerk, has reached the top salary for that grade—\$1,700 a year. Employee A is transferred or promoted to another position, say

that of senior clerk, a job either vacated or created. The minimum salary for the grade of senior clerk is \$1,600 a year, the top, \$2,100. At present when employee A shifts from his old job to the other, he must take a salary cut of \$100 a year, from \$1,700 (top of his present grade) to \$1,600, minimum of his new grade. This has been happening for years where Feld-Hamilton schedules overlap.

Under the law, Employee A should have been entitled to a \$100 increment by reason of promotion, but instead he gets a cut of \$100. This strange and unjustifiable quirk is now about to be eliminated. Employee A will go to \$1,800 upon his promotion and thence will progress by three increments to the top of the grade.

Now, if a promotion comes, the employee is assured of a money reward. Employees have had to wait two and three years in the past to reach the monetary goal they now can reach in one swift step under the new procedure.

Another abuse corrected will be to bring every employee now getting under the minimum of his grade up to the minimum. There are many cases where employees classified into a certain position were earning less than the minimum of the grade. The only way to reach that minimum was to advance year by year by \$100 increments. Now any disparity between what's being paid and what ought to be paid will be rectified.

In other words, Governor Dewey believes the employee who is doing the work allotted to him by classification and who is capable of performing the designated functions is entitled to the compensation allocated for that work.

This was one of the reforms advocated for years by the Association of State Civil Service Employees.

Exam Bulletin Board

Under the provisions of the Civil Service Law, notice of a request to hold an open-competitive rather than a promotion examination for a particular position must be posted for fifteen days in the office of the civil service commission before action can be taken on such requests. This gives an opportunity to employees who believe a promotion examination should be held to file their protests against the open competitive examination with their department heads.

Notices of requests to fill the following State positions have been posted in the office of the State Civil Service Commission, on the dates given:

February 2nd
Associate Education Supervisor (Child Development & Parent Education), Education Dept.

February 3rd
File Clerk, Pilgrim State Hospital.
Head Stationary Engineer, Pilgrim State Hospital.
Recreation Instructor (women only), Letchworth Village.
Stenographer, Syracuse State School.
Telephone Operator, Wassala State School.
X-ray Technician, Rockland State Hospital.

February 7th
Senior Stores Clerk, Clinton Prison.

February 8th, 1944
Senior Statistics Clerk, Agriculture & Markets.

Highway Engineers Win Battle for Field Allowance

ALBANY—Highway engineers are going to get their field allowances. The issue of field allowances has been a burning one to these men for five years. Their organization, the Highway Engineers Association, and the Association of State Civil Service Employees, express "orchids" to Superintendent Sells and the Budget Bureau for including \$50,000 to pay field allowance to Highway Engineers.

Here's the background:
The Division of Highways has 10 district offices in the State. While these offices are manned by permanent employees, there are many others who are required to work wherever a construction job is in progress. Sometimes they are away weeks and months at a time from their homes.

The former practice was to pay the employees' traveling expenses to and from the job, plus board and lodging for one day—even though the assignment might last months. Since most of the men involved have been on the job in excess of 15 years, and since they have families and homes, the field assignments meant that they had to maintain a home for their families, and at the same time pay for room and board for themselves near the construction job.

Same As Pay Loss
Those assigned to field jobs argued that this, in effect, meant

a reduction in pay.
The employees maintained that they were the only workers in the State service who weren't reimbursed for their additional costs while in the field. They pointed out that architects receive \$5 to \$8 a day under similar conditions.

The department, as a result of conferences with representatives of the Association, made the following proposals:

A field allowance of \$2 a day if the employee must be 17 miles or more from his home or district office.

Four and a half cents per mile for traveling to the job. This is the same rate as approved for all other State employees.

The proposals were acceptable to the employees, and a long-standing irritation has been removed. John T. DeGraff acted as counsel for the Engineers.

Cromie Cites Assn. Stand On Civil Service Bills

ALBANY — John A. Cromie, Chairman of the Legislative Committee of the Association of State Civil Service Employees of the State of New York, reporting on legislation sponsored by the Association at a meeting of the Committee held last week, notes the following bills now receiving legislative attention:

Unemployment Insurance for State Employees. The Halpern-Ezrich Bill would extend the provisions of the unemployment insurance law to state civil service employees. State employees are at present denied this protection, and in the event of a lay-off would not receive any severance pay. This bill would assure all such the same payments received by an employee in private industry.

Mental Hygiene Reclassification. This Halpern-Mackenzie bill assures to Mental Hygiene employees the same reclassification rights previously accorded to other state employees brought under the career service law. Under existing law mental hygiene employees were required to have served in their positions up to two and one-half years prior to their reclassification on October 1st, 1943. Under this bill only one year prior service to October 1, 1943 is required.

Further Civil Service Safeguards for Returning Veterans. The Mahoney-Vanduser Bill authorizes the transfer to similar vacancy in state service of returning veterans formerly in state service who have sustained disabilities in military duty which interfere with their efficient performance of former duties.

Further Extension Maximum Eight Hour Day. A bill introduced by Assemblyman Vanduser would assume that no State employee would be required to work more than eight hours a day or six days a week without his consent except in emergencies.

Extension of Time to Make Retirement Loans While in Military Service. This Wicks-Ostertag Bill extends until July 1, 1945 the time within which State employees in military service may borrow all but one dollar of their funds from the State Retirement System. The Association will attempt to have this bill amended to provide that persons who withdrew all of their funds prior to enactment of law giving this privilege may regain membership in the system by depositing one dollar therein.

State Payment of Pension Contribution of Employees in Military Service. This Halpern-Archinal Bill provides that the State shall pay for retirement contributions of state employees in military service who receive no pay differential from the State or whose pay differential is too small to cover the amount of required contributions.

Prevention of Removal on Ancient Charges. The Wicks-J. D. Bennett Bill is designed to confine charges of incompetency or misconduct to matters which arose within two years preceding the filing of such charges. This would prevent the digging up of incidents long forgotten or condoned for the purpose of ousting an employee.

Other legislation considered by the Committee in process of introduction covered cost of living adjustments with extension to employees of legislature and judiciary, veterans preference, reclassification of skilled laborers from exempt class to competitive or non-competitive classes, insurance of loans made from retirement system, excluding pensions from estate tax, hospitalization for state institution employees who contract tuberculosis, making permanent \$1200 minimum in Field-Hamilton scales, extending military leave privileges to State employees entering merchant marine, or engaging in overseas Red Cross or Public Health Work, six day week for State Police, placing registered nurses in Professional Service in Field-Hamilton structure, and other measures.

ASSOCIATION OPPOSES

The Association, through its Legislative Committee, voiced opposition to the following bills: the Halpern-Mackenzie Bill relating to appointment of officers and employees in the Classification Division. This bill was condemned because it destroys the independence of the Classification Board by depriving it of the power of appointing its assistants. Such officers and assistants, under this bill, would be appointed by the Civil Service Commission. Under the provisions of the Classification Law the Civil Service Commission hears appeals from determinations of the Classification Board, and the necessity of maintaining the independence of both agencies is therefore obvious. To make the technicians of the Classification Board upon whose advice the Board acts, subservient to the Commission destroys the independence of the Board. Also, the Commission as the employer of the officers and employees of the Board could through in-advertence or otherwise withhold sufficient help for the proper functioning of the Board. The Committee contends that the complete independence of this Board in accord with the original career service legislation, must be maintained.

The Halpern-Mackenzie Bill repealing provision for giving notice of open competitive examinations for positions within a department in order to protect promotion rights was also condemned by the Committee. There is no satisfactory way in many cases to determine whether or not present employees are available for promotion and whether except by informing the employees within the Department of the vacancy and the intent to fill it.

Association Pleads for Increased Cost of Living Bonus to State Employees

ALBANY — State civil service employees were represented at the legislative hearing on the Governor's Budget in the Assembly Chamber, Albany, on February 9th, by Harold J. Fisher, President of the Association of State Civil Service Employees of the State of New York. Mr. Fisher made an eloquent appeal for justice in emergency cost of living appropriations by the State for its workers. Said Mr. Fisher:

"The Association of State Civil Service Employees, with a membership in all departments and services of 30,000, appreciates this opportunity to recommend as to appropriations for the next fiscal year. We are pleased with the provision in the Budget which lifts any employee who is below his minimum to the minimum of his grade. The past policy of withholding from workers the scales of pay to which the State agreed in its civil service law, was unjustified at any time. The new Budget carries a \$1,200 minimum salary for another year. But this minimum is not provided for all workers. The \$1,200 minimum is not sufficient for any family group and to withhold such a minimum from any worker is not, therefore, a sound employment practice.

National Wage Formula. "Quite naturally, after weighing all the facts carefully, we are convinced that the war emergency bonus is not sufficient to permit

State employees to live upon the same standards as other workers. The Association is asking simply for wage adjustments to preserve the real value of their money wages. This is essentially a request for the application of the national wage formula of the War Labor Board to wages of New York State employees. We do not ask for any special consideration beyond the nationally accepted minimum. We do ask to be taken from that group of white collar workers who are generally recognized as the forgotten class in a period of inflation and who suffer most severely under present conditions.

Moderate Request. "We urge that the bonus adjustment be increased to 15 per cent on salaries up to \$2,000 and 10 per cent on all salaries above \$2,000 but not to include that portion of salary exceeding \$4,000. This is an extremely moderate request in the light of the December, 1943 Labor Statistics Bureau report, which shows, by comparison

with index number 100 for average costs, 1935-39, the following increase: United States, 24.4; New York City, 25.1; Buffalo, 26.1. The Labor Department figures, which have been upheld by the foremost of statistical authorities, show that a \$2,000 salary of 1935-39 is actually reduced by \$500 in 1944 by the rise in the cost of living.

"If we were to ask for a corresponding increase in salaries in order to give the worker the real wages which he must have to maintain his standard of living, we would be entirely justified. There has been no increase in the basic wage scales of New York State workers since the Field-Hamilton law scales of 1938. There is no conflict with the Little Steel formula inherent in any suggested increase.

"The emergency bonus was not given to employees of the Legislature or the Judiciary. There are a number of workers in these branches who are in as great need as those elsewhere and we ask that all State workers be provided for.

An Age of Planning

"This is the age of planning for the future. No longer can the Legislature function by merely patching up certain weak spots in the structure of government. We have presented a basic principle of wage adjustment and have confined its application to the present urgent conditions which the employees must meet. We believe it not only meets the emergency but it forecasts a method by which the Legislature may solve permanently the major salary problems for all classes of workers.

"We rest our case upon its essential fairness and we trust that you gentlemen of the Legislature, and the Governor, will provide the necessary funds to be included in the appropriations at this session."

Asst. Spec. Deputy Clerk Supreme Court 1st Dept.

- | | |
|---------------------|--------------------|
| Shea, Wm. J. | Pallone, Rosario |
| Hoyle, Henry | Rochie, Chas. |
| Sheridan, John | Monaghan, C. E. |
| McKee, Arthur | McCormack, Jas. |
| Weinblatt, Irving | Cleary, John |
| Kavanaugh, Wm. | White, Jos. F. |
| Moran, Edward | Coyle, Jas. |
| Berry, Henry | Vomacka, Edw. |
| Perry, Wm. | Nugent, Wm. |
| Ross, Geo. W. | Rosenblum, Solomon |
| Finn, Arthur | Baker, Arthur |
| Cryan, John | Hedderman, Patrick |
| Yonet, Wm. | Wade, Raymond |
| Germann, Philip | Shewlin, Arthur |
| Ivans, Edwin | McLean, Mansfield |
| Yurkin, Harry | Nolan, Thos. F. |
| Mackel, Peter | Anderson, Edw. F. |
| Block, Julius | Murphy, Daniel |
| Kansas, Morris | Hickey, Alfonso |
| Gould, Martin | Leddy, Jas. |
| Hussey, Raymond | Burke, John |
| Boyle, Jos. | Martin, Jas. |
| Hyshiver, Frank | Kesten, Jack |
| Hand, John | Dolan, John |
| Ahearne, Timothy | Barraman, Dieran |
| Fischer, Samuel | Scallion, Griffith |
| O'Connor, Thos. | Niblo, John |
| Healy, Jos. | Cully, John |
| McEntegart, T. V. | Colman, Thos. |
| Dowd, Lawrence | McMurray, Chas. |
| Caldwell, Archibald | Hallheimer, Jonas |
| Steinert, C. | O'Sullivan, Thos. |
| Murphy, Michael | Bremmen, Wm. |

This Week's State Eligible Lists

- Sr. Law Clerk, Open-Competitive**
Marder, Louis
Frank, Herman
Kellman, Leon
Pidler, Arthur
Lozner, Reuben
Franchina, Benedict
Weissman, Allan
Stahl, Benjamin
Thomas, Malcolm
Cohn, H. Bernard
Friedman, Emanuel
Farrell, Francis
Levy, Abraham
Entel, Joseph
Lipschitz, Samuel
Richards, Norman
Platzman, Jacob
Dowling, Jos.
Weinberg, F.
Greenberg, Martin
Dowd, Catherine
Heyman, Edward
Ziegler, Abraham
Arst, Max
Stoolman, Sidney
Raffelson, Julius
Levin, Solomon
Kampff, Herbert
Fleischmann, A.
Sussnick, Hyman

Prin. Law Clerk; Metro Area; DPUI, Dept. Labor

- Kavitt, Daniel
Gormally, James
McDonough, Patrick
Mulligan, Joseph
Grobler, Herbert
Shea, Frank
Aaskof, Wallace
Murphy, Wm.
Callwell, John
Hellingner, Max
Bieber, Richard
Paterno, Angelo
Victory, Edw.
O'Meara, John
Rappaport, Frederick
Morris, John
Henry, C.
Hannigan, R. J.
Sinnott, Philip
Riley, Jos.
Neiman, Richard

Princ. Acct. Clerk, N. Y. Office Dept. Labor

- Marmor, Sarah
Shubert, Selig
Kirchman, Martha
Lenehan, Mary A.
Lampka, Rita G.
Burns, Frances A.
Grant, Nancy G.
Craig, Ruth M.
Shary, M.
Wassauker, E. L.
Conroy, M. M.
Bryana, Catherine C.
Geis, G. S.
Schwartz, Viola L.
Warren, Geraldine
Warron, Geraldine
Dobe, Bertha
Shea, Marjorie

Jr. Stenographer, Eighth Judicial District

- Mrowiec, Sophia
Szarowska, J.
Fravel, Corinne
Loftus, Mary P.
Clifford, Jean
Johnson, Elsie
Laird, Rebecca R.
Skilton, Bernice
Krauer, Betty Sus
Fiedmont, Betty
Muller, Joan
Seavert, Eleanor L.
Trimm, Dorothy
Mundy, Dorothy
Parker, Amelia
Gormley, Elsie

Canal Employees Ask Higher Pay

ALBANY—An appeal of the Barge Canal Employees for higher salary allocations was heard by the Salary Standardization Board on February 7. The appeal involved the following titles:

Present Allocation	Title	Allocation Requested
\$2100-2900	Canal Electrical Supervisor	\$2400-3000
\$1800-2300	Chief Lock Operator	\$2100-2600
\$1500-2000	Canal Structure Operator	\$1800-2300
\$1200-1700	Buoy Light Tender	\$1500-2000

It was pointed out at the hearing that the Canal Structure Operators required highly specialized skills in the electrical and mechanical work to repair and keep in order the complex machinery of the canal system. These employees receive a salary of only \$1,500-\$2,000, although their training, experience and responsibility is equal, if not superior, to electricians and other skilled mechanics who now receive \$1,800-\$2,300, the rate requested by the Canal Structure Operators.

It was also argued that Buoy Light Tenders receive a rate comparable to unskilled employees, yet they are required to obtain a marine license, to be familiar with the operation of a 32-foot gasoline propelled boat and their occupation is extremely hazardous.

The case for the Canal Employees was presented by T. J. Connors, Little Falls, President, and John W. Savage, Port Edward, former President of the Barge Canal Employees Chapter of the ASCSE.

CRONIN WON THE FIRST PRIZE

The first prize winner among the State canal employees, Chief Operator Timothy Cronin, received an award of \$120 rather than the lesser amount given in the LEADER for February 1. A second prize winner was Chief Operator George E. Warner, who received an award of \$96.

Page Seven

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of BERGLEIGH TOGS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of BRANDES & SOFFIN INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of RIVIERA TOGS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of HOME DRESS CO. INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of GLOCK DRESS CO. INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of LEVETT PLUMBING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of SCHWARTZ ROSENSTOCK & PRINCE, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of JAYDAR 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, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, 1944. (Seal) Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

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STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Oaths of Office

SWEARING is good for you—in fact, it is compulsory—if you want to keep your job in State service. Under the provisions of the State Civil Service Law, every person employed by the State before he shall be entitled to enter upon the discharge of his duties, shall take and file an oath or affirmation in the form and language prescribed by the constitution for executive, legislative and judicial officers.

"I do solemnly swear (or affirm) that I will support the constitution of the United States and the constitution of the State of New York, and that I will faithfully discharge the duties of the office of . . . according to the best of my ability."

Substitute "office or position of" for "office of" and you have the oath or affirmation which every State employee must take. State departments usually have a supply of these oaths on hand for the use

of their appointees. Failure to take and file such oath terminates employment until such oath is taken and properly filed. Under the law, the oath of a State employee must be filed in the office of the Secretary of State. The oath may be taken before a notary public, a commissioner of deeds, a judge of a court of record, or any other officer authorized to take, within the state, the acknowledgment of the execution of a deed of real property. The Secretary of State is also authorized to take the oath of a State employee.

Judges As Examiners

A COURT will not undertake to set up an examination rating standard different from that used by a civil service commission, in the absence of a finding that the action of the commission was arbitrary, capricious or unreasonable. Thus decided the Erie County Supreme Court in a recent case involving an examination for police lieutenant conducted by a city civil service commission. So long as the same standard for considering

answers was applied to all candidates, it is immaterial that some of the questions were ineptly framed or that some of the answers of the examiner were incorrect, according to the decision. Although the court held itself powerless to increase the ratings of a candidate who had failed the examination, it felt that some constructive criticism was in order. It stated:

"The primary objective of a civil service examination is to determine fitness for office. This is often lost sight of in the preparation of questions commonly denominated as tricky. While difficult, it is not impossible to propound questions the answers to which would be definite and unequivocal. Apparently some of the questions to which petitioner objects could very properly be answered either in the affirmative or in the negative; the correctness of other answers might very well be the subject of serious debate. One of the questions as to the mutability of human nature lends itself to a journey into the realm of metaphysics which is hardly a necessary quality in the education of a prospective police lieutenant, nor one ordinarily required in the performance of his duties. Such an examination is not so likely to produce the officer best qualified but the one blessed by chance in the greater coincidence of his answers with the mental concept of the examiner."

. . . Miss Frances Horton recovering from a seige of pneumonia . . . Ralph DeKay, down with the same ailment, and Joe Frawley also on the sick list . . . Many Warwick employees attended funeral of John T. Kane, night supervisor last week . . . Ralph Conkling returned to his duties after illness . . . A visit from "Pop" and Mrs. Henry who dropped in for a social call . . . they both resigned because of ill health . . . On the brighter side . . . Thanks still coming in from service men for the Xmas packages . . . Recreation room being partitioned off for use as a Protestant Chapel . . . The cottage formerly used for Protestant worship will now be used for housing boys because of the crowded conditions . . . Recreation Depart-

his quintet were hits at a recent party given by Mrs. Molly Smith.

NEWARK STATE SCHOOL reports: Emma D'Amato, now of the Waves, and a recent visitor to her former associates at the school, is at Bainbridge, Maryland . . . On vacation this week: Dr. J. Sirkin, Mrs. Blend, Mrs. Avery, Mrs. Barnes, Mr. and Mrs. Peter Ross, James O'Connor, Albert DuRei, Stephen Hoeltzel and Harvey Johnson . . . Mr. Thomas Fellele is recovering from a recent operation . . . Back on duty after fighting off germs: Barbara Cuyler, Mary Davis and Rose Vanderhoof . . . Recent week-enders at Binghamton, N. Y.: Mr. and Mrs. Elmo Rumsey and Mr. and Mrs. James O'Connor . . .

Legislative, Court Employees May Get War Bonus

ALBANY—War emergency compensation may be extended through legislation to cover employees of the Legislature and the Judiciary, who were not included in the State cost-of-living bonus.

Now it is proposed to take in those employees who were left out. This means that scores of employees in the Court of Appeals, the Appellate Division Courts, and the State Court of Claims would be included. Employees of local courts and Supreme Courts would not be affected—only those courts which are financed out of the State treasury being taken in.

One of the knottiest problems involved in covering the employees of the Legislature is whether the so-called "session" employees can be included. Some of these are on a strict per diem basis with usual minimum guarantee of 100 days. Others are on the payroll for 10 to 30 days before the session opens, through the session, and then 10 to 30 days after the close of the session, depending on the job. Still others are on a year-round basis and some of these are part-time and some are full-time.



Here we have Lee W. Keyes, Principal Stores Clerk, President of the Association chapter, St. Lawrence State Hospital; and Mae E. McCarthy, Stenographer, who's Secretary of the Association at the Hudson River State Hospital.

ment's annual Winter Sports Tournament under way . . . Varsity Basketball squad trying for its fifth straight victory when it meets Pine Island this week . . . Mrs. Maude R. Poor has joined the academic staff . . . Dr. H. D. Williams and Rev. Thomas Donovan were guests at Middletown High School. Dr. Williams spoke on "Juvenile Delinquency in War Time" . . . Ernest Forgo and

The State Employee

(Continued from page 6)

they really are. They come from the same homes, have the same fathers and mothers, the same State. The draftee is no more patriotic, no better citizen, no more a hero, than his brother or sister in the war plant or on the farm.

Many are as much draftees in war and farm services as any in the armed forces. In fact, many a farm boy would prefer the armed services to the farm service. Many thousands of those working in war plants are making sacrifices as great as the majority of those in the armed services because a great majority of the latter never see the battlefield. And, many thousands will be disabled in countless ways as a result of war plant work, which work they would never have taken up except in defense of their country. Shall these be given less than an equal opportunity to engage in public service? Not if the justice which the armed man in the U. S. forces fights for prevails, that is certain. This subject should be judged entirely apart from rewarding veterans. The equality they fight for as a principle and the efficiency of civil service are more important to them and to us than any office or job in the whole world.

WE ALL AGREE that the returning war veteran needs our aid in readjusting to civilian life. There are ways in which he can be given a break in government service without at the same time disrupting the entire merit system. Before a final decision is made, every one of these ways should be carefully examined.

NEWS ABOUT N. Y. STATE EMPLOYEES

SYRACUSE notes that they have installed a new slate of officers in the local chapter of the Association of State Civil Service Employees . . . Henry J. Wagner, Unemployment Insurance Dept., president; J. G. Moyer, Bureau of Rehabilitation, vice president; Harry J. Kallett, Unemployment Insurance, treasurer; Doris LeFever, Department of Labor, secretary . . . The annual dinner of the Chapter will be held on Monday, February 21, at Onondaga Hotel, Syracuse. Joseph Mercurio, Tax and Finance Dept., is chairman, assisted by Miss Doris LeFever, Andrew R. Mulligan, Miss Marian Birchmeyer, John J. O'Donnell, Harry Kallett, Miss Catherine Powers, Benjamin Ungarten and Miss Anne O'Boyle. Guests of honor will include; President Harry J. Fischer of Albany; Senator Frank G. Wallace, Assemblymen Frank J. Costello, George B. Parsons, and Leo W. Breed; Assistant Commissioner Joseph D. Teatom, Thomas J. Corcoran, War Manpower Director, and Miss Anne B. O'Boyle, retiring treasurer. All members and their friends are invited. . .

CRAIG COLONY CHAPTER ASCSE sends in that institution's honor roll:

- Alexander, Albert
Alexander, William J.
Allen, Mildred
Arrigenna, Carmine
Barber, Everett
Becher, Lawrence
Bogan, Max
Bolton, Harrison
Buchanan, Andrew
Buchanan, George
Carney, James
Charlton, Edith
Chester, Irving P.
Colvin, Charles W.
Coniglio, Thomas S.
Constantino, James
Crane, Robert W.
Damon, Donald A.
Curtis, John B.
Dunson, Walter E.
Davis, Paul
Derenbacher, Grace
Dispart, Genevieve
Donovan, Carl
Davidoff, Eugene
Doonittle, Robert J.
Dugan, James
Eaton, Frank
Faruno, Lionel
Feathers, James M.
Griffio, Anthony S.
Hally, Paul J.
Hally, William
Heaney, William
Jones, Herbert
Jones, John V.
Joy, Charles
Kingston, Howard
Lafosa, Philip
Lathan, H. James
Lynch, Charles E.
McNeill, Joseph J.
Mignemi, Albert A.
Miller, Raymond
Morris, Daniel
Mitchell, John B.
Murphy, Matthew
MacCauley, Adele
McCumber, Scott
McNeil, Edward
O'Brien, Bernard
Orlando, Mary
Paluzier, Richard
Parks, Maurice
Partridge, Charles
Partridge, John
Perloro, Charles
Provino, Joseph R.
Robinson, Edward C.
Schmidt, William
Shanahan, Daniel
Smith, Lee
Stowell, Cecl D.
Dugan, James
Terpestra, William
Trader, Barbara
Trader, William T.
Trader, Frances
Trobia, Louis V.
McCumber, Dorothy
Valentino, Angela
Wills, Earl
Hanley, John G.
Cipolla, Phyllis

WARWICK STATE SCHOOL: Lawrence Zuccolo, Publicity Director of the local chapter of the Association of State Civil Service Employees comes through with a roundup of activities at the School

SHOPPING IN CIVIL SERVICE VILLAGE

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LEGAL NOTICE

FILE NO. . . 1944. THE PEOPLE OF THE STATE OF NEW YORK. By The Grace of God Free and Independent. TO MRS. JOHN LINDSHURST, ERNEST CASTENOW, CHARLOTTE CASTENOW. SEND GREETING: WHEREAS MARY V. McDERMOTT who resides at No. 50 Seventh Avenue, New York City, New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing, bearing date September 17, 1944, relating to both real and personal property, duly proved as the last will and testament of SOPHIE CASTENOW, deceased, who was at the time of her death a resident of 539 West 54th Street, Borough of Manhattan, County of New York;

Furniture

WE BUY AND SELL WE PAY THE HIGHEST and SELL at LOWEST "PRICES" FOR FURNITURE Sewing Machines, Pianos, Washing Machines, and All Household Goods MURPHY BROS. 188 COLUMBUS AVE. TR. 7-8038

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J. V. THOMPSON WATCHES & JEWELRY REPAIRS Diamond Rings For Ladies and Gents Ladies Diamond Watches 14K Goldstone All kinds of Wedding Rings 70 GREENWICH ST. nr. Rector N. Y. C. WH. 4-3029

Books

BOOKS FOR XMAS New World A' Coming — \$3.00 Life & Times of Fred. Douglass \$5.00 Harriet Tubman — \$3.25 The Democratic Spirit — \$3.75 FREDERICK DOUGLASS Book Center 141 WEST 125th STREET NEW YORK, N. Y. UNIVERSITY 4-8513

Optometrists

OPTOMETRIST DR. I. PEARL Eyes Examined Since 1910 GLASSES FITTED AT REASONABLE PRICES 241 CANAL STREET, Near Broadway Canal 6-0007 N. Y. C. Office Hours 9-7

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SAM'S HAIR STYLIST The Home of Better Permanent Waving From \$6 Up "For the Woman Who Cares" 39-12 Main Street Flushing, N. Y. (Over Fisher-Broers) TEL. FLUSHING 8-1071

Court of our County of New York, at the Hall of Records in the County of New York, on the 10th day of March, one thousand nine hundred and forty-four, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. I.S. Witness, Hon. James A. Delahanty, Surrogate of our said County of New York at said County day of February, in the year of our Lord one thousand nine hundred and forty-four. GEORGE LOESCH Clerk of the Surrogate's Court.

Amusement

by JOSEPH BURSTIN

The exciting "Gung Ho!" continues to attract large crowds to Loews Criterion Theatre. Randolph Scott stars in this picture. . . .

Due to the record business registered by "The Miracle of Morgan's Creek," the New York Paramount has extended the film's engagement and moved back the opening of "Lady In The Mask." The presentation of the latter film, the Ginger Rogers-Ray Milland technicolor feature from the stage success of the same title, is now set to begin Washington's birthday, Tuesday, Feb. 22. This will mark a departure, for this attraction only, from the Paramount's regular Wednesday opening policy. . . .

20th Century Fox's film, "The Song of Bernadette," marks the 27th anniversary of the Rivoli Theatre. This is one of the few Broadway first run motion picture houses that does not show a combined stage and screen show. To celebrate the anniversary, Montague Salton, managing director, will award a "\$25.00 War Bond to the party who sends in a letter describing the very first program presented at this Theatre, Feb. 29, is the deadline for letter to be sent in. . . . "Milkmaids and Honeys" is the title of the current Village Barn revue, which

offers Al Robinson and Alkali Ike, songs by Adele Rivie, cowboy tomfooleries by Red River Dave, country games under Tiny Clarke's experienced direction, and dance and show music by Eddie Ashman and his Orchestra

COMPTROLLER Elections

A slate of officers consisting of a president, three vice-presidents, a secretary and a treasurer will be elected by the Victory Committee of the Excise Bureau of the NYC Comptroller's Office. Balloting will be held between February 17 and February 21. Explanation for the triple vice-presidency lies in the fact that Henry J. Fischer, perennial president of the group has been complaining of overwork, and a trinity of v. p.'s will lighten his burden. Serving on the elections committee are: Margaret Finnan, chairman, and Lillian Peit, Mildred Morganstein and Jeanette Selkin.

ST. GEORGE A'SSN N. Y. C. T SYSTEM REGULAR MEETING

The St. George Association of the New York City Transit System held a regular meeting on February 12 in its meeting room at 71 West 23rd Street, New York City.

At a preceding meeting Rev. A. Hamilton Nesbitt, spiritual advisor, installed the following officers:

President	Robert E. Corby
First Vice President	Ed. Schnapp
Second Vice President	A. Kontowski
Treasurer	H. Craig
Financial Secretary	G. Pezzer
Recording Secretary	J. Albrecht
Marshal	W. Campbell
Historian	M. Hermann
Delegates to Natl. Committee	J. Doerbeckor

Executive Committee: F. Kitruk, A. Chestnut, A. Douai, J. Allen, C. Scheiter, R. Quinn.

GENERAL BRADLEY

(Continued from page 5) persons on military leave, is returned to the general fund of the City, and does not remain in the departments. The Council last year maintained that it was acting in the interests of efficiency, and that no service men would be adversely affected by the cuts.

Movies

"Melodrama, Humor, Surprise. You will want to see it!"

ARCHER WINSTEN, N. Y. Post

Alfred Hitchcock's

LIFEBOAT

By JOHN STEINBECK

starring

Tallulah Bankhead

with

William Bendix

A 20th Century Fox Picture

ASTOR

Continuous Performances

Popular Prices

BETTY EDDIE

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In Paramount's

"The MIRACLE OF MORGAN'S CREEK"

IN PERSON

Johnny LONG HAZEL GIL & HIS ORCH. • SCOTT LAMB

Allen & Kent • Bob Coffey

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PARAMOUNT

Times Square

RADIO CITY MUSIC HALL

60th STREET & 6th AVENUE

JOAN ORSON

FONTAINE - WELLS

in

Jane Eyre

A 20th Century-Fox Picture

ON THE GREAT STAGE: "SMART SET"—A spectacular panorama of metropolitan highlights . . . Corps de Ballet . . . Rockettes . . . Gies (Club Symphony Orchestra under the direction of Erno Rapen.

First Mezzanine Seats Reserved.

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HAvermeyer 8-2765

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Belona Royal • Trudy Marshall and Broadway Edward Ryan

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George Offerman, Jr. • The Sullivan Boys!

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Lee Mortimer, Mirror

Kate Cameron, News

20th CENTURY-FOX presents

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The Song of Bernadette

CONTINUOUS—DOORS OPEN 9:30 A. M.

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IDA LUPINO • PAUL HENREID

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DELICIOUS DINNERS SERVED

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You'll be lucky to meet your Host Lucky (Moonlight Cocktail) Roberts

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Last Readings an entertainment feature.

Alma's TEA ROOM

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Because of Washington's Birthday, which falls on Tuesday, February 22, next week's LEADER will appear on Monday, February 21.

NYC Exams

In an effort to fill vacancies, the New York City Civil Service Commission is accepting applications for the following tests until March 1, 1944. Applications may be filed at the office of the Commission, 96 Duane Street, New York City, by residents of New York City. These exams are for permanent jobs.

Bookbinder
 Salary: \$3,395 a year. Appointments are usually made at the minimum of the grade. The eligible list may be used for appropriate positions in a lower grade.
 Fee: \$2.
 Vacancies: 4. Tunnel Authority, Tax, Health Departments.
 Duties: To repair broken bindings torn leaves and maps; bind loose-leave; patch and bind old records; rule papers; make filing boxes; do special work in gill-edging and lettering; perform other work as may be required of bookbinders.
 Requirements: At least 5 years experience forwarding and finishing in blank-book, map and commercial binders, or the equivalent. Candidates should also

have a thorough knowledge of working methods and materials used in an up-to-date bindery.
Historian (Medical Records)
 Salary: \$1,500 to and including \$3,100 a year.
 Vacancies: Occur from time to time.
 Fee: \$1.
 Duties: To supervise hospital record rooms; instruct personnel in duties, etc., in the use of nomenclature of diseases and operations, be able to interpret medical records to determine their completeness; maintain a unit history system; code the record when complete; make comparative studies by hospitals and services within hospitals, and by diseases and operations of interest; make comparative studies on

comes and of treatments, surgical and medical; interview lawyers, agents, etc., wishing to see hospital records; perform related work as required.
 Requirements: Candidates must be registered nurses in the State of New York or must have had one year of experience as a medical historian in an approved hospital. College education and 6 months' experience will be accepted in lieu of the one year of experience.
Office Appliance Operator, Grade 2, (Accounting Machine)
 Salary: \$1,501 to and including \$1,800 a year.
 Fee: \$1.
 Vacancies: About 14 at \$1,500 a year.
 Duties: To operate the National Cash Register Accounting Machine; and to perform other related work as required.
 Requirements: Candidates must have had at least three months' experience in the operation of a National Cash Register Accounting Machine. Candidates will be tested in the operation of a National Cash Register Class 2000 Accounting Machine.

Office Appliance Operator, Grade 2 (IBM Numeric Punch)
 Salary: \$1,501 to and including \$1,800 a year.
 Fee: \$1.
 Vacancies: Occur from time to time.
 Duties: To act as a Key Punch Operator on the IBM Numeric Key Punch Machine and to perform other related work as required.
 Requirements: Candidates must have had at least three months' experience on the IBM Numeric Key Punch Machine.
Physio-Therapy Technician
 Salary: To and including \$1,800 a year.
 Fee: \$1.
 Vacancies: Occur from time to time.
 Duties: To give the treatments covered by all branches of physiotherapy (Electrotherapy, Hydrotherapy, Phototherapy, Therapeutic Exercise, Massage, etc.) and perform related work as required.
 Requirements: Graduation from a course in physiotherapy technique which is approved by the Council on Medical Education and Hospitals of the American Medical Association; or at least one year of experience as a physiotherapy technician, six months of which must have been in an approved hospital; or a satisfactory equivalent.
Title Examiner, Grade 2
 Salary: \$1,801 to and including \$3,400 a year. Appointments are usually made at the minimum of the grade. The eligible list may be used for appropriate positions in a lower grade.
 Fee: \$1.
 Vacancies: Approximately 10. Others may occur.
 Duties: Under supervision, to search and examine instruments and proceedings affecting real property; read and close titles; prepare abstracts and certify to the status of titles; perform related work as required.
 Requirements: Not less than two years of full time paid experience in the searching and/or examining of titles to real property with a title company, governmental agency, or a satisfactory equivalent. In the determination of a satisfactory equivalent, legal education and experience will receive due credit, but in all cases candidates must have not less than one year of full time experience in searching and/or examining of titles as indicated above.

Senior Accountant (NYC Housing Auth.), April 2, 1944.
 Radio Operator, Grade 2 (WNYU), April 14, 1944.
 Stenographer, Grade 4 (Bd. of Assessors), April 12, 1944.
 Stenographer, Grade 4 (Dept. of Parks), April 12, 1944.
 Stenographer, Reporting, Grade 4 (Bd. of Educ.), April 4, 1944.
 Clerk of Court, Grade 3 (Special Sessions), April 15, 1944.
 Clerk of Court, Grade 4 (Special Sessions), April 15, 1944.
 Stenographer, Reporting, Grade 5 (Bd. of Estimate, Bureau of the Secretary), April 14, 1944.
 Stock Assistant (All Depts.), May 20, 1944.
 Change of Title: Cleaner to Laborer (Purchase), March 16, 1944.
 Eligibility and other details of these examinations may be obtained at the 96 Duane Street office of the Municipal Civil Service Commission.

ATTENTION! Mr. & Mrs. United States



BY
WALTER WINCHELL

Famous Columnist
 and Radio Commentator

Too many of you are counting the days to the end of the war instead of counting the many enemy forces that must first be defeated... This war will not be over soon. In 1944 or whatever guess they tell you. I refer to all those experts who know a little about a lot, but do not know a lot about anything!

Total freedom against total slavery means total war to the finish... Until the last Jap is educated to civilization or killed by it... and until the last Nazi criminal upholds law and order or falls before it, this world will know no peace... This means war to the death because the Axis leaders fear the battlefield less than they fear the coming court of justice. We must do more than destroy their land armies and their submarines. We must clear their minds of world domination and their children's hearts of education for murder. Tokio must learn that the road back from Pearl Harbor is paved with fire, steel and regret. The Nazis must be made to realize that our goal is Berlin... not Munich.

The journey is long and the weak will fall out, but from Cape Gloucester to Cassino the fighting men who are protecting you have made their choice. No matter how long it takes... they want no peace on the installment plan. They fight for a free world or an honorable grave. The more war bonds you buy, the sooner they will attain that free world and the fewer honorable graves there will be.

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