



Civil Service LEADER

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Good Pay, Board
See Page 7

Vol. 4 No. 12 ★★★ New York, December 1, 1942 Price Five Cents

Job-Opportunities Now Open

**FOR MEN,
WOMEN**

INSPECTORS

GOVT PAYS YOU \$28 A WEEK WHILE LEARNING

RADIO TRAINEE

DEPUTY SHERIFF

OPEN TO LAWYERS AND OTHERS IN NEW YORK CITY

See Pages 10, 11, 12

**City to Deduct 5% From Pay
Of Every Employee; How It Affects You**

See Page 3

**FDR Considers New Plan
For Deferring Federal Workers**

See Page 2

OPEN TO WOMEN NOW!

35 WAR TRAINING COURSES — MANY WAR JOBS

See Page 7

FEDERAL CIVIL SERVICE NEWS

By CHARLES SULLIVAN

U. S. Commission Sends a Letter To the President

The United States Civil Service Commission last week submitted its annual report to the President of the United States. In the letter accompanying the report, the Commission pointed to its accomplishments in the year, and went out of its way to discuss the matter of "witch hunts."

Pertinent sections of the letter follow:

"The Commission was called upon to make over 1,500,000 placements during the year. This compares with a normal placement load of between 60,000 and 70,000.

"The devotion to duty and resourcefulness of our approximately 7,000 employees made possible the handling of this tremendous increase in work-load. They will handle an even heavier work-load during the current fiscal year.

"We have placed increasing emphasis on the role of the Commission as a service agency. We are charged by law with administering a merit system. We have recognized, however, that such a system has a place in the war program only if it can make a direct contribution to the success of that program. With that in mind, we have, acting under authority delegated to us by you, sought to eliminate every rule, regulation and procedure which might in any way interfere with the speedy handling of personnel transactions.

Loyalty

"At the same time we have recognized that in these days, more than ever before, great care must be exercised in ascertaining that the persons who are working in war jobs are above reproach in so far as loyalty to this government is concerned. And so, for many of the war jobs, we have approved appointments subject to the results of a personal investigation.

"When these investigations have disclosed that there was a serious question as to the loyalty of the persons concerned, we have asked the departments or agencies where they were working to remove them from the service.

No "Witch Hunts"

"Before final action has been taken in these cases, the individuals concerned have been given every possible opportunity to present their side of the case. In many instances the cases have been reviewed by at least three

A Real Old-Fashioned Thanksgiving Dinner

WASHINGTON.—A newspaper for employees of Office of the Quartermaster General good-naturedly offered this as a Thanksgiving menu for the thousands of Government people who observed Turkey Day with work-as-usual:

THANKSGIVING DINNER a la Quartermaster

Ink Cocktail
Eradicator Soup
Roast Calculator with Paper Clips and Blotter Stuffings
Candied Stamp Pads Garnished with Cancelled Leave Slips
Mashed Pencil Sharpeners
Sour Comptometers
Waste Paper Salad with Vinegar
Overtime Pie with Beaten Spirits
Hot Air Water Gas

separate groups of individuals within the Commission who had nothing to do with the original investigation. We have determined to do everything within our power to make sure that the Commission, as the central personnel agency of the government, did not participate in "witch hunts." Through its investigative procedures, the Commission has been able to clear the records of persons who had been unjustifiably labeled as individuals with subversive tendencies. At the same time, we have been able to keep out of the service persons who might have seriously impaired the government's war program.

More Lies Ahead

"Up to now the emphasis has been on the recruiting of new personnel for the war agencies. A tremendous recruiting program still lies ahead. We believe, however, that the time has come to place the major emphasis on the proper utilization of the personnel which is now on the rolls. We know you are concerned with this problem and, as the staff agency charged with the responsibility of serving you on personnel problems, we stand ready to assist in the solution of this problem.

Transfers

"You have, acting directly and through the chairman of the War Manpower Commission, already given us unprecedented authority in the field of transfers. We have and will continue to use this authority with just one objective in mind, namely, to insure that persons now working for the Federal government are in positions where
(Continued on Page Fourteen)

FDR Considers New Plan For Deferring U.S. Employees

WASHINGTON.—The precise meaning of President Roosevelt's no-deferment order, particularly as it affects Federal white-collar workers, remained up in the air this week.

After announcing November 17 that Federal employment would no longer be considered a valid reason for deferment, the President waited three days, and then made another statement.

He said his earlier order had caused too many Government men to join the rush for commissions,

or try to enlist. And he asked the armed services not to accept such men without consent of their department heads.

Also, he released a copy of a letter to War and Navy Departments, urging them to make sure that no irreplaceable person "be separated from essential positions."

Essential Employees

And he indicated very plainly that essential employees in munitions industries will be deferred.

At week's end, this appeared to be the situation:

1. The President is dissatisfied

with the handling of deferments, especially in the white collar group. He wants them tightened up.

2. On the other hand, he wants to make sure that no really essential workers quit their jobs to go to the armed services.

3. He is especially anxious that munitions industries not be crippled by the drafting of too many employees, or by enlistments.

Key Men Over 35

Meantime, several Cabinet members reportedly are pressing on the President a new formula for handling deferments.

Under this plan, the armed services and selective service would agree not to take any Government "key man" over 35.

Government agencies would agree not to ask deferments for men over that age.

Exceptions would be made for Federal Bureau of Investigation, Secret Service, and certain other highly-specialized units.

Exceptions also would be made for certain employees in munitions industries.

But the no-deferments-under-35 rule definitely would not apply to white collar workers who entered the Government after Pearl Harbor.

U. S. Seeks to Halt "With Prejudice" Abuse

WASHINGTON.—Under a new regulation being prepared by the Civil Service Commission, Federal agencies probably will lose the last remaining vestige of their authority to mark "With Prejudice" on employee resignations.

High officials of the Commission confirm that such an order is being readied. They say only technical difficulties remain to be ironed out.

They feel, as do thousands of employees, that the "With Prejudice" rule has been sadly abused, and that it is high time it be abolished altogether.

The Commission took an initial step in that direction several weeks ago. At that time, it withdrew from the agencies the authority to mark "With Prejudice" on the resignation of employees who quit before they had put in six months in the Federal service.

Abuse Not Halted

That, however, has not halted abuse of the order by unscrupulous officials.

For instance, in many cases, these officials have used "With Prejudice" as a threat to keep employees of more than six months' service from resigning.

They have used it as a penalty

for employees who should have been discharged outright.

In literally thousands of instances, they have used it to put a black mark on the records of employees who clearly didn't deserve it.

Proposed New Rule

Under the proposed new rules, agencies will find it impossible to ask the unsatisfactory employee to resign "With Prejudice." They will have to discharge him outright. They will have to send a copy of the reasons for the discharge to the Commission, and another copy to the employee. Then the employee will be given the right to clear himself, if possible, before the Commission.

If he succeeds in clearing himself, he will be eligible for re-employment on the same basis as any other individual. If he fails, he will be barred from future Federal employment—at least, for a fairly long period.

Note to Employees: If you should be threatened with "prejudice" unjustly, in your opinion, refer your department head to the U. S. Civil Service Commission's Departmental Circular No. 323, Revised, Supplement No. 11, and Departmental Circular No. 377, Supplement No. 1, both issued October 27, 1942.

Pay Raise Bill: What It Does, How It Stands at This Point

BULLETIN

The Senate Steering Committee has decided not to bring up the pay bill at this session.

WASHINGTON.—Not even the highest Government official nor the most far-seeing Congressman dares now to try to forecast the probable course of the Government pay adjustment bill.

It is uncertain, however, whether the Senate will get seriously down to work on the measure or whether there will be an attempt to put it over until after the new Congress convenes next month.

It is also uncertain just how much ground the pay bill has lost in the last few months. But there no longer seems no doubt that it faces an extremely hard fight.

Senator James Mead of New York undoubtedly will try his best to get the Senate to pass the bill this week. There are rumors, however, that the powerful economy bloc will fight a delaying action, hoping to have it put off until next month.

What sort of treatment the bill

will get from the new Congress is a matter of guesswork. But it can safely be assumed its chances will be better if it comes up now.

As reported out by the Senate Civil Service Committee, the pay bill provides:

1. A uniform work week of 44 hours.
2. Longer hours where specified by department heads.
3. Overtime pay, at a full time-and-one-half rate, for all hours in excess of 40.
4. A flat 10 per cent raise for all workers, including postal employees, who would not have the opportunity to work overtime.
5. No overtime on regular income above the first \$2,900.

Senator Harry Byrd, of Virginia, among others, is expected to fight the latter provision. Its effect is to let all employees, regardless of salary, draw overtime only on the first \$2,900 of their income if they earn more than that.

Senator Byrd is expected to argue that overtime pay should go only to employees in the lower brackets, those getting \$2,900 or less. If he wins his point, thousands of higher-paid skilled workers in munitions industries could, conceivably, lose their present overtime pay.

Best bet, however, is that some

special provision will be made for them.

Uncle Sam to Add More Employees

WASHINGTON.—Another quarter-million employees will be added to Uncle Sam's already bulging payroll in the next seven months.

That figure is based on preliminary estimates submitted to the Civil Service Commission by Federal agencies. These figures anticipate 35,000 new employees in Washington before next June 30, and probably seven or eight times that many outside of Washington.

Meantime, the Commission's latest report shows 2,327,932 persons on the Federal payroll as of September 1. The War Department continues to be by far the largest employer with 1,009,030 workers. Navy comes next with 506,565.

In Washington, as of October 1, there were 281,423 workers, an increase of 8,061 in 30 days. On that date, War Department alone had 63,862 persons here,

\$5,000.00
in PRIZES
"VICTORY THROUGH THRIFT"
SLOGAN CONTEST
For Members of 1943
CHRISTMAS CLUB

JOIN TODAY

At your neighborhood Bank or Savings and Loan Association and ask for entry blank giving details.

All Prizes Paid in War Bonds and Stamps

YOUR NAME

I'll send you my



PERSONAL CHECK

YOUR NAME PRINTED ON EACH CHECK (without charge)

You, too, can enjoy the prestige of using regular personalized checks like those of large depositors, with your name appearing on every check.

\$1.00 OPENS AN ACCOUNT—No service charge made regardless of how small your balance. Checks certified without charge.

ONLY COST 7/10 PER CHECK DRAWN—No charge for items deposited.

STATEMENT MAILED with cancelled checks every three months at no cost.

ACCOUNTS OPENED BY MAIL—You may also mail your deposits.

ANYONE CAN OPEN AN ACCOUNT—Every person—Federal, State or City employee, business or professional man, housewife or husband and wife jointly—may use our checking facilities.

Checks Printed with Your Name Delivered on Opening Account

All Federal, State or City employees given immediate credit on their salary checks deposited

TRUST COMPANY of NORTH AMERICA

115 BROADWAY—NEW YORK

Member Federal Deposit Insurance Corporation

CIVIL SERVICE IN NEW YORK CITY

NYC to Deduct 5 Percent from Pay Check Of Every City Employee; Here's How It Works

(Exclusive)
Beginning January 1, every employee earning more than \$24 a year will have 5 percent deducted from his salary check. This is the Victory Tax. The Comptroller's Office has sent a memorandum to the head of every department and agency in New York City, explaining just how the tax shall be sliced off the salary, and how much. Because this is a matter of such importance to every City employee, **THE LEADER** runs the memorandum just as it was sent from the Comptroller's Office. The table at the end of the memo shows how much will be taken out of your salary check.

January 1, 1943, the Victory Tax payable by each employee on earnings in excess of \$24 per annum must be collected at the source each payroll period.

If the payroll period is weekly, semi-monthly or monthly, there shall be withheld, collected and paid upon the earnings of such employee a tax determined in accordance with the attached tables:

In order to provide the means whereby the Central Payroll Division can print such tax deductions on the payroll, it will be required that your payroll clerk show on the attached proofs of your payroll, in red ink, the amount of the Federal Victory Tax over the name of the employee and the new net amount payable to the employee.

It will be necessary also to correct the payroll proofs to agree with the January 1, 1943 budget condition by charging where necessary all schedule lines, titles, salary or wage rates, gross, pensions, as well as the victory tax deductions and net amounts payable. Insert the 1943 budget code number at the top left side of each page and insert the proper schedule line number to the left of every changed scheduled line which appears on the proof.

In each instance, the amount of Victory Tax, the pension deduction and the net amount payable must equal the gross amount earned by the employee. Each

sheet must show the total amount of each column and must be proved for correctness before submission to this office.

First Increment

In cases where employees receive their first mandatory salary increment after appointment or after promotion to a new grade, show the date of appointment or promotion and the civil service grade, to the right of such employee's name.

Where employees are now or have been on leaves of absence without pay since July 1, 1941, the names of such employees and exact dates of such absence should be written at the bottom of the proof sheet on which such names appear.

In cases of employees being transferred to another sheet, draw a line through, but do not obliterate, the names, titles, and salary rates and indicate the sheet to which such names are transferred. Likewise, such data should be typed in the places on the proof to which they are to be carried in the future.

Change the budget lines of employees, who are absent on military duty, to agree with the January 1, 1943 condition, but do not increase their salary. For example: If a clerk on military duty is receiving \$1,200 per annum and is entitled to an increment under the McCarthy Increment Law on January 1, 1943, he shall be reported on the proof as follows:

For Weekly Payroll Period			For Semi-Monthly Payroll Period			For Monthly Payroll Period		
If the wages are over	But not over	The amt. of tax to be withheld shall be	If the wages are over	But not over	The amt. of tax to be withheld shall be	If the wages are over	But not over	The amt. of tax to be withheld shall be
\$12	\$16	\$0.10	\$26	\$30	\$0.10	\$52	\$60	\$0.20
16	20	.30	30	40	.40	60	80	.90
20	24	.50	40	50	.90	80	100	1.90
24	28	.70	50	60	1.40	100	120	2.90
28	32	.90	60	70	1.90	120	140	3.90
32	36	1.10	70	80	2.40	140	160	4.90
36	40	1.30	80	100	3.20	160	200	6.40
40	50	1.60	100	120	4.20	200	240	8.40
50	60	2.10	120	140	5.20	240	280	10.40
60	70	2.60	140	160	6.20	280	320	12.40
70	80	3.10	160	180	7.20	320	360	14.40
80	90	3.60	180	200	8.20	360	400	16.40
90	100	4.10	200	220	9.20	400	440	18.40
100	110	4.60	220	240	10.20	440	480	20.40
110	120	5.10	240	260	11.20	480	520	22.40
120	130	5.60	260	280	12.20	520	560	24.40
130	140	6.10	280	300	13.20	560	600	26.40
140	150	6.60	300	320	14.20	600	640	28.40
150	160	7.10	320	340	15.20	640	680	30.40
160	170	7.60	340	360	16.20	680	720	32.40
170	180	8.10	360	380	17.20	720	760	34.40
180	190	8.60	380	400	18.20	760	800	36.40
190	200	9.10	400	420	19.20	800	840	38.40
200	...	9.40	420	440	20.20	840	880	40.40
...	...	*	440	460	21.20	880	920	42.40
...	...	*	460	480	22.20	920	960	44.40
...	...	*	480	500	23.20	960	1,000	46.40
...	...	*	500	...	23.70	1,000	...	47.40
...	...	*	†	‡

* Plus 5 percent of the excess over \$200. † Plus 5 percent of the excess over \$500. ‡ Plus 5 percent of the excess over \$1,000.

159 Sent to Fire Department

The Municipal Civil Service Commission reached the man whose number is 840 this week in certifying 159 names from the firemen's list for Fire Department jobs at \$1,320 a year, permanent.

Honors for Comptroller's Men In Armed Forces

Ceremonies marking the formal unveiling and presentation of a service flag and an honor roll plaque commemorating the service of 153 employees of the Office of Comptroller Joseph D. McGoldrick are scheduled for Tuesday, December 1, at noon, on the fifth floor of the Municipal Building. Approximately 14 per cent of the 1,100 employees of the Comptroller's Office are now serving in the armed forces, and the list is continually growing.

First Deputy Comptroller Joseph M. Cunningham is chairman of the program committee and will make the opening address. Part of the ceremonies will be the posting of the colors by the members of the Department of Finance Post No. 1119 of the American Legion. Ronald Barnum, chaplain of the post, will deliver the invocation. The presentation of the service flag will be made by Thomas O'Hara, past post commander of Finance Post. The presentation of the silver plaque will be made by Thomas Haley, present post commander of Finance Post.

Comptroller Joseph D. McGoldrick will deliver the acceptance address. Other speakers at the ceremony will be Deputy Comptroller Alvin McK. Sylvester and Colonel Arthur V. McDermott, director of New York City Selective Service. The commemorative services will close with a renewal of the pledge of allegiance by the entire assemblage and an exit by the American Legion with the colors.

Among the guests will be Lewis F. Lang, Assistant Deputy Comptroller; Morris Paris, Assistant Deputy Comptroller; George Marlin, Special Deputy Comptroller and John W. Haslett, secretary to the department. Also Major William J. Walsh, City Treasurer Almerindo Portfolio; Deputy Treasurer Arthur Lynch and City Collector William Reid. The committee on arrangements includes Chief Clerk Jack Buchholtz, F. M. Cantamessner, George Linton and Jack Lichter.

Frank Wall Suggests Plan For Ending Police Shortage

How to solve the Police manpower problem?

This week Professor Francis Patrick Wall, of New York University, came up with concrete suggestions. Professor Wall, who for several years created the physical tests taken by New York's prospective policemen, firemen, and sanitation men, and who proved that men could take far tougher physical examinations than had previously been held possible, told **THE LEADER** in an exclusive interview:

"There are plenty of draft-proof men between the ages of 21 and 34. Even if a man is taken on at 34, he still has 20 good years as a cop ahead of him."

Professor Wall's scheme, however, is more than a lifting of the age limit for applying to take a patrolman examination (now 29). He has worked out a detailed program, covering age, physical condition, and even "promotion" for obtaining the men. Basically, the plan consists of these points:

1. Higher age limit.

2. Somewhat lowered medical requirements.
3. Altered physical test.
4. Educational program for attracting men to the police force.

Teeth, Eyes

Speaking of the medical requirements, Professor Wall said: "It isn't necessary for a man to have a mouth full of good teeth. After all, a patrolman doesn't have to bite people. A man can become a pilot for the Army Air Forces with an upper plate. As for eyes, I'd say 20/40 will give you as good a man as 20/20, and will admit a vast number now barred from becoming members of the force."

Asked whether he would lower the height requirements, Professor Wall stated that he would not. He considers 5 feet, 8 inches, the present minimum, a necessity for members of the Police Department. "If a man is shorter, he loses dignity, and he must have that to cope with the kind of situation a patrolman constantly meets."

Physical Test

A physical test for patrolman candidates up to the age of 34 should not include the mile-run, a

feature of recent tests, says Professor Wall. He would replace the mile run by combining it with an endurance test, and have the men pace 120 yards while carrying 40-pound weights in each hand. Also, he would not use the coordination test, which aroused extensive controversy when employed in a sanitation examination two years ago. The physical examination would probe three factors: strength, agility, endurance.

The tall, well-known physical examiner feels that such a program will provide enough men for the force, all in draft-deferred status, without in any way harming the quality of the Police Department. He feels that it will bring in more married men "who have stability."

"But," he pointed out, "a program of finding the right men must be effectuated by a real educational job. The City must show how desirable it is for a man to be a member of the force—the tenure, the opportunities for promotion; the man who may be temporarily earning a little more money must be shown that in the long run he'll be better off by joining the Police Department, even if, at the beginning, he earns less."

Tests for City Employees with New Titles

The Municipal Civil Service Commission began issuing applications today (Tuesday, December 1) for eight qualifying exams.

The tests are being held in order to change the titles of city employees in various categories in accordance with the reclassification of the engineering and architectural service.

The qualifying examinations are being held for the following titles:

- Junior Chemical Engineer.
- Junior Electrical Engineer.
- Junior Mechanical Engineer.
- Assistant Architect.
- Assistant Civil Engineer.
- Assistant Mechanical Engineer.
- Assistant Electrical Engineer.
- Assistant Chemical Engineer.

Applications for these change of title tests are available in all city departments affected. These applications must be filled out in quadruplicate. White and pink forms are to be filed with the Commission, the blue form is to be submitted to the department and the yellow form is kept by the candidate.

The last day for filing applications is December 16.

City Orders Three Tests

Two open competitive, one labor class and two promotion tests were ordered this week by the Municipal Civil Service Commission.

The tests are as follows: Open competitive—marine oiler, auto machinist.

Promotion—senior pharmacist (Hospitals) and assistant landscape architect (Parks).

Labor Class—cleaner. Official requirements and dates for filing applications have not as yet been released by the Commission.

Meetings for Park Employees

Two borough-wide meetings of Park Department employees have been scheduled by the Parks Chapter of Local 111, SCMWA, to discuss plans on the union's wage adjustment campaign. The meeting of Bronx employees will be held tonight (Tuesday, Dec. 1) at 5.30 p.m., at Court Ansonia, 276 E. 150th Street, New York City. The meeting of Brooklyn Parks employees will take place on Tuesday, December 15 at 6 p.m., at the Transport Workers Union Hall, 98 Flatbush Avenue, Brooklyn.

The union is requesting a 15 percent wage adjustment for all Park employees.

6 Correction Jobs Open

The Municipal Civil Service Commission this week certified 26 names for six jobs as correction officers in all boroughs in the Department of Correction from the competitive list for special patrolman. Positions pay \$1,769 and are permanent. High man reached was number 170.

379 Conductors Certified

Three hundred and seventy-nine persons were certified this week by the Municipal Civil Service Commission as street car operators from the conductor's list.

The last man certified was number 379. Jobs are in Brooklyn, pay 64 cents an hour, are permanent, and are in the Board of Transportation.

Don't waste anything, for that means wasted money. Wasted money is wasted lives in wartime. Every dollar you can save should go toward War Bonds to help your State meet its quota.

CIVIL SERVICE LEADER
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Request Mayor's Order On Right to Organize

The following communication urging Mayor LaGuardia issue an Executive Order to all department heads which would guarantee the right to organize and to representation of their own choosing in the settlement of grievances to City Employees has been sent the Mayor by Joseph Curran, president, and Saul Mills, secretary, in behalf of the Greater New York CIO:

"Dear Mr. Mayor: The delegates to the Greater New York Industrial Union Council, at a regular meeting, voted unanimously to call upon you to issue an Executive Order to all of your departmental heads which would guarantee the right to organize and to representation of their own choosing on grievances to City employees.

"This action was taken after a report by our affiliate, the State, County and Municipal Workers of America, in which the action of the New York City Council on the report of its Committee on Civil Employees was announced. The report adopted by the Council properly pointed out the need for the establishment of such rights and endorsed the principles incorporated in Bill No. 212.

"It is our opinion that an Executive Order can accomplish the aims of the bill and the establishment of such a policy would mark a new and better era in the relationships between City employees and their administrators. It would also go far in lifting the morale of City workers by assuring them

that they would no longer be denied in any instance the elementary rights that all workers now have.

"Such action on your part has ample precedent, as both the Federal government and many State governments, including our own, have long since established these rights through Executive Order. We therefore urge that you take this action immediately."

The national CIO, at its 5th annual convention recently concluded in Boston, adopted a resolution urging that the City of New York recognize the right of its employees to organize and be represented through unions of their own choosing.

The Lowdown On Appointment Of 3-A Men

There has been lots of confusion about the appointment of 3-A men in the Fire and Police Departments. Here's the lowdown:

Fire Commissioner Patrick Walsh won't hire 3-A men if they have married after September 15, 1940, or if they have collateral dependents (that is, other than wife and children). However, if such a man has been recently reclassified into 3-A, he'll be accepted. By "recently" is meant after September of this year.

The Police Department, meanwhile, is standing by to see what happens in the Fire Department.

A court case on the whole matter is being brought up for appeal by attorney David Savage.

What Are the Chances for Conductor Appointments?

The Board of Transportation has canvassed 336 names on the conductor list for possible appointment to permanent positions as conductors.

However, it appeared this week that appointments to this position will be slow in coming through.

Here's the general set-up, as of now:

1. The Independent and IRT divisions are just about exhausting their promotion lists for railroad clerk.

2. The Board is taking on at present only provisional conductors to fill military vacancies.

3. The Board says that not only are there no shortages of conductors (that is, outside of military vacancies), but that the quota has not actually been exceeded. No permanent vacancies are being carried over. They're filled as soon as they occur.

4. For the present, at least, no permanent appointments to conductor and railroad clerk positions

are being made. Appointments are being made from the conductor-list to fill jobs as street car operators.

Men in the Conductor Eligible Association were wondering about the statement that there are no permanent vacancies in the conductor category. They argue that this doesn't jibe with statements made previously to the effect that many vacancies exist. They plan to see officials of the board to get this matter straightened out.

City Employees Argue Work Shouldn't Be Done Privately

Assailing the action of the Board of Education of the City of New York, which adopted a resolution on October 28 to award to private architects contracts for the preparation of plans and specifications for eight school buildings, Frank J. Hardecker, William Katzin and the Federation of Associations of Employees of the Board of Education, as petitioners will have their day in court on December 14, when an application will be made in Supreme Court, Special Term Part I, Kings County, by DeGraff and Foy, attorneys, of 11 N. Pearl Street, Albany, for an order commanding the Board of Education to discontinue its announced intention of entering into contracts with private architects.

The petitioners contend that under Section 451, subd. 4 of the Education Law, in New York City, it is mandatory that "all design, drafting and inspection necessary in connection with the construction, additions to, alterations and maintenance of school

houses shall be performed by a bureau established and maintained under the board of education" and that "The work of this bureau shall be performed by civil service employees in the classified service."

They allege that a substantial number of classified civil service employees are now on preferred lists and will necessarily be deprived of the opportunity for re-employment to the extent that the work required by law to be performed by classified civil service employees of the Bureau of Construction in the Board of Education is permitted to be performed by private architects.

The petitioners further allege that the preparation of plans and specifications by private architects will of necessity limit the work to be performed by the classified civil service employees of the Bureau of Construction, with the inevitable result that a number of positions will be reduced, and civil service employees dismissed for lack of work.

Two Courses for NYC Employees

The Municipal Civil Service Commission this week announced in-service training courses in Instruction for Telephone Switchboard Operators, Section B, sponsored by the Department of Sanitation and Instruction in Municipal Motor Vehicle Operation sponsored by the Mayor's Committee on the Simplification of Procedures.

The motor vehicle course is designed for personnel from municipal departments and is scheduled to be held five days a week, 9 a. m. to 4.30 p. m., Monday through Friday, beginning December 7. A final exam is to be held December 12 at 9 a. m. Place: Port Authority Building, 111 8th Avenue, Manhattan, Room 1532. Advanced driving procedures will be taught drivers of municipal vehicles.

Telephone switchboard course, concentrating on individual problems of operator, restricted to telephone switchboard operators in city departments, starts December 1, continues December 8, from 5.30 to 7 p. m. This course has been arranged to accommodate those who enrolled in the first course, for whom sufficient facilities weren't available. Place: N. Y. Telephone Co., Training Division, 146 West Street, Manhattan.

Promotion for Correction Men

Councilman Anthony J. DiGiovanna this week told The LEADER the bill providing for systematic promotions from a title in one rank to the next higher rank in the Corrections Department should "now make it impossible to bankrupt the morale of employees in that department."

Councilman DiGiovanna held that, with the Commission's backing, as seems possible, in view of the encouragement thrown in the bill's direction by Civil Service Commissioner Esther Bromley several weeks ago, the measure "ought to have a great chance of passing through the Board of Estimate."

Present System

It is not surprising to note, pointed out the Councilman, "that the present system is one that is not suited toward getting the most out of those in the department. With outsiders climbing over them, they have not had the incentive that should go with jobs as important as these."

Through this bill, the Commission will also be prevented from allowing individuals not possessing service as a member of the uniformed force from taking promotions exams for supervisory titles and ranks.

There can be no change in any grade or title through operation of the measure, Mr. DiGiovanna said. Moreover, he added, every title exists at present.

Junior Clerks Elect Officers

Combining a war activities program with an intensive salary increase campaign, the Junior Clerical Assistants Association, comprising over 200 clerks, serving New York City schools, has launched its current season of activities.

The highlights of the association's civilian defense activity is a "Spot Worker Corps" designed to meet emergency needs of the Civilian Defense Volunteer Office. With just a few hours' notice on any night of the week, a squad of skilled volunteers, all Junior Clerks, will respond to serve as directed by the CDVO.

Early in December the Junior Clerks will sponsor a Joint Blood Donor contribution at the New York Chapter of the American Red Cross.

Officers for the current season, elected at the last meeting, are:

President, Helen Berman (re-elected); Vice-presidents, Brooklyn, Bertha Jacokowitz; Manhattan, Helena Wall; the Bronx, Rose Rubin; Queens, Ella Bricker; Richmond, Elinor Dumey; recording secretary, Gertrude Cohen; corresponding secretary, Minna Katz; treasurer, Edna Lowe; legislative representatives, Helen Bauman, Ethel Pulick; publicity director, Sylvia Louis; member-at-large, Ella Bricker, Lillian Kittner.

Request Raises In Housing

The Housing Authority Board last week met with the SCMWA, Chapter 21, to discuss a previously submitted Wage Adjustment Brief.

The Housing Authority was represented by E. R. Butler, chairman of the board; M. Tretter, attorney to the authority; G. Genung, director of Prants and Structures of the authority; and J. Rechetnick, chief of personnel.

The following requests were made for salary adjustments by the SCMWA: For porters, head porters and painters helpers, entrance salaries of \$1,200 and \$1,500

and \$1,320 respectively. For clerks, firemen and maintenance mechanics, a flat 15 per cent increase in bonus form, to compensate them for the increase in cost of living. The housing assistants are requesting an immediate increase of \$120 per annum, and the painters are desirous of receiving a 10 per cent advance in salary.

The employees committee consisted of J. Bigel, organizer for Local 111; Miss S. Dolgin, president of Chapter 221; G. Jansen, chairman, Wage Adjustment chairman; M. Levitan and E. Scott.

Fingerprint Group Sets New Program

The Fingerprint Society of America announces that the forthcoming meetings of this organization will be held on Thursday evenings, December 3 and December 17, at 8:30 p. m., at its headquarters in the Pulitzer Building, 63 Park Row, Manhattan.

The Committee on Science and Practice, under the direction of Joseph D. Scheeweiss, Identification Analyst and Sergeant A. J. Berman, Identification Consultant, have promulgated methods as to the proper manner in classifying, searching and filing of fingerprints. These phases of the science of fingerprint identification will be demonstrated with actual fingerprints and a standard Henry Fingerprint file.

The Legislative Committee of which Samuel J. Frankl, F. P. E. is chairman, has promulgated various legislative matters for the benefit of those people who have taken up the science of fingerprint identification commercially. Various matters as to the putting the science of fingerprint identification on a professional basis will be discussed at the first meeting in December.

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Mayor, Transit Board Hit on Wage Policy

At a hearing held by the sub-committee of the Citizens Transit Committee, on Saturday, Novem-

ber 28, the Board of Transportation was sharply criticized for its failure to take advantage of an offer of cooperation by the Transport Workers Union which, says the Union, would have aided the war effort. Under attack, too, was Mayor LaGuardia's statement that the law fixes the wage of transit employees.

The sub-committee, headed by Professor Arthur W. Macmahon, of Columbia University, and consisting of Professor Herman A. Gray, of N. Y. U.; Professor Paul F. Brissenden, of Columbia University; Evans Clark, Executive Director of the Twentieth Century Fund; Maurice P. Davidson, Members of New York State Power Commission, and City Councilman A. Clayton Powell, Jr., heard Harry Sacher, TWV attorney, give reasons for an increase in pay for transit workers in an address lasting an hour and a half.

Mr. Sacher opened by quoting

the Mayor as saying, "Wages of City employees are fixed by law, and changed only by law."

"The law," Mr. Sacher said, "does not fix the wages of transit employees. The Courts have held that the three men who constitute the Board of Transportation have the sole and exclusive power to fix the wages of New York City's 32,000 transit employees.

"Enemies of labor have tried to reduce this question to the right of City employees to strike. This is not the question here. The question is the attitude of this three-man Board of Transportation, which threatens to destroy the entire labor force of the City's Transit System by ruthless and repressive working conditions and the failure to meet the steadily rising cost of living with a decent increase of wages. Men are quitting daily to enter private industry where their government guarantees them a decent livelihood and a fair deal.

"All throughout the United

States, employers of every kind have accepted the decision and the attitude of the War Labor Board and are lightening the burdens of their employees by increased wages under the formula of that Board.

"The Board of Transportation stands alone in its refusal to make adequate wage adjustments to meet the mounting costs of living."

Analyzes Wage Adjustment

Mr. Sacher then proceeded to an analysis of the wage adjustment of September, 1941. He pointed out that such an analysis showed the requests of the Union for wage increases are justified and should be met.

"If the Board of Transportation," he said, "was truly aware of its responsibilities not only to its 32,000 employees, not only to the 6,000,000 riders on its system, but to the nation as a whole, it would realize that a business-like collective bargaining relationship would make for a proper and permanent solution of the difficulties now encountered by the employees of the system as well as by the system itself."

On December 9, the War Labor Board, meeting in Washington, will hear arguments on whether it should take over the TWV's case for consideration.

Conductor Boys To Meet Friday

The Conductor Eligibles Association will meet on Friday evening, December 4, 8 p. m., at Transport Hall, 153 East 64th Street, Manhattan. President Sherwood Dahlbender states there will be a discussion of the policy of the Board of Transportation concerning appointments. He notes a good deal of dissatisfaction with the present slow rate of hiring.

Lunchroom Workers Non-Competitive?

A public hearing will be held Tuesday, December 1, by the Municipal Civil Service Commission on the proposal to place the title of lunchroom worker in the non-competitive class. The hearing is scheduled for 3 p. m.

Don't waste anything, for that means wasted money. Wasted money is wasted lives in wartime. Every dollar you can save should go toward War Bonds to help your State meet its quota.

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Sanitation Salvage

Salary Increase On the Way?

Here's a tip. We got it around City Hall, and we hope it's true, but keep your fingers crossed. Rumor has it that salary increases for sanitation workers are in the wind. Soon.

Foreman Answers

Tentative key answers for promotion to foreman, Department of Sanitation (Part II). Candidates have until December 11 to protest any of these key answers.
1, C; 2, C; 3, B; 4, B; 5, C; 6, C; 7, D; 8, B; 9, E; 10, C; 11, E; 12, D; 13, D; 14, A; 15, E; 16, B; 17, C; 18, E; 19, B; 20, A.
21, E; 22, C; 23, B; 24, D; 25, E; 26, E; 27, D; 28, B; 29, B; 30, D; 31, A; 32, B; 33, D; 34, D; 35, B; 36, C; 37, E; 38, D; 39, A; 40, A.
41, E; 42, C; 43, E; 44, A; 45, 5; 46, A; 47, D; 48, B; 49, A; 50, D; 51, C; 52, B; 53, D; 54, C; 55, C; 56, B; 57, E; 58, A; 59, C; 60, D.
61, D; 62, A; 63, E; 64, B; 65, B; 66, C; 67, F; 68, J; 69, D; 70, H; 71, C; 72, B; 73, A; 74 Correct; 75, Correct; 76, C; 77, E; 78, Correct; 79, A; 80, C.

To Help Win the War

The men and women in the Sanitation Department have purchased \$250,000 in bonds, to date. The blood of 4,250 employees has been volunteered to the armed forces, and 65 per cent have already contributed their share.

Going, Going . . .

Remember the old advertising slogan (was it for a hair-growing product) that said: "Going, Going, Gone"? In one way, the Sanitation Department reminds us of it. Each year, for the past seven, there have been less employees. In 1936, the department had 13,820 employees; in 1942, 11,700. And they have more territory and more duties today.

They Get Their Salaries

Last week we told you about the worries of Joseph Plumeau and Carl Ottison, lest they fail to receive the salary increases going along with their promotions. Inquiries at the Comptroller's Office have resulted in the information that they'll get the bigger salaries, which we are pleased to hear, not only because we like to see Ottison and Plumeau get more money, but because if they hadn't, it would have set a bad precedent for all city employees.

Chaplains

The Official Roster of the department is an interesting little booklet. It reveals, among other things, that the Sanitation men

have their own chaplains. They are: Right Rev. Monsignor Leo A. Arcese; the Rev. Francis J. Flattery; the Rev. Robert Y. Condit, and Rabbi Israel Schoor.

The Clerical Situation

Commissioner Morton informs us that his request for additional clerical aid (25 clerks, 2 typists) hadn't come through at week's end. However, there was every reason to believe that the Budget Director would grant his OK. This would mean that some 10 present grade 1 clerks would move up to grade 2 positions.

Doctors to the Wars

The Sanitation Clinic, one of the most modern and efficient in the country, is pretty short-handed what with three of its doctors off to the wars. They are Dr. Percy Klingenstein, commissioned a lieutenant colonel; Dr. Sigmund Mage, major, and Dr. Leon Ginsburg, major.

Bad Breaks

Talking about doctors reminds us of the way the department's officialdom has been hit this year: Assistant Commissioner Edward C. Nugent is recovering from a pancreas operation; Commissioner Carey has been ill off and on with stomach trouble; Harry Langdon has been suffering a painful condition of the face; Commissioner Morton's wife is recovering from an eye operation.

If Snow Should Come

If snow should come tomorrow, the Sanitation Department would be ready for it. Except—there's a shortage of labor and equipment. The citizenry of the city will be asked to pitch in and give a hand.

What's in Packages?

If you ask Commissioner Carey what's in those packages for the boys in the armed forces, he'll tell you: 1 fruit cake, Tech tooth brush, Barbasol shaving cream, 15 blades, 1 package Premium crackers, 1 jar strawberry jam, 1 jar raspberry jam, one-half pound package Kraft cheese, 1 pound box hard candy, carton of 50 Chesterfields, 10½ ounces gum candy, 10½ ounces butter cookies. Every Sanitation man in the armed forces gets a package. We like the idea. Other departments please copy.

ACE Election

Newly elected officers of the Association of Competitive Employees: George Torre, president; Charles A. Reinhard, first vice-president; Herbert Bauch, second vice-president; Clayton R. Bayles, third vice-president; Loretta Abbott, treasurer; Charles E. Smith, corresponding secretary; Elisha Chapin, recording secretary; Peter Daum, sergeant-at-arms. Former Treasurer Marie McShane has had a baby. And Vice-president Herbert Bauch will soon be off to the wars.

PATROLMAN

Examination expected soon. Classes meeting day and evening. Fee Reasonable.

POLICE SERGEANT

The excellent results attained by students of the DELEHANTY INSTITUTE in the recent Sergeant's examination are a clear indication that the type of preparation offered by this school equips its graduates with the confidence necessary, not only to pass an examination, but to pass sufficiently high on the list to be assured of promotion.

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CIVIL SERVICE IN NEW YORK STATE

Feld-Hamilton Increments Sabotaged?

A powerful clique of superintendents and physicians in State institutions is quietly spreading a network of sabotage against the Feld-Hamilton Law which is to take effect in mental hygiene

institutions July 1, 1943. The LEADER learned this week.

This group has insisted upon the impending rise in maintenance values (State Budget Director J. Buckley Bryan's preliminary estimates have shown the trend) as a means of influencing the general run of employees that the Feld-Hamilton measure will succeed in bringing nothing but headaches and no gains of which to speak.

Under Feld-Hamilton, maintenance for everyone—including physicians' families not affected at present—will be deducted from salaries, they claim, thus eliminating any gains as far as they are concerned. They say heightening of maintenance values will also wipe out any gains the average employee might enjoy. Moreover, they're telling employees the Feld-Hamilton Law doesn't set up statutory salaries; therefore, changes in salaries can be effected without legislative action, placing salary schedules at the whims of the salary allocation board.

The Benefit From Increases

The Association of State Civil Service Employees, on the other hand, points out that the majority of workers stands to benefit considerably from forthcoming cash increases. Because maintenance values will be adjusted before Feld-Hamilton goes into effect, the cost to the individual will not be increased, the Association contends.

The Association is striving to obtain a salary range of \$1,300 to \$1,700 for hospital attendants as well as equally equitable salaries in other titles.

At present, indications are that, if Bryan's proposals are enforced, the State will be in a position to make a profit on every individual residing in State institutions.

As far as the attitude of physicians and superintendents is concerned, the opinion is growing among employees that it is strictly a "dog-in-the-manger" view based primarily on selfish considerations.

No salary statistics are as yet available, according to the classification board, which has stated that this work is important enough to tie up all of its resources. It has added, moreover, it is not disposed to make premature statements that might prove incorrect.

Physicians and superintendents, employees feel, are jumping upon this situation as a springboard from which to churn up apparent dissatisfaction over Feld-Hamilton benefits.

Why They're Opposed

One of the reasons for the superintendents' opposition, it is felt, is

State Salaries Not Frozen, Commission Official Rules

ALBANY.—Although no statement of policy has yet been forthcoming from the State Budget Division with respect to salary increases under Federal wage regulations, Charles L. Campbell, director of classification in the State Civil Service Department, this week issued a memorandum setting forth his interpretation of the law.

In brief, his conclusions are:

1—All wages and salaries of public employees fixed by an act of the state Legislature are exempt from the regulations and orders and therefore may be increased or decreased without the approval of the National War

Labor Board or of the Commissioner of Internal Revenue.

2—Also exempt from Federal regulations and orders are salary increases to public employees (including those of municipalities, counties, etc.), made in accordance with a salary agreement or rate schedule as a result of individual promotion or reclassification; individual merit increases within established salary rate ranges; operation of an established plan of salary increases based on length of service; increased productivity under incentive plans; operation of a trainee system.

In all other cases salaries of public employees requiring approval of the National War Labor Board or the Commissioner of Internal Revenue will be deemed approved upon filing of a certificate

by the state or local agency justifying the increase to correct inequalities or maladjustments.

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Hospital Vacancies Continue to Mount

ALBANY—Public complaint this week by Dr. William J. Tiffany, state commissioner of Mental Hygiene, that institution staffs are overloaded with work, came coincidentally with an opinion from the Attorney General that patients, able to pay, may be compelled to reimburse the state a sum in excess of the cost of maintenance.

The Mental Hygiene Department, through Secretary C. M. Pierce, asked the Law Department whether a patient, neither poor nor indigent, could be forced to pay the institutions a sum in excess of maintenance costs. The Attorney General ruled that the Commissioner has such authority and is empowered to discharge a patient who fails to meet such demand.

The Legislature and laymen plans to subject the administration of Mental Hygiene to public scrutiny this month in another hearing similar to the one conducted last month into the affairs of the state's tuberculosis hospitals. Meanwhile, Dr. Tiffany an

the fear that, under Feld-Hamilton, they will no longer be able to rely upon the excuse of budget limitations to restrict commutation their own favorites. Under Feld-Hamilton, total salaries— from which maintenance will be deducted— will be available for every position.

As far as physicians are concerned, the feeling is their opposition stems mainly from the fact that they will lose many free privileges, such as free domestic service and free maintenance for families.

Will Merit System Survive?

"Will the merit system survive the war?" was the topic of a special panel discussion broadcast over Station WNYC on Monday, November 30.

Participants in the panel were Grace Reavy, president of the New York State Civil Service Commission; Harry W. Marsh, president of the New York City Civil Service Commission; James E. Rossell, regional director of the Second United States Civil Service District, and H. Elliot Kaplan, executive secretary of the National Civil Service Reform League.

Ester Bromley, a member of the New York City Commission, served as the announcer and interlocutor for the broadcast. General conclusion: yes, the merit system will survive.

It Can't Happen Here

ALBANY. — An amendment to the Sanitary Code, which became effective last March 1, is designed to protect New York State from such a tragedy as occurred in Oregon last week when 47 persons were fatally poisoned and 400 others made ill in a mental hospital from poisoning due to mistaking sodium fluoride insecticide for powdered milk. The New York State provision requires that such insecticides must be colored to guard against such mistakes.

YMCA School Teaches Radio

The "Y" Trade and Technical School, a division of the New York Y.M.C.A. schools located at 5 West 63rd Street, will mark Pearl Harbor Day, December 7, by inaugurating Pre-Induction Radio Courses, especially designed for 18-19 year olds.

In session daily, Monday to Friday, for eight months, the course will be open to civilians as well as to those preparing to enter military service who are 18 to 44 years old. Each class will be given at a different hour, 9 a.m. to noon; 7 p.m. to 10 p.m.; or 9 p.m. to 12 midnight, in order to accommodate employed persons. With the inauguration of the new course all available facilities of the Y.M.C.A. schools, including space formerly occupied by their pioneer early school, will be in use from early morning until midnight, for training directly connected with the war.

The course will include typewriting taught through an accelerated system. Emphasis will be placed on radio theory, code practice, practical radio construction, analysis and trouble shooting. The length of the course is eight months or 480 study hours.

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WAR JOB NEWS

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER

Wanted: Gal Car Drivers

A female taxi driver, a beautician, a dancing instructress, several office workers and several more with chauffeur's license have already obtained Government war jobs in Staten Island as female tractor operators; there are 20 more openings, the United States Employment Service announced this week.

If you're at least 20 and no more than 38, thin and supple (in order to handle gears and shifts), in good physical shape, if you have driven a car or operated machinery, and if you're a Staten Island resident, apply now in the Staten Island USES office at 25 Hyatt Street, St. George, for these openings.

The jobs pay \$1,440 a year and are civil service. They average \$33 a week, six days a week, with overtime over 40 hours. Married persons may apply.

The machine is defined as a fork machine tractor, requiring about five days of your time to learn its ways.

Merchant Marine Has Good Jobs For Male Typists, Stenos, Plumbers

They want male typists and stenographers out at the Sheepshead Bay Merchant Marine Training Station (which is really located in Manhattan Beach, Brooklyn). They want an unlimited number for an indefinite period. Draft and marital status is not likely to hinder you, either. Age range is from 18 to 50.

The positions pay from \$75 to \$92.40 a month, plus room and board.

Salary depends upon your ability, which will be determined by Merchant Marine officials after you submit to a test. Educational background won't necessarily matter. Those who are combined

steno-typists will rate highest salaries.

Requirements

Typists must be able to type 55 words per minute, if you classify only as a typist. Stenographers must do at least 100 words a minute and transcribe a minimum of 45.

Those accepted must board in at least two nights a week the first week and three the succeeding week, to follow a minimum schedule of boarding in at least one night out of three.

All candidates must pass a physical test.

The positions are civilian war jobs for the training station that was settled recently out on Oriental Boulevard, at Oriental Point where Brooklyn winds up against

the Atlantic Ocean.

Also being sought at the same training station are First Class Plumbers and First Class Electricians for maintenance work. The jobs pay \$92 to \$109 a month, plus room and board. Age range is also 18 to 50 and candidates must submit to a physical test. In addition, applicants must have four years of experience at their work.

An eye test will also be given. To be accepted, candidates must have vision uncorrected of 15/20, combined, and a minimum of 6/20 in the worst eye.

Candidates will be required to wear maritime service uniforms. Interview may be had any morning between 9 and 10 at the

Sheepshead Bay Training Station. Take the Brighton Beach, BMT train, getting off at Sheepshead Bay. Take the Manhattan Beach bus and get off at the main gate of the training station. Apply at the Personnel Office.

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25 War Training Courses Open to Women, 17½ or Over

Exclusive

Women, who have been pretty much shunned through all these months of hectic war activities up at the Board of Education as far as training is concerned, are finally getting their big break. The LEADER learned this week. They can use 300 women trainees a week throughout the Board's Training Centers — mostly in night sessions.

The courses, which cover all varieties of war training, and provide just as great an assortment as offered men, may be completed in as few as five to seven weeks if the ladies really want to plug away, eight hours a night, five nights a week. Taking day courses would stretch the program out till 15 weeks, according to a Board official.

If you're at least 17 and one-half years of age and in good health, apply today by phoning the United States Employment Service office at 342 Madison avenue, Manhattan (Murray Hill 2-1530) and obtaining information as to the local USES office in which you are to register. An ap-

plicant may become a trainee in a matter of days, from indications.

The Board's training courses have had an increase of several thousand women in the last few months and will no doubt find women all over the place now that industry has decided that they are strictly employable.

Until this time, war employers were confining their hiring to men in the belief that the available male market ought to be exhausted before taking a chance with the womenfolk.

Picture Changes

Draft considerations, among other things, however, have changed the picture. Industry has now caught up to women.

Warpower officials, it has been learned, are adverse to the idea of concentrating on women before continuing to exhaust unemployed men in this area.

Courses Open

The list of courses open to women:

Aircraft assembly, aircraft engines, aircraft fabrics and leather, aircraft inspection, aircraft mechanics, aircraft patternmaking, aircraft riveting, aircraft sheet metal, aircraft woodwork.

Automotive mechanics, auxiliary

and measurements, methods of computation, single phase and polyphase power and power factor, transformers, electronics, tubes and circuits, photoelectric devices.



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Electricity For Women

A ten-week course for women in electrical principles and measurements, tuition-free and sponsored by the United States Office of Education, will be given in the Engineering Science and Management program at Columbia University starting December 8.

Objective is to train women as electrical laboratory aides for electrical research and development laboratories in war industries, and military and naval organizations.

Requirements are high school graduation, mathematics through trigonometry, one year of college physics or the equivalent.

Personal interview will get an applicant started in the right direction. Dates for this purpose are December 1 and 2, from 7 to 9 p. m., in Room 514, Engineering Building (between 117th and 118th Streets at Broadway, North of Earl Hall), Columbia University. Information may be obtained in Room 313, Engineering Building (UNiversity 4-3200, Extension 145, from 9 a. m. to 5 p. m.

Lectures will be given Tuesdays and Wednesdays, from 7 to 10 p. m., laboratory work Saturdays from 9 a. m. to 1 p. m.

Course deals with DC and AC circuit problems, magnetic circuits, inductance voltage generation, power-energy, instruments

instruction, blueprint reading, cutting, gas and arc, electricity, foremanship and job instructor training, forging and blacksmithing, foundry, industrial chemicals and explosives, inspection and testing, instrument making, machine shop, patternmaking, radio and communications, ship carpentry and woodworking, ship electrician, shipfitting, ship loft, ship plumbing and pipe fitting, ship sheet metal, tracing, electric and gas welding.

For civil service information, phone the Civil Service LEADER's branch office at Walker 5-7449. Or come in person. The address is 142 Christopher Street, half a block from the Federal building.



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Civil Service LEADER

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MEMBER AUDIT BUREAU OF CIRCULATIONS

Tuesday, December 1, 1942

Salary Increases Coming Through

SALARY increases of \$120 to \$150 a year have suddenly come through this week in the New York City Hospitals Department (exclusive story on page 9). The move is a proper one for the City to take. The increase isn't too much, and with the 5 percent tax deduction coming after January 1, it will be even less.

Nevertheless, we feel there is cause for rejoicing in this move. The officials of the department, as well as the employees, have long known what the low salaries have meant to the employees. They haven't liked the necessity imposed upon them of paying the lowest salaries in the City service. Commissioner Edward Bernecker's pleasure at being able to announce increases is sincere and heartfelt.

There are rumors that further increases for City employees are due soon. That "soon" must become "now!" For the present pay schedule is indefensible from any point of view, and its ultimate result is a lowering of efficiency at a time when the City needs the smoothest governing machine it can maintain.

Plan for Police

WE call to the attention of New York City's new Manpower Board a proposal, evolved by Professor Francis P. Wall, of N.Y.U., for helping solve the manpower problem in the Police Department. Professor Wall, who has had long experience with the construction of physical tests for civil service candidates, suggests what sounds like a realistic way out. Raise the age limits for patrolmen to 34, says Wall, and lower the medical requirements with regard to the relatively non-essential aspects of physiognomy. Change the physical examination to fit the older men. This, says he, will give the city a tremendous pool of draft-proof men who would still make excellent policemen. He accompanies his plan with a suggestion that there be a practical educational program to convince men of the desirability of taking jobs with the police force.

The Wall plan (described in greater detail on page 3), deserves serious consideration. For the immediate need, we think the city should not hesitate to use the number 2 police list. The men on this list met the same requirements and took the same exam as those who made higher marks. Officials of the Police Department have privately expressed their belief that they'll make good cops. Why not appoint them?

Letters

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

Unsung, Unhonored, He Trudges On

Sirs: It was with the greatest of interest that I read the article in your last edition in which it stated that the State civil service employees were proving their patriotism by working at the government supply depots in their spare time.

I don't know whether the writer of this article was just naive, or he was trying to give the lowly State employees a pat on the back. In any event, please allow me to debunk this article inasmuch as I, a state employee, residing in the Albany area, am in a position to know exactly why these pilgrimages are made to Voorheesville or Schenectady, a

matter of about 15 miles.

The motivating cause for this week-end exodus of state employees to labor, and I mean labor, at the government depots does not find its root in the ground of patriotism, but rather in the inability to make ends meet on the munificent salaries paid by the State. Living conditions, (rent and food) are exceedingly high in this area, and this, coupled with constant donations to this drive and that drive, make it mandatory for the State worker to seek additional employment to augment his meager salary. I might add that the Voorheesville and Schenectady projects are not the only ones employing State employees in their spare time.

Please do not construe from the

Don't

Repeat This!



The Dewey Broom

Barney Dowd, ex-Police Captain, who with former Chief Inspector John Lyons started Dewey's racket-busting activities, now heads the guards at Todd shipyards. . . . John Lyons, by the way, who's now State Commissioner of Correction, seems a good possibility for a holdover when the Dewey broom starts sweeping. . . . Is Bill Herlands, La Guardia's Commissioner of Investigation, slated for a place in the Dewey hierarchy? . . . If that rumor has substance, opposition will be forthcoming from B'klyn Repub' can Leader John Crews. . . . Queens Republicans are going to demand equal representation at the Dewey job-trough, on the ground that they did a terrific task. . . . One who can have a Dewey assignment if he wants it is Burt (Murder, Inc.) Turkus. . .

Talk of the Town

There's more than talk about NYC appointment for Dean Alfange, defeated ALP candidate for Governor . . . Comptroller McGoldrick has sent a long list of questions to U. S. Treasury about employee salaries after January 1. Will salaries be frozen? Does 5 percent Victory Tax come out of pension, too? etc. . . . These queries were prepared by Arthur Segal, Law Dept. whiz. . . . Lester Stone drinks big glass tomato juice for lunch. . . . His friends say he's much more affable lately. . . . Kenneth Dayton, budgetman, is usually spark plug of any project he's on . . . but not City Manpower Board. . . . Dayton wants Newbold Morris to do the worrying. . . . Samuel Galston, NYC Civil Service quizmaker, has written a quiz version of the Bible, with multiple choice answers, just like a regular exam. . . . The Army obstacle courses training our American commandos are nothing but an adaptation of New York City's physical exams for cops, firemen, sanitation men, originally devised by NYU's Professor Francis Patrick Wall . . . Mayor LaGuardia has sent private memo to commissioners saying anybody who wants a long leave for sickness must see Dr. Ed Bernecker first . . . Employees get sick leave, take war jobs at more money, says Butch.

Merit Men



. . . If it's tough, see Charlie Campbell.

RECENTLY when Uncle Sam wanted to know how many and what kind of technical, professional, and specialized help might be available for federal services, it was Charles L. Campbell who was designated by Governor Lehman to make the survey of state and local civil personnel.

Only a few months earlier when it became necessary to prepare and educate local authorities in all of the school districts of the state in the intricacies of civil service, it was Charles L. Campbell who was designated to do the job.

Whenever there is a tough job to do in state civil service, it's always — "see Charlies Campbell" and yet, this overseas veteran of the First World War is about as reserved and retiring a gentleman as you'll find in state government.

Campbell is carried on the payroll as "director of the division of classification" but his pay doesn't cover all the things he does nor the title describe them.

When the government wanted a survey of personnel for manpower, Campbell quietly sat down, drew up the simplest of questionnaires and promptly had it distributed to state and local appointing officers. He compiled the results and sent them to Washington—and his reward?

Washington wanted him to come to the nation's capital and go to

work for the Office of Price Administration. The Federal folks asked him to set up their personnel machinery. Mr. Campbell couldn't see his way clear to devote all his time and so he made weekly trips for months until he had put OPA's personnel problems in shape.

It was the same way in tackling the enforcement of the new Title Law which blankets employees of every local school district in the state. Campbell looked at the task to be done and sat down to do it. It isn't finished but the school districts know they have a friend in Albany, a fellow named Campbell in the state Civil Service Department. He has brought the local district officials and employees a long way toward accepting and qualifying and meeting civil service standards and procedures. And they know he's there to help them when and if they stumble.

As director of classification, Chairman Campbell and his associates, Arthur F. Maloy, representing the Division of the Budget, and William F. McDonough, representing the state workers, have reviewed virtually thousands of appeals for reclassification of title. They have done an excellent job; and instead of being disliked, considering the extremely personal nature of their decisions (all of them affecting the pocketbook) they are everywhere respected and esteemed. No little of this is due to Campbell's patience, tact, fairness, and forthright justice—those characteristics that have marked the deliberations and decisions of the trio.

Campbell is 49, a 1916 graduate of Dartmouth College in economics and finance. In the First World War he was 21 months in the 30th Infantry, Third Division, U.S.A., and rose from private to sergeant. He participated in five major battle engagements in France and was for 17 months overseas, part of the time in the Army of Occupation.

Previous to his army service he had worked for private corporations and after his discharge from service he served as assistant chief accountant in the national headquarters of the American Red Cross in Washington. Then, after a year, he was back to private employment and in February, 1924, he entered state service.

It was 18 years ago that Mr. Campbell began his career in the Civil Service Department as an examiner, gradually taking over additional responsibilities until

(Continued on Page Sixteen)

QUESTION, PLEASE

Membership In Pension System

R. E.: The benefits of membership in the pension system in the city are manifold. Here are the facts:

You have the right to retire when you have reached the minimum retirement age and you are still in city service. Unless you specifically elect a retirement age of 55 (which requires higher contributions from you) the minimum age for retirement is 60 for the clerical group; 59 for mechanics and 58 for laborers.

The city pays one-half of the benefit.

Upon retirement, you will receive an annual allowance, payable in monthly installments in this manner: approximately 1/70 to 1/60 of your average salary for the five best consecutive years since you last became a member multiplied by your years of service up to 30. The fraction is determined by your group, laborer or mechanical, and by the minimum age of retirement that you select.

You are also entitled to additional benefits:

Ordinary Disability Retirement: an allowance in proportion to years of service, salary and age is granted employees having at least ten years continuous membership, provided they have proven sufficient disability to the medical board of the retirement system.

Accident Disability Retirement: an allowance amounting to 3/4 of annual salary is granted employees disabled in the performance of duty, through no negligence on

their part, regardless of age and years of service.

Ordinary Death Benefit: in case of death resulting from natural causes, the beneficiary receives a member's accumulated deductions plus compound interest at four per cent a year. In addition, a cash sum equal to the last six months salary for less than ten years in service and equal to the last 12 months salary for more than ten years in service is granted to the beneficiary.

Accidental Death Benefits: in case of death resulting from performance of duty, an annual pension of one-half the member's final compensation is given to widow, children under 18, or dependent father or mother. In addition, the beneficiary receives a refund of all accumulated deductions.

After three years of membership, you are entitled, subject to certain conditions, to borrow up to 40 per cent of your accumulated deductions.

City Transfer

H. O.: The Municipal Civil Service Commission will refuse to approve a transfer where there is a preferred list in existence for the particular title; where there is a departmental promotion list in existence for the department to which the employee wishes to transfer, and where the position into which the employee wishes to transfer is one involving essential tests or qualifications different from or higher than those required for original entrance into the position presently held by the employee.

A STATE EMPLOYEE.

NEW YORK CITY HOSPITAL NEWS

Exclusive—Raises!

Here's big news. Salary raises for hospital employees! Without any previous announcement, the Department of Hospitals this week puts into effect a series of pay raises for employees in the lower-paid categories.

the duration in place of Dr. Emanuel Giddings, who has become a colonel in the Army. Dr. Emanuel Lifshutz, deputy medical superintendent at Kings County, to medical superintendent at Harlem Hospital in place of Dr. Magelaner.

"darndest" It was upon Trapani's own suggestion, however, that Miss Ida Feder, student nurse, reached David Sarnoff, RCA-Radio head, urging that some one be sent to take down Trapani's tunes on paper.



By ARTHUR RHODES

Gobble, Gobble

The boys and girls agree that the North African war successes are strictly wonderful and that the Russian counter-offensive is more of the same.

Just Notes

Latest Hospital WAAC is Miss Ada Soletsky, Harlem Hospital secretary to Dr. Jacob Goldman, deputy medical superintendent, who has already made four trips to Europe and been many other places.

Hospital Harmony

The story behind the story in the case of Joseph Trapani, 27-year-old Brooklyn metal painter ridden in arms and legs by infantile paralysis these last 16 months, is that strategy had to be used before Samuel Chotzinoff, musical director for the National Broadcasting Company, came over to the orthopedic ward in Kings County Hospital, Brooklyn, to be assured Trapani can compose popular music.

Promotions—Leaves

Here's the new lineup of promotions and war leaves among the top ranking people in the department, effective December 1:

POLICE CALLS

Aftermath on Sergeant List

Now that the initial furor created by the publication of the Sergeant's list is over we can coldly, dispassionately and statistically analyze and study the list and appreciate just what sort of a list we have.

The next observation is the lack of patrolmen with six, seven and eight years' seniority on the list. The small number of men in the 93, 92 and 91 groups is explained by the fact that for a period of about three years, until March, 1936, no appointments of patrolmen were made.

Thus, a definite line of demarcation can be drawn in the one to 401 group of future Sergeants. There being no six, seven and eight year groups who took the examination, a definite line can be drawn between those with nine and more years on the job and those with less than six years.

This means that of the first 401 names on the list, 313 had nine or more years' experience at the time of the examination, while 84 had less than six.

An inspection of the list and of those 313 names will reveal that the vast majority of these men had around 15 years in the P. D. at the time of the examination. Since one and one-half years have already passed since the ex-

amination was held, and since the list will run for four years from now, it can be seen readily that the list is not a young man's list.

Random Observation About the Sergeant's List: The list is full of "detail" boys: plainclothesmen, detectives, clerical men, etc. . . . Edward F. Fagan, No. 19 on the list, was the first of the five-year men on the list. Fagan had a Record Rating of 90.75, the first man on the list with less than 94.50.

I know it's national policy and all that to restrict the lunch hour to a half hour. But it seems to me the people would appreciate working 15 minutes later—to 5 p. m.—and getting that luncheon "breather."

Over at the United States Employment Service, in fact, they get an hour for lunch. They work 44 hours a week, too, from 8:30 to 5:30 weekdays and 8:30 to 12:30 Saturdays.

The half hour lunch period is a distinctly painful proposition among the Vet employees. Many claim it requires from five to eight minutes to get out of the building and into a seat in a restaurant and at least five to rush back. That leaves, roughly, about 12 minutes in which to gobble. It means, too, watching the clock while you swallow (hardly recommended by the best dietitians). If you haven't access to a clock or haven't a

watch of your own, it may mean choking.

C. J. Reichert, boss of the Vet agency on Broadway, who is not responsible for the brief lunch period and who is one of the finest administrators I know, himself consumes lunch in a half hour, says he. But C.J. may be a ravenously fast eater and always lucky in getting quick service.

I've seen them beg waitresses in nearby lunch rooms to hurry that sandwich along, that they have but five minutes to go; I've seen them dash out of lunch rooms, sometimes banging into pedestrians, who should know never to get in the way of the fire department out on business or a Vet employee out for lunch.

There are many restaurants and lunch rooms in the vicinity of 345 Broadway and employees' lunch session is staggered. But almost all the places are jammed at lunch time. The result is that not only is the lunch period staggered. So is the employee.

From the Boss

You have C. J. Reichert's word for it: if you have a grievance, just step up and let him know. And privacy and protection will be guaranteed. Probably satisfaction, too, for I have always known C. J. to be a downright fair individual. And a considerate and cordial one, too.

For the Record

Arthur Rhodes just isn't an employee of the Vet agency; he's a LEADER reporter. And just so those supervisors and officials (especially H. A. Braden) may know: you can almost always be sure those mentioned in this column aren't my contacts. You'd be amazed how many I have. I'm pleased to include C. J. R. among them.

Catholic League

Those of Catholic denomination seeking to join the newly formed Veterans Catholic Action League may do so by contacting Jerry Feeney, of Policy Issue, Section Two, third floor, west wing. Both men and women invited.

Three Dot Stuff

Tip to gals on the second floor: Ask "Auburn Curls" on the window aisle just how much she enjoyed ignoring Old Faithful the other Saturday in the lobby. P. S.: He's still bleeding from his wounds (and him, yet, without enough for the Red Cross blood bank) . . . They now have 3,140 people working in the Vet agency. That's a lot of people, occupying all but one floor completely. No surprise, then, that so many folks miss the tiny elevators. I understand some of the boys are thinking of buying the girls pogo sticks for Christmas to get up and down. . . . Some of the floors are simply jammed with desks these days as a result of the rush of newcomers. . . . Hardly any space, they tell me, in which to measure. . . . Those parachutists who descended the other day from Len (Seventh Floor) Harris' head have been rounded up and interned. . . . That big official is still routing the lads out of the men's rooms. . . . A Lost and Found Department has been created in the fourth floor's supply department. . . . Then there's the story of the new third floor lass who was told she had lost a pink slip and blushed until she reminded herself she never wears any but white ones. . . . You can find an apartment in the city if you look at the rest room bulletin boards. . . . Don't try taking a drink from that seventh floor corridor water fountain. It's dry. . . . One of the coter campaign slogans in the employees' election for representative: "If your rating you've received and it doesn't tally, do not brood a look too peeved, adjustments by McNally. Let's all rally round McNally." . . . The poet shouldn't hide such talent in a rest room. . . . That seventh floor work splurge has ended. But what over the overtime, Mr. Braden?

Sergeant's List RECORD RATING

Table I: Distribution of Patrolmen According to Record Rating (List Divided by Hundreds).

Sergeant's List RECORD RATING

Table II: Distribution of Patrolmen According to Record Rating (List Divided Into Three Equal Parts).

More Than 10 Years on Job The first observation to be made from these tables is the preponderance of patrolmen on the list with more than 10 years on the job. We can be fairly safe in assuming that the first 401 men on the list are assured of appointments. Of these 401 men, 268 have a record rating of 95 or better. This is exact two-thirds of the group.

Uncle Sam Will Train You for War Production

U. S. Tests

(Continued from Page Ten)
 hold any other position during this training period. The course will include disassembly, overhaul, reassembly, and test of Signal Corps instruments, assemblies, and sub-assemblies, with a certain amount of mathematics and radio theory.

Promotion—Upon successful completion of preliminary training course approximately 3 months duration, employees will be promoted to advanced training class at \$1,440 a year.

V. Requirements
 A. Education—The successful completion of a course in elementary algebra.

Note: Eligibles will be given a qualifying test before selection.
 B. Time and Places of Interview. Eligibles who are called for interview (at which time the qualifying test will be given), will be notified specifically as to the time and place at which they must report.

The interview will be given at a place as convenient to the eligible's residence as can possibly be arranged.

C. Sex. For these vacancies, Men are desired.

D. Age and citizenship. On the date of filing application, applicants:

1. Must have reached their 18th birthday, and must not have passed their 45th birthday.
2. Must be citizens of or owe allegiance to the United States.

E. Physical requirements. Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or danger to their fellow employees.

Note: For entrance to the Signal Corps training course, applicants must meet the standard physical requirements of the U. S. Army.

VI. How to Apply

A. Fill the following forms with the secretary, Board of U. S. Civil Service Examiners, Signal Corps, 63 Park Row, New York, N. Y.:

1. Application Form 60; and
2. Supplemental Form No. AX-480.0178

Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

B. Necessary forms may be secured:

1. From the secretary, Board of U. S. Civil Service Examiners, Signal Corps, 63 Park Row, New York, N. Y.

2. From the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, N. Y.
3. At any first or second-class post office in the States of New Jersey and New York.

C. Furnishing information applications:

1. Applications must be fully and completely executed in accordance with instructions thereon. Failure to so execute applications may lead to their cancellation.

Applications are not desired from persons engaged on war work unless the position applied for calls for the use of higher skills than the worker is now using in his present employment.

In accordance with directives of the War Manpower Commission which may be issued from time to time, persons employed in certain occupations in certain areas may be required to secure certificates of separation or be referred to the Civil Service Commission by the U. S. Employment Service before they can be appointed. The occupations and areas involved are currently shown in the latest edition of Form 3989, which is posted in each first or second-class post office or may be obtained from the secretary, Board of U. S. Civil Service Examiners at any first or second-class post office.

Aircraft Mechanic Trainee

(MALE AND FEMALE)
 \$100 PER MONTH

(Less deduction of 5 percent for retirement annuity)

Upon successful completion of a training course of approximately thirteen weeks, trainees will be eligible for promotion to General Mechanic's Helper at \$1,500 a year and further advancement on merit to other positions at higher salaries.

This training, under the supervision of the U. S. Army Air Forces, will be given at the Rome Air Depot and at as many private industrial schools in the States of New Jersey and New York as the needs of the Service require.

Trainees will be required to accept assignment to duty at any sub-depot, wherever located, as the needs of the Service require, in view of the gratuitous training received at the expense of the Army Air Forces.

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

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

Place of employment: U. S. Army Air Forces, Air Service Command, War Department, Rome Air Depot, Rome, N. Y.

Duties: As Student Trainees, to receive instruction in the mechanical maintenance, overhaul, and repair of aircraft and aircraft engines, and their assemblies, sub-assemblies, and accessories.

Qualifications required: Experience and/or education. Applicants must have completed at least:

1. Two full years of high school; or
2. Eight grades of schooling, and at least three months of progressive training and/or experience, which may include apprenticeship, in one or more of the recognized trades, or in a skilled occupation not necessarily a recognized mechanical trade, but which requires the use of tools, machines, or processes common to skilled occupations or common to industrial production processes.

Substitution: In lieu of the mechanical shop experience specified in No. 2, above, there may be substituted (a), (b), or (c) as follows:
 (a) The completion of one semester of a mechanical course in a vocational school of at least secondary grade which is supported in any way by State or Federal funds, or a resident trade school giving trade courses of at least the standard scholastic year's duration.

(b) The successful completion of at least 150 hours of a vocational defense training course under the training program of the Federal Office of Education, or the National Youth Administration in any of the metal working or woodworking trades or skilled occupations, (including the operation of production machines such as lathes, punch presses, drill presses, stamping presses, boring mills, or power woodworking machines); or

(c) The completion of at least 150 hours of classroom work and/or practical training in day class attendance in a resident trade school. This course may have covered any mechanical specialty (e.g., electrical, radio, engines, machine shop, welding, sheetmetal, etc.).

Students: Applications will be accepted from persons if they are otherwise qualified, who are enrolled in school courses which upon completion will qualify them for a defense position, provided that they show in their applications that (if successful) they will complete the course in which they are enrolled within two months of the date of filing applications.

Persons who are assigned conditional eligibility in accordance with the foregoing paragraph may be given provisional appointments.

No written test is required. Ap-

licants' qualifications will be judged from a review of their experience and educational claims.

Sex: The department or office requesting list of eligibles has the legal right to specify the sex desired. For these positions, men and women are desired.

Age and citizenship: On the date of filing application, applicants:

1. Must have reached their 17th birthday. There is no maximum age for this examination.
2. Must be citizens of or owe allegiance to the United States.

Note: Persons who have not reached their 18th birthday may be employed only in accordance with State laws, but may not be appointed to positions in occupations which have been classed as hazardous for the employment of minors by the Children's Bureau, Department of Labor.

Physical requirements: Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or dangers to their fellow employees.

How to apply: (a) File the following forms with the Secretary, Board of U. S. Civil Service Examiners, Rome Air Depot, Rome, N. Y.:

1. Application Form 6.
2. Form 408-AB.
3. Supplemental Form AX-494.064.
4. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

(b) Necessary forms may be secured:

1. From the Secretary, Board of U. S. Civil Service Examiners, Rome Air Depot, Rome, N. Y.
2. From the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, N. Y.
3. At any first- or second-class post office in the States of New Jersey and New York.

Helper Trainee

\$6.16, \$6.64, \$7.12 a Day

(Open to Men Only)

(The pay rate for Helper Trainee will be the minimum pay rate for Helper General positions rather than the minimum rate for the specific trade to which trainees are assigned.)

(Less deduction of 5 percent for retirement annuity.)

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

Note: Persons having eligibility for this position on list resulting from examination Announcement No. 2-197, issued 9-28-42, should not apply for this examination, as their eligibility will be continued during the life of the list established as a result of this announcement.

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

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

Place of employment: United States Navy Yard, Brooklyn, N. Y.

Duties: As mechanical helpers under competent artisans to perform subordinate tasks in the trades or occupations to which assigned, and to receive instruction and training for the progressively more difficult and exacting work in such trades or occupations.

Qualifications Required

Experience and/or education: Applicants must show that they meet the requirements set forth in either (1), (2), (3), (4), (5), or (6), as follows:

1. At least 6 months of experience in any of the metalworking or woodworking trades or occupations.
2. At least 6 months of trade instruction in any of the metalworking or woodworking trades or occupations in organized classes in a vocational or industrial school of secondary grade (credit for evening school courses will be allowed in the proportion they bear to regular day school instruction). Correspondence courses or mere manual training courses will not be accepted toward meeting the requirements for this examination.
3. Any time-equivalent combination of (1) and (2).
4. The successful completion of an intensive vocational Defense Training course under a training program administered by the Federal Office of Education, or by the National Youth Administration in connection with authorization for such training during the fiscal year of 1942, in any of the metalworking or woodworking trades or skilled occupations (including the operation of production machines such as lathes, punch presses, drill presses, stamping presses, or boring mill).
5. The successful completion of a course in any of the metalworking or woodworking trades or occupations in a vocational school which is supported in any way by State or Federal funds.
6. The successful completion of a vocational course of at least six months' duration in one of the metalworking or woodworking trades or skilled occupations in a resident vocational school of higher than secondary grade, or in a trade school.

Credit for courses of instruction in the metalworking or woodworking trades or occupations in regular high schools will be allowed in the proportion the number of hours devoted to such instruction bears to the usual number of hours devoted to instruction in such trades or occupations in vocational or industrial schools.

Students: Applications will be accepted from persons if they are otherwise qualified, who are enrolled in school courses which upon completion will qualify them for a defense position, provided that they show in their applications that (if successful) they will complete the course in which they are enrolled within two months of the date of filing applications.

Persons who are assigned conditional eligibility in accordance with the foregoing paragraph may be given provisional appointments.

No written test is required. Ap-

licants' qualifications will be judged from a review of their experience and educational claims.

Sex: The department or office requesting list of eligibles has the legal right to specify the sex desired. For these positions, men and women are desired.

Age and citizenship: On the date of filing application, applicants:

1. Must have reached their 17th birthday. There is no maximum age for this examination.
2. Must be citizens of or owe allegiance to the United States.

Persons who are assigned conditional eligibility in accordance with the foregoing paragraph may be given provisional appointments.

Note: Applicants must show ability to read and speak the English language sufficiently well to understand spoken and written directions. This requirement does not apply to former permanent employees of the Yard seeking reemployment.

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

Sex: The department or office requesting list of eligibles has the legal right to specify the sex desired. For these vacancies, men are desired.

Age and citizenship: On the date of filing application, applicants:

1. Must have reached their 18th birthday. There is no maximum age limit for this examination.
2. Must be citizens of or owe allegiance to the United States.

Physical requirements: Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or danger to their fellow employees.

VI. How to Apply

A. File the following forms with the Recorder, Labor Board, U. S. Navy Yard, Brooklyn, New York:

1. Application Form 6;
2. Supplemental Form AX 495.064 (Revised);
3. Form 14 and proof of honorable discharge should be submitted by applicants who desire their records of service in the armed forces to be considered.

B. Necessary forms may be secured:

1. From the Recorder, Labor Board, U. S. Navy Yard, Brooklyn, New York.
2. From the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, N. Y., by persons residing in the area of the place of employment.
3. At any first- or second-class post office in which this notice is posted.

(Continued on Page Twelve)

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U. S. Tests
(Continued from Page Eleven)
Under Inspector Engineering Materials (Trainee), \$1,440 a Year
Open to Men and Women
(Less Deduction of 5% for Retirement Annuity)

Note: Persons having eligibility on list for Under Inspector Engineering Materials (Trainee), as a result of examination announcement No. 2-150, issued August 27, 1942, need not apply for this examination, as their eligibility will be continued during the life of the list established as a result of this announcement.

Applications are not desired from persons engaged on war work unless the position applied for calls for the use of higher skills than the worker is now using in his present employment.

In accordance with directives of the War Manpower Commission which may be issued from time to time, persons employed in certain occupations in certain areas may be required to secure certificates of separation or be referred to the Civil Service Commission by the U. S. Employment Service, before they can be appointed. The occupations and areas involved are currently shown in the latest edition of Form 3989, which is posted in each first or second-class post office or may be obtained from the secretary, Board of U. S. Civil Service Examiners at any first or second-class post office.

I. Closing Date: Applications will be accepted until December 3, 1942, but if an excessive number is received, only a number sufficient to meet the needs of the service will be examined in the order of receipt thereof.

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

III. Place of Training and Employment: See Paragraph IV. "Conditions of Employment" for complete information.

IV. Conditions of Employment: Training—Appointees will be given intensive training at the Navy Inspector School, New York, N. Y., for a period of from 6 to 8 weeks in the fundamentals of inspectional methods and procedures on a wide variety of engineering materials, preparatory to assignment to duty as Inspectors of Naval Material, Ordnance, and Aircraft.

Employment—Although every attempt will be made to place appointees near their homes, applicants should be prepared to accept appointment anywhere within a radius of 500 miles of New York City.

Salary—During the training period, trainees as employees of the Navy Department, will be paid at the rate of \$1,440 a year.

Promotional Possibilities: Upon completion of training, employees will be eligible for advancement on merit to inspection positions at \$1,620, \$1,800, \$2,000 a year, or higher.

Selective Service Status: It is the policy of the Navy Department not to use persons in Selective Service Classification 1-A. Neither will selection be made of an eligible in any other classification likely to be inducted into the military or naval service. This is in view of the fact that no deferment can be given for trainees, and it would not be feasible to appoint a trainee and be forced to terminate his services within a short time.

V. Examination Required
A. Written test. This examination will consist of a written mechanical aptitude test, on a scale of 100. This test will consist of problems in spatial relations, arithmetic, and simple mechanics.
Note: All applicants must be able to read and speak the English language sufficiently well to understand the spoken and written directions. This requirement does not apply to former permanent employees of the establishment seeking reemployment.
Preference in Consideration for Appointment will be given to eligibles who have had education or experience as described in (A), (B), or (C) below:
(A) Two or more years of college education;
(B) Two or more years of education in engineering, mathematics, or physics; or
(C) One or more years of machine shop or other mechanical experience.
B. Time and places of examination. Applicants who are to be admitted to examination will receive admission cards stating specifically

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the time and place of the examination.
The written examination will require from 2 1/2 to 3 1/2 hours, and will be held at the places named below in the State of New York: Brooklyn, Flushing, Jamaica, Long Island City, New York and Yonkers.
C. Sex. The department or office requesting list of eligibles has the legal right to specify the sex desired. For these vacancies, the Navy Department desires both men and women.
D. Age and citizenship. On the closing date, applicants:
1. Must have reached their 18th birthday.
There is no maximum age limit for this examination.
2. Must be citizens or owe allegiance to the United States.

E. Physical requirements. Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or danger to their fellow employees.

VI. How to Apply
A. File the following forms with the director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, N. Y.

1. Application Card Form 4,000-ABC, and
 2. Supplemental Form AX-495,025 (revised)
- Note—Applicants who desire their records or service in the armed forces to be considered, should be prepared to present documentary proof of their claim if and when requested.
- B. Necessary forms may be secured:**
1. From the director, Second U. S. Civil Service Region, Federal Building, Christopher St., New York, N. Y.
 2. At any first or second-class post office in which this notice is posted.
- C. Furnishing information on applications:**
1. Applications must be fully and completely executed in accordance with instruction thereon. Failure to so execute applications may lead to their cancellation.

Do not write to the Regional Director or the Commission concerning the results of your examination, your relative standing or prospects for appointment. The Commission will be unable to answer such inquiries since personnel and facilities formerly engaged on such work must now be devoted entirely to the War Program. Write only to furnish information as to any material changes which will affect your acceptance of appointment. Be brief and to the point and give the correct title of the examination and the rating you received.

Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York, N. Y.

If you're capable of doing hard work, and not in 1-A, 2 A, or 2-B draft classification, you can help your country by applying for work in Hawaii as a laborer. Pay is good; chances for advancement are excellent. For information, go to Room 915, Federal Building, 641 Washington Street, New York City.

LEGAL NOTICE

HEYMAN - FRAISE COMPANY.—Agreement made Nov. 1, 1942, by Henri Fraise, first party; Margaret Fraise, second party; Moses D. Heyman, third party, and Irene K. Heyman, fourth party, in consideration of the mutual promises made herein, it is agreed: I. The name of this partnership shall be Heyman-Fraise Co. II. The business thereof shall be to: (a) engage in business between the United States and Madagascar; (b) purchase and sell, and import and export, commodities, products, merchandise and any other material between the United States and Madagascar; (c) carry on any activities necessary to carry out said purposes. III. The location of the principal place of business shall be 127 Chambers Street, New York. IV. The names and places of residence of the partners and the nature of their partnerships are:
Name: Henri Fraise, 564 South Forest Drive, West Englewood, N. J., General.
Margaret Fraise, 564 South Forest Drive, West Englewood, N. J., Limited.
Moses D. Heyman, 329 Rugby Road, Cedarhurst, N. Y., General.
Irene K. Heyman, 329 Rugby Road, Cedarhurst, N. Y., Limited.
V. The term of this partnership shall be 10 years from the date hereof, at the expiration of which it shall be renewed automatically for another period of 10 years, unless the first or second party shall give notice to the third or fourth party, or the third or fourth party to the first or second that said original term shall not be renewed. Such notice must be in writing and sent by registered mail to the addresses above at least 90 days prior to the expiration of the original term. In the event of such notice, the term of said partnership shall expire 10 years from the date hereof. VI. Each of said partners is to contribute the sum of \$250 to said partnership. The liability of each of said limited partners shall be limited to said amount. VII. So soon as business conditions warrant, each of said partners is to contribute an additional \$2,250 to said partnership. VIII. Said contributions, original as well as additional, are to be returned to said partners at no specific time. IX. Each of said partners, general as well as limited, is to receive one-quarter of the profits and bear one-quarter of the losses of said partnership subject to Paragraph VI. above. Profits shall not be withdrawn except on consent of all partners. X. Said limited partners shall not have the right to substitute assignees as contributors in their places. XI. The parties shall have the right to admit general or limited partners from time to time. XII. Neither of said limited partners shall have the right to priority over the other as to contributions or compensation by way of income or in any other manner. XIII. Either of said general partners shall have the right to continue said partnership on the death, retirement or insanity of the other general partner. XIV. This agreement may at any time be modified or terminated by writing signed and executed by all the partners. HENRI FRAISE, MARGARET FRAISE (L. S.), MOSES D. HEYMAN, IRENE K. HEYMAN, Acknowledged Nov. 1, 1942, before Nina Fraadkin, Notary Public.

SCHOOL DIRECTORY

- LISTING OF CAREER TRAINING SCHOOLS**
- ACADEMIC & COMMERCIAL—COLLEGE PREPARATORY**
Boro Hall Academy—DeKalb and Flatbush Ext., Brooklyn—Regents Accredited—MAIN 4-8558.
Eron School—853 B'way (Cor. 14)—Day, Eve., Regents Accredited—ALgonquin 4-4882.
- ACCOUNTING MACHINES**
Accounting Machine Institute—221 W. 57th St.—Day and Evening Classes. IBM Accounting Machines, Tabulators, Sorters and Key Punches—CIRCLE 5-6425.
- AIR CONDITIONING**
N. Y. Tech—103 5th Ave.—Welding, drafting, refrigeration, heating, radio, CHelsea 2-6330.
- AIRCRAFT LICENSING**
Citizens Prep Center—9 W. 61st St.—State Licensed—Day & Evening Short Course—Easy terms.—CIRCLE 6-4970.
- ARMY PREPARATION**
School of Ten—113 West 57th St.—Flying Cadet Examination, Pre-Aviation Course. CI. 6-6888.
- AUTO DRIVING SCHOOL**
A. L. B. Driving School—Expert instructors, 620 Lenox Ave., New York City. AUd. 3-1433.
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- AVIATION PRODUCTION MECHANIC**
Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—State Licensed, STuyvesant 9-6900.
- BUSINESS MACHINES**
Brooklyn Business Machine School—7 Lafayette Ave.—Comptometry, Billing, Bookkeeping, Typing—Day and Evening—ST. 3-7660.
Combination Business School, Civil Service Preparation, 139 W. 125th St. UNIVERSITY 4-3170.
- CARD PUNCH OPERATOR**
Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Card Punch, Comptometry—STuyvesant 9-6900.
Accounting Machine Institute—221 W. 57th St.—Day and Evening Classes, IBM Accounting Machines, Tabulators, Sorters, and Key Punches—CIRCLE 5-6425.
- CIVIL SERVICE**
Delehanty Institute—115 E. 15th St.—City, State and Federal Examinations, Day and Evening Classes—STuyvesant 9-6900.
- DRAFTING**
Delehanty Institute—11 E. 16th St.—Complete 500-hr. Course—Day or Eve, STuyvesant 9-6900.
New York Drafting Institute—276 W. 43d St.—Day and Evening Classes, Wisconsin 7-0366.
Manhattan Technical Institute—1823 Broadway (59th)—Day and Evening Classes—CIRCLE 5-7857.
Mondell Institute—230 W. 41st St.—Day & Evening Classes—Wisconsin 7-2058.
- FINGERPRINTING**
Delehanty Institute—11 E. 16th St.—Class now forming New York School of Fingerprints—22-25 E. 8th St.—Introductory course for fingerprint expert. GRamery 7-1268.
National Fingerprint and Identification School—9 East 46th St.—Individual Instruction. PL. 5-6868.
The Faurot Finger Print School—240 Madison Ave.—Evening Classes—ASHland 4-5346.
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New Insurance Plan

Insurance presents so many mysteries to most of us that we are apt to classify all insurance companies alike and place our business with the one offering the best connections. One company which has recently opened a Manhattan office hopes to dispel these mysteries and demonstrate that all companies are not alike. The Farm Bureau Mutual Automobile Insurance Company was organized by the cooperatives in Ohio to offer a better insurance service to the farmer at a lower price. The company began serving the Ohio farmer in 1926 and today is the fifth largest automobile mutual in the United States. In this time it has become the largest insurer of automobiles in Ohio, Pennsylvania, Vermont, West Virginia and Maryland, and at the same time insures these automobiles at the lowest net costs in these states. The company is now paying, and has for its four and a half years in New York State paid, a twenty-five percent dividend on earned premium to its automobile policyholders.

The remarkable growth of the organization encouraged its directors to branch out further into the insurance field, and they organized the Farm Bureau Mutual Fire Insurance Company. In 1935 with successful automobile and fire insurance companies in operation, an existing life insurance company was purchased and reorganized on a basis similar to the other two companies. Today the Farm Bureau Life Insurance Company offers all the usual life insurance policies plus several low cost policies that are innovations in the life insurance field. One of these, a \$500 Renewable and Convertible Term policy, is absolutely unique and cannot be obtained from any other company in this country. Premiums are so low on this policy that no one need be without the protection of some life insurance.

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Is Your Exam Here?

Below is the latest news from the New York City Civil Service Commission on the status of exams. The LEADER will publish changes as soon as they are made known.

- Open Competitive Tests**
- Assistant Civil Engineer: Rating of the written test is completed.
 - Assistant Pharmacist: The written test was held November 18.
 - Bus Maintainer, Group A: Objections to tentative key answers are being considered.
 - Cashier, Grade 3 (Sheriff's Office): The written test was held October 15.
 - Clerk, Grade 1: The written test was held on November 7, 1942.
 - Dental Hygienist: The practical oral tests were held last month.
 - Dietitian: All parts of this examination have been completed.
 - Electrician: All parts of this examination have been completed.
 - Exterminator: The written test was held November 17.
 - Head Dietitian (Administrative): Applications for this examination closed on September 29, 1942.
 - Head Dietitian (Teaching): Applications for this examination closed on September 29, 1942.
 - Inspector of Printing and Stationery: All parts of this examination have been administered.
 - Inspector of Plumbing, Grade 3: The written test will be held as soon as practicable.
 - Junior Civil Engineer: The training, experience and personal qualifications test were held on September 25 and 26, 1942.
 - Junior Electrical Engineer: Rating of the written test has been completed.
 - Laboratory Assistant (Specialties-Bacteriology, etc.): Applications for this examination closed on September 29, 1942.
 - Law Assistant, Grade 2 (Torts): Applications for this examination closed on September 29, 1942.
 - Marine Oiler: The practical test was held on November 12.
 - Medical Social Worker, Grade 1: The written test was held on October 8, 1942.
 - Office Appliance Operator, Grade 2 (Addressograph): Applications for this examination closed on September 29, 1942.
 - Playground Director: Objections to the tentative key answers are being considered.
 - Psychologist: The written test was held October 21.
 - Stationary Engineer: Rating of the written test is about 75 percent completed.
 - Stationary Engineer (Electric): Rating of the written test is about 75 percent completed.
 - Telephone Maintainer, N.Y.C.T.S., All Divisions: The written test was held on October 10, 1942.
 - Telephone Operator, Grade 1 (Women): The rating of the written test is about one-third completed.
 - Weighmaster: The training, experience, and personal qualifications tests were held November 30, December 1 and 2.

- X-Ray Technician: The written test was held November 30.
- X-Ray Technician (Out of New York City): The written test was held November 30.
- Promotion Tests**
- Assistant Civil Engineer: The rating of the written test is completed.
- Assistant Counsel (Torts), Grade 4, Board of Transportation: The written test was held on October 31, 1942.
- Assistant Station Supervisor, N.Y. C.T.S., IRT & BMT Divisions: All parts of this examination have been held.
- Assistant Supervisor (Electrical Power), N.Y.C.T.S., All Divisions: Rating of the written test is in progress.
- Assistant Supervisor (Mechanical Power), N.Y.C.T.S., IRT & BMT Division: The written test was held on October 29, 1942.
- Assistant Supervisor (Track), N.Y. C.T.S., IND Divisions: The practical oral test was held October 30.
- Bus Maintainer, Group A, N.Y.C. T.S., BMT Division: The written test was held on October 17, 1942.
- Captain, P.D.: The rating of the written test is in progress.
- Car Maintainer, Group E, N.Y.C. T.S., All Divisions: All parts of this examination have been completed.
- Claim Examiner, Grade 2, Board of Transportation: Rating of the written test is in progress.
- Deputy Warden: The written test was held on October 14, 1942.
- Electrician: All parts of this examination have been completed.
- Foreman (Buses and Shops), N.Y. C.T.S., BMT Division: The written test was held on September 26, 1942.
- Foreman (Electrical Power), N.Y. C.T.S., All Divisions: Rating of the written test is in progress.
- Foreman (Lighting), N.Y.C.T.S., All Divisions: The practical oral test was held in October, 1942.
- Foreman (Mechanical Power), N.Y. C.T.S., IRT & BMT Divisions: The written test was held on October 29, 1942.
- Foreman (Telephones), N.Y.C.T.S., All Divisions: The written test was held on October 7, 1942.
- Inspector of Combustibles, Grade 3, F.D.: Rating of the written test is in progress.
- Inspector of Fire Prevention, Grade 3, F.D.: Rating of the written test is in progress.
- Inspector of Housing, Grade 3: Rating of the written test is about 75 percent completed.
- Inspector of Plumbing, Grade 3 (Dept. of Housing and Buildings): The written test will be held as soon as practicable.
- Junior Chemist: The written test was held on October 17, 1942.
- Junior Counsel, Grade 1 (Torts), Board of Transportation: The written test was held October 24, 1942.
- Law Assistant, Grade 2* (Torts), Board of Transportation: The written test was held on October 17, 1942.
- Light Maintainer, N.Y.C.T.S., All Divisions: The practical test will be held as soon as possible.
- Mechanical Maintenance, Group C, N.Y.C.T.S., IRT & BMT Divisions: The written test will be held on November 14, 1942.
- Motorman, N.Y.C.T.S., All Divisions: The qualifying practical test is being held this month.
- Power Maintainer, Group A, N.Y. C.T.S., IRT & BMT Divisions: Rating of the written test has been completed. The practical test will be held as soon as possible.
- Power Maintainer, Group B, N.Y. C.T.S., All Divisions: Rating of the written test has been completed. The practical test will be held as soon as possible.
- Power Maintainer, Group C, N.Y. C.T.S., IRT & BMT Divisions: The written test will be held as soon as possible.

Civil Service Commission Letter to President

(Continued from Page Two)

the government is using their highest skills throughout the entire work day.

"Because the nation must use its manpower resources in the most intelligent possible manner, government, as an employer, must have a record in this regard which is absolutely above reproach. We will do everything within our power to see that such is the case.

gestions along this line are not acted upon in a reasonable period of time, we will call the matter to your attention through your Liaison Officer for Personnel Administration.

Incompetent Supervision

"Often times, however, the failure of personnel to perform its work is not due to lack of ability or an unwillingness on the part of the persons concerned to make the maximum possible contribution to the war effort. It is due to utterly incompetent supervision. Where such conditions exist, we plan to call the matter to the attention of the head of the agency, and to suggest the introduction of the right type of supervisory training. Again where action is not forthcoming, we will acquaint your Liaison Officer for Personnel Administration with the situation so that he can make such recommendations to you as he deems advisable.

Low Production

"At other times, low production in the departments and agencies of the Federal government is due to a complete disregard upon the part of management of the principles of sound personnel administration. At times this is due to the fact that the Personnel Director does not have the proper concept of his position. At other times it is due to the fact that top management in the departments and agencies does not receive advice from the Director of Personnel.

Overtime

"We appreciate the vigorous stand which you have taken in behalf of legislation which would correct the present inequitable situation in so far as the compensation of Federal employees for overtime work is concerned. Clearly government as an employer must treat its employees just as fairly as it expects industrial employers to treat their employees."

written test was held on November 28, 1942.

Sergeant, P.D.: This list appears in this issue.

Signal Maintainer, Group B, N.Y. C.T.S., All Divisions: Rating of the written test is in progress.

Stationary Engineer: Rating of the written test is about 75 percent completed.

Stationary Engineer (Electric): Rating of the written test is about 75 percent completed.

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Amusement Parade

By Joseph Burstin

'The Avengers' Continues at the Rivoli Theatre

"The Avengers," the Paramount production filmed in England, telling the story of the struggle of the Norwegian people against their Nazi conquerors, continues its run at the Rivoli Theatre. The cast consists of Ralph Richardson, Deborah Kerr, Hugh Williams, Griffith Jones, Francis L. Sullivan and Roland Culver.



RITA HAYWORTH in Columbia's "You Were Never Lovelier," opening at the Radio City Music Hall on Thursday.

Nite Life

An all new show has opened at BUTLER'S New Room, featuring Lou Saxon, Bobby "Tables" Davis, Marvin Sisters, Harriet Walker and the 8 Butlerettes... Diana Reed has been added to the entertainment at TONY PASTORS... The CASINO RUSSE has 200 reservations for Russian New Year's Eve, January 13, when Jonka will be brewed in a silver bowl over two Cossack bayonets that have seen service against the Nazis... Payson Ree is an added vocalist with Jack Harris' orchestra at LA CONGA... At the BARBERY ROOM, Walter O'Keefe describes a cynical sophisticate about town, "Her heart used to be as fragile as China, but now it's tough as the Chinese."

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HOLLYWOOD Facts Between Acts

The cast of "Adventures of Cosmo Jones," Monogram detective comedy-drama with Frank Graham, Richard Cromwell, and Gale Storm in featured roles, has been enlarged by the signing of Gwen Kenyon, Sam Bernard, Vince Barnett, Gil Stanley and David Newell... Pat O'Brien, one of the principals with George Murphy and Jane Wyatt in RKO Radio's "The Navy Comes Through," has drawn the title role in "The Iron Major." The picture dramatizes the career of Major Frank Cavanaugh, outstanding football coach and one of the heroes of World War I... Walter Reed, young Broadway recruit, has won the romantic lead in RKO's "Mexican Spitfire's Blessed Event," next of the comedy series starring Lupe Velez and Leon Errol... "Dr. Gillespie's Prison Story" is the working title of the newest of this M.G.M. series featuring Lionel Barrymore. Willis Goldbeck is directing the picture, with a cast including Donna Reed, Van Johnson, Keye Luke, Alma Kruger, Nat Pendleton and Nell Craig... Lana Turner will play the part of the movie star in MGM's technicolor screen version of "Best Foot Forward," the Broadway musical comedy hit produced by George Abbott last season. Virginia Weidler has been assigned the role of her collegiate rival... Alan Curtis replaces John Garfield at Universal in the third episode of Charles Boyer-Julien Duvivier "Flesh and Fantasy"

New Films Booked At Radio City Music Hall

Three varied film productions—Fred Astaire and Rita Hayworth in "You Were Never Lovelier," Greer Garson and Ronald Colman in "Random Harvest," and Bob Hope and Dorothy Lamour in "They Got Me Covered" have been booked for showing at the Radio City Music Hall, G. S. Eyssell, managing director, announced today.
"You Were Never Lovelier" which opens this Thursday, is a romantic musical comedy, reuniting Astaire and Miss Hayworth as a dancing team. Xavier Cugat and his orchestra supply the musical background. This is a Columbia picture.
"Random Harvest," is the film version of James Hilton's poignant novel about a shell-shocked soldier and his struggle to regain his memory. Ronald Colman is the soldier and Miss Garson plays his wife. It is a MGM production.
"They Got Me Covered," produced by Samuel Goldwyn for RKO Radio, will mark Bob Hope's first appearance on the Music Hall screen. The comic appears as a Washington newspaperman who gets entangled with a nest of German spies in the nation's capitol. Miss Lamour shares starring honors with Hope.

1943 Ice Follies Opens Tonight at Madison Square Garden

The 1943 ICE FOLLIES will open tonight for a ten-night stand in Madison Square Garden. This marks the seventh season of the Follies in the Garden. The show features a cast of 120, with Shipstad and Johnson, Frick and Frack and the Maxons, Betty Atkinson and the North American champion, Norah McCarthy.

War Dept. Wins Control of Own Employee Wages

WASHINGTON — The War Department, and not the War Labor Board, will administer wage controls for the approximately 1,000,000 employees of the department who work in munitions plants. The two agencies jointly have worked out a new policy. Under it, WLB has passed full jurisdiction over all matters covered by the President's recent wage-freezing order to the department. The War Department will, of course, follow such broad policies as may be laid down by WLB. Otherwise, however, it will have complete control. Its new functions will be administered by the wage administration section of the civilian personnel division of Lieut. Gen. Brehon B. Somervell's Services of Supply.

"Gentlemen Jim", Warner Film, at N. Y. Strand Theatre

"Gentleman Jim," starring Errol Flynn in the role of James J. Corbett, is the new biographical film at the New York Strand. This picture takes you back to 1880 and through the fighting career of the Great Corbett. Pretty Alexis Smith provides the interesting love angle, with Ward Bond as John L. Sullivan. Jack Carson, Alan Hale and William Frawley play good supporting roles. Raoul Walsh directed this saga of the prize fight ring. The "In Perscn" show includes Glen Gray and his Casa Loma Orchestra with Kenny Sargent, Pee Wee Hunt and Dean Murphy.

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12-Hour Day, 6-Day Week, Overtime Pay Proposed for State Hospital Workers

(Exclusive)

It looks like a 12-hour day, 6-day week, and time-and-a-half for overtime for employees of the State Mental Hygiene Department. Reason: the shortage of attendants and helpers has reached the critical stage. The LEADER has learned, from unimpeachable sources, that Dr. Tiffany, head of the Mental

Hygiene Department, has worked up this proposal and will shortly make it public. It is known that he has already called in Harold Fisher, president of the Association of State Civil Service Employees, for preliminary discussions.

Dr. Tiffany feels that the situation has reached a point where, if something isn't done fast, the

State may find itself with a serious situation on its hands. He also feels that it is better to have trained employees work longer hours (and be paid for with time-and-a-half) than to permit the situation to continue as at present, or to staff the hospitals too thoroughly with green employees.

Before the proposal can be put

into effect, it must get the OK of A. Buckley Bryan, State Budget Director. It must get the further approval of the legislative leaders of both houses in Albany, of Governor Lehman and probably of Governor-elect Dewey. Then a "certificate of intent" must be issued, which indicates that the leaders of both parties have no objection to the proposals pending a meeting of the State legislature.

The proposal is admittedly revo-

lutionary, and no other justification is given of it than that the war has necessitated drastic proposals. There was no time to check among hospital employees concerning their reaction to the program as The LEADER went to press.

It is interesting to note that New York City, faced with the same problem, met it by: (1) permitting the hospitals to hire employees without regard to civil service; (2) using the services of conscientious objectors; (3) taking on aliens; (4) increasing salaries.

The editors would be interested in hearing from State hospital workers about the proposed plan. Write to State Editor, Civil Service Leader, 97 Duane Street, New York City.

Merit Men

(Continued from Page Eight)

July 1, 1932, when he was made chief examiner. He was appointed to his present office, and as chairman of the Classification Board, on May 1, 1938.

Mr. Campbell has been vice-president of the Association of State Civil Service Employees since 1935 and a member of the governing council of the Civil Service Assembly of the United States and Canada, 1938-42.

Lives on Farm

He lives on a 20-acre farm in Valatie, a few miles outside Albany, where he raises garden truck and flowers for his family and friends. He is an excellent shot and loves pheasant hunting. But most of his spare time is devoted to study and reading in current affairs and personnel management. Mrs. Campbell is equally busy, being district director of Parent-Teachers, director of the Red Cross, and a member of the local War Council. The Campbells have two daughters, Barbara, 21, an arts and crafts student at Devereaux Schools in Pennsylvania, and Joan, a high school sophomore.

Navy Yard Men Want Extra Pay For Extra Work

More than 2,000 Navy Yard employees this week wired Congressmen warning of the danger of working more than 40 hours a week without extra pay in view of the high cost of living. The current overtime bill expired November 30.

The Navy Yard Civil Service Association and the Union of Marine Draftsmen (Federation of Architects, Engineers, Chemists and Technicians, CIO) were to send Fred T. Kenny and Robert Gellar, recently elected to represent office and technical employees at Navy labor relations conference in Washington, to interview Senate Majority Leader Allan Barkley.

An appointment was also being arranged for Lewis Alan Berne, international president of F.A.E.C.T., to interview Assistant Secretary of the Navy Ralph Eard regarding the morale of Navy Yard employees in connection with the war effort.

Delegates and Berne were expected to confer, too, on reclassification of technical Navy workers and the matter of clerical employees recently suspended with continuing penalties.

Civil Service Body O.K.'s U. S. Commission

The Council of the National Civil Service Reform League this week passed a resolution commending the U. S. Civil Service Commission for its co-operation with the sub-committee of the Senate Committee on Appropriations under the chairmanship of Senator Millard Tydings. It also commended improvements the Commission has effected in administrative practices and procedures.

POSTAL NEWS

By DONALD McDOUGAL

Bloody Details

Saturday, December 5, is the day some 200 letter carriers descend on the American Red Cross Blood Center to donate blood for the boys on Guadalcanal and Midway and in North Africa and everywhere else. It'll be part of the week observing Pearl Harbor and, led by Emanuel Kushelewitz, president of Branch 36, NALC, they'll be giving pints one after the other—as soon as they can finish with the mail.

Post Office champion Simon Schneider may be there, of course. Simon has given blood so many times he has practically lost count. Our only fear is that Simon overdoes it and has to have a transfusion taken for himself.

Incidentally, Joint Conference of Affiliated Postal Employees Secretary Abe Shapiro intends to give some of his own, special brand of Bronx blood.

Election Stuff

Everett Gibson, president of Local 2, Motor Vehicle Employees is the new president of the Joint Conference, succeeding Martin Shapiro. He was elected over William R. Mitiguy, president of the Second Division, New York City branch, Railway Mail Association, 55 votes to 41. William T. Browne, Jr., president of Local 10, Feds, was elected first vice-president.

Other vice-presidents elected: Patrick Donohue, of Branch 99, Staten Island Carriers; Albert J. DuMola, of Local 1, Laborers, New York City; Melville Miller, of Local 18, New York City Motor Vehicle Employees, and Mitiguy.

Elected secretary is the same grinning Abe Shapiro mentioned just a short time ago; treasurer is Albert Glasser, of the Second

Division, Railway Mail Association, New York City.

More Election Stuff

Branch 36, NALC, will re-elect Emanuel Kushelewitz and all officers in an uncontested manner December 6, in the Hotel Capitol, Manhattan. The same night, in the same place, Thomas LoPolla, Staten Island carrier, is to be re-elected president of the New York Letter Carriers' Association, sick benefit group, along with his full slate.

Still More Election Stuff

Patrick "Minute Man" Fitzpatrick, sub clerk in the Church Street Annex, who has been chairman of the Local 10, Feds Subs' Committee to succeed Samuel Applebaum, who resigned November 24. Applebaum is chairman of Branch 36, NALC, Subs' Committee.

Ernest Sparks, of Branch 294, Flushing Carriers, has been named publicity director of the Joint Conference, succeeding Sidney Cottin, Local 10, Feds, clerk.

For the USO

Proceeds from the annual entertainment and dance of Local 10, New York FPCC, in the Manhattan Center Saturday, December 5, are to go to the USO. The dance last year occurred the eve of Pearl Harbor. Invited guests are limited to superintendents of stations and the "official family." Arranged by the Greater New York Entertainment Bureau, the show features Jack Durant as "emcee" and a comedy, skating and dancing and singing cast.

Says Postal Percy

"One of these blasted days they're going to give the sub a real break. But he'll doubtless be too old to appreciate it."

More Moving in View For War Dept. Units

WASHINGTON.—The War Department, which has moved several thousand employees out of Washington in the past few months, reportedly is surveying its bureaus with an eye to further decentralization.

Details are few. However, it is understood Air Transport Command may be one of the units to move.

Sabbath Observers To Hold Meeting

At their meeting on Tuesday, December 1, 6 p. m., at 1231 Sixth Avenue, Sabbath Observers in Civil Service will hear a report on contacts with the Inspector of Naval Materials in New York and the Assistant Secretary of the Navy in connection with penalties suffered by workers who had absented themselves on the Jewish holidays, Rosh Hashanah and Yom Kippur.

Some eighty new members who had participated in the Grade I test recently are to be welcomed. These individuals had taken advantage of the arrangements provided by the Municipal Civil Service Commission whereby, for an additional fee the equivalent of that paid at time of filing, Sabbath-observing applicants might take the same test after sundown. They reported at the same time as the other applicants, stayed under supervision of proctors until nightfall, and took the examination at that time.

77 Supermen Certified

A total of 77 more certifications was made for 100 jobs this week by the Municipal Civil Service Commission from the sanitation man, class A list, for appointments as Sanitation Man, Class B, in all boroughs in the Department of Sanitation.

The positions, which are permanent, pay \$1,920 a year. High man reached, to date, is 477.

One hundred and twenty-seven certifications were made from the sanitation man class A, list for Junior Sanitation jobs in all boroughs in the same department at \$1,500 a year, permanent. Top number reached: 1,096.

Factory Jobs In Staten Island

War factory jobs for women no more than 35 years of age, with stress on night shift work, are open in Staten Island, the United States Employment Office reported this week. The jobs pay 40 cents to 45 cents an hour, with increases in pay after the "break in" period.

Time and a half for overtime is included in the offer. Married women may apply. Contact the Staten Island USES office at 25 Hyatt Street, St. George.

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