

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. 7—No. 3 Tuesday, September 25, 1945 Price Five Cents

NYC Increased Pay Bills Killed by Estimate Board

See Page 5

2 Postal Exams Are Due Soon

Examinations for two Post Office jobs are expected to be held in a few months by the U. S. Civil Service Commission. They are (1) Substitute Railway Postal Clerk, at a basic initial rate of 94 cents an hour and (2) Substitute Clerk-Carrier at 84 cents.

Vacancies are expected in the Post Offices in New York, Brooklyn, Long Island City, Staten Island, Flushing and Far Rockaway for Substitute Clerk-Carriers, and for Substitute Railway Postal Clerk throughout the country.

The examination at first will be open to veterans only, but later on, non-veterans may be permitted to file if the number of applications from veterans proves insufficient.

Application blanks may be obtained from the U. S. Civil Service Commission, Washington 25, D. C. The examinations will be conducted by the Central Office, although they will be held in various parts of the country for the convenience of applicants.

The official notice of examination has not been released yet. However, from notices of previous exams in these titles and from the new rates it appears that the Substitute Railway Postal Clerk who works 48 hours a week on the day shift would average a little more than \$2,300 a year. There is a 10 per cent differential for work between 6 p.m. and 6 a.m.

The Substitute Clerk-Carrier starts at \$1,700 per annum minimum.

A written test will be held in both instances.

Besides these Postal titles, and the Veterans Administration titles listed on page 15, all of which are open to veterans only, there are numerous Federal jobs to non-veterans. These are given in part in the story on this page about thousands of Federal openings. The rest of the unrestricted jobs follow.

Internal Revenue Agent represents the greatest needs of the regional U. S. Civil Service. Zone Deputy Collector represents the second greatest need. As cut-off of applicants may be ordered at any time, however, no time should be lost for filing for these two positions, or for any of the others listed above.

Apply for these following jobs at the U. S. Civil Service Commission (Continued on Page 12, under "Government Openings")

U.S. EMPLOYEES FIRED ILLEGALLY

OSTERTAG SEES AID IN PAY, 40-HR. WEEK FOR STATE WORKERS

By MAXWELL LEHMAN

ATTICA, Sept. 25—State Assemblyman Harold Ostertag predicts that employees may look forward to some type of equitable salary adjustment; that the 40-hour work-week will in due time be instituted for all who do not now enjoy it; that the 25-year retirement proposal will become the subject of a study by the State Comptroller.

He expresses strong interest in the principle of a longevity plan, under which employees would receive salary increases at regular periods during their working careers.

Mr. Ostertag's statements were made at a meeting of the Attica Prison Chapter of the Association of State Civil Service Employees. His prestige and influence in the State Legislature render his views of more than ordinary importance.

Other speakers at this meeting included William F. McDonough and Laurence J. Hollister, representatives of the State Association; Dr. Walter Martin, Warden of Attica; and Maxwell Lehman, Editor of The LEADER.

McDonough Gives His Views

Mr. Ostertag told the large assemblage of guards and other prison employees that he was talking to them "straight—and when I can't see eye to eye with you on an issue I'll tell you so." The men expressed appreciation of this attitude.

He made particularly clear his feeling that employees ought to think twice before contributing \$2

each for a study of the cost of a 25-year retirement plan. He felt that "some employees may misconstrue the purpose of this assessment, and feel they are paying for the enactment of a 25-year retirement plan into law, rather than for a study."

Mr. McDonough later said that his conferences with employees in prisons and institutions did not bear out this view.

"The employees," said Mr. McDonough, "have a clear understanding of the issue. Moreover, any organization of this type quite properly assesses its members for the purpose of obtaining technical information in their interest."

Assemblyman Ostertag told how he had tried to have a study made by the State, and was confident that such a study would ultimately result, whether or not the employees went ahead with their own.

Prediction by Ostertag

"I predict," he said, "that such a study will be ordered by high official authority within six months. I'm going to fight for State moneys to find out how much 25-year retirement would cost."

Concerning longevity pay increases, the Attica Assemblyman stated:

"It never made sense to me that you take a new employee, let him reach his maximum in 5 years, and then deny him any further incentive, if he is not promoted thereafter. It would be wise for the State as employer to have a flexible system of raising pay schedules at regular periods."

A bill providing \$100 raises at 5-year periods, in addition to regular increments, failed of passage in the last session of the Legislature. It is probable that a similar measure will be introduced at the forthcoming session.

Lawrence Law, president of the Attica Chapter, presided over the meeting, which was held in the commodious clubhouse which the employees themselves have set up.

More State News

Pages 6, 7, 8, 9, 10, 11, 12, 15, 16

Buffalo DPUI Sets a Record

Special to The LEADER

BUFFALO, Sept. 25—A phenomenal job is being performed by employees of the Division of Placement and Unemployment Insurance in this city. Since V-J Day 196 of them have processed 35,000 claims for unemployment insurance. Their top performance was a total of 4,000 claims processed in a single day.

Moreover, they've done this work in a cold, drafty building in an Armory at Niagara and Connecticut Avenues. The place is so large that a Post Office truck drives up inside, right next to the desks, to pick up the mail. Fresh coffee is served to the employees in the basement, who often work in coats and mufflers.

William Zulyvitz, head of the office, has as many as 40 lines of claimants being processed at one time.

200 Go Off Payroll

The U. S. Civil Service Commission, Second District, that administers the reduction-in-force rules, is taking a dose of its own medicine. Already 200 are off the commission's pay roll. Key men got fine job offers, including James F. Stewart, liaison officer, now on the teaching staff of N.Y.U.; Spencer Hinson, now statistical expert for a big Wall Street security house, and Dr. James C. Sharpe, who moved up in changing over to the Veterans Administration regional office.

Veterans Are Among Those Hit

Federal employees have been separated from their jobs illegally, officials admitted today.

The section of the Veteran's Preference Act of 1944, which requires a thirty-day notice prior of separation, has been violated by some departments and agencies. As a result there have been appeals to the U.S. Civil Service Commission, Second Region, at 641 Washington Street, by the aggrieved workers and reinstatement have been ordered and made. Those who don't appeal don't get the benefit of the remedy.

Not only non-veterans have been thus treated, but veterans as well. The commission has set up two office sections, one to handle this type of complaint from veterans alone, and the other for non-veterans.

Employees who have been put back to work have usually received the thirty-day notice immediately.

One spokesman said that employees at the NYC office of Lend-Lease were notified on a Friday that they would be through on the following Wednesday. They said that they were CAF-4 grade employees and were immediately succeeded by CAF-1 men. This brought up the point that there were enough funds to pay those who were let out. Despite the provisions of the preference act, if there are no funds with which to pay employees, the thirty-day notice is not required.

U.S. Throws Open Jobs by Thousand

Fifteen titles in the Federal Government were in the open-recruitment category today. Non-veterans may apply. Veterans are invited and get the benefit of the usual preference. There are thousands of openings.

Following are the jobs as announced by the Second Regional office of the Civil Service Commission today:

- Stenographer, \$1,704 and \$1,902.
- Typist, \$1,704 and \$1,902.
- Radio Engineer, \$2,320-\$5,180.
- Radio and Radar Instructor, to \$4,300.
- Laborer, 53 to 81 cents an hour.
- Hospital Attendant, \$1,620.
- Mess Attendant, \$1,500.
- Accountant and Auditor, \$3,163-\$7,128.
- Auditor (Contract Terminations) \$7,128, \$6,228 and \$5,228.
- Internal Revenue Agent, \$3,828 and \$3,163.

- Special Agent, \$4,483 and \$3,874.
- Substitute Mail Handler, \$1,500.
- Laundry worker, 62c an hour.
- Training Officer, \$3,640 a year.
- Deputy Zone Collector, \$2,320.
- Candidates for Stenographer or Typist should apply to the U. S. Civil Service Commission, Room 214, at 641 Washington Street, Manhattan.
- All candidates, except the Stenographer and Typist, should apply in Room 119.
- Candidates for Laborer should apply to Room 119 at the same address. Openings exist in various agencies in the Metropolitan area.

NYC Ends Delay On Exam Reports

The first progress report of the Municipal Civil Service Commission in many months, issued today, indicates that many examinations are still stalled because of conflict with the Budget Director over the question of eligibility.

The Commission wants a requirement of one year in the position to qualify for the disputed promotion examinations. The Budget Office want a two-year period. Twenty-six tests are now in abeyance because of this dispute.

In other cases, the tests have been deferred by the Budget Bureau, where seven examinations are awaiting his approval.

34 Exams Being Rated

Thirty-four examinations are being rated by the commission. A total of 141 open-competitive and promotion tests are covered in the commission's report. The September 11 issue of The

LEADER listed the examinations which were tied up by the 2-year dispute.

Written Being Rated
On the following tests, the written examination is being rated: Assistant Foreman, Turnstiles NYCTS; Assistant Supervisor, Structures, NYCTS; Assistant Supervisor, Telephones, NYC-TS; Assistant Supervisor, Track, NYCTS; Battery Constructor, Foreman of Laborers, Grade 2; Machinist, open-competitive and promotion; Senior Sewage Treatment Worker; Signal Maintainer, Group B; Supervising Tabulating Machine Operator, Grade 3 and 4, IBM.

Unemployment Pay Voted by Senate

Special to The LEADER

WASHINGTON, Sept. 25—Federal civilian employees are included in the unemployment insurance benefits of the revised Kilgore bill, as adopted by the Senate and sent to the House.

Pact Signed To Bar Bias In U. S. Jobs

Representatives of the United Federal Workers of America (CIO) met today with Edward H. Lawson, Regional Director of the President's Committee on Fair Employment Practice, and signed an agreement covering co-operation between the two groups in the fight against discrimination. The agreement covers employees of the Federal government in New York and New Jersey.

The agreement provides for joint consultation of the union and the FEPC on all cases of alleged discrimination in the Federal service. Such consultation will take place whether the complainant carries his case first to the union or to the FEPC.

Transfer Rules Speed Rehiring

No U. S. transfers may now be made except where the employee has received a notice of reduction in force or a statement from his personnel officer that he is available for hiring. The Civil Service Commission is no longer required to approve inter-departmental transfers. To speed up the process of rehiring employees who have been "reduced," transfers are handled directly by the personnel officers involved. A Federal employee who has lost or faces loss of his positions will be given, on request, a list of agencies in the vicinity where there are openings which he is qualified to fill. On application, he may be taken on by the other agency without the necessity of Commission approval. This Commission officials say, is an improvement over the former method.

During an emergency reconversion period of two years, the benefits will be applicable for up to 26 weeks. However, the \$25 allowable maximum lost out through a compromise. As the bill stands, the rates prevailing in the respective States apply. These range from \$15 to \$28 weekly. The State in which the employee worked, not the State of his legal residence, would be controlling.

Included in the unemployment compensation system, as provided in the amended bill, are about 3,000,000 regular civilian employees of the Federal Government, including war-service employees, and in addition about 400,000 maritime workers. The estimated cost to the Government is \$270,000,000 a year for a high level of unemployment.

Travel Pay Voted

The Federal workers also would be benefited by a travel pay allowance.

Both the unemployment compensation and the travel pay grants are applicable to jobs in private industry, and the inclusion of Federal workers was the result of a hard fight by employee organizations. Where States pay unemployment compensation, the Federal aid starts where the period of payments by the State leaves off, to complete the 26 weeks, a period which is greater than that covered by most States.

Travel allowances will have a \$200 ceiling for those workers who migrated after December 7, 1941, to fill essential war jobs. This is estimated to cost \$60,000,000 more.

DFUI Return Would Result

Return to the States within ninety days of the employment service machinery and personnel which the Government borrowed from them to operate the United States Employment Service on a country-wide basis is provided in the bill. President Truman had asked that this set-up remain under Federal control at least until June 30, 1947.

In New York State this transfer back would affect the Division of Placement and Unemployment Insurance of the State Department of Labor.

18 Places For Vets To Get Job

Here are the places where veterans can get help in finding jobs, according to an announcement made today by Selective Service Headquarters:

Veterans Personnel Division, Selective Service Headquarters, 1 East 44th Street.

Veterans Service Center, 10 E. 40th Street.

New York City Veterans Center, 500 Park Avenue.

Veterans Administration, 215 West 24th Street.

U. S. Employment Service (Specialized Offices for Veterans)

Industrial

Manhattan—87 Madison Ave. (28th St.)

Brooklyn—205 Schermerhorn Street.

Queens—Bank of Manhattan Bldg., Queens Plaza, L.I.C.

Professional and Sales

Manhattan—44 East 23rd St.

Commercial

Manhattan—10 East 40th St.

Shipbuilding Trades

Brooklyn—165 Joralemon St.

Staten Island—25 Hyatt St., St. George.

City Island—275 City Island Avenue.

Building and Construction Trades

Manhattan—465 Fifth Avenue (40th St.)

Needle Trades

Manhattan—225 West 34th St.

Brooklyn—205 Schermerhorn Street.

Hotel, Restaurant and General Service

Manhattan—40 East 59th St.

Farm

Manhattan—44 East 23rd St.

Staten Island Office (all occupations)

25 Hyatt St., St. George.

20 P.C. Pay Rise Bill Introduced

WASHINGTON, Sept. 25—Federal employees are watching with interest the progress of the bill introduced in the Senate by Chairman Sheridan Downey of the Civil Service Committee which would raise the salaries of 1,500,000 white-collar Federal workers and officials by 20 per cent.

The bill would include all Civil Service employees whose salaries are fixed by the Classification Act, Customs employees, and appointed officials such as Cabinet and Little Cabinet members of boards and commissions whose salaries are fixed by Congress.

Legislative and judicial employees who are now given 10 per cent in place of overtime pay

would have their salaries raised another 10 per cent.

Elected officials, Federal judges, and executive order employees are not covered in the measure. Heads of agencies have the authority to raise employees whose salaries are fixed by executive order.

New Book to Give Rules on City Mail

WASHINGTON, Sept. 25—A supplement pamphlet for city mail carriers will be published on October 1, replacing the present manual, which has been in use since 1935.

The pamphlet is supplemental to the P. L. & R. and Postal Guide and gives full explanation of such important subjects as: Five-Day Count & Weight; Route Inspections and Adjustments; Parcel Post and Collection Service; Relays; Efficiency Ratings; Compensatory Time as well as general instructions.

Within the 32-page pamphlet will be found such items as the maximum time allowance for routing mail and how much time is allowed for tying-out a case of mail and other duties.

"The supervisor must not set the pace in serving the route, but should follow the carrier at a reasonable distance, observe his actions and determine his efficiency in making deliveries," says the pamphlet; parcels of ordinary shoe-box size over 4 pounds and mail-order catalogs continue to make up the load for the foot carrier, though "common sense must be exercised in applying the rule as to the size and weight of parcels to be delivered by foot carriers."

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Civil Service Task Forces Help to Find Transfer Jobs for Separatees

By HAL J. MILLER

Special to The LEADER

WASHINGTON, Sept. 25—The U. S. Civil Service Commission has organized "task forces" to help Federal employees on 30-day notices into other Government jobs.

Whenever the Commission is advised of layoffs, job experts from the examining division, with clerical help, set up shops in the dying agency they carry with them lists of openings in other agencies and they work with the personnel director in interviewing

separatees. The result is the placing of employees who otherwise would be dropped.

Produce Results

So far they have worked with excellent results in Censorship, War Production Board, Office of Defense Transportation, War De-

partment, and they move next into OWI.

The task forces have been extremely helpful to the five "hiring" agencies—Veterans Administration, General Accounting Office, Public Building Administration, Federal Security Agency and the Treasury.

Little difficulty is reported by the task groups in placing most grades of clerical help into comparable posts, but it is not so easy in the higher brackets. Some prospective separatees have accepted jobs at a salary reduction, in which a future is assured. Five hundred WPB staffers found other jobs in Government.

Policy Applied

The plan has been successful because the Commission lost no time when the Japs quit and restricted all future Federal jobs either to veterans or to separated Federal employees.

The employee with training and experience, up to now, has had a slight edge over the veteran who lacked these qualifications.

Pension Contributions Of U.S. Are Lagging

WASHINGTON, Sept. 25—The annual report of the Board of Actuaries of the Civil Service Retirement and Disability Fund pointed out today that the quinquennial valuation of the fund, which would normally have been made as of June 30, 1945, was postponed because of war conditions.

The total contribution of the Government to the fund each year, based on the estimated payroll as of June 30, 1944, should be \$455,459,000 the report says.

"The Government's appropriations are falling considerably below the amounts being contributed by members," it continues. "Yet

for members who eventually receive annuities, the Government is obligated to provide annuities from its contributions at least equal to those provided by the members' contributions and in most cases annuities in excess of those provided by the members' contributions. Every member who leaves the service after five years of service has a potential claim for an annuity." Failure to make the necessary appropriations simply adds to the liabilities, and "it is very important that the appropriations recommended be made each year," the report continues.

The board recommends a centralized system of records so that a valuation may be made promptly.

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Pay Increase Bills Lost By Two Votes

Increases to almost 18,000 NYC employees died in the Board of Estimate by two votes when the Board, by a vote of 7 to 6, killed legislation which had been passed by the Council. The 7 in favor were 2 short of the requirement for adoption.

Labor Class Increments Defeated

The Board of Estimate by 7 to 6 votes, where 9 were needed for adoption, defeated the bill passed by the Council to include part of the Labor Class in the increment groups.

In his analysis of the proposed law to grant increments to labor class employees, Budget Director Thomas J. Patterson estimated the cost, during the next four years, at almost \$4,500,000. The proposal provided four annual increments of \$120 for laborers, to a maximum of \$2,280. He estimated that 8,930 employees would have come under the grant.

He added that the bill would increase the rates of unskilled laborers above those of skilled laborers, who receive prevailing rates. As another argument against the bill, he said that the work of laborers was generally routine and unchanging and that it could not be compared with clerical employees in the increment group, whose responsibilities increase as their salaries increase.

In the hospitals Department, he explained, the bill would grant increments to about 2,000 hospital helpers in the competitive class, but would exclude thousands doing the same work, who are in the non-competitive class. In concluding, he suggested that laborers should be given some consideration at the next Budget period (for 1946-47).

Conference Arranged On Hospital Jobs

A City-wide conference to discuss the problems of employees of the municipal hospitals will be held around the middle of October, according to Gene Helbig, business agent for the American Federation of State, County and Municipal Employees, AFL.

On the agenda will be means of assuring retention of the present cost-of-living bonus; a legislative program for hospital employees, and the formulation of plans for an organization of hospital employees.

Each of the six hospital locals will be represented by two delegates from each institution. Unions have been formed for auto enginemen, attendants, nurses, technicians, maintenance workers and clerical employees.

Police-Fire Pension Bill Is Defeated

A proposal before the Board of Estimate to bring up to \$1,200 a year the pensions of Firemen and Patrolmen who had retired before January 1, 1938, was killed by the Board.

Nov. 30 Deadline Set For Vets In Fire Exams

Just who is eligible for the coming Special Military Physical test for Firemen, to be given by the Municipal Civil Service Commission, was made plain in a letter sent today by Samuel H. Galston, Executive Director of the Commission, to candidates who passed the written test but were prevented by military duty from taking the physical.

The candidates must appear at Room 708, 299 Broadway, not later than Nov. 30, with their honorable discharges or any other credentials which can establish that their absence from the physical test was due to military service during the dates specified.

"The Commission cannot legally grant this special physical test to persons who are unable to appear for such tests on or before the date specified, as the eligible

If passed, the bills would have added to the earnings of some 8,000 Competitive employees, 9,000 Labor Class workers and 842 Correction Officers.

The Council bills provided for four annual increments of \$150 to competitive employees, total salary not to exceed \$4,860; four annual increments of \$120 to Labor Class employees, total salary not to exceed \$2,280, and new salary scales for uniformed Correction officers.

Employee Groups Unanimous

Among the scores of employee representatives who appeared for the bills were Henry Feinstein, president of the City Districts Council, American Federation of State, County and Municipal (AFL); James V. King, president of the State, County and Municipal Workers of America (CIO) in the city, and Philip Brueck, president of the Civil Service Forum. Joseph T. Sharkey, majority leader of the Council, and sponsor of the bills, spoke on them, too.

All speakers stressed the importance of improving the financial condition of municipal workers at a time when general increases were being given in private industry to cope with high living costs.

However, the Board members headed the warnings of Budget Director Thomas J. Patterson that the city could not carry the extra financial burden.

The five Borough Presidents voted for the measures.

How the Members Voted

The vote was as follows: Affirmative: Borough Presidents Nathan of Manhattan, 2; Cashmore of Brooklyn, 2; Lyons of the Bronx, 1; Burke of Queens, 1, and Palma of Richmond, 1; total, 7. Negative: Comptroller McGoldrick, 3; Council President Morris, 3; total, 6.

Not voting: Deputy Mayor McGahen, representing Mayor LaGuardia.

Required for adoption: 9 votes. Those who voted against the bills followed the recommendations of Budget Director Thomas J. Patterson, contained in reports to the Board, and accepted the Comptroller's oral report on the possible financial consequences.

Tight Budget, Says Comptroller

In explaining his negative vote Comptroller McGoldrick said: "The bills create immediate obligations which the city is in no position to meet under the present very tight budget, and which will become increasingly tight with the return from military service of thousands of city employees."

He said that the cost-of-living bonuses should be made permanent if the cost of living continues and stabilizes at its present level. He promised to try to accomplish this in the next budget. The present one expires June 30, 1946.

Manhattan Borough President Edgar J. Nathan, Jr., voted to return the bills to the Council for amendment.

Mr. Patterson's report to the Board follows in full:

On August 23, 1945 (Cal. No. 87) your Board referred to the Director of the Budget for report proposed Local Law No. 251, which was passed by the City Council on August 7, 1945, (Int. No. 219), relating to annual increments in compensation for employees of the

(Continued on Page 14)

Bill Raising Vet Age Limit Is Defeated

The bill passed by the Council to waive age limits for veterans on the NYC open-competitive examinations and to allow veterans up to 35 years of age to compete in Patrolman and Fireman examinations was killed by the Board of Estimate.

The Police and Fire Commissioners and the Civil Service Commission went on record against the measure before the Board voted.

'We'll Keep on Working as Firemen,' Lieutenants Guarantee Walsh; Demotion Danger Then Disappears

A momentary danger that the 216 Fire Lieutenants, promoted at the end of last year, just before the eligible list was to expire, with the understanding they would have to work as Firemen, might be "demoted" to Fireman status, has disappeared.

That danger came to light a few days ago, caused endless commotion in the department and prompted an association to call a special meeting, but was extinguished by Fire Commissioner Walsh himself. He gave his assurance today as follows:

"There is no danger at all, but they (the Lieutenants) have to do fire duty."

Recalls Solemn Occasion

That meant that they would have to continue to work as Firemen, although they have the rank of Lieutenant; recalled their promise to do so when they were appointed by him in ceremonies at Engine Company 31.

The department has a shortage of Firemen, but not of officers.

"They raised their right hand and swore that they would be willing to do fire duty," Commissioner Walsh related, "as they were appointed (as Lieutenants) with the knowledge that, though the vacancies existed, there was no room for them as Lieutenants under the Two-Platoon System, and they would have to be patient until such time as recruitment conditions in the department improved."

Of the 216 Lieutenants, 198 are at work. The others have retired or are in the armed forces.

The Commissioner said that he called the Lieutenants to his office on Thursday and had it out with them.

Enough Lieutenants

"Not one of them said a word about it," reported Commissioner Walsh in reference to a supposed attempt to have them assigned to duties as Lieutenants. "Not one of them kicked against doing fire duty. I did tell them if they were not doing fire duty I would rescind the order (promoting them to Lieutenants). We have enough Lieutenants without them. But there was no argument, because they were all agreed that I just can't assign them to officer duties at this time."

He denied that some of them were doing Lieutenant duties, but mentioned one temporary exception.

The Commissioner was somewhat disturbed by a newspaper account of the Fire Department making fish of one and fowl of another and including an anecdote about Lieutenants acting as Firemen who had to salute Firemen acting as Lieutenants. He didn't take any stock in associating the anecdote with the apocryphal.

Text of Telegram

The special meeting was called by Lieutenant James F. Kottnauer. He sent a telegram to the Lieutenants who do duty as Firemen which read:

"Confidentially, your position as Lieutenant is being dangerously jeopardized. Your concerted help must be forthcoming if we are to combat the forces opposed to us. Period. Absolutely imperative you attend special meeting September 19 at 8 p.m. or Sept 20 at 11 a.m. in Werdeman Hall, 100 Third

Fifty Patrolmen To Be Appointed

The NYC Police Department is ready to appoint at least 50 new Patrolmen as soon as the names of men on the Patrolman eligible list are certified by the Municipal Civil Service Commission.

The Department has been waiting until a large enough number of men returned from the armed forces were freed from wartime "job-freeze" regulations, or otherwise became eligible for appointment, to justify sending a class through the Police Academy. The Budget Bureau will make funds available to put the men on.

The Commission has written to all eligibles remaining on the list, asking if they are in military service, and to check with the Certification Bureau, sixth floor, 299 Broadway, Manhattan, as to their availability for immediate appointment.

The men appointed will receive a salary of \$1,320 a year for the first six months of their service as Probationary Patrolman. The list will expire in September, 1946, and men in military service who return before that time will be restored to their places on the list. Those who are reached for certification, but who are still in military service, will be placed on a special military list which lasts for two years from the date of their military discharge.

Police Headquarters is anxious to get the Patrolman certifications as soon as possible.

President Harry W. Marsh of the Commission said that the canvassing of the Patrolman and the Fireman lists is going on concurrently, and that he could not say when the task would be completed. Preliminary results indicated that it might be within 10 days to 2 weeks, as to the Patrolman list.

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Police Headquarters is anxious to get the Patrolman certifications as soon as possible.

Avenue, Manhattan. Bring telegram with you.

"JAMES F. KOTTNAUER,

"President."

The telegram did not give the identity of the organization on behalf of which was sending the telegram as president. He is president of the Lieutenant's Association of the Fire Department and also president of the Lieutenants' Eligibles Association, although the eligible list expired early this year.

Friendly with Walsh

At the September meetings it is reported that about 100 attended and that President Kottnauer did well in getting men to join up.

The Lieutenants' Association is on friendly terms with Commissioner Walsh.

Fire Wives Want 3-Platoon Restored

A message to Mayor LaGuardia featured the first anniversary meeting of the NYC Fire Wives Association. The organization, headed by Mrs. Florence Graetz, asked the Mayor "for a sane system of working hours" for Firemen as represented by a return to the 3-platoon, 8-hour day, payment of overtime and retention of the bonus of \$420 as a permanent increase.

Among the speakers was John P. Crane, president of the Uniformed Firemen's Association, who explained the need for educating the mayoral candidates to a better understanding of the problems of the municipal firemen. Members of the UFA Executive Board were guests at the meeting.

The Wives' group is working on a formal affiliation with the AFL as an auxiliary of the UFA.

UFO Members Balloting On Uniform Fire Hours

In a report to the members issued today, the Uniformed Fire Officers Association, headed by Captain Winford L. Beebe announced which would involve 8 hours a week extra for officers on the 3-platoon system.

Also announced was a coming election of the organization. The status of the Lieutenants working as Fireman also was discussed. No objection was raised to this expediency under present circumstances.

The report said:

"Nominating petitions for the second annual election to the Executive Board are being sent to all units. Association's Executive Board is completely changed every three years by having a turnover of one Chief, one Captain and one Lieutenant annually. This democratic system was devised in order to prevent any clique from gaining control and also to insure permanent interest in the UFO. The Association has made it possible for every member to share in the nominations and elections without the necessity of being present at a meeting."

The Lieutenant's Case

"The UFO has always contended that every Lieutenant in the Department, no matter when he was appointed, is an officer in every sense of the word. Although every officer should be given the opportunity to hold his rightful rank, the UFO as an association believes that since the department is so short of Firemen that these Lieutenants should temporarily serve where they can do the Fire Department and the City of New York the most good. The UFO considers these Lieutenants as members in good standing and as such will render them the same services and protection as any other officer."

Reduction of Working Hours

"The Association communicated with Mayor LaGuardia, had conferences in and presented plans to the Commissioner's Office and

then started an intensive publicity campaign for shorter hours for all officers. The UFO finally succeeded in part, since Commissioner Walsh agreed to place four divisions on the 3 Platoon (Added Duty) System. It was gratifying, but since only a portion of the officer personnel were relieved of the long hours, the UFO as an association felt that the job is still incomplete.

"At the meeting of September 13 the members present gave the Executive Board a unanimous vote of confidence and the order to continue striving for better hours for all officers. The officers in the 8 hour units (3-platoon) are being balloted by the UFO to ascertain whether or not they would be willing to temporarily work an extra 8 hours weekly in order to give the 215 company units on the 84 hour week (2-platoon) some relief from those arduous hours. Up to the present the 8-hour officers are coming through with flying colors and backing up their Association and brother officers by a 4 to 1 vote in favor of sharing their leisure time."

Long Distance Delegate

"In addition to the Battalion Delegates in New York City, the UFO is not neglecting the Armed Services. Fire Lieutenant "Jim" Allen, now a Lieutenant in Uncle Sam's Navy, is our Battalion Delegate for the Philippines. The UFO has received applications from and has correspondence with Fire Department Officers from all corners of the globe."

Latest Certifications

"DV" indicates Disabled Veteran.
 *Subject to Investigation.

Special Military List, Court Attendant—Temporary

DV 954 Seflick, Charles R. 82.666
 318 Siburn, William P. 85.666
 1140 Walsh, Edward P. 81.666
 1213 Colgan, Mack J. 75.333

CIVIL SERVICE

Competitive List Clerk Gr. 1 (Prom. 5-12-43)

3612 Liberatore, Mario... 74.0593

DOMESTIC RELATIONS

Special Military List Court Attendant, Temporary

DV 914 Seflick, Charles R. 82.666
 318 Siburn, William P. 85.666
 1140 Walsh, Edward P. 81.666
 1213 Colgan, Mack J. 75.333

EDUCATION

Promotion to Electrician, Board of Education (Prom. 9-6-44)

1 Walsh, James F. 83.380
 2 Romani, John 80.610
 3 DeSimone, Frank 79.555

ESTIMATE

Competitive List Bookkeeper (Prom. 3.14.44) Appropriate (Male), Clerk, Grade 2

59 Allen, Herman J. 93.60
 107 Bush, Dabiel 91.00
 284 Pearlstein, Harold J. 82.30

HEALTH

Promotion to Clerk Gr. 4, Dept. of Health (Prom. 10.31.44)

DV26 Giacalone, Vito... 74.425

HOSPITALS

Promotion to Clerk Gr. 2, Dept. of Hospitals (Prom. 10.21.42)

158 Matthies, Henry H. 78.500
 159 Killorin, Margaret A. 78.500
 160 Orsini, Angelo 78.330
 164 Kressel, Helen 78.000
 166 McGlynn, Bertram M. 77.625
 168 Cohen, Fanny K. 77.500
 169 Lasowitz, Ida 77.500
 170 Edelman, Abraham 77.455
 171 Fitzgerald, Mary E. 77.375
 172 McDermott, Eugene 77.375
 175 Lowenkron, Sylvia 77.370
 177 Flax, Blanche 77.250

HUNTER COLLEGE

Promotion to Maintenance Man, Board of Higher Educ., Hunter College (Prom. 5.29.45)

1 Mazzella, John 76.125

LAW

Promotion to Clerk, Gr. 3, Law Dept. (Prom. 9.6.44)

DV24-A Shane, Eva 79.675

MARINE & AVIATION

Promotion to Quartermaster, Ferry Service, Dept. of Marine & Aviation (Prom. 3.18.42) Appropriate, Mate

19 Bolger, John J. 88.375
 21 Kullman, Robert G. 85.700
 22 Szarka, George 84.750
 23 Girard, John 83.500
 25 Langdon, Robert H. 82.750

MARKETS

Promotion to Maintenance Man, Dept. of Markets (Prom. 5.29.45)

3 Petrizzo 73.875
 4 Dyson, Gasten 73.750

MUNICIPAL COURT

Competitive List Bookkeeper (Prom. 3.14.44) Appr. Clerk, Gr. 2

262 Shand, Rhoda G. 83.10
 341 Glickman, Rose R. 78.70

NYC HOUSING

Promotion to Maintenance Man, Dept. of Public Works (Prom. 7.10.45)

DV12 Martarella, Jerry 78.125
 DV25 Igoe, Edward J. 75.375

1 Klein, Benjamin 83.625
 2 Horson, James T. 82.705
 3 Ficaratta, Tony 81.000
 4 Minutello, Anthony J. 80.625
 5 Coco, Thomas 79.750
 6 Calamiello, Peter 79.750
 7 Gargullo, Caesar F. 79.125
 8 Gardner, Francis 79.125
 9 Hershkowitz, Leo 78.625
 10 Warner, Ernest 78.330
 11 Israelow, Joseph 78.250
 13 Daluto, Charles A. 78.000
 14 Guzzo, Anthony 77.750
 15 Pocarobbo, Benj. 77.625
 16 Montello, Angelo 77.625
 17 Doherty, Francis E. 77.500
 18 Capozzalo, Angelo 77.375
 19 Iannelli, Vincent 76.625
 20 Weber, John H. 76.375
 21 Douglass, Ralph 76.000
 22 Musto, Anthony C. 75.875
 23 Bauman, Benjamin 75.500
 24 Smith, James P. 75.500
 26 Morris, Clarence H. 75.375
 27 Olenski, Walter J. 75.375
 28 Marrone, Frank V. 75.250
 29 Viola, Antonio 74.875
 30 Karn, Paul 74.500
 31 Sapiro, Irving 74.375
 32 Peters, Richard 74.125
 33 Gaskins, John 74.125
 35 Mazzariello, Larry 73.750

36 Joffrey, John J. 73.625
 37 Eskenazi, Ella 73.625
 38 Friedman, Charles 73.375
 39 Segarra, Rafael 73.250
 40 Calhoun, Arthur 73.125
 41 DiMartino, John J. 72.625
 42 Mosby, William 72.625
 43 Santangelo, James S. 72.625
 44 Dirkson, Sherman 72.625
 45 Montebello, John 72.125
 46 Jenkins, Curtis W. 2d 71.875
 47 Vitanza, Anthony 71.875
 48 Adama, Charles J. 71.875
 49 Pipia, Philip 71.625
 50 Brown, Leroy 71.125
 51 Bradford, Charles 71.125

PARKS

Promotion to Clerk Gr. 2, Dept. of Parks (Prom. 8.20.43)

13 Carter, Herbert J. 81.500
 15 Senior, Franklin H. 81.125
 23 Fitzsimmons, Anne E. 78.875
 39 Neary, Anastasia F. 75.375
 43 Engel, Wilfred A. 74.000
 44 Chafkin, Harry A. 73.750
 44A Gottfried, Jack 73.575
 45 Cross, Joseph F. 73.375

PRESIDENT, QUEENS

Promotion to Foreman Gr. 2, Bor. Pres.—Queens (Prom. 10.29.41)

DV12 Maranzano, Paul 84.18
 1 Barry, James T. 83.38
 2 Joyce, Thomas J. 81.98
 3 Alpert, Iver 86.53
 4 Myers, William F. 86.35
 5 Roberts, Walter V. 86.20
 6 Bicker, Michael A. 86.01
 7 Dalton, John H. 85.85
 8 Kehr, George 85.58

PUBLIC WORKS

Promotion to Maintenance Man, Dept. of Public Works (Prom. 7.10.45)

DV3 Onners, Michael 84.750
 1 Constantine, Anthony 85.000
 2 Panyko, John 84.750
 4 Letterel, James A. 83.123
 5 Gallombardo, Frank L. 81.750
 6 Rea, Michael P. 80.750
 7 Houston, George 80.625
 8 Conte, Angelo 80.000
 9 Hannonck, John 78.875
 10 Zambrotta, Savino 78.875
 11 Folligno, Michael F. 78.750
 12 Albero, Thomas 78.500
 13 Cavaretta, Gaspare 78.375
 14 Maisonette, Nemesio 78.250
 15 Paruolo, Anthony 77.875
 16 Sleavin, James 77.875
 17 Zeccardi, Amerigo 77.750
 18 DeSimone, Anthony 77.625
 19 Gelsomino, Joseph T. 77.625
 20 Fattore, Louis 77.375

SPECIAL SESSIONS

Special Military List, Court Attendant

DV914 Seflick, Chas. R. 82.666
 318 Siburn, William P. 85.666
 934 Viscardi, Salvatore J. 82.500
 1140 Walsh, Edward P. 81.666
 1213 Colgan, Mack J.

TEACHERS' RETIREMENT

Competitive List, Clerk, Gr. 1 (Prom. 5.12.43)

2495 Harrod, Rose M. 78.6892
 2855 Caputo, James G. 77.1403
 3612 Liberatore, Mario 74.0593

TRANSPORTATION

Preferred List, Junior Architect

1* Arcuri, Thomas S.
 2* Colgan, Harry P.
 3* Seiderman, Nathan A.
 4* Back, Eugene
 5* Boyland, James P.
 6* Hankin, James
 7* Lewis, Clark L. Jr.
 8* Pace, Philip
 9* Carmichael, Wallace L.
 10* Stuchlik, Joseph F.
 11* Wechsler, Max
 12* Fitzpatrick, Charles H.
 13* Sourbeck, Washington W.
 14* Larsen, Leonard
 15* Lehrman, Samuel
 16* Picarello, Alfred
 17* Budde, William W.
 18* Gold, Herman
 19* Caputo, Anthony
 20* Atkinson, Frederick H.
 21* Kleinman, Morris B.
 22* Schlumbohm, Henry F., Jr.
 23* Brody, Morris
 24* Claus, Jack
 25* Poveromo, Peter P.
 26* Aulicino, Edward R.

Temporary Promotion to Motorman, IND Division, Board of Transportation

Special Military List, Promotion to Motorman, IND Division

DV238 Thayer, Fred G. 74.750

Promotion to Motorman, IND Division (Prom. 1.25.43)

244 Yeiser, Benjamin 74.375
 245 Sefcik, Joseph F. 74.125
 250 Foster, Harry J. 73.625
 255 Cosgrove, James P. 73.250

Temporary Promotion to Foreman (Cars & Shops) Bd. of Transportation IND Division (Prom. 10.24.44)

16A Leonard, John P. 81.775
 17 Harrington, Edward R. 81.765
 18 Sullivan, Daniel 81.680
 19 Gomes, Manuel T. 81.010
 20 Danker, William 80.905
 21 Gallagher, John J. 80.885
 22 Albano, Mario 80.710
 23 Rowan, John R. 80.635

Special Military List, Conductor

2578 Sobers, John W. 86.083

Preferred List, Asst. Architect

Petersen, Ernest J.

Promotion to Station Supervisor, IND Division, NYC Transit Syst. (Prom. 9.24.41)

2 Madsen, Carl H. 79.275
 3 Gallogly, Hugh A. 78.980

4 Scher, Emanuel 78.770

Preferred List, Asst. Mechanical Engineer

1 Weisblum, Joseph
 *2 Meirowski, Oscar
 *3 Anderson, Henry B.
 *4 Berman, Samuel

Promotion to Electrician, Board of Education (Prom. 9.6.44)

1 Walsh, James F. 83.380
 2 Romani, John 80.610
 3 DeSimone, Frank 79.555

Preferred List, Junior Electrical Engineer

Lacy, William R.
 Wiggers, Edwin A.
 Gabalis, Charles A.
 Gorin, Leo
 Nacinovitch, Thomas F.
 Blume, Alan E.
 Behrens, Harold F.
 Sukaskas, Joseph A.
 Fischer, Morton
 Simon, Melvin J.
 Hellman, Henry L.
 Schoenfeld, Samuel S.
 Giannoni, Mario M.
 Luckert, Arnold A.
 Clair, Seymour
 Roitburd, Jack R.
 Hoffman, George M. Jr.
 Scallisi, Frank J.
 Foria, John S.
 Longobardi, Bartholomew
 Eglit, William F.
 Cunningham, Dwight
 Vitale, Renato L.
 Lobel, Max
 Hauser, Raymond C.
 Marples, Herbert F.
 Iantuono, Michael
 Gafarelli, Saverio
 Belkia, Edward I.
 Margolis, Irving
 Squitieri, Tobias F.
 William, Joseph
 Kuhn, Alexander W.
 Hollister, Frank J.
 Marshall, Myron B. Jr.
 Coughlin, William B.
 Lindheimer, Emanuel M.
 Feingold, William
 Clark, Joseph A.
 Wegele, Rudolph V.
 Bastedo, George R.
 Small, Charles S.
 Mitkewitch, Wladimir W.

Promotion to Asst. Train Dispatcher, IND Div. Bd. of Trans. (Prom. 9.18.42)

32 O'Doherty, Patrick J. 78.375
 33 Bloksberg, Adolph A. 78.000
 34 Sivo, Vincent R. 78.000
 35 Balsome, Joseph A. 78.000
 36 Thomson, James L. 78.000
 37 Russo, John 77.500
 38 Inglis, James C. 77.500
 39 Corcoran, Anthony 77.500
 40 Burros, George 77.375
 40A Doherty, Francis 77.250
 41 Mallmann, Joseph J. 77.250
 42 Early, Patrick J. 77.000
 43 Whooley, Cornelius 77.000
 44 Kinney, James F. 77.000
 45 Perry, Jennie J. 77.000
 46 Furgardi, Gaspar 77.000
 47 Furlong, John L. 77.000

Temporary Promotion to Railroad Stockman, All Divisions, Bd. of Trans. (Prom. 4.11.44)

8 Hauck, Theodore L. 83.000
 9 Hartinger, Frank J. 83.000
 10 Pfeiffer, Daniel 82.000
 11 Garrabrandt, Kenneth A. 81.500
 12 Schwabacher, Edw. W. 81.500
 13 Duffy, Thomas J. 81.375
 14 Sibal, William H. 80.500
 15 Williams, Reginald A. 80.375
 16 Treiber, John C. 80.000
 17 McMahon, John J. 79.375
 18 Vranovsky, Joseph 79.000
 19 O'Connell, Daniel P. 78.000
 20 Healy, Patrick A. 76.375
 21 Cooper, John A. 76.375
 22 Goldschmidt, Lesser 75.500

Preferred List, Mechanical Engineering Draftsman

*1 Sekulski, Joseph W.
 *2 Christie, Silvan H.
 3 Stillman, Isadore
 4 Weiss, Arthur
 5 Aidin, Samuel S.
 6 Guzzardi, Salvatore S.

HEALTH

Competitive List, Technician (X-Ray), (Prom. 8.28.45)

1 Suarez, Ernest 74.470
 2 Dunn, William T. 84.400
 5 Valenzano, Joseph M. 77.050
 6 Murray, Dorothy 72.710

Special Military List, Clerk, Gr. 1

Finnegan, John P. Jr. 79.5462

Competitive List, Clerk, Gr. 1 (Prom. 5.12.43)

*1068 Alper, Anne 86.2222
 1082 Silverstein, Pauline 86.0520
 2788 Greenberg, Molly 77.3492
 3378 Jones, Helen 75.0128
 3444 Rabinowitz, Harry 74.6556
 3451 Robbins, Anna T. 74.6445

SANITATION

Special Military List, Sanitation Man (Class A), (Prom. 12.5.40)

995 Eisenberg, Sol 94.00
 1335 Allen, Vincent T. 93.25
 2278 Goodison, Frederick J. 91.50
 3927 Hildebrandt, Wm. E. 89.25
 5335 McCabe, John J. 87.625

Preferred List, Stationary Fireman

Sullivan, William J.
 Bues, Philip 27

Promotion to Clerk, Grade 4, Department of Sanitation (Promulgated 8.22.44)

18 Torre, eGeorge 79.350
 19 DelCasino, Frank T. 79.325
 20 Ziegler, Marian 78.725
 21 Fromkess, Madeline 76.675
 22 Jawoll, Miriam 75.425
 23 Sonenthal, Sylvia 73.875

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Sample Questions For Fireman Test

Following is the second of The LEADER'S series of study material for the coming open-competitive examination for Fireman. Answers will appear in next week's LEADER. At the end of this article are the answers to last week's questions.

1. When a fire occurs in Brooklyn, the alarm transmitted over the fire telegraph system sounds in every fire house in Brooklyn. Of the following, the best reason for this practice is that—

- A. Some companies are more efficient than others.
- B. To listen to a large number of alarms keeps the firemen alert.
- C. For maximally effective disposition of fire apparatus, the staff at central headquarters for Brooklyn should be fully aware of the entire situation at any moment.
- D. While certain companies are responding to one alarm, other companies must be prepared to respond to new alarms in the same or nearby districts.
- E. Firemen have an added incentive to work efficiently when they know that other firemen are aware that they are at work.

2. If you were a fireman assigned to a waterfront district in Brooklyn, you would generally expect the proportion of daytime fires which developed into multiple alarm blazes to be smaller than the corresponding proportion in fires occurring at night because—

- A. People tend to be more careless concerning how they dispose of matches and cigarettes when it is dark.
- B. Fires have an opportunity to progress farther at night before they are detected and reported.
- C. Traffic is lighter at night, making it possible to concentrate a larger amount of fire apparatus more quickly.
- D. Night watchmen are not generally trained in modern methods of fire fighting.
- E. Warehouses are commonly used to store highly inflammable material.

3. Responding to a fire alarm, the driver of a fire engine found that someone had parked his automobile directly in front of the fire hydrant nearest the building on fire. It was assumed that the car was locked and the handbrake applied. The driver thereupon ran his engine behind the automobile and pushed it out of the way, inflicting considerable damage on its rear section. This act was—

- A. Unjustified because fire hydrants in a city are so numerous and so close to each other that another hydrant could have been located quickly.
- B. Justified because anyone who deliberately violates the law and endangers the lives of others deserves to be taught a lesson.
- C. Unjustified because the fireman's duty is to preserve property, not destroy it.
- D. Justified, because in the fighting of a fire the saving of even a few minutes may mean a considerable saving of life and property.
- E. Unjustified, because a fireman could have broken a window in the automobile and released the brake.

4. Suppose that your company is extinguishing a very small fire in a parked automobile. Your commanding officer directs you to perform some act which, so far as you can see, is not going to help in any way to put out the fire. Of the following, the best reason for obeying his order immediately and without question is—

- A. The Fire Department is a civil organization.
- B. Your officer, after all, has been in service for a much longer period than you.
- C. Without discipline, the efficiency of your company would be greatly reduced.
- D. The first duty of your commanding officer is to command.
- E. Since the fire is a small one, you can argue the point with your officer after it is all over.

5. The owner of a building at which you had helped put out a fire complains bitterly to you that the firemen broke a number of cellar windows before even setting out to extinguish the fire in his cellar. Of the following, the best action for you to take is to—

- A. Question the validity of the data as described by the owner.
- B. Request him to put his statement in writing.
- C. Explain the reason for breaking the windows.
- D. Suggest that he have the cellar windows made of unbreakable glass.
- E. Remind him that the firemen had accomplished their purpose; they had distinguished the fire.

Answers to last week's questions—1. A; 2. D; 3. C.

Study Aid For Grade 2 Clerk Exam

Knowledge of words is important to the candidate in the NYC Civil Service Commission's test for promotion to Clerk, Grade 2. Following are some typical word-questions. Answers will appear in next week's LEADER. At the end of this article are the answers to last week's questions.

Directions: Each group of five words below contains two words which are the same or almost the same in meaning. Give the letters of the two words in each group which most nearly have the same meaning.

1. (a) covenant (b) astringency (c) counterpoise (d) foible (e) equilibrium.

2. (a) tedium (b) calmness (c) calumny (d) weariness (e) forgetfulness.

3. (a) disparage (b) contemplate (c) levy (d) assess (e) assuage.

4. (a) infinite (b) immeasurable (c) pervasive (d) temporal (e) incendiary.

5. (a) collective (b) corruptible (c) sinuous (d) collateral (e) subsidiary.

6. (a) enervate (b) enliven (c) emancipate (d) produce (e) debilitate.

7. (a) globular (b) glib (c) violent (d) voluminous (e) voluble.

8. (a) munificent (b) chary (c) frugal (d) gratuitous (e) carious.

9. (a) province (b) structure (c) demeanor (d) carriage (e) parsimony.

10. (a) brink (b) wedge (c) chasm (d) edge (e) niche.

11. (a) disapprove (b) derive (c) deprecate (d) felicitate (e) fulminate.

12. (a) wreckage (b) responsibility (c) disfranchisement (d) dereliction (e) neglect.

13. (a) coffer (b) authority (c) judgment (d) extenuation (e) jurisdiction.

14. (a) normal (b) diverse (c) panoramic (d) reversible (e) mean.

15. (a) rescission (b) abrogation (c) revulsion (d) reversion (e) filip.

16. (a) hydrant (b) water (c) plug (d) fire (e) engine.

17. (a) awareness (b) idiom (c) dialect (d) illiteracy (e) percussion.

Answers to last week's questions: 1. B; 2. B; 3. A; 4. C; 5. A; 6. D; 7. B; 8. D; 9. C; 10. D; 11. C.

Latest NYC Eligible Lists

1 William Brody.....	87.48
2 William J. Murray.....	85.77
3 Herbert J. Rodaman....	85.03
4 Theodore H. Lang.....	82.80
5 Helen H. Ringe.....	82.00
6 James J. Reilly.....	81.68
7 John J. Furia.....	81.68
8 David Gold.....	78.91
9 Margaret F. Bourke.....	78.66
10 Louis H. Ravin.....	78.39
11 Phillip E. Hagerty.....	78.14
12 Louis Long.....	76.58
13 Jacob T. Zukerman.....	76.38
14 Phillip Sokol.....	76.38
15 Abram S. Silverstein....	75.28
16 Robert M. W. Travers...	74.32
17 Benjamin Cymrot.....	72.98

NYC ELIGIBLE LISTS PROMOTION TO STATIONARY ENGINEER, POLICE DEPT.

1 Johnson, James E. W....	75.000
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PROMOTION TO STATIONARY ENGINEER, BOROUGH PRESIDENT, BROOKLYN

1 Walker, Daniel.....	84.100
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PROMOTION TO STATIONARY ENGINEER, FIRE DEPT.

1 Wilson, James H.....	74.600
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PROMOTION TO STATIONARY ENGINEER (BOARD OF HIGHER EDUCATION, CITY COLLEGE)

1 McGann, Lawrence J....	82.575
--------------------------	--------

PROMOTION TO STATIONARY ENGINEER, DEPT. OF CORRECTIONS

1 McCarthy, John.....	80.750
2 O'Rourke, Hugh.....	79.900
3 Silverman, Charles W....	76.775

PROMOTION TO STATIONARY ENGINEER, DEPT. OF SANITATION

1 Murray, William.....	86.200
2 McMahon, Patrick.....	83.100
3 McLoughlin, J. S., Jr..	83.050
4 Shea, Chester J.....	81.050
5 Kenny, Daniel J.....	80.625
6 Daly, Michael P.....	80.600
7 O'Leary, Patrick.....	78.700
8 Heaney, Thomas A., Jr.	79.300
9 Galvin, Thomas.....	77.750
10 Bruski, Joseph.....	77.250

PROMOTION TO STATIONARY ENGINEER, DEPT. OF PUBLIC WORKS

1 Aiello, Frank.....	85.350
2 Heerey, Bernard.....	84.450
3 Frideman, Leon.....	80.750
4 Connerton, James J....	80.150
5 McNally, Bernard.....	80.100
6 Dunlop, John.....	79.200

PROMOTION TO STATIONARY ENGINEER, DEPT. WATER SUPPLY, GAS AND ELECTRICITY, NYC DIVISION

1 O'Brien, Patrick F....	74.700
2 Nixon, John.....	83.500
3 Nuzzi, Joseph.....	80.600
4 Robertson, George G....	80.450
5 Lisanti, Thomas J.....	80.000
6 Harkins, John.....	79.500
7 Hughes, Patrick.....	79.150

PROMOTION TO STATIONARY ENGINEER, DEPT. OF HOSPITALS

1 O'Brien, William E....	87.850
2 O'Shea, Michael.....	86.550
3 Faughnan, Hubert J....	86.175
4 Murray, William B....	84.475
5 Hartney, Michael J....	84.400
6 Scally, Raymond B....	82.500
7 Geraghty, Patrick.....	81.700
8 Maher, Thomas J.....	81.350
9 Kilgannon, Timothy ..	80.900
10 Pusemp, Nicolai.....	80.700
11 Grant, Robert I.....	80.050
12 Handler, Anthony.....	78.825
13 Chambers, George J....	77.175
14 Bagley, Thomas.....	76.900

PROMOTION TO STATIONARY ENGINEER, DEPT. OF EDUCATION

1 Schermer, Martin J....	84.325
2 Poulsen, Henry.....	80.250
3 Flanagan, Frank W....	77.150

MRS. GILMAN APPOINTED

Mrs. Blanche Pearl Gilman of NYC has been elected chairman of the New York State Committee for the Blind by its members, it was announced today. Mrs. Gilman was appointed to the Commission by Governor Dewey on July 18, 1945.

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WELFARE DEPARTMENT BRIEFS

Welfare Center 32

Miss Helen Sterne, Assistant Case Supervisor, resigned last Tuesday to accept a position as Case Supervisor with Jewish Family Welfare Society.

Lt. Marion E. Nichols, who since the onset of the War has been serving overseas with the Army Nurse Corps, distinguished herself by reaching the rank of First Lieutenant. She has been stationed in Australia, New Guinea and the Philippines and is happy to let her friends in the Department know she has returned to the States in September and after completing her visit with her mother and sister in Great Bend, Pa., will return to New York. Lieutenant Nichols was formerly with Welfare Centers 72 and 81.

Asst. Case Supervisor Sylvia Savage was married on August 25 to Abraham I. Jacobs.

We expect to hold an antique sale on Friday, November 16, for the National War Fund.

We are sponsoring a Penny Sale on October 1 for the benefit of the Urban League Service Fund.

The staff of WC 32 extends its deepest sympathy to their former Administrator, Captain Charles K. Horwitz, upon the loss of his son.

Private Henry M. Horwitz, who met a hero's death on the battlefield. A delegation from our Welfare Center attended memorial services held at the Ethical Culture Society on September 14.

We welcome Mr. Louis Pesce and Miss Edna Deane, who have been recently appointed to our staff as Social Investigators.

We just heard that Morris Walsh, Social Investigator, has become the daddy of a healthy boy. Congratulations, Mr. Walsh!

At a general staff meeting, plans were made to carry on Victory activities on the same scope and just as intensively as before. The staff of WC 32 realizes that, although the war is over, we still owe a debt to our men remaining in service, to our disabled war veterans, and to our gallant Allies, who helped us to win the war. They therefore are willing to continue with activities to raise money under the auspices of the Victory Committee.

Miss Sweida has volunteered to gather news items.

We are happy to welcome the new staff members in our office: Morris Cotkin, Ruth DeKaib, Henrietta Howard, Aaron Joseph, and Myra Rand, Social Investigators, and Sarah Brown, Typist.

(More Welfare Items will appear next week.)

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Brig. Gen. John J. Bradley (Ret.), Military Editor

N. H. Mager, Business Manager

TUESDAY, SEPTEMBER 25, 1945

A PLAN TO FILL SERVICE NEEDS AND DO JUSTICE TO VETERANS

A PROBLEM perplexing the State Civil Service Commission and the Municipal Civil Service Commissions is the holding of examinations, particularly large ones, so that the needs of the service will be filled and at the same time justice will be done to returning veterans. The problem is complicated by the fact that the veterans are discharged continuously.

The problem is growing, and a solution should be provided before the commissions find themselves swamped. Delay adds greatly to the difficulty.

A solution to which the commissions should give serious attention is a limitation of the size of the eligible list. Fix the number of eligibles at a number a little greater than the number of appointments that the service would require in a six-months period. Holding of the examinations semi-annually. In that way the difficulty raised by a large list resulting from a great number of candidates, and the necessity of having the legal list in existence for at least one year, since it would be depleted sooner, would be overcome. At the same time the veterans would feel that they were being given a fair opportunity. Every six months there would be a test in one of the titles, and there would be examinations in numerous titles.

The method is to establish as the pass mark the percentage attained by the candidate who would be last on the eligible list. If the NYC Police Department wanted to appoint 400 men in six months, the pass mark could be made that of the 500th candidate in the relative order of standing. The extra 100 would allow for declinations, etc.

Smaller Fee Advisable

As a precaution, in examinations for technical or professional positions, in view of the 75 per cent rule, the pass mark could be made that of the fiftieth candidate, for instance if 50 eligibles were desired, or 75 per cent, whichever is higher.

There could be an objection to the proposed solution if the same application fees were charged as now. Since the number of those who would not make the eligible list would be large, the effect should be offset by a reduction in the fee. The number of opportunities for competing, even for jobs in the same title, would be an additional offset to small eligible lists.

By all means the commissions should consider the plan now, and under no circumstances should let time keep slipping by without any show of affirmative attempts at a solution imperative both in the interest of the public at large and the veterans in particular.

Don't

Repeat This!

POLITICS, INC.

Mrs. Eleanor Roosevelt is working harder to get Bill O'Dwyer elected Mayor than most persons know. Expect a grand photograph of her to appear in a campaign booklet, with high praise of O'Dwyer over her own signature, to be followed up by her being the guest of honor at a political feast. It may even be the planned Victory Dinner. Until now there's only been the report that the late President Roosevelt said that O'Dwyer would make a good Mayor, but his widow is expected to give the clinching corroboration.

One of the treats at O'Dwyer headquarters is to see Paul Ross directing research. People who hand him laws to construe or long letters to read are amazed when he hands them back after a glance and are astounded when it turns out he's fully digested the contents. He was always that way, when he was regional enforcement chief of the OPA, earlier as Assistant Counsel in the Board of Transportation, and at law school.

The O'Dwyer committee has no monopoly on confidence in the result of the election. Those conducting Jonah Goldstein's campaign are well pleased with the

way it is going, with Bill Herlands at the helm. Before Herlands was appointed he was not an intimate of the Goldsteins. The story now goes that Herlands took over the job only after persuasion, and is now glad he accepted. His outgiving of statements, and general conduct at press conferences have won him praise, and were something unknown when he was Mayor LaGuardia's Commissioner of Investigation, gave out no statements, held no press conferences. He seems to enjoy the new going much better.

The confidence meter reads 1,000 at both headquarters as the campaign is about to get under way in earnest, with election only six weeks off.

Just to show how chivalry is working its way into city politics, there wasn't a chortle at any opposition headquarters when it was learned that O'Dwyer had to cancel engagements for several days on account of a cold.

Statisticians figured out that, with the high-salaried supervisors and the assistants working three months cleaning up LaGuardia's files, prior to his departure from City Hall, the cost would run to \$30,000. It's quite a job, though.

Merit Man



DR. LOUIS C. KRESS

TOPPING a 26-year career in the State service is the appointment of Dr. Louis C. Kress as Director of the State Institute for the Study of Malignant Diseases at Buffalo.

Previous to his being named head of the Cancer Institution, Dr. Kress served as Director of the Division of Cancer Control of the State Health Department. His association with the Institute dates back to 1919, when he was appointed as voluntary assistant.

In the following years, he participated in all branches of the cancer field. In 1932, Dr. Kress was appointed Assistant Director of the newly-created Division of Cancer Control and in 1939 became director of the division. The cancer control program which he set up and developed to a high degree in New York State is now being used as a model by health departments in other states and communities.

Well-Known Here and Abroad

Dr. Kress is well-known throughout this country and abroad as a result of his activities in the cancer field. He has done extensive research on tumors, has published many articles and papers on the subject, in addition to having addressed innumerable scientific and professional groups.

He is Associate in Surgery on the faculty of the University of Buffalo Medical School, a consultant in cancer to the United States Public Health Service, the Sisters of Charity and Mercy Hospitals, the Deaconess Hospital, Meyer Memorial Hospital and Gowanda State Hospital.

Dr. Kress is Chairman of the Executive Committee and Board of Managers of the State Branch of the American Cancer Society, a member of the Advisory Committee on Cancer of the New York State, Buffalo Academy of Medicine, American Public Health Association, American Medical Association, Erie County Medical Society, American Association for Cancer Research, North American Radiological Society, American Radium Society, Public Health Cancer Association of America, and the Aesculapian Medical Club of Buffalo.

The new director also is a Fellow of the American College of Surgeons and is a veteran of World War I.

T. M. Schwartz Named To State Law Dept.

ALBANY, Sept. 25—Theodore M. Schwartz of Bronx County, a brother of Arthur H. Schwartz, counsel to the Anderson committee now studying legislative reforms, has been appointed as an Assistant Attorney-General by Attorney-General Goldstein. Mr. Schwartz will be assigned to the New York City office. Although his salary was not announced it was believed to be approximately \$5,000 a year.

Mr Schwartz, 36 years old, was born in New York City where he received his early education. He is a graduate of City College and of Brooklyn Law School. He was admitted to the Bar in 1934.

He was associated with the law firm of Nathan D. Perlman, now a Judge in the Court of General Sessions. He later engaged in private practice. He did research work in connection with reports prepared for the use of delegates to the 1938 Constitution Convention.

For the past three years Mr. Schwartz was employed in a civilian capacity by the War Department. He is married and lives at 2185 Davidson Ave., the Bronx. He succeeds Harry F. Karst, who resigned to become Associate Counsel of the State Liquor Authority.

Looking Inside

By H. J. Bernard

Construction of Retention Clause Of Preference Amendment

IF THE COURTS were called upon merely to interpret the passage of the proposed veteran preference amendment to the State Constitution dealing with the retention of veterans holding jobs with the State and its political subdivisions, they could not escape holding that disabled veterans must be separated from the service before non-disabled veterans. The reason is that the literal language is that plain.

After reciting the preference to veterans in appointment and promotion, whereby disabled veterans would go to the top of any list on which their names appear, and non-disabled veterans would follow, the proposed amendment states in regard to any veterans already appointed:

"Upon the abolition or elimination of positions in the civil service, to which the foregoing preferences are applicable, any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section."

The phrase "inverse order" is so plain as to leave nothing to interpret, even though the Legislature intended the order of lay-off should be inverse, not the order of retention. The Legislature never meant to slight disabled veterans. But the courts normally do not correct mere mistakes of the Legislature.

The problem is not one of merely interpreting a passage lifted bodily out of its context, and weighed as something wholly apart from other considerations of law, custom and public policy and sentiment. The passage about retention, therefore, must not be limited merely to interpretation, which is an exploration of its written text, but should be subjected to construction, which canvasses the whole statute and may even call in the aid of extrinsic considerations.¹

Construction necessarily presupposed doubt, obscurity or ambiguity, otherwise there is nothing to construe.

CRUX OF PROBLEM—IS THERE A DOUBT?

The crux of the problem therefore is the existence of a doubt as to the meaning of the passage concerning retention.

Never has the Federal Government, nor any State government, nor any political subdivision of a State government enacted any law that gave non-disabled veterans a preference over disabled veterans. The New York State Constitution, Article V, Section 6, as it now exists, gives preference only to disabled veterans, no preference whatever to non-disabled veterans. The Federal Government gives first preference to the disabled veterans, second preference to the non-disabled, and the proposed State constitutional amendment adds secondary preference, and for the first time, to non-disabled veterans in appointments and promotions. Thus the principle of preference to disabled veterans is not only recognized but specifically continued in the first part of the amendment, dealing with appointments and promotions.

It is public policy and sentiment, therefore, to give disabled veterans first, though not necessarily only, preference.

While it is true that public policy can not differ from the clear terms of a valid statute, it is proper to consult public policy as an aid in the construction of a statute.

A doubt is raised at once that the Legislature intended to override prior public policy and sentiment, and legislate disfavor of disabled veterans, in the retention section.

It is a rule of statutory construction in this State that the court must take the entire statute into consideration.² When this is done in the present case, it is found that the appointment-promotion preference follows the public policy of giving disabled veterans a better break than anybody else, which shows how the Legislature was minded about disabled veterans generally. This is a clue to what it intended also in reference to veteran retention and shows up by construction the mistake that does not appear by mere interpretation.

Factual evidence corroborating the mistake is obtainable from the requests made by veteran organizations to the Legislature to amend the preference provision in the State Constitution, in the debates in both Houses of the Legislature, and in the records of the committee meetings and the Legislative sessions. Nobody ever broached the faintest intimation that disabled veterans were to receive any other than primary preference, not only in appointment and promotion but also in retention.

When the statute is read as a whole, as it must be, and when the proceedings and debates that produced it, the petitioners who induced it and the established public policy and sentiment are considered, along with general purpose and good conscience, it is found that the passage concerning laying off disabled veterans ahead of non-disabled veterans raises a serious doubt, even though the words used—"inverse order"—are not of themselves ambiguous. The necessity for construction therefore arises.³ It is a fundamental rule that the courts are obliged to give effect to the intention of the Legislature.⁴ There are no rules that bar the courts from the discovery of the true intention of a law.⁵ Even the literal wording must give way to the object of advancing the remedy.

The bill is remedial. It is a rule that remedial statutes should be liberally construed. This enhances the opportunity to abide by the spirit rather than the letter in construing the retention provision.

INADVERTENCE AS A MATTER OF LAW

A court, in construing a law, is sometimes guided more by its purpose than by its phraseology. A construction favorable to the apparent object is to be preferred. A mistake in the insertion of the wrong words therefore must be kept subservient to the general intent.⁶ The literal language, however strong, must yield.⁷

The remedy depends largely on the obviousness of the mistake. Where the wording of a statute is clearly an inadvertence, the courts will remedy the defect.⁸ The inadvertence that was committed as a matter of fact therefore becomes obvious also as a matter of law, by construction based on all the surrounding circumstances, and under such conditions the courts would correct it.

Such is my legal opinion. However, as outlined in this column last week, a case can be made out in favor of strict construction—the court will not change the clear language of a statute, but any change in the wording must be made by the Legislature, the plain meaning of a statute prevails; the court has no power to correct errors, etc. Case law citations were given. In the ordinary course such cases would guide the courts. But if a doubt is successfully raised, construction becomes necessary.

What makes the question of considerable importance is the fact that the amendment as a whole is to be voted on by the people of the State at the general election on November 6 next. The question I have discussed is purely a legal one and independent of any arguments for or against the amendment as a whole.

The retention clause must be considered, in any case, as unfortunate, because its meaning can be construed as doubtful, and the voters will ratify or reject an amendment, one passage of which is the subject of controversy as to its meaning. To make matters worse, there is no method by which the doubt can be officially resolved before election. The courts will not render advisory opinions.

1. Black's Law Dictionary, 3d Ed., pp. 412, 413, and cases cited; Fonthelm vs. 3d Ave. Ry. Co., 15 N.Y.S. 2d, 90, 257 4, D. 157; appeal denied, 281 N.Y. 395.
2. People vs. Davenport, 91 N.Y. 574, aff. 35 Hun 630; People ex rel. Wood vs. Draper, 15 N.Y. 532.
3. People ex rel. Onandaga County Saving Bank vs. Butler, 147 N.Y. 164.
4. People vs. Davenport (supra); McCabe vs. Aulis, 205 N.Y.S. 689, 123 Misc. 494.
5. 103 Park Ave. Co. vs. Exchange Buffet Corp., 342 N.Y. 366, reversing 319 N.Y.S. 897, 214 A. D. 785, and remittitur amended, 343 N.Y. 541, writ of error dismissed 374 U. S. 722.
6. Alberone vs. Board of Education, 276 N.Y.S. 812, 224 244 A. D. 711.
7. Onandaga Saving Bank vs. Love, 3 N.Y.S. 2d, 426.
8. Blachko vs. Wurster, 156 N.Y. 427.



The State Employee

By CLIFFORD C. SHORO
President, The Association of State Civil Service Employees

THE SALARY PROBLEM

THE RELATIONSHIP of prices to wages in our present post-war economy presents an exceedingly complicated problem and its proper solution is vital to national welfare. Even a casual reading of daily papers indicates the seriousness of the matter. Fortunately, in industry the cushions of social security, unemployment insurance and minimum wage scales exist and these will help during the period when employers, employees and government discuss the overall needs.

Public functioning is not fraught with all of the factors of competitive financing, production and distribution. States may move in salary matters with good or evil example.

We may recall that sometime back, the Temporary Salary Standardization Board refused to allow increases on the basis of meeting current going rates in private industry. A majority of the Board held that the bonus plan effected such upward readjustment. The minority of the Board felt that wage rates would not generally decline after the end of the war but probably would continue to rise, and that a general increase in State salaries was therefore imperative.

The State of Minnesota is reported to have adopted a cost-of-living plan which is intended to solve the salary problem.

Minnesota proposes to raise salaries to the extent required to put them in line with current pay scales in that State, but it does not intend to make such rates permanent. The Minnesota bill provided for an increase of wage rates July 1, 1945, and for a further cost of living study in February, 1946, "to determine whether there has been a change in the average cost of living in the cities of the State." Changes are provided on the basis of cost-of-living indexes.

The Association of State Civil Service Employees' famous cost-of-living bill—which passed the New York legislature—met the difficult problem of equitable emergency increases and the crucial problem of reducing wages to the basic scales if and when living costs subsided.

The Minnesota law contains another feature that might well be considered in any future amendment of our salary law. Under the Minnesota plan, the employee on reclassification or reallocation receives the entire increment to which he is entitled, while under our plan he goes to the minimum salary of the new grade.

ENGINEERS IN PUBLIC WORKS

The filling of the many positions required to carry on the huge highway improvement program visualized by our State Department of Public Works, is of top importance to present workers in the highway division. As this is being written, decisions by the Civil Service Commission on qualifications for the several grades have not all been made. In any event, all employees of the Department of Public Works who feel that their training and experience entitles them to promotion in any of the grades should file an application for examination on regular civil service form with the Civil Service Commission just as promptly as it is possible to do. This may be of tremendous importance in obtaining a promotion.

PENSIONS SHOULD BE TAX EXEMPT

Several years ago this Association, in common with other progressive organizations, appealed to Congress to exempt from Federal Income Taxes the pensions received by retired public employees. This seems such a fair proposal that it is difficult to understand why the exemption was not quickly provided.

Pensions received by the low-paid State workers supply the food, clothing, housing and fuel necessary to sustain life. Where income to meet the tremendous increase in cost of living during the war years was concerned, the pensioned groups were wholly forgotten people. The price of bread and meat any everything else went up 30 or 40 per cent. Taxes went up. Wages and salaries everywhere went up. But pensions remained the same! Pensions in this State have been provided by means of lower salaries and employee contributions. They are in no sense a gift. They do constitute the means of subsistence of older people who have many physical needs. To deplete these little pensions by taxes is wholly indefensible.

STILL WAITING!

Without definite rules relating to hours, vacations, sick leaves, religious holidays and holidays, the confusion that has existed for years in State service still exists. We have advanced in employment matters to a point where it is possible within State service to establish uniformly fair rules for all employees. Actually, the understanding and the will seem to be present, but lacking definite rules promulgated officially by the Civil Service Commission, it is inevitable that officials would make varying judgments in different agencies. And somehow or other, in the majority of cases these varying decisions seem to affect the employee adversely.

Since there is no apparent reason for further procrastination in establishing fair rules—and it is recognized that any rules adopted may be revised as the needs indicate—State employees are becoming more and more impatient. They are hopeful that when the rules do appear that they will most certainly carry a return to the longer vacation periods enjoyed during the pre-war years and willingly foregone by State workers as part of their tremendous contribution to the war effort in keeping the wheels of State government running smoothly with greatly depleted forces.

Up-State Civil Employees Combine To Fight Vet Preference Amendment

Special to The LEADER

ROCHESTER—Sept. 25—Civil service employees in this part of the State have taken strong steps to combat the veteran preference amendment which comes before the electorate on November 6, and favor later substitution of another proposal which, they say, is fairer to the veterans and does not threaten the merit system. If the group succeeds in defeating the Downey-Sherman amendment at the polls, its own amendment will be introduced at the forthcoming session of the Legislature.

A meeting at the Powers Hotel in Rochester, scheduled for tomorrow (Wednesday), will launch the program, for which the basis was laid during deliberations held here on Friday, September 14. A committee was set up, known as the Rochester Chapter of the Citizens Committee on Veterans Preference. Spearheading the group are the civil service employees. The local branch of the League of Women Voters is assisting. Representatives of the Central Trades Council (AFL) were present at preliminary conferences of civic, business and private employer organizations.

Mrs. Albertson Is President
Martin Stern, a veteran of World War I, presided over the opening session of the new chapter. Mr. Stern is publicity director of the New York State Citizens Committee on Veterans Preference. He said that the Downey-Sherman bill would wreck the op-

erations of the merit system and cut the efficiency of public service. He pointed out that his organization is not opposed to all preference for veterans. On the contrary, he stated, the Wicks-Mitchell measure, which came before the State Legislature last year, provided a fairer guide for the State to utilize in the treatment of veterans seeking civil service posts. This measure provides 10-point preference on civil service examinations for disabled veterans and 5-point preference to non-disabled veterans. Moreover, it extends the range of preference jobs beyond those covered by the Sherman-Downey amendment.

Mrs. Nicholas Alberston, of the League of Women Voters, was elected president of the organization.

The executive committee consists of Mallen Kennedy, president of the Rochester Chapter,

Association of State Civil Service Employees; Raymond Monroe, delegate to the State Association; Earl J. Bullis, of the State Department of Public Works; Thos. Coursey, president of Public Works Chapter, ASCSE; Mrs. Wilhelmina Giebel, of the New York State Nurses Association; Louis Genovese, of the Central Trades and Labor Council; Gerald H. Zugelder, president of the Rochester State Hospital chapter; John J. Scully, attorney for the Rochester and Monroe County Civil Service Association.

Five Cities Organized

One of the important jobs which the group has undertaken, according to Mr. Bullis, is to educate County and City employees of the effect which the new amendment would have on them.

"We have found that teachers are as yet unaware that the measure affects them, and this is true also of local employees generally," he revealed.

Citizens Committee branches have been organized thus far in five cities—Albany, Buffalo, Rochester, Syracuse and Utica. Other branches are in the process of formation.

25-Year Retirement, Higher Base Pay, Sought By Industry Chapter

ROCHESTER, Sept. 25—Seated around a large green table, representatives of both the Association of State Civil Service employees and of the Civil Service LEADER heard at first hand some of the problems faced by employees of the State Social Welfare Department. The place was the State Agricultural and Industrial School at Industry, some 15 miles outside of Rochester.

The group from Albany and NYC was welcomed by Stuart Adams, treasurer of the State Association chapter. Participating in the discussion were Clifford Hall, president of the chapter; Joseph McMahan, delegate; Clyde Brignall, vice-president; Herbert Olson, acting as adviser to the chapter representatives; and Mr. Adams. The visitors included William F. McDonough, executive representative of the State Association; Laurence J. Hollister, association field representative; Charles Carlisle and Fred Burke, group insurance representatives; and Maxwell Lehman, Editor of The LEADER.

Low-Pay Revealed

It came out that in certain non-statutory titles, the department is still hiring employees at less than the \$1200 minimum, and in one case a domestic worker has been taken on at \$1,000 annual salary. It was presumed that the Governor was not aware of these low-pay scales, since he had long ago gone on record for the \$1200 minimum. And it was agreed that action should be taken to overcome the situation.

In this institution, there are house mothers who earn from \$1,100 to \$1,500 annual pay; other house mothers who do precisely the same work, can go up to \$2,000. The reason is that the first group is "statutory," the second group "non-statutory." The chapter rep-

resentatives pointed out that such inequalities do not make for good State service; and that in general, the salaries are too low to attract the calibre of personnel required for the sensitive work of dealing with the delinquent boys housed in this institution.

Mr. McDonough told the group that the State Association is trying to have the "non-statutory" group of titles done away with altogether as archaic and leading to palpable abuses. Basic pay rates should be raised, he insisted, and revealed that the State Association is currently considering a number of proposals toward this end.

Work Deemed Hazardous

Mr. McMahon suggested that the work in this institution is hazardous, and should be so classified. This view was confirmed by Mr. Olson, who cited cases of employees who had suffered, both directly and indirectly, from their contacts with the inmates. It was argued that a study of injuries and accidents in this institution would indicate a higher percentage than among prison guards. Mr. Carlisle tended to confirm this view with a statement that a study made in 1936 showed that hospital attendants had suffered more injuries than prison guards. In the course of the discussion,

it developed that powerful sentiment exists here, as in other State institutions, for a 25-year retirement plan. It appears probable that the State Association will take cognizance of this sentiment at its annual meeting on October 16. And as a matter of fact, a study made last year for the Association by Charles Dubuar included this plan among its recommendations. The Comptroller turned thumbs down on it.

The Albany and NYC visitors conferred at length with Dr. Clinton Areson, director of the institution. He explained that he had endeavored to maintain the 8-hour day throughout the war, and in the main succeeded. He also expressed the opinion that higher salary ranges would bring a better class of employees, and stated his hope that the Association chapter would function vigorously.

The discussion included suggestions by Mr. Hollister for broader representation of employees on the executive board. The Industry chapter has 194 members out of a possible 215. A chapter meeting is scheduled for October.

Dinner to Chas. Siegel

The employees of the Brooklyn State Tax office at 320 Schermerhorn St. are giving a testimonial dinner to Charles Siegel on October 2, at 6 p.m., at Livingston, Nevins and Schermerhorn Streets. Johnny Wessner and his orchestra will provide the dance music and several acts of vaudeville are scheduled.

Mr. Siegel is resigning to enter a business enterprise. For the past two years he has been in charge of the Warrant Collection unit of the Brooklyn office, where he established a record in delinquent tax collections. Prior to his assignment to Brooklyn, Mr. Siegel was connected with the New York Office of the State Tax Department for 10 years.

What State Employees Should Know

By THEODORE BECKER

Deny Legality of Appointments Based On False Statements Made in Applications

THE MAKING of a false statement on a civil service application regarding a material fact may result in the loss of a job even after permanent appointment.

The Civil Service Commission is empowered to "refuse to examine an applicant, or after examination, to certify an eligible, who is found to lack any of the established preliminary requirements for the examination or position for which he applies . . . or who has intentionally made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application." Also, under the ruling of our highest court, the Commission, in such cases, is under a duty to rescind a certification "even after a permanent appointment has been made."

Obviously when fraud is practiced (i.e., the candidate intends by his misstatement in the application to mislead the Commission), the drastic remedy of re-

vocation of certification, even after appointment, is clearly justifiable.

Falsified Her Age

In a NYC case, involving a Stenographer-typewriter who was removed from her position after her probationary term had expired, on the ground that she had stated on her application that she was 18 years of age whereas she was actually only 16, the employee was called in and admitted the deception. As the qualifying age was 18 or over, the employee's misstatement was clearly material to the issue of her eligibility. The court sustained her subsequent removal without charges, although she had completed her probationary term, on the ground that the fraud per-

petrated by her vitiated her appointment which, therefore, never legally took place.

Removal, therefore, may be based upon a fraudulent statement relating to a material fact stated in the application.

Mistake Is No Excuse

But our courts have gone even farther in protecting the civil service against inroads by the unqualified. In the case of an appointee in a NYC position who erroneously stated in her application that she had three months of certain required experience between certain specified dates, the Court of Appeals refused her reinstatement after her removal. The minimum qualifications for the job called for experience which the appointee, in fact, had not had. This discrepancy—going to the essence of the minimum qualifications—was held a material factor by the court, which stated:

"The Municipal Civil Service Commission has power and is under a duty to rescind a certification where an applicant has made a misstatement of a material fact upon which the Commission has relied and upon which it has based its conclusion that the applicant was eligible to

take the examination. That is true whether the misstatement was made with fraudulent intent or by mistake." (Schraeder v. Kern.)

Lower Court Holds Height Immaterial

Although the Court of Appeals has held that a misstatement of three-months of required experience is material, the Supreme Court of Albany has held, recently, that a misstatement of a candidate's height was not material—although height requirements had been fixed because the discrepancy was only an inch and a half and the person involved had already received a permanent appointment.

In this case a candidate for Supreme Court attendant stated in her application that her height was 5 feet 7 inches as required by the announcement. She was admitted to the examination, passed it and received a permanent appointment. Then a physical examination allegedly disclosed to the State Civil Service Commission's examiners that she was only 5 feet 5½ inches tall. The Commission rescinded the appointment. The appointee sued, alleging that she actually was 5 feet 7 inches tall as stated in her application.

Confronted with these conflicting allegations, the court set the entire matter down for a trial of the issues of fact.

The court laid down the law in case as follows:

"If it is determined on the trial that petitioner was of the required height at the time of her application, she should be confirmed in her position. If it is determined that there was a misrepresentation of height in the application, i.e., that petitioner knew her height was different from the fact represented, I have no doubt that the Civil Service Commission, having acted upon this information just furnished, could undo the affect of its certificate by revoking it within a reasonable time after having discovered the true fact. This is because it would be justified in relying upon the accuracy of petitioner's statement.

"If it is determined that petitioner's statement was a mere error and was made in good faith, I would hold that the 1½ inch deviation in height would not be material enough to disturb an appointment having become permanent before the error was discovered." (Sheridan v. Conway.)

NEWS ABOUT STATE EMPLOYEES

MANHATTAN STATE

Laurence J. Hollister, Field Representative of the Association of State Civil Service Employees, gave an excellent and informative talk, at the last meeting on matters that were vital to all employees.

Miss N. Murphy, Chief Supervisor, has that tanned look, due to her vacation in the Berkshires. And has now returned to duty in the main building.

Miss L. Clough, Principal of Nursing School, and Miss L. Swanton, Supervisor, have returned to their respective duties, after a vacation in the Catskills.

John Loucks, from the laundry dept. spent his vacation in Troy.

Corp. Michael V. Reddon, is now recuperating from a siege of dysentery in a hospital in Germany. The hospital he is located in, was a former German castle. New Graduates of this hospital are: Anna G. Bortee, Mary L. Carrol, Martha B. Craig, Florence M. Dorse, Margaret C. Fitzgerald, Rosalind Laurie.

Students returned after affiliation at Queens General Hospital are: Lorraine Bruckner, Julia Burkhardt, Maria Fisher, Sylvia Meredith, Marjoria Levy, Helen P. Rabbett, Kathleen Rafferty, Amelia Reinhardt.

Teddy O'Connor is now taking it easy, after almost three years in the Army, and eighteen months overseas, and is expected to return to State service soon.

GREAT MEADOW

The Great Meadow Chapter entertained its members Aug. 30, 1945 with the annual get-together at the Fish and Game Club, Ft. Ann, N. Y. As usual the evenings' entertainment, buffet lunch, side dishes with plenty of clams and wet stuff was free to all members.

Sergeant Fish assisted by Jim Flannigan, Fred Greco and Earl Sullivan were very busy with their clam knives operating that department for the sea food lovers.

The Ft. Ann Fish and Game Club is an ideal spot for such a gathering, with the rifle range adjacent to the reception room. Principal Keeper Wm. A. Cointot apparently spent an interesting evening on the range with two more masters of the art, Harry Wrye and Ken. Bowden. When those three gentlemen finished shooting, there was not much black to be found in any target.

The boys of Great Meadow regret the loss of their caterer from the lower tier of Chemung County, none other than Chet Kakretz. From the starting of such yearly gatherings, Chet, along with "Dutch" Fries, both have done a splendid job of their task. However, who knows, we might be able to contact Clinton Prison next year to secure some help in running our affair, as Clinton did Sunday, Sept. 16th on their Clam Steam, by securing two men from Great Meadow. This is not the belief of the writer and boys at Great Meadow, as we know Clinton Chapter possesses excellent quality in some of their members when it comes to running Clam Steams. How about it Bill Meehan?

We, of Great Meadow, will miss Chet, whose abilities as a gentleman, good officer, swell mixer, and last but not least, Poker Player cannot be challenged. So, El-mira, your gain is our loss. They are a couple of swell guys and excellent workers in the Chapter.

PLAN NOW FOR THE FUTURE!

Yes—everyone dislikes planning for a burial site, but a person with foresight knows one can make a more intelligent choice when calm and collected. Most times we are confronted with this unpleasant task when grief-stricken, and decisions made at this time, are not always the best. Write, or phone today for our free booklet F.

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GRATWICK CHAPTER

The proposed Veterans Preference legislation was the subject of discussion at a meeting of the Gratwick Chapter. At a joint meeting at the Buffalo State Office Building of the Buffalo State Hospital and the Gratwick Chapters recently, the Gratwick Chapter was represented by the following official delegates: Dr. Alphonse A. Thibaudeau, president of the chapter, Mr. Eugene M. Burke, Miss Patricia M. Caher, Miss Luella Murdough, Mr. Earl Osborne, Miss Emma Reuter and Mr. Robert Shanly. Mrs. Annie Widmer, Miss Helen Langerman and Miss Leona Hudson also attended.

At the afternoon meeting, a motion was approved for a chapter financial contribution to the Citizens' Committee on Veteran Preference to promote the excellent work that organization is doing in opposing this bill.

The chapter's social committee, under the guidance of Chairman Mary C. Stravino, has planned a Harvest Picnic for Saturday afternoon, September 29, at suburban Walker's Grove in Williams-ville, New York. Needless to say, all members of the chapter are looking forward to this outing.

On Saturday, September 15th, a group of Doctor Kress's students, from the University of Buffalo Medical School, visited the Institute as part of their educational program. Other recent visitors included Mr. Maxwell Lehman, of the Civil Service Leader; Mr. William McDonough, Executive Representative of the Association; Mr. Robert Hopkins, President of the Buffalo Chapter; Mr. Lawrence Hollister, Field Representative of the Association; Mr. Harry Schwartz, President of the Buffalo State Hospital Chapter; and Mr. Charles Carlisle, Jr., Representative of Ter Bush and Powell.

ATTICA PRISON

Marty Copeland is out of the Army and home at Alexander, N. Y. He returned to work September 15. V. S. Byram is out of the Army and returned to work September 4. George Merrill is out of the Navy and returning October 15. Forest Spencer is on his way home from the Pacific. John Golden was seen in Buffalo. He was on his way to Texas. Bill Denno has gone back to the Navy after a furlough here. Pappy Wahl also has returned to the Navy and is due for discharge. Hollis Burlew is back at work here. Ralph Bounds, who was a guard here some time ago, died suddenly in Buffalo recently. Al Sandmyer is back. Three guards were transferred here from Clinton Prison. They are Fred Walsh, George Lapkowski, and Steve Metzger. Two prison guards were transferred from Woodbourne Institution. They are William Sayers and Percy Stott. Dick Ryan and Russ Lewis are on their way back to the States. Jim Murphy, with insignia of the 77th Division, is at Okinawa.

Attica news: There is much conversation regarding the 25-year-retirement plan for Uniformed Personnel of the Department of Correction; the survey to determine cost is well under way. Bill Limner has been appointed Sergeant (a duration appointment) in place of LeVerne Smith. We heard that A. Byram is here for a furlough at present.

BROOKLYN HOSPITAL

The Brooklyn State Hospital Chapter elected officers for the coming year as follows: President, Wm. J. Farrell; Vice-President, Lida MacDonald, R.N.; Treasurer, Edward Hamberger, and Secretary, Katherine I. Collins.

The following delegates and alternates were elected: Delegates, Lida MacDonald, R.N., and Catherine Sullivan; Alternates, Katherine I. Collins and Alton Pickert.

GOWANDA HOSPITAL

Arthur Maloy and J. Earl Kelly of the Salary Standardization Board, recently heard appeals of the different employees for reclassification of their positions. Henry B. Schwartz, president of the Buffalo State Hospital Chapter, assisted at the hearings. Our own president, Frederick Milliman, attended the hearings, also. Charles A. Leinhaas, Chief Ward Supervisor, recently retired on disability. He was succeeded by Robert G. Harvey, who has been supervisor in the new buildings group for the past nine years. Orval D. Farabaugh was appointed in Mr. Harvey's position and Leo J. Mialki was appointed in Mr. Farabaugh's position.

Mrs. Thelma Zasada, formerly

How Veterans Should Protect Their Insurance

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

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

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

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

of King's Park State Hospital. is our new Principal of Nurses' Training School. Miss June Wallin, a graduate of the E. J. Memorial Hospital Nurses Training School, was appointed as an instructor.

George Huber and Casimer Krochmal have resumed their positions at the hospital having received honorable discharges from the Armed Services.

The Chapter extends its sympathy to Mrs. Thelma Miller in her recent bereavement.

ST. LAWRENCE HOSPITAL
The St. Lawrence State Hospital Chapter elected these officers: President, John Burnham; Vice-President, Ernest Richardson (re-elected); Secretary, Miss Rosalie Reuter; and Treasurer, Chas. Mitchell (re-elected).

Delegates elected were Robert Silverman, retiring president; John Burnham, president, and Mrs. Janet Brainard.

The new executive council consists of Mrs. Irene Cunningham, Mrs. Amber Huntley, William Axtell, Robert Kinch, Thomas Fields, William Rehome, and Edgar Costigan.

NYC CHAPTER

In order that the membership of the Association may have the opportunity of presenting new laws or changes in the present laws of the State effecting Civil Service, Charles R. Culyer, President, asks them to discuss such suggestions with fellow employee members. "The NYC Chapter, the largest in the State, has always been the leader in constructive thought for the better working conditions of the State employees," says Culyer, "and for this coming year, we should strive to be just as alert in our submission of ideas as for the year 1945. May I count on your help, so that when the legislative meets, after the new year, the Chapter will have in the Association's program, these representative desires of our members."

ROCHESTER

The Rochester chapter of the State Association has had its annual picnic in Kearns Grove, Gates, N. Y. Plenty good fun for all 60 who attended. The committee which arranged it consisted of Della Barth, Raymond Munroe, Neil Goodwin. There were foot-races, baseball, eating. Joseph Hayes won the door prize—24 chocolate bars.

Election of officers for this chapter is scheduled for the second Tuesday in October.



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 - 3 Hannis, Hiland, Bngtn... 82076
- Brooklyn State Hospital**
- 1 Mulligan, John, NYC... 84558
- Craig Colony**
- 1 Beuerlein, F. J., Mt. Mrrs. 80730
- Gowanda State Hospital**
- 1 Ives, George, Gowanda... 82378
- Harlem Valley State Hospital**
- 1 Unger, John, Pawling... 85958
 - 2 Seaman, Lewis, Wingdale 80820
- Hudson River State Hospital**
- 1 Irwin, F. C., Pkeepsie... 87160
 - 2 Callahan, Frank D., Pkse. 85418
 - 3 Puff, Mary C., Pkeepsie. 81305
- Manhattan State Hospital**
- 1 Joyce, Robert, NYC... 86045
- Middletown State Hospital**
- 1 Vandroff, G. D., Mdtown. 83858
- Newark State School**
- 1 Brockhuizen, C. H., Nwrk. 85064
 - 2 Armitage, C. Bernard, Nwk. 83447

- Pilgrim State Hospital**
- 1 Bryan, David, Bayshore. 80309
- Rochester State Hospital**
- 1 Rowland, Robt. F., Cldna. 84026
- Rockland State Hospital**
- 1 Cooper, Wilson, Oranbg. 84359
 - 2 Pizzica, Frank, Nyack... 81415
- Rome State Scholo**
- 1 Austin, Ernest J., Rome. 87723
 - 2 Rushlow, Ray, nd., Rome 84293
- St. Lawrence State Hospital**
- 1 Pierce, Morris, Ogdnbg. 82814
- Syracuse State School**
- 1 Frost, Maurice, Syracuse 88228
 - 2 Comes, Kenneth, Syracuse. 81737
- Willard State Hospital**
- 1 Hitchcock, Robert W. Interlaken 83730

- SR. FISH PATHOLOGIST, CONSERVATION, PROM.**
- 1 Wolf, Louis, Rome..... 94976
- SR. STATISTICS CLK., ALBANY OFF., EDUCATION, PROM**
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 - 2 Doughty, Kath., Albany. 87630
 - 3 Quinn, Margaret, Troy... 82477
 - 4 Harris, Mary, Albany... 82393
 - 5 Ryder, Irene L., Albany... 81902
 - 6 Roth, Charity, Albany... 75381

- SR. MAINTENANCE SUPERVISOR, MENTAL HYGIENE, PROM.**
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 - 2 Kane, Alex., Islip..... 88652
 - 3 Reiller, Joseph, Buffalo... 86567
 - 4 Spencer Floyd G., Collins. 84155
 - 5 Nuhn, F., Poughkeepsie... 84150
 - 6 Marshall, G., Franklin Sq. 84025
 - 7 Greene, Chas. D., Rome... 82056
 - 8 Yorke, Wm, Mt. Morris... 81654
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 - 2 Hayden, Albert, NYC.... 90407
 - 3 Dantoni, Albert, Bklyn... 90064

- 4 Fell, Jullius, Bklyn..... 89878
- 5 Ingegnieros, C., Bronx... 89676
- 7 Feuer, rving 89566
- 7 Feinstein, Sue, Bklyn.... 89519
- 8 Rush, Arthur, Bklyn.... 89336
- 9 Vopat, Edward, Woodside. 89052
- 10 Dolan, Mary, Albany... 88956
- 11 Rubinzahl, H., Buffalo... 88861
- 12 Crawford, E., Jamaica... 88635
- 13 Tardubono, R., Bklyn... 88559
- 14 Emer, Herman C., NYC. 88464
- 15 Swirsky, Simon, NYC... 88059
- 16 Culliano, L., Rochester... 87876
- 17 Weill, Sarah, Bronx.... 87837
- 18 Green, Wm., Bronx.... 87459
- 19 Wilson, R. E., Buffalo... 87390
- 20 Zimmerman, R., Buffalo. 87118
- 21 Grassl, F., Bklyn..... 86876
- 22 Montgomery, O., Jamaica. 86617
- 23 Grossman, Rose, NYC... 86499
- 24 Koniak, I., Bklyn..... 86526
- 25 Lipschitz, Nancy, Bklyn. 86252
- 26 Charney, I., Bklyn.... 86590
- 27 Alexander, Mary, Bklyn. 85498
- 28 Murphy, Mary, NYC... 85444
- 29 Israel, Arthur, Albany... 84993
- 30 Harper, Alice, NYC.... 84856
- 31 Pawels, A., Buffalo.... 84113
- 32 Frawley, M., Watervliet. 84019
- 33 Malley, Mildred, Buffalo. 83834
- 34 Achilison, P., Bklyn... 83137
- 35 Burzynski, W., Buffalo... 82461

(Continued on Page 10)

Albany Shopping Guide

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Lawrence Law Outlines Problems To Be Solved

Special to The LEADER
 BUFFALO, Sept. 25—Lawrence R. Law, president of the Attica

Prison Chapter of the Association of State Civil Service Employees, today outlined what he considers the primary problems now facing State employees for solution. Mr. Law plans to present his recommendations on these matters before the annual meeting of the State Association on October 16. The problems:

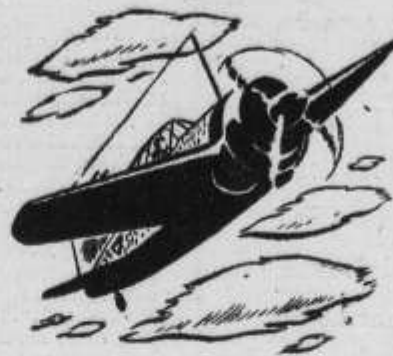
1. The progress of the survey of the Uniformed Personnel of the Correction Department for 25-year Retirement.
2. Dropping of age limit for retirement of all State employees to 55 years.
3. Getting favorable Legislative action in making the cost-of-liv-

- ing bonus a permanent base pay raise.
4. Securing Legislation to reward State employes for each five years of service, who have not had a promotional pay raise, with a \$100.00 base pay increase.
5. Extension of the 40 hour week to all State employees.

In addition, Mr. Law seeks clarification of the functions of the new State Personnel Council and of the Salary Standardization Board. He asks a more precise delineation in the regulations so that employees will receive pay for days worked in lieu of time off, "without any if or buts."

MOST FOLKS DON'T KNOW-

WHAT a giant job New York has done for victory!

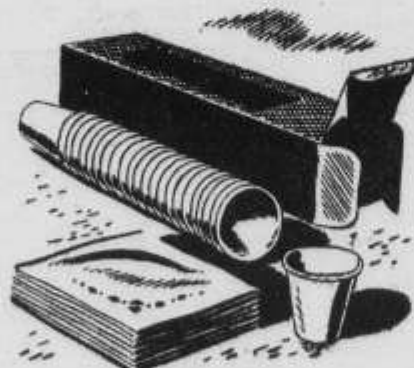


That walkie-talkie was made here . . . those shells were rolled out here . . . that plane was built here—as well as uniforms for every branch of the service. Actually you'd need a book to begin to show all the different weapons made in this "peaceful" town!

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*Local plants recently surveyed tell us they expect to employ 37% more people than they did before the war.

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SERVICE

Shillinglaw Named As Publicity Director

ALBANY, Sept. 25—B. D. Talamy, Deputy Superintendent of Public Works, announced today the appointment of Robert J. Shillinglaw of East Greenbush, Rensselaer County, as Director of Publicity in the department at \$4,500 a year.



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3 Odea, Mildred, LI City... 85163
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3 Kane, Adele, Tonawanda... 83764
4 Lattin, Marg., Lockport... 82322
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3 White, John, Buffalo... 86895
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4 Holbine, C. M., Albany... 84856
5 Lyons, Mary E., Troy... 84846
6 Gavin, Viola, Ridgewood... 84400
7 Keane, Mary, Albany... 83948
8 McAuley, Nora F., Asotria... 83946
9 Brew, Dorothea, Albany... 83924
10 Vandevener, Emma, NYC... 83380
11 Murphy, Kathryn, Troy... 82989
12 Bell, Louise, Buffalo... 82717
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15 Burke, Helen, Watervliet... 78636
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11 Lewis, H., Bklyn... 87716
12 Livshin, M., Bklyn... 87706
13 Schantz, J. H., Bklyn... 87420
14 Scharf, B., Bklyn... 87260
15 Weintraub, G., Bklyn... 85970
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INDEX AND RECORDING CLERK, WEST CO., FROM.

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4 Heidman, P., Bklyn... 87042
5 Tannenbaum, A., Bklyn... 87022
6 Levine, P., Bronx... 86802
7 Reiffin, Rose, NYC... 86786
8 Matties, H., Binghamton... 86296
9 Goldstein, H., Bklyn... 85866
10 Jablonsky, L., Bklyn... 85600
11 Karlin, Wm., Bklyn... 85445
12 Sokol, Samuel, NYC... 84775
13 Steinberg, H., Bklyn... 84516
14 Pieret, E., Yonkers... 84076
15 Feehan, Wm., Yonkers... 83506
16 Griffin, V., Bronx... 82326
17 Goodman, S., Bklyn... 81946
SR. STENOGRAPHER, LABS. AND RES., DEPT. HEALTH, FROM.

1 Levine, Fannie, Bklyn... 87669
2 Metzger, Dorothy, Albany... 86797
3 Osborn, E., Rensselaer... 86676
4 Dunigan, Virginia, Albany... 81063
5 Rudof, Vera, Albany... 81041

ACCOUNTS CLERK, INSTS., MENTAL HYGIENE, PROM.
Buffalo State Hospital

1 Scanlan, K. A., Buffalo... 85262
Central Islip State Hospital
1 Bongiovanni, M., Islip... 85646
2 Atzberger, T., Cen. Islip... 85534
3 Dietz, J. C., Central Islip... 85190
4 Freeman, C., Central Islip... 84468
5 Sykora, M. I., Cen. Islip... 83808
Craig Colony

1 Vanburr, Clare, NYC... 88339
2 Brooks, W., Mt. Morris... 85842
Creedmoor State Hospital
1 Koch, Fred, Queens... 89226
2 Casey, Mildred, Queens... 83702
3 Muller, Arthur J., Queens... 83501
Gowanda State Hospital

1 Ward, F. K., Collins... 88303
2 Estus, Bette, Helms... 83782
Harlem Valley State Hospital
1 Zimmerman, E., Wgdale... 88851
2 Deleuw, T. L., Carmel... 85033
3 Cutolo, L. C., Dover Pls... 85033
4 Miller, L., Wingdale... 84568
5 Bissell, K., Wingdale... 83957
6 O'Hara, Mary, Pawling... 83791
7 O'Hara, Anna M., Pawg... 82352
8 Sullivan, A., Wingdale... 81209
Hudson River State Hospital

1 Ryan, Thos. P'keepsie... 88715
2 Flynn, E., Poughkeepsie... 87256
3 Pettersen, A., P'keepsie... 85984
4 Bator, Eliz., P'keepsie... 83314
5 Delaney, Jos., P'keepsie... 83052
6 Storm, E. B., P'keepsie... 81143
7 Burns, Zita, P'keepsie... 80294
8 Whiten, Ruth, Hdye Pk... 79672
Kings Park State Hospital

1 Meyerhoff, E., Northport... 83601
2 Forrest, G., Kings Park... 83431
3 Price, B. A., Kings Park... 79308
Letchworth Village
1 Plumadore, N., Stony Pt... 87019
2 Vanzetta, R. S., Thiells... 86015
Manhattan State Hospital

1 Griffin, Wm., NYC... 88481
2 Eylers, Virg., NYC... 87514
3 Leonard, Mary E., NYC... 85629
4 Ackerman, Mary E., NYC... 82789
Marcy State Hospital
1 Barden, Rose, Marcy... 86043
2 Davis, Olive E., Marcy... 83338
Middletown State Hospital
1 Bunting O., Middletown... 90280
NYS Psychiatric Inst. and Hosp.

1 Sexton, Kath. M., NYC... 90318
Newark State School
1 Mussack, Wm., Newark... 89795
2 Aldrich, J. W., Newark... 89795
3 Bowerman, W., Newark... 81704
4 Burns, Ed. M., Newark... 81047
Pilgrim State Hospital
1 McNeil, C., Brentwood... 86865
2 Sharland, A., Brentwood... 85462
3 Zeinecke, H., Bayshore... 85260
4 Isenbeck, L., Commack... 83616
5 Christy, B., Brentwood... 82460
Rochester State Hospital

1 Peltz, Francis, Rochester... 83600
Rockland State Hospital
1 Bowler, P., Orangeburg... 88475

2 Helms, C., Orangeburg... 85636
3 Pratt, H. A., Bardonia... 85239
4 Miller, Ada., Orangeburg... 84434
Rome State School

1 Mesle, Doris, Roms... 89749
2 Barry, Maria, Rome... 88535
3 Fauci, Carmella, Rome... 84651
4 Overhiser, Eliz., Rome... 84443
St. Lawrence State Hospital

1 Legault, L., Orangeburg... 84755
Syracuse Psychopathic Hospital
1 Crumley, E. M., Syracuse... 87049
Syracuse State School
1 Combs, K. R., Syracuse... 83314
Wassale State School

1 Bascardin, J., Dover Plns... 83279
Clerk, Institutions, Mental Hygiene, Prom.
Binghamton State Hospital
1 Chase, D., Binghamton... 78841
Brooklyn State Hospital

1 Docherty, M., Bklyn... 85972
2 Bryan, Marg., Bklyn... 82903
Central Islip State Hospital
1 Kowalczyk, L., C. Islip... 84074
2 Murphy, M., Central Islip... 82921
3 McCavanagh, M., C. Islip... 82175
Craig Colony

1 Brooks, W. A., Mt. Morris... 85459
Creedmoor State Hospital
1 Koch, Fred P., Queens... 89649
2 Holloman, A. M., Queens... 86322
3 Donlon, Kath., Bklyn... 81026
Hudson River State Hospital

1 Ryan, Thos., P'keepsie... 89371
2 Pruitt, R., P'keepsie... 88303
3 Pruitt, Mark, P'keepsie... 88108
4 Burns, Zita S., P'keepsie... 85150
Kings Park State Hospital
1 Schaefer, J., Kings Pk... 89321
2 Meyerhoff, E., Northport... 88115
3 Forrest, G., Kings Park... 86239
4 Samson, F., Kings Park... 82438
Letchworth Village

1 Vanzetta, R. S., Thiells... 88303
Manhattan State Hospital
1 Eylers, Virginia, NYC... 89807
2 McAllister, Luke, NYC... 87403
3 Ackerman, Mary E., NYC... 85281
4 Leonard, M. E., NYC... 84574
Middletown State Hospital

1 Bunting, O., Middletown... 89448
2 Robertson, H., Middle'tn... 80250
Pilgrim State Hospital
1 Zeinecke, H., Bayshore... 88750
2 Lunderman, L., Brentw'd... 88219
3 Christy, B., Brentwood... 83369
4 Anderson, G., Brentwood... 80057
5 Walton, D., W. Brentw'd... 77764
Psychiatric Institute and Hospital

1 Levin, Hattie, NYC... 84808
St. Lawrence State Hospital
1 Ritchie, M., Ogdensburg... 87908
2 Rivers, A., Ogdensburg... 85415
Syracuse Psychopathic State Hospital
1 Crumley, Elsie, Syracuse... 87841
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Junior Administrative Assistant, Labor Department: 91 candidates, held November 18, 1944. Rating of the written examination is completed. Interviews have been held. Clerical work in progress.
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Senior Maintenance Supervisor, Mental Hygiene Institutions: 45 candidates, held May 26, 1945. This examination has been sent to the Administration Division for printing.
Assistant Administrative Director of Civil Service, Department of Civil Service: 20 candidates, held July 21, 1945. Rating of the written examination is in progress.
Assistant Purchasing Agent (Drugs), Executive Department, Division of Standards and Purchase: 29 candidates, held July 21, 1945. Rating of the written examination is in progress.
Personnel Assistant, Department of Civil Service: 193 candidates, held July 21, 1945. Rating of the written examination is in progress.
Senior Statistician, Department of Correction: 15 candidates, held July 21, 1945. Rating of the written examination is completed. Rating of training and experience to be done.
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Head Stationary Engineer, Department of Mental Hygiene: 60 candidates, held March 3, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.
Senior Tax Collector, Department of Taxation and Finance, Brooklyn District Office: 10 candidates, held April 21, 1945. Rating of the written examination is completed. Rating of training and experience completed; clerical work to be done.

Assistant Examiner of State Expenditures, Department of Audit and Control: 13 candidates, held May 26, 1945. This examination has been sent to the Administration Division for printing.
Senior Clerk, Department of Labor (New York Office): 61 candidates, held July 21, 1945. Rating of the written examination is completed. Rating of training and experience completed. Clerical work in progress.
Senior Stenographer, Department of Labor, Workmen's Compensation Board: 36 candidates, held July 28, 1945. This examination has been sent to the Administration Division for printing.

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GOVERNMENT JOBS FOR VETERANS! Commence \$125-\$200 month. MEN-WOMEN. Prepare now at home for postwar examinations. Full particulars and list of positions FREE. Write today. Franklin Institute, Dept. H54, Rochester 4, N. Y.
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EASTERN INSTITUTE, 140 W. 42 St.; WI 7-2987.—All branches. Our private lessons teach you quickly
Languages
LEARN & PRACTICE—Spanish, French, Russian, Italian, German. Language Club, 118 West 57th St. CI 5-6270.
Music
NEW YORK COLLEGE OF MUSIC (Chartered 1878). All branches. Day and evening instruction. 114 East 85 St. BUtterfield 8-9377. N. Y. 23, N. Y.
Pattern Designing
CHIC SCHOOL, 35 W. 35th St. (WI 7-4073)—Dresses, Suits, Coats. Free Booklet L.
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Radio Communications
MELVILLE RADIO INSTITUTE, 45 West 45th St., N. Y. C.—A radio school managed by radio men. Training available to qualified veterans.
Radio Television
RADIO-TELEVISION INSTITUTE, 480 Lexington Ave. (46th St.), N. Y. C. Day and evening. PL 3-4585.
Refrigeration
N. Y. TECHNICAL INSTITUTE, 108 5th Ave. (16). Day, Eve. classes now forming. Veterans invited.
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COMBINATION BUSINESS SCHOOL, 139 W. 125 St. UN 4-3170. Sec'l. Adult, Edu., Grammar, High School, Music, Fingerprinting Office Mach.
GOTHAM SCHOOL OF BUSINESS, Secretarial, Accounting, Office Machine Courses, Day-Evening Classes. Co-ed. Enroll for Fall Term. Booklet, 505 Fifth Avenue (at 42nd St.) VA 6-0334.
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WESTCHESTER COMMERCIAL SCHOOL, 529 Main St., New Rochelle, N. Y. Accounting, Stenographic, Secretarial. Day & Eve. Sessions. Enroll now. Send for booklet.
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MRS. SKINNER'S SECRETARIAL SCHOOL. Shorthand, Typewriting, Bookkeeping, Business Subjects. Day and evening sessions. Mineola: 1551 Franklin Ave., Garden City 9778. Great Neck: 70 Middle Neck Road, Great Neck 3199. Rockville Center: 253 Sunrise Highway, Rockville Center 2299. Huntington: 376 New York Avenue, Huntington 656.
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WAHLERS, 140 W. 42 St. (1001). Theory to reporting for business, civil service, legal, medical, technical, court, etc. WI 7-2987. Ask for "Speed Secrets."
STANDARD WATCHMAKERS INSTITUTE—2061 Broadway (72nd). TR 7-8586. Lifetime paying trade. Veterans invited.

Anything You Want to Know About Schools?
Ask the School Editor
Civil Service Leader, 97 Duane St., N. Y.
Kind of course.....
Day..... Evening..... Home Study.....
Name.....
Street..... City..... State.....

Latest Revised List of Government Openings

(Continued from Page 1)
mission office, 641 Washington St., Manhattan.

No. 2-46 (Unassembled)
INTERNAL REVENUE AGENT
\$3,640 and \$2,980 a Year, Plus Overtime Pay

Place of Employment:
Treasury Department, Bureau of Internal Revenue, Income Tax Unit, in the State of New York (where vacancies exist).

Closing Date:
One thousand applications are necessary to meet the needs of the Service. When that number has been received no further applications will be accepted other than from veterans who are eligible to have the examination reopened. Applications will only be accepted when submitted by mail.

ATTENDANT
Ward Attendant (Neuro-Psychiatric)—\$1,572 a Year, Plus Overtime Pay
Mess Attendant—\$1,440 a Year, Plus Overtime Pay

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

NO WRITTEN TEST REQUIRED
Closing Date: Applications will be received until the needs of the Service have been met.

Place of Employment: U. S. Veterans' Administration Facility, Northport, N. Y.

Announcement No. 2-23
ZONE DEPUTY COLLECTOR
\$2,320 a Year, Plus Overtime Pay

Place of Employment:
Treasury Department, Bureau of Internal Revenue, Office of Collector of Internal Revenue, First, Second, or Third Collection District in the State of New York, (with headquarters at New York, New York), comprising the Counties of Kings (Brooklyn), Nassau, New York (Manhattan), Queens, Richmond (Staten Island), and Suffolk.

Closing Date:
Three hundred applications are necessary to meet the needs of the service. When that number has been received no further applications will be accepted other than from veterans who are eligible to have the examination reopened.

Applications will only be accepted when submitted by mail.

TRAINING OFFICER
\$3,640 Year, Plus Overtime Pay
Places of Employment: Veterans' Administration Regional Offices, located at Albany, Batavia, and New York, N. Y.

Salaries and Workweek:
Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the overtime hourly rate is 1½ times the basic hourly rate. For employees whose basic annual salary is more than \$2,980, the overtime hourly rate is less than 1½ times the basic hourly rate and varies according to the basic salary. At present most Federal employees work on a 44- or 48-hour workweek; the Veteran's Administration, however, is now operating on a 48-hour week basis.

Annual salary for this position is as follows:

Basic Salary	Overtime Pay	Total Salary
\$3,640	\$421—44 hours	\$4,061
	\$643—48 hours	\$4,283

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

Duties:
Under supervision of the Vocational Rehabilitation Officer, with latitude for independent judgment and with supervisory responsibility varying with the grade, assists in organizing and administering the vocational rehabilitation training in the area to which assigned, including contacts with educational institutions, Federal and State agencies, industrial concerns, or other institutions which may afford training opportunities to veterans; formulates courses of instruction and programs of training for individual trainees; locates agencies affording appropriate training for disabled veterans and enters disabled veterans for training into training facilities so located; supervises trainees individually throughout their training and checks the adequacy of the training; serves as coordinator in the supervision of trainees in a training institution; prepares reports and correspondence giving facts and conclusions in cases or problems of complex character.

Jobs for Vets Only

Four titles in the U. S. Veterans Administration, now limited to veterans only, are:

Field Examiner, \$3,310 a year, plus overtime. Men with legal or investigative experience are desired.

Adjudicator, calling for varied types of business or legal experience, \$2,980 plus overtime.

Vocational Advisor, \$4,300 and \$3,640 a year, calling for experience in vocational guidance or personnel work.

Registration Officer, requiring experience in insurance, or quasi-legal work.

For all these positions, full credit is given for appropriate experience gained while serving with the armed forces.

Application forms and complete announcements may be obtained by veterans only from the Second Regional Civil Service Office, 641 Washington Street, Manhattan, or outside of NYC at first- or second-class Post Offices.

Military Substitutes Find Jobs Endangered

NYC employees working as "military substitutes" are fated to be dropped from the municipal payrolls, according to a policy adopted by the Budget Bureau.

The Budget office is advising departmental personnel officers that when the person whom the military substitute is replacing returns, the substitute must be dismissed.

Many of the city personnel heads had hoped to keep the substitutes on their staffs to help meet the manpower shortage, by transferring them to vacant budget lines when the regular incumbent returns.

State Assn. Acts Fast On Delay In DUPI Pay

BUFFALO, Sept. 25—Complaints of per diem workers in the Division of Placement and Unemployment Insurance, Department of Labor, that they are not being paid regularly have been verified by William F. McDonough, and swift action has been taken by the Association of State Civil Service Employees following Mr. McDonough's report.

Per diem employees who have experienced delay in receiving salary checks have assurance that swift action is being taken to remedy the situation.

In answer to a telegram from Mr. McDonough, executive representative of the State Association, the agency said 83 per cent of checks for the last half of August have already been mailed, except for 50 employees not yet cleared. T. Harlow Andrews, Fiscal Officer of the DPUI, also said that checks for the first half of

September will be only a few days late, but will clear much faster than those for August.

Mr. McDonough's telegram, sent to Milton O. Loysen, chief of the DPUI, and to Dr. T. H. Andrews, who is a member of the State Salary Standardization Board, read:

"We urge prompt investigation and early adjustment. Advise action taken. Morale endangered both by delays and lack of understanding of cause."

Cases are on record where employees have gone as long as six weeks without a pay check.

Laundry Job Offers Are Renewed by U. S.

The United States Civil Service Commission today renewed a request for men and women to serve as Laundry Operators for the War Department for duty in midtown Manhattan. The need for these workers has been greatly increased because of the large numbers of soldiers now returning from overseas.

Among those needed are Loaders and Pullers, Extractors, Sub-Sorters, Laundry Distributors and Washers. The pay scale for day work is \$22.80 to \$29.60 per forty-hour week. The pay scale for night work ranges from \$26.80 to \$32.56 per forty-hour week. These pay rates are for the first step for which no experience is required. Persons with experience in any of the above positions may be employed at the second or third step-rates of pay.

Applicants are requested to report to W. K. Lawson, Recruiting Representative, U. S. Civil Service Commission at the Quartermaster Laundry, 311 East 94th Street, Manhattan, between 9 a.m. and 5 p.m., excepting Saturday and Sunday.

V.A. To Give More Training

General Omar Bradley issued a Service Letter providing for an intensive training program for personnel of the V.A. in NYC.

"The responsibility for the instruction and training of employees, in the actual operations of their positions, rests with the supervisors and reaches to the highest administrative officials in the service concerned," stated General Bradley in this letter.

"1. Normal personnel turnover and a continuing expansion of activities in the Veterans' Administration will add to our rolls an

increasing number of untrained personnel. All of these employees will be presumed to possess basic educational and experience qualifications necessary to meet the standards required by the Civil Service Commission. These employees lack, however, a basic knowledge of the Veterans Administration organization, procedure and technique necessary to the satisfactory performance of the work to which they are assigned, and it is to the correction of this deficiency that this letter is directed.

"2. The responsibility for the instruction and training of employees in the actual operation of their jobs rests with their supervisors and reaches to the highest administrative officials in the service concerned. The immediate supervisor is responsible for the training of his workers and there may be no shifting of this responsibility even though other qualified workers may be used as instructors. Supervisory personnel should understand the importance of carefully training employees immediately following assignment to duty. On-the-job training is a continuous process.

"3. In Central Office, the Executive Assistant to the Administrator, the several Assistant Administrators, the Solicitor, and the Chairman, Board of Veterans' Appeals, The Manager, New York Branch, and Managers of Field Stations, each will designate one or more employees depending on the needs of the service, who, in addition to their usual duties, will be responsible for assisting with the development and maintenance of on-the-job training and also for any other training needed in their organizations.

"4. The importance of training employees, both new and old employees, cannot be emphasized too strongly. It is therefore, expected that responsible officials will exercise that degree of direction and supervision as will insure the effective accomplishment of the results for such training is planned.

"5. Requests should be made to the director of personnel, (attention training section), for assistance in developing effective training plans, procedures, course content, instructional methods, and training materials. Every effort will be made to extend all possible guidance and assistance in the organization and maintenance of effective training programs."

INVITATION TO RELAX
Enjoy the serenity of Plum Point, gorgeous countryside, outdoor swimming, food—and fun. Only 55 miles from New York. Make Reservations Early.

PLUM POINT
ATTRACTIVE RATES
New Windsor, N.Y.

STRICKLAND'S MOUNTAIN INN
Located in the Province of the Poconos Sept., Oct. and early Nov. a flaming foliage time—the scenic beauty of the mountains is at its best.

The INN is modern throughout, excellent food, steam heated rooms, all indoor and outdoor sports including golf, tennis and shuffle boards. Lake nearby.

A paradise for vacationists, honeymooners, and servicemen and women on leave. Apply for booklet.

Edmund A. Strickland, Owner-mgt.
Mt. Pocono, Pa.—Mt. Pocono 3981 or
New York Office: LO 5-3715

FRIENDS LAKE INN
Open September 1st October
DELIGHTFUL SURROUNDINGS
FINEST FOOD FEATURED
COCKTAIL LOUNGE
MEET BUS & TRAINS
TELE. CHESTERTOWN 2634 OR 9284
WILLIAM MURPHY

WAGNER'S FARM
HIGH IN THE POCONO MTS.
Real farm—Modern Conveniences.
Excellent Home Cooking
Reasonable Rates
Hunters Accommodated
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Phone Stroudsburg 2035 JI

WILLIAMS LAKE HOTEL
Box 218
Rosendale, Ulster County, N. Y.
\$4.75 a day average rate includes room and meals and all your favorite sports at this complete resort. Movies, dancing, bar, sociable evenings. Bus to Protestant and Catholic Churches. \$2 fare via Adirondack Trailways Bus from Dixie Hotel, Times Square. Reservations available from September 23 through November 4. Write for booklet or phone Rosendale 3191.

TRIPS TO LAKEWOOD
GLENMORE MOUNTAIN SERVICE, Inc.
Door-to-door service to Lakewood
Cars leave twice daily
1204 Pitkin Avenue, Brooklyn 12, N. Y. — DI 3-1018
Buses and cars chartered for all occasions

NASSAU COUNTY WILL SELL AT PUBLIC AUCTION

Choice Properties Just Acquired by the County and Never Offered at Auction Before
LOTS — HOUSES — STORES — FARMS — ESTATES

THE SALE WILL TAKE PLACE AT THE AUDITORIUM, POLICE HEADQUARTERS, MINEOLA, LONG ISLAND, AT 2 P. M. ON SATURDAY, OCTOBER 6TH, AND FOLLOWING EVENINGS.

DON'T MISS THIS OPPORTUNITY

Everyone knows that Real Estate is on the way up. Values are ascending—Taxes are being paid. Never again will the County be able to accumulate so many splendid properties for default in the payment of taxes.

OFFERINGS BY NASSAU COUNTY

If you are fortunate enough to purchase one of these offerings by the County you can be assured that you have bought property at the cost of taxes only—and that you are really a fortunate buyer.

THE CATALOGUE

Has been most carefully assembled and contains probably the greatest

list of bargains—ever offered by the County.

Obtain one early—Look over the properties and come prepared to buy.

BUILDERS AND INVESTORS

Here are the properties that the County has acquired in the last few months—owners wiped out—mortgages wiped out—yours for the upset price unless someone bids more. Get your catalogue—see the property—and do not miss the sale.

PEACE!

What could spell that word so well as a well chosen piece of property where your son could later build a home and raise a family.

YOU MAY SECURE YOUR CATALOGUE

- 1—In the rotunda of the Nassau County Hall, Mineola, Long Island.
- 2—At the office of Eugene R. Hurley, 194 Old Country Rd., Mineola.
- 3—By mailing the coupon below with sixty cents (ten cents is for postage).
- 4—By calling at one of the New York Journal "Ad" offices below:

152 West 41st Street (at Times Square)
554 Atlantic Ave., near 4th Ave. (Brooklyn)

MAIL THIS COUPON NOW!

County Treasurer or
Eugene R. Hurley, Attorney
194 Old Country Road
Mineola, Long Island, N. Y.

Enclosed please find 60c to cover cost and postage for one copy of the official catalogue containing thousands of unprecedented bargains in real estate to be sold at public auction.

Name

Address

City

State

These properties are owned by the County absolutely. This is not a tax sale. What you buy is yours. Title insurance can be obtained from any Title Co.

You may pay in installments if you desire

EUGENE R. HURLEY
Special Attorney

194 Old Country Road Mineola, Long Island

TERMS OF SALE appear in full in Catalogue and will be read at the auction.

Help Wanted—Male

MEN NO EXPERIENCE

MEALS AND UNIFORMS FURNISHED

FULL OR PART TIME

DISHWASHERS POTWASHERS SODAMEN SALESMEN

6 p.m. to a.m. Porters, Day or Night BAKERS (NIGHTS)

Good Appearance BONUSES—PAID VACATIONS PERMANENT POSITIONS

APPLY ALL DAY

SCHRAFFT'S

36 West 23rd St., N. Y. Or Apply 5 to 8 P.M. 1381 Bway, nr. 38 St.

Aircraft Mechanics

In Maintenance Department

Have R&E License Steady Work Good Pay Regular Promotion Immediate Openings for Qualified Men

AMERICAN EXPORT AIRLINES Marine Base LaGuardia Field

Help Wanted—Male

MEN

for TRAIN SERVICE and STATION DEPT.

No experience necessary. Apply by letter only

Hudson & Manhattan R.R. Co.

Room 113-E. 30 Church St. New York 7, N. Y.

PORTERS

Retail Bake Shop

PERMANENT

48-HOUR WEEK

4 A.M. SHIFT

\$23 - \$25 Start

Apply Mornings

Mr. Gronenberg

2218 BROADWAY, N. Y. CITY

DRAFTSMEN ENGINEERS

(Mechanical) M.E. Grade or Experience in Steam Power Equipment Permanent Position

Apply After 10 A.M.—Room 436

Babcock & Wilcox

85 Liberty Street New York City

Help Wanted—Male

MEN

4 to 12 Shift Permanent Starting Rate \$3c Per Hour Automatic Increase

Acorn Insulated Wire Co., Inc. 178 Sullivan St. (Rice Basin) Brooklyn, N. Y.

MEN—MEN

General Factory Work Experience Not Necessary

Good Pay

OPPORTUNITY FOR ADVANCEMENT

Good Working Conditions Permanent Positions

HENRY HEIDE, Inc.

315 Hudson St. cor Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring).

Help Wanted—Male or Female

MULTIPLEX OPERATORS

Must have at least two years experience

RCA Communications, INC.

56 Broad Street New York City

Help Wanted—Male-Female

SALESWOMEN

Experienced Full or Part Time

STOCK MEN

and PORTERS

FULL TIME

HEARN'S

At FIFTH AVE. and 14th ST. NEW YORK CITY

NYLON

START A HOSIERY BUSINESS NOW

Be one of the first to take orders Supply coming soon Stock on consignment Personal interview necessary

HELEX CO.

78 Fifth Ave., New York City

BOYS or GIRLS

FRIDAY EVENING WORK

INSERTING

Box 915

Civil Service Leader

97 Duane St., N.Y.C. 7

Help Wanted—Male-Female

Male and Female

NEEDED IN LONG ISLAND CITY PLANT Near Queens Plaza Subway NO EXPERIENCE NEEDED

FULL OR PART TIME

Minimum Wage 57c Per Hour 48-Hour Week Plenty of Overtime

Avon Agency

40-26 MAIN ST., FLUSHING Phone Flushing 3-2990

WOMEN - MEN STOCK WORK

5 or 6 P.M. to 10 P.M.

S. KLEIN

6 Union Square New York City

Help Wanted—Female

Do you know someone who wants a career in retailing?

SAKS - 34TH

has openings for experienced sales people. Permanent positions, 40-hour week, good wages and commissions. Apply Personnel Office, 2nd Floor Balcony

SAKS - 34TH

Broadway at 34th St., N.Y.C.

Help Wanted—Female

FILE CLERKS

Good Opportunity

\$20 Weekly

APPLY

PARENTS MAGAZINE

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FOR FORM LETTERS GOOD EASY WORK PERMANENT

Raymond Service

140 FIFTH AVENUE NEW YORK CITY

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Pleasant, Steady Positions in Transatlantic Airline Office

Nice Companions

Good Pay

Regular Promotions

AMERICAN EXPORT AIRLINES Marine Base LaGuardia Field

TYPISTS

Filling-in Letters Experience Day or Evening & Saturday

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52 DUANE ST. (nr. City Hall) NEW YORK CITY

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, County of New York, at the Court House, 52 Chambers Street, Borough of Manhattan, City of New York, on the 13th day of September, 1945.

Present—Hon. ROCCO A. PARELLA, Justice.

In the Matter of the Petition of ELLIOTT RUBENSTEIN for leave to change his name to ELLIOTT ALLAN ROBERTS.

On reading and filing the petition of ELLIOTT RUBENSTEIN duly verified the 12th day of September, 1945, praying for leave to change his name to "ELLIOTT ALLAN ROBERTS", and the Court being satisfied that the petition is true, and it appearing from said petition and the Court being satisfied that there is no reasonable objection to the change of name as proposed, and it appearing that the petitioner has duly registered under Selective Service and Training Act with Local Draft Board No. 117, of 1881 Morris Avenue, Borough of Bronx, City of New York, and carries registration seal No. 2339:

NOW, on motion of David A. Ferdinand, attorney for the petitioner, it is

ORDERED, that the said ELLIOTT RUBENSTEIN be and he hereby is authorized to assume the name of "ELLIOTT ALLAN ROBERTS" on and after October 23rd, 1945, in place and stead of his present name upon his compliance with Article 6 of the Civil Rights Law, namely: that the petitioner, cause this order and the papers upon which it was granted to be filed in the Office of the Clerk of the City Court of the City of New York, County of New York, within ten (10) days from the date hereof and that within ten (10) days from the date of the entry of said order, the petitioner cause a copy thereof to be published in the Civil Service Leader and within forty (40) days after the making of this order, proof of such publication by affidavit be filed and recorded in the Office of the Clerk of the City Court of the City of New York, County of New York, and it is further

ORDERED, that within twenty (20) days from the date of the entry of this order a copy thereof with notice of entry and copies of all papers on which this order is based be caused to be served by the petitioner upon the Chairman of the Local Selective Service Board at which he is registered, being Local Board No. 117, of 1881 Morris Avenue, Borough of Bronx, City of New York, and that proof of such service by affidavit be filed in the Office of the Clerk of the City Court of the City of New York, County of New York, and it is further

ORDERED, that after such requirements are complied with, the said petitioner, ELLIOTT RUBENSTEIN, shall on and after the 23rd day of October, 1945, be known as and by the name of "ELLIOTT ALLAN ROBERTS", which he is hereby authorized to assume and by no other name.

Enter, R. A. P., J.C.C.

SUMMONS WITH NOTICE, Supreme Court of the State of New York, County of New York, Plaintiff designates New York County as place of trial. Action for Absolute Divorce.

JUGURTHA BARNETTE, Plaintiff, against MADIE BARNETTE, Defendant.

To the above-named Defendant:

You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated June 21st, 1945.

AMOS E. BOWMAN, Attorney for Plaintiff, Office & P. O. Address, 200 West 135th Street, Borough of Manhattan, City of New York.

To the above-named Defendant: The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. M. McNally, one of the Justices of the Supreme Court of the State of New York, dated 1st day of September, 1945, and filed with the summons and complaint in the office of the

Clerk of the County of New York at the office of said Clerk in the City of New York on the 1st day of September, 1945.

AMOS E. BOWMAN, Attorney for Plaintiff, Office & P. O. Address, 200 West 135th Street, Borough of Manhattan, City of New York.

HAYDOCK, SCHREIBER & COMPANY, Certificate of Limited Partnership, STATE OF NEW YORK

COUNTY OF NEW YORK

We, the undersigned, being desirous of forming a limited partnership, pursuant to the laws of the State of New York, and being severally duly sworn, do hereby certify:

I. The name of the firm under which said partnership is to be conducted is HAYDOCK, SCHREIBER & COMPANY.

II. The character of the business intended to be transacted by said partnership is as follows:

Carrying on as members of the New York Stock Exchange, or otherwise a general stock brokerage business and all things thereto belonging and appertaining, including the buying and selling for customers on margin or otherwise of stocks, bonds or other securities and including the business of acting as investment advisers with or without charge to clients.

III. The location of the principal place of business is to be at 120 Broadway, Borough of Manhattan, City, County and State of New York.

IV. The name and place of residence of each general partner is as follows:

Name Address Charles E. Haydock 105 East 83rd Street, New York City.

Fred H. Jorgensen 117 Park Avenue, Crosskill, N. J.

Otto A. Schreiber 2231 California St., N.W., Washington 8, D. C.

Robert Proddow, Jr. 141 East 88th Street, New York City.

Henry B. Bjorkman 141 East 88th Street, New York City.

The name and place of residence of each limited partner interested in said partnership is as follows:

Name Address Rebecca D. Whitehill 20 North Broadway, White Plains, New York.

V. The time at which said partnership is to begin is the first day of September, 1945, and the time at which said partnership is to end is the 31st day of December, 1945.

VI. The amount of cash and a description of and the agreed value of the other property contributed by the limited partner, Rebecca D. Whitehill, is \$7,500 in cash and no other property.

VII. No additional contributions are agreed to be made by the limited partner.

VIII. The time agreed upon when the contribution of the limited partner, Rebecca D. Whitehill, is to be returned is on the 30th day after the termination of the partnership, except that on the death of Rebecca D. Whitehill her capital contribution shall remain as such for a period of ninety (90) days or for such lesser period as the surviving partners may determine.

IX. The share of the profits or the other compensation by way of income which the limited partner, Rebecca D. Whitehill, shall receive is six per cent. (6%) upon her cash contribution and in addition thereto not in excess of seven per cent. (7%) of the net profits of the partnership.

X. No right is given to the limited partner to substitute an assignee or contributor in her place.

XI. No right is given to admit additional limited partners.

XII. The right is given the general partners to continue the business on the death, retirement or insanity of a general partner.

XIII. A limited partner shall not be entitled to demand or receive property other than cash in return for his contribution.

XIV. Said partnership shall take effect on the 1st day of September, 1945, and shall continue until the 31st day of December, 1945, provided that it may be dissolved at any time during the term of this agreement. If any of the general partners hereto elects to dissolve it and serves written notice of such election on all the other parties hereto, fixing the day upon which said partnership shall be dissolved, which day shall be at least sixty (60) days after the service of said notice on all parties hereto, a letter mailed

or delivered by hand to each of said parties at the New York office of the partnership shall be proper service.

IN WITNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals this 31st day of August, Nineteen Hundred and Forty-five.

Subscribed and sworn to before me this 31st day of August, 1945.

Edythe Chapman, Notary Public.

C. E. HAYDOCK General Partner (L.S.)

FRED H. JORGENSEN General Partner (L.S.)

OTTO A. SCHREIBER General Partner (L.S.)

ROBERT PRODDOW, JR. General Partner (L.S.)

HENRY B. BJORKMAN General Partner (L.S.)

REBECCA D. WHITEHILL Limited Partner (L.S.)

Edythe Chapman, Notary Public, Bronx County, New York City, No. 161

New York Co. Clk's No. 976

Commission expires 3-30-46.

(Seal)

CONSOLIDATED TILE & DECK COVERINGS—A Limited Partnership Notice

is hereby given of the filing and recording in the office of the Clerk of New York County on the 31st day of July, 1945, of an amended certificate of limited partnership of Consolidated Tile & Deck Coverings, dated September 1, 1944, which amends the certificate of limited partnership (heretofore filed in said office on February 24, 1943, and thereafter amended by certificate of amendment filed in said office on June 24, 1943) as follows: Louis Detrio, general partner, withdraws as such general partner. The remaining partners are: Felix T. Boylan, sole general partner; and Sylvester A. Detrio, John J. Detrio, Anthony Detrio, Albert A. Detrio and Robert S. Glasscheib, all limited partners.

The shares of the profits from the co-partnership which the general partner, as well as the limited partners, are to receive are as follows: Felix T. Boylan, 25/75ths; Sylvester A. Detrio, 8/75ths; John J. Detrio, 8/75ths; Anthony Detrio, 8/75ths; Albert A. Detrio, 13/75ths; and Robert S. Glasscheib, 13/75ths. Except as specifically modified, all of the terms, provisions and conditions in the agreements heretofore made, not inconsistent herewith and not expressly modified, remain in full force and effect, and the business of the limited partnership is continued by the sole general partner and all of the limited partners, as aforesaid. The said amended certificate became effective September 1, 1945. Signatures and acknowledgments of the withdrawing general partner, and the remaining general partner and all limited partners are affixed to certificate of amendment filed July 31, 1945, as aforesaid.

STATE OF NEW YORK—Insurance Department—Albany, 1945.

I, Robert E. Dineen, Supt. of Insurance of the State of New York, hereby certify pursuant to law, that the Hardware Mutual Insurance Co. of Minnesota, Minneapolis, Minn., is duly licensed to transact the business of mutual fire insurance in this state and in its statement filed for the year ended Dec. 31, 1944, shows the following condition: Aggregate Amt. of admitted Assets, \$8,906,190.33; Aggregate Amt. of Liabilities (except Guaranty Capital & Surplus) \$5,789,044.95; Amt. of Guaranty capital, \$500,000.00; Surplus over Liabilities, \$3,117,145.38; Income for the year, \$4,518,963.12; Disbursements for the year \$4,376,858.60.

STATE OF NEW YORK—Insurance Department—Albany, 1945.

I, Robert E. Dineen, Supt. of Insurance of the State of New York, hereby certify pursuant to law, that the Hardware Indemnity Insurance Co. of Minnesota, Minneapolis, Minn., is duly licensed to transact the business of casualty insurance in this state and in its statement filed for the year ended Dec. 31, 1944, shows the following condition: Aggregate Amt. of Assets, \$2,978,458.22; Aggregate Amt. of Liabilities (except Capital & Surplus) including Reins., \$2,305,261.76; Amt. of Actual paid-up Capital, \$400,000.00; Surplus over Liabilities, \$673,196.46; Income for the year, \$9,236,306.62; Disbursements for the year, \$1,596,736.36.

STATE OF NEW YORK—Insurance Department—Albany, 1945.

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READER'S SERVICE GUIDE

MR. FIXIT

Sewer Cleaning
SEWERS OR DRAINS RAZOR-CLEANED. No digging—If no results, no charge. Electric Roto-Rooter Sewer Service. Phone JA 6-9444; NA 8-0588; TA 3-0123.

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FOR GUARANTEED RADIO REPAIR SERVICE Call GHam 2-3093. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 University Pl. Bet 9th & 10th Sts.

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PERSONAL INTRODUCTIONS FOR SERIOUS MINDED PEOPLE. All Religions. All Ages. Finest References and Recommendations. Confidential Service. Interview Free. Helen Brooks, 100 West 45th St. Corner 6th Ave., Room 603. Wisconsin 7-2430.

MISS and MRS.

PICKETS BEAUTY PARLOR Features the finest in hair styling at special prices to Civil Service personnel. Frances Pickett, Proprietress, 355 Nostrand Ave. (near Gates), Brooklyn MA 3-4973. Home NE 8-9558.

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REMOVE SURPLUS HAIR. Call E. Buchanan for appointment. Hours 2-10 daily. Sunday by appointment. 441 Lewis Ave., Brooklyn, N.Y. GLEnmore 2-8378. Utica Ave. station—8th Ave.

FLORENCE GILLMAN—Electrolysis Specialist; unwanted hair removed permanently; all work guaranteed; recommended by leading physicians. BRONX PROFESSIONAL BLDG., 2021 GRAND CONCOURSE, Bronx, N.Y. LU 7-1384; if no answer call TR 8-8900.

A BABY SMOOTH SKIN is yours! Remove ugly hair forever by foremost expert electrolysis. Sterility, hygiene by registered nurse. New rapid method used. Perfect results guaranteed. BELLA GAIJSKY, R.N., 175 5th Ave. (23d) GR 7-6449, 333 W. 57th St. CI 6-1826.

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FUR MANUFACTURER sells mink, squirrel, silver fox scarfs as tremendous savings for immediate sale. HARRY GLASSMAN, Room 503, 307 Seventh Av., N.Y.C. CH 4-6421

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SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed. Argold Drug Co. prescriptions to Sept. 15, 1943 refilled. Notary Public. 15c per signature. Special genuine DDT liquid 5% Solution 50c quart. Jav. Drug Co. 305 B'way. WO 2-4736.

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BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices. Clothing for men, women, children. Home furnishings, novelties. THE TPTOP, 20 Greenwich Ave. WA 9-0528

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TIRES—TIRES—TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE 270 9th Ave., LOngwors 5-8304

HAVE YOUR TIRES RECAPPED and vulcanized in our modern factory. 8-hour service. Special discount on new tires to all city employees. Radio Tire Co., Tire Specialists, 631 E. Fordham Rd., Bronx. FO 4-7975

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Fishing Tackle and Equipment. All kinds of bait, tackle, rods, repaired. Tackle and boat supplies. General Hardware, Ship Chandlers, Shoephead Marine Supply, 2127 Emmons Ave., Brooklyn, N.Y. BR 6-8923.

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RHINESTONES WANTED. High cash paid for rhinestones in old worn costumes, banding, hand bags in any condition. Bring or mail items to ROYAL ORNAMENT CO., 211 W. 34th St., LO. 5-1867.

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SUBSTANTIAL SAVINGS, GIFTS —all occasions. Also appliances: alarm clocks, juicers, etc. FOR SMALL gift shops. Unique personalized plan. Small lots wholesale. Municipal Employees Service, 41 Park Row.

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REYNOLDSVALE Nursery School, Summer Nursery Camp, Boys and Girls 2-6 yrs. Huntington, L. I., Huntington Bay, 6 acres. Salt water swimming on private sandy beach. All play activities and equipment. Pony riding. Limited enrollment. Mrs. D. Reynolds Beach, Director, 83-34 Lefferts Blvd., Kew Gardens, L. I. VI 8-2990.

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DOROTHEA'S EXCLUSIVE DRESS SHOPPE—CREATIONS IN STYLE AND FASHIONS as seen in Harper's Bazaar, Vogue, etc., featuring exquisite suits, street and cocktail dresses for Spring and Summer. Most complete store of its kind in city. 370 St. Nicholas Ave. (Cor. 124th St.) UN. 4-7790.

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ARE EDUCATION, training, experience, good psychology, the only answer to success? Write for most unusual message GEBS, 52 High Street, Geneva, N. Y.

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DON'T THROW THOSE STAMPS AWAY! They may have value. Send 3c for "Stamp Want List" showing prices we pay for U. S. stamps. Stamparia, 315 W. 43rd St., New York.

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Buy Victory Bonds

Walsh Ends Grievance Plan; Says Officers Quarreled

Fire Commissioner Patrick Walsh has turned thumbs down on any further efforts to establish grievance machinery in the Fire Department. He revealed today that although he had made tentative beginnings in that direction with some hope, experience had blasted the experiment out of existence.

"The officers came in here," related the Commissioner, "and they had certain differences of opinion as between one group and another, but it was nothing that concerned me. The officers were in a fury over their differences, so I sent them into another room, and let them fight it out among themselves, and said I wasn't going to bother about it. And I'm not."

The battle had to do mainly with the hours of duty, it was learned. Some officer groups were

willing to go along with the Commissioner's plan of gradual shortening of hours, in divisions where that is practicable, under a modification of the 2-platoon system, known as the added duty system. Others wanted the elimination system. This would necessitate somewhat longer hours than the added duty system, but would be of general application. At present there are three systems staggered throughout the department

—3-platoon, 2-platoon and modified 3-platoon (added duty).

The officers' representatives were to meet regularly with the Commissioner to discuss their aims and desires, but now it's all off.

The personnel grievance machinery of the civilian employees of the Department is not affected. A local of the American Federation of State, County and Municipal Employees (AFL) is recognized by the department and works through the Office of Administration, headed by Charles Wilson.

Commissioner Walsh said that the civilian arrangement is working well.

Estimate Board Kills Pay Increase Bills

(Continued on Page 3)

Competitive Class.
The proposed amendment provides the following:

A—Competitive graded employees whose grade minima are more than \$1,801, after serving one year or more shall receive on January 1 or July 1 four annual increments of \$150 each, not to exceed the maximum of their grade or a maximum rate of \$4,860 per annum.

Competitive ungraded employees, where the entrance salary of their positions is in excess of \$1,801, after serving one year or more, shall receive on January 1 or July 1 four annual increments of \$150 but not to exceed the rate of \$4,860 per annum.

B—Competitive graded employees with grade minima in excess of \$1,801, who have received less than four increments of \$120 shall receive on January 1 or July 1 an annual increment of \$150 until the employee has received the remainder of four increments, not to exceed the maximum of the grade of \$4,860 per annum.

C—Competitive ungraded employees, where the entrance salary of their position is in

excess of \$1,801 who have received less than four increments of \$120 shall receive on January 1 or July 1 an annual increment of \$150 until the employee has received four increments, but not to exceed \$4,860 per annum.

The estimated cost of this bill together with the estimated cost of increments for Sanitation Men, and the total cost of both for the next four-year period are as follows:

	Estimated Cost Under the Proposed Bill	Sanitation Men	Total
1st yr.	\$1,236,801	\$1,424,850	\$2,661,711
2nd yr.	1,103,639	1,424,850	2,528,489
3rd yr.	917,240	1,424,850	2,342,090
4th yr.	807,194	1,424,850	2,232,044
Total	\$4,064,934	\$5,699,400	\$9,764,334
Tax Levy	\$3,171,487	\$5,699,400	\$8,870,887
Other Funds	893,447		893,447

Number of Employees: 8,461 (Competitive), 9,499 (Sanitation), 17,960 (Total). This legislation does not provide for any benefit to the Uniformed Force of the Department of Sanitation.

The Sanitation Man, Class C, presently paid \$2,120; Sanitation Man, Class B at \$2,000, and Junior Sanitation Man who receives \$1,500 per annum are in Part 10 of

municipal Civil Service Classification. The Sanitation Service in the Municipal Civil Service in the Minimum and maximum salaries that may be paid. If it was the intention to include these employees an amendment of the classification will be necessary.

Sanitation Men Excluded

The law of course also excludes Police and Fire Uniformed Forces, but we must be mindful of the fact that these employees have a distinct increment plan of their own. Thus it will be seen that of the entire personnel of the City receiving less than \$4,860, the Sanitation Men are the only sizable group excluded from the benefits of mandatory increments. If these employees are not to be considered now it is quite evident that future legislation will be proposed to establish an increment plan for them. For that reason I have included in the above estimate the amount that would be required to extend equal benefits of the proposed bill to the Sanitation Men.

In computing the above costs vacant positions were not considered. These figures do not indicate the entire cost to the City. They represent the cost for those departments within the budget which will be affected under the bill. They do not include special personnel schedules outside of the budget which are adopted by the Board of Estimate or certain departments and agencies which exercise mandatory powers, such as the operating divisions of the Board of Transportation, the mandatory courts, the Department of Education. These agencies will undoubtedly provide similar consideration for their employees, the cost of which will eventually be reflected in the City budget. An instance of this is reflected in the expenses of the operation of the subway system. If new rates are approved for these employees in accord with this proposed legislation, the amount available for Debt Service as payable from Transit Operating Revenues will be reduced to the extent required for the payment of increments thus resulting in an increase in the Tax Levy appropriation.

Engineering Service

One of the inconsistencies of this bill is its application to the positions of juniors in the engineering service. Under the pres-

KEEP OFF ROOF, IS ORDER GIVEN TO EMPLOYEES

Municipal Civil Service Commission employees were told to keep off the roof.

In a memo to the staff of the Commission, Samuel H. Galston, Executive Director, advised them that he had received complaints from the building management that Commission workers had been found on the roof, and that this was a violation of insurance regulations.

ent McCarthy Bill these positions have been filled at \$2,160 and received two increments of \$120 each, increasing the rate to \$2,400. Under the proposed amendment and the fact that we are now filling many of these positions at the rate of \$2,400 per annum, the new employees would receive a total of four increments, raising their compensation to \$3,000 per annum whereas the old employees who had been appointed at \$2,160 and had their salaries increased by two increments to \$2,400 would only receive two additional increments of \$150 each or a total of \$2,700.

Your attention is directed to some of the positions now appearing in the expense budget as follows:

- Messenger at (\$2,401) \$2,750. Salary would be increased to (\$3,000) \$3,350.
- Telephone Operator at (\$2,500) \$2,850. Salary would be increased to (\$3,100) \$3,450.
- Cashier at (\$3,150) \$3,500. Salary would be increased to (\$3,750) \$4,100.
- Photostat Operator at (\$3,120) \$3,470. Salary would be increased to (\$3,720) \$4,070.

These are only a few instances cited from the positions set up in the expense budget, but indicate the danger of passing the proposed increment bill fixing rates of compensation out of proportion to the service performed.

Theory of Increments

In my opinion the whole theory of mandatory increments, particularly in the higher paid positions, is unsound. The employee of mediocre ability even though he is not giving satisfactory service receives the same increment as the unusual employee who is giving very satisfactory service. Merit should have more weight than mere length of service. Of course, some will contend that the proposed law does not prevent or prohibit salary increases for the unusual employee. However, the practice has been and probably will continue to be that those that are in the increment group are now receiving increases in salary and will therefore have to wait until they receive the maximum number of such increments before being considered for further adjustment.

This increment feature is not so objectionable in the lower grades as now covered by the McCarthy Increment Law. However, I am of the opinion that when it comes to employees receiving salaries in excess of \$2,400 and in some cases close to \$4,000 per annum the administrative

authorities should have the discretion in granting increases in salaries for initiative and productive effort. The incentive for the employees with initiative will, undoubtedly, be lessened by the fact that he knows his advancement will, no doubt, be restricted by the amount of increments, while the average employee will make no unusual effort because he knows that he will get an increment.

Against More Mandatory Laws

The City now annually pays increments of approximately \$3,500,000. While it is true that some of this is offset by departmental savings, we are going to reach the point where the greater part of the cost of the increments will be an additional burden on the taxpayer. Statements have been made that the major cost of the proposed increments will be offset by the filling of vacancies at lower rates. However, these savings are now considered in connection with the cost of the present increments. There is not going to be any additional saving if this increment law is passed with the exception of a possible \$150 or \$300 here or there which would be added on to the present rates of compensation.

As stated in my report on the increments for those in the Labor Class, I think mandatory legislation should not be encouraged. As Budget Director I have been confronted time and time again with mandatory problems necessitating appropriations at the sacrifice of those appropriations over which we have discretionary power. The more mandatory legislation we have, the less discretionary power there will be on the part of the Board of Estimate which has the responsibility of the Expense Budget.

With the cessation of hostilities at an earlier date than was contemplated at the time of the preparation of the Budget for 1945-1946 there is the possibility that before this fiscal year is ended many millions of dollars will have to be provided to pay the salaries of returning veterans. I cannot foresee in this present budget any availability of funds to take care of this additional burden. The Charter provisions governing temporary loans for budgetary deficits most likely will be invoked to take care of such items as the returning veterans and other contingencies. The amount which may be obtained in this manner is limited by law.

Next Fiscal Budget

There is no reason why consideration of some kind should not be given to the employees in this category. The arguments advanced that the salaries of certain employees have remained stationary for a number of years may warrant correction but not by mandatory legislation. I am of the opinion that the matter should be considered in connection with the preparation of the next budget when your Board will be in a better position to review the financial conditions of the City and its ability to finance such an adjustment and to what extent this adjustment may be made.

In view of the foregoing I strongly urge that the proposed legislation be discontinued.

Respectfully,
THOMAS J. PATTERSON,
Director of Budget.

14 Grievances to Be Aired by AFL Group

A fourteen-point program for municipal workers will feature a convention of the City Districts Council of the American Federation of State, County and Municipal Employees to be held at the Hotel Martinique on October 16.

According to Henry Feinstein, president, the points listed below will be on the convention agenda. Election of officers will also be held at the convention. October 17 the Council will hold a dinner to which members of the Board of Estimate and Democratic candidates for municipal office have been invited.

The program consists of the following: Grant full civil rights to government employees; expand

and strengthen the merit system; no promotions without salary increase; no denials of promotions for political reasons; establish labor relations machinery; the right to join any organization of employees' choosing; include present bonus as permanent part of salary; reorganize pension systems to give greater benefits to employees; establish health and medical insurance plan; broaden scope of promotional opportunities; establish salary standardization board to provide pay scales in line with work performed; general reclassification of employees to reflect job actually done, and time and one-half for overtime in take-home pay.

General Bradley's Column



By Brigadier General John J. Bradley (Ret.)

Veterans' Job Opportunities Extended in Federal Service

Veterans' job rights in the Federal civil service were strengthened by new regulations issued by the U. S. Civil Service Commission to offset restrictive decisions of the Comptroller General.

The Comptroller General had previously ruled that a veteran could be restored only to his permanent position. To illustrate: If a war veteran had been promoted from a permanent CAF-2 job to a war service CAF-4 post, Comptroller General ruling would allow him to return only to his permanent CAF-2 job. However, the revised regulations will make it possible for him to go back to the CAF-4 job.

Another ruling extends the time limitation under which a veteran is entitled to restoration benefits regarding salary, which formerly had to be done within 30 days.

Laid-off permanent employees get further re-employment rights, as some who had been furloughed have had difficulty in transferring to other agencies within 30 days.

Such workers ask that the time be extended to 60 or 90 days, as any permanent employee who has a break of service of over 30 days loses permanent status for all practical purposes, and his next job would be war service.

The Commission purposes to return most of those employees to the permanent service. They will, of course, have to be recommended by agencies in which they are employed, and also meet new standards to be set by the Commission. This amounts to qualifying all over again.

AFL Aids Vets

The American Federation of Labor has drawn up a national program of providing services to veterans in the field of jobs, training, education, business enterprise and home-building.

The program follows:

"All central labor councils affiliated with the AFL are hereby instructed to set up special committees to aid veterans to obtain jobs.

"All affiliated national and international unions are urged to seek agreements with employers providing for training and employment of veterans on a fair and equitable basis.

"In order not to penalize veterans for the time they spent in the nation's service, it shall be the policy of the AFL to grant them

accumulated seniority, just as though they had remained continuously in their former jobs.

"The AFL will support legislation to accord veterans full opportunities for education and training, to assist them to buy homes or to start in business and to provide them with the highest practical standards of unemployment compensation.

"This program, together with action already taken by most affiliated unions to admit service men into membership without payment of initiation fees, to keep former members in good standing without payment of dues during their absence and to protect their job security, offers a square deal to the veterans."

Unit to be Mustered in

The recently organized 1st Quartermaster Depot Company, N. Y. Guard, will be officially mustered in on October 16. This unit, commanded by Capt. Irving Freedman, a civilian employee of NYC Police Department, assisted by 1st Lt. Harold L. Ringel, has enrolled a number of civil service employees in its ranks. The company has vacancies for clerks, chauffeurs, mechanics, warehousemen, storekeepers, butchers, food handlers and cooks.

Capt. Freedman and Lt. Ringel are on the 3d floor of the Armory, at 33d St. and Park Ave., Manhattan, on Tuesdays and Thursdays, from 7 a.m. to 10 p.m. Civil Service employees, ex-service men and former members of the City Patrol Corps are especially desired.

Peter L. Ragland, Associate Veterans' Placement Representative for New York State with the Veteran's Placement Service of the United States Employment Service, will outline the placement problems in NYC and State at a meeting of the Bronx County Disabled American Veterans tonight (Tuesday), at Chester House, Parkchester, The Bronx.

County Commander Robert I. Queen extends a cordial invitation to all veterans who have been wounded, gassed, injured, or contracted a disability through their service in the armed forces to attend.

Vets Want Own Business, From Florist to Diaper Man

ALBANY, Sept. 25—G.I. Joes are picking a wide variety of businesses for their post-war careers. Inquiries on opportunities in the Empire State, handled by the State Department of Commerce, disclose that a large number of veterans have set their hearts on starting grocery stores, radio or florist shops, other types of retail stores—and even chicken farms.

Some want to go into the tourist business, operate a trucking service, or obtain a civilian air pilot's license. One wanted to grow celery, another asked for data on raising goats. And a Navy man sent his wife around to find out how to start a diaper laundry service.

Many of the inquiries are made in person at the Commerce Department's offices throughout the State. A larger number are received by mail. Written from home and foreign stations, the letters reveal that servicemen are keenly interested in going into business for themselves. Hours spent in foxholes or camps have stimulated post-war thinking. Some of the inquiries come from buddies who have formed close friendships and want to organize business corporations so they can pool their funds and skills when they get back home.

The inquiries have been coming in for months, but have increased manifold since the end of the war.

Not all inquiries are from New York State. Many are from servicemen from other states who have become interested in New York State advantages.

SEE and HEAR

Justice William O. Douglas
Justice W. O. Douglas
Mrs. Frances Perkins
Josh White
Elizabeth Arden
Susan Reed
Charles Edison
Stanley Isaacs
Norman Cousins
Mrs. Olga Samaroff

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Five Promotion Exams Announced

Five promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms, write to the State Civil Service Commission, State Office Building, Albany 1, N. Y., or to the Commission at 80 Centre St., NYC. Enclose a large, self-addressed envelope with 6 cents postage. Refer to the examination by both number and title:

No. 1143. Senior Stenographer, Buffalo Office, Workmen's Compensation Fund, Department of Labor. Salary \$1,600 to \$2,100. Closes Oct. 2.

No. 1144. Principal Accountant, Public Service Commission. Salary \$5,000 to \$6,250. One vacancy at present. Closes Oct. 2.

No. 1145. Personnel Administrator, New York Office of the Labor Department. (Exclusive of the State Insurance Fund, Labor Relations Board, Workmen's Compensation Board, DPUL.) Salary \$2,500 to \$3,100. One vacancy at present. Closes Sept. 28.

No. 1146. Senior Account Clerk, Albany Office Department of Taxation and Finance. Salary \$1,600 to \$2,100. One vacancy at present in Treasury Division. Closes Oct. 4.

No. 1147. Principal Clerk, Albany Office, Income Tax Bureau, Department of Taxation and Finance. Salary \$2,000 to \$2,500. One vacancy at present. Closes Oct. 4.

5 More Titles Classed As 'War Emergency'

Five new titles have been added to the list of those which may be filled as "war emergency" appointments under Rule V-9-2c, according to an announcement today by the N. Y. City Civil Service Commission.

The jobs are Cement Mason, Director of Public Health-Nursing Service, Park Foreman, Roofer and Transcribing Typist, Grade 2.

Saypol Appointed

As one who himself quit political office some years ago for private law practice, Irving H. Saypol recently complimented a friend for taking his advice in doing likewise. Next thing you know Irving is sworn in as Chief Assistant U. S. Attorney for the Southern District. Has two hosts of friends, where other grand guys have only the usual one host.

SANITATION GROUP TO MEET

The Columbia Association of the Department of Sanitation will hold its regular monthly meeting at its new clubhouse at 22 Court Street, Brooklyn, at 8 p.m., Thursday, September 27.

40-HOUR WEEK AT ODB

The ODB will now be closed on Saturdays. The agency has inaugurated the 40-hour work week in accordance with War Department instructions.

RADIO CITY MUSIC HALL

Showplace at the Nation
ROCKEFELLER CENTER

Drama, romance and intrigue... superbly produced against a brilliant and glamorous background.

Ginger Rogers Lane Turner
Walter Pidgeon Van Johnson

"WEEK-END AT THE WALDORF"

Edward Arnold Phyllis Thaxter
Kerman Wynn Robert Benchley

Xavier Cugat and his Orchestra
Directed by Robert E. Leonard

Produced by Arthur Hornblow, Jr.

An M-G-M Picture

ON THE GREAT STAGE

"GOLDEN HARVEST"—Spectacular

revue produced by Leonidoff, settings

by Brun Maine... with the Rockettes,

Corps de Ballet, Glee Club and Sym-

phony Orchestra.

Reserved Seats May be Purchased

IN ADVANCE by Mail or at the

Box Office

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

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773 Lexington Ave. N. Y. C.

Specializing in Southern Fried Chicken

Steaks and Chops
Delicious Sandwiches and Salads

Served in the Palmistia Room
From 5:30 - 9 P.M. - Sunday 12 - 9 P.M.
Lunch and Dinner at Moderate Prices
Available for Banquets and Parties

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BRONX, NEW YORK
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Amusement

By J. RICHARD BURSTIN



EDWARD G. ROBINSON

"Our Vines Have Tender Grapes," the entertaining MGM film at the Radio City Music Hall starring Edward G. Robinson and Margaret O'Brien, holds for another week—fine emoting!

The Technicolor musical hit, "State Fair," which has been described as a poor man's "Oklahoma," is the current screen attraction of the Roxy Theatre—and an-

other step up the ladder of fame for winsome Jeanne Crain.

The Danny Kaye starring flicker, "Wonder Man," is in its fifteenth consecutive week at the Astor Theatre and going strong.

"Anchors Aweigh," the Capitol film with the Sinatra-Grayson-Kelly combination, is a Technicolor film guaranteed to charm moviegoers of all ages. Especially recommended is the nimble dancing of Gene Kelly.

The story of George Gershwin as presented in "Rhapsody in Blue," with superior arrangements of Gershwin scores, draws the crowds to the Hollywood Theatre.

"Duffy's Tavern," the Paramount all-star party, is a hold-over at the New York Paramount screen, while on stage the festivities are carried on by the Andrew Sisters and Vic Schoen and his Orchestra.

Playing at the New York Strand Theatre is the screen drama, "Pride of the Marines," starring John Garfield, Eleanor Parker and Dane Clark.

The Jennifer Jones-Joseph Cotten co-starrer "Love Letters," one of the best of the current dramatic films, is at the Rivoli.

Coming into the Capitol Theatre on Thursday is the new MGM film starring Hedy Lamarr, Robert Walker and June Allyson, "Her Highness and the Bellboy."

WOW! What a party at the Paramount!

It's the biggest musical with the biggest roster of stars in the history of captivity.

Paramount presents
ED GARDNER'S "DUFFY'S TAVERN"

Starring
BING CROSBY - BETTY HUTTON - PHOENIX GRAYSON - JEAN LANE
DORIS MERRILL - SHANE GARDNER - BOBAY WOODLEY - SCOTTY
BIRDY - YVONNE LAKE - BETTYN IN CONCORDIA - HARRY FREEDLAND
- GARY BERRY - BARRA COON - VICTOR ROBERTS - MARJORIE REYNOLDS
- MARY JOELAND - and Noble Willens! ED GARDNER with Charles
Duffy - Lela Lane - Ann Thomas and Janet Stanley
Billie Bennett - Howard de Soto - Lily in White - Walter
Wolf - Johnny Cox - Misson Franklin - Skip Dee Lane
- Gene Kelly, Dennis and the Grady - Directed by
ED GARDNER - Original Story by Mark
Frank and Norman Panama - Based on
Character created by Ed Gardner
A Paramount Picture

WORLD PREMIERE
NOW! Doors Open 8:30 A. M.

in Person
THE ANDREWS SISTERS
MAYBEE PATTY LAVERNE
EIGHT TO THE BAR RANCH
MUSICAL RODEO
TIM HERBERT
VIC SCHOEN
FOY WILLING'S
PIGMEAT AL - MARKHAM
CHARLES LEIGHTON
"New King of the Mainstage"

COOL
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Times Square - Midnight Feature Nightly
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Rodgers and Hammerstein's
STATE FAIR
in **TECHNICOLOR!**

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Starts **THURS. ROXY**
DOORS OPEN 9 A. M. 7th Ave. & 50th St.

**CONNIE BOSWELL
CONDOS BROS.**
Extra
GENE SHELDON
and
CARL RAVAZZA

The Jubilant Story of George Gershwin
"RHAPSODY IN BLUE"
Warner Bros.' Crowning Glory

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HOLLYWOOD THEATRE
Air-Conditioned Broadway at 51st Street

John GARFIELD
Eleanor PARKER Dane CLARK
IN WARNER BROS. NEW HIT!
"PRIDE OF THE MARINES"

in person
CHARLIE BARNET
And His Famous Orchestra
ALSO
GIL MAISON BUNNY BRIGGS
BROADWAY & 47th ST. **STRAND** Air Conditioned

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Nationally famous for its quality food. Dinners from \$1.00, with Music and Sparkling Floor Shows. Daily from 5 P.M. Sunday from 4 P.M. Gypsy and Dance Orchestras. No cover over. Tops for parties. Air conditioned. LO 3-0115.

Official Rules for Reduction in Force As Applied in the Federal Service

The official reduction-in-force regulations of the U. S. Civil Service Commission are published herewith. Last week definitions of competitive area, competitive level, service groupings and Government entities were defined. These have a bearing on transfers particularly, and relate to reduction-in-force considerations because employees who receive notice of layoff, for other than efficiency reasons, often try to get transferred to some other Federal department or agency.

The following is the order of retention. Hence the first group represents the last to go. But sub-groups are established, also, and veteran preference applies as well.

Place in Group A:

All employees who were in Federal service on December 1, 1939, who have served since then without a break in service of 30 days or more, and who are not now serving under temporary appointment limited to one year or less.

Employees who received probational or probational-indefinite appointment and who are still serving under such appointment.

(NOTE: The majority of such appointments were made prior to 3-16-42, although a few were made after that date from certificates of eligibles issued prior to 3-16-42. Probational appointments to the Post Office Service were made up to 10-23-43, although a few were made after that date from certificates of eligibles issued prior to 10-23-43. The Form 50 or other personnel action form in cases of probational or probational-indefinite appointment will show the action as probational or probational-indefinite appointment, and a civil service certificate number as authority for the appointment.)

Employees serving in positions excepted from the Civil Service Rules by act of Congress or Executive Order whose appointments contained no time limitation such as "for duration of emergency," "not to exceed fiscal year _____" etc. (NOTE: Appointments in such agencies as the Tennessee Valley Authority and Federal Bureau of Investigation are of this nature.)

Employees serving in positions brought under Civil Service by the Ramspeck Act and who were recommended for and received a classified status thereunder, and who have served since then without a break in service of 30 days or more.

Employees serving in positions brought under Civil Service by Ramspeck Act and who failed to receive a classified status for one of the reasons not requiring separation—i.e., status quo employees, who have served since then without a break in service of 30 days or more.

Employees receiving a classified status under any other Act or

Executive Order, and who have served since then without a break in service of 30 days or more.

War service appointees who were appointed by transfer, reappointment, or appointment, after a break in service of less than 30 days (or without any break in service) from appointments of the kind listed above.

Place in Group B:

War Service Indefinite employees except those who were transferred, reappointed, or appointed without a break in service of more than 30 days from a Group A position.

Employees serving in positions excepted by Act of Congress or Executive Order, whose appointments contained a time limitation, such as "for duration of emergency," "not to exceed fiscal year _____" etc.

Place in Group C:

All employees serving under temporary appointments, i.e., appointments limited to one year or less.

All employees serving on a when-actually employed (WAE) basis.

All employees retained beyond the automatic retirement age.

All annuitants appointed under Sec. 2 (b) of the Civil Service Retirement Act, as amended.

Sub-Groups:

Efficiency Ratings, Veterans' Preference, Statutory and other mandatory retention rights (to determine Sub-Group).

Efficiency Ratings to be used: Regular official ratings as of March 31, 1945, if one received, and if rating covered position at the same grade as the competitive level involved.

Special official rating if no regular official rating received as of March 31, 1945, or if regular official March 31 rating covered position at a different grade than the competitive level involved.

For use of ratings not under Uniform System.

Efficiency ratings do not have to come within the Uniform System to be usable. In fact the rating system used does not need to be approved by the Civil Service Commission, to be valid. It may be used if it is:

Prepared by officials having personal knowledge of the performance of the employees.

Based on uniform standards so that similar ratings will reflect like degrees of efficiency for all employees.

Made periodically in order to represent current service.

Expressed in terms corresponding with the adjectives of the uniform system.

Used for administrative purposes generally and not restricted to Reductions in Force.

Otherwise, ratings will not be used at all in compiling the Register.

Veterans' Preference

Determine those employees with Veterans' Preference:

Persons entitled to Veterans' Preference under Veterans' Preference Act of 1944.

Persons already in Federal service on date Veterans' Preference Act effective (6-27-44) who were entitled to veterans' preference under the rules in effect prior to that date and have not been separated from the service since 6-27-44, are entitled to Veterans' Preference for Reduction in Force purposes.

Veterans' preference need not be officially established with Civil Service Commission for Reduction in Force purposes, although it is desirable.

Other Retention Rights

Determine those with Statutory and Other Mandatory Retention Rights.

Persons who have left the Federal Service to enter the Armed Forces or the Merchant Marine and have returned to their positions and who have not been on duty for one year since their return.

Persons who have returned from a transfer authorized after February 27, 1942, with re-employment rights and have not been on duty for one year since their return.

Tabulation of Sub-Groups

Separate employees into Good and Better Veterans, Good and Better Non-Veterans, less than Good Veterans, and less than Good Non-Veterans; within each Group A, B and C, except employees with Statutory and Other Mandatory Retention Rights, as follows:

- A**
- A-1 Plus:** Employees with Statutory and Other Mandatory Retention Rights.
- A-1:** Veterans—Efficiency Rating Good or Better.
- A-2:** Non-Veterans—Efficiency Rating Good or Better.
- A-3:** Veterans—Efficiency Rating Fair.

A-4: Non-Veterans—Efficiency Rating Fair.

B

B-1: Veterans—Efficiency Rating Good or Better.

B-2: Non-Veterans—Efficiency Rating Good or Better.

B-3: Veterans—Efficiency Rating Fair.

B-4: Non-Veterans—Efficiency Rating Fair.

C

C-1: Veterans—Efficiency Rating Good or Better.

C-2: Non-Veterans—Efficiency Rating Good or Better.

C-3: Veterans—Efficiency Rating Fair.

C-4: Non-Veterans—Efficiency Rating Fair.

(NOTE: Employees with unsatisfactory ratings are not separated for Reduction in Force, but for unsatisfactory service, and are therefore not included in the Retention Preference Register.)

Further Breakdown of "A"

It is recommended that Group A then be broken down further as follows:

- A-1-Plus—**Employees with statutory rights.
- A-1-a—**Veterans with civil service status, if rating Good or Better.
- A-1-b—**Veterans without civil service status, if rating Good or Better.
- A-2-a—**Non-Veterans with civil service status, if rating Good or Better.
- A-2-b—**Non-Veterans without civil service status, if rating Good or Better.
- A-3-a—**Veterans with civil service status, if rating Fair.
- A-3-b—**Veterans without civil service status, if rating Fair.
- A-4-a—**Non-Veterans with civil service status, if rating Fair.
- A-4-b—**Non-Veterans without civil service status, if rating Fair.

Re-employment Rights

Status and reemployment rights. (To determine if entitled to reassignment if reached for separation.)

Determine the employees in Group A who have a civil service status and/or reemployment rights.

To have reemployment rights in another Federal agency an employee must have received appointment in the agency by transfer under the following authorities:

- Sec. 3 or 4 of War Service Regulation IX, Executive Order 8973, or Executive Order 9067, if transfer authorized prior to September 27, 1942.
- Sec. 2(a) of War Service Regulation IX, War Manpower Directive No. 10 or Executive Order

9243 if transfer authorized on or after September 27, 1942.

The Civil Service authority for war service transfer, usually Form 3876, a copy which should be in the employee's personnel file, will show the authority under which transfer was authorized.

Efficiency Rating and length of Federal service. (To determine retention credits for Groups A and B.)

Determine retention credits in Groups A and B.

Allow 80 points for a Good Rating.

Allow 88 points for a Very Good Rating.

Allow 96 points for an Excellent Rating.

Allow no points for a Fair Rating.

Allow 1 point for each full year of Federal employment and military service.

Count all Federal service which is creditable toward retirement.

Count all active service in the armed forces.

Count fractions of years of Federal and military service in arriving at the total number of years of service.

Count the Federal service of all employees on the Retention Preference Register up to the same date, even though it may be decided to spread the reduction over a period of 30, 60 or 90 days. It is recommended that agencies count service of all employees on the Retention Register up to the end of the period in order to maintain a uniform cut-off date, even though some employees may actually be retained longer than others if the reduction is spread over a 90 day period.

Works Project Administration employees who earned \$100 or more per month are considered as having been paid from the administrative payroll or appointive supply fund and service is counted unless record specifically states they were project employees.

Hollister's Itinerary

ALBANY, Sept. 25—The following is the itinerary of Laurence J. Hollister, Field Representative of the Association of State Civil Service Employees:

Monday, Oct. 1—Wassail State School.

Tuesday, Oct. 2—Executive meeting, Albany.

Wednesday, Oct. 3—Albany.

Thursday, Oct. 4—New York State Psychiatric, New York City.

Friday, Oct. 5—Pilgrim State Hospital, Brentwood, L. I.



A meeting of leaders, representing State employees in the Buffalo area. First row, left to right, Joan S. Roche and Grace G. Braun, Agriculture and Markets; Harry B. Schwartz, President, Buffalo State Hospital Chapter, ASCSE; Thelma Pottel, Secretary Buffalo Chapter; Lawrence R. Law, President, Attica Prison Chapter; Bona J. Gamble, Vice-President, Buffalo Chapter; Alphonse A. Thibaudau, President, Gratwick Chapter; Joella Clark, President, Thomas Indian School Chapter; Robert Hopkins, President, Buffalo Chapter, who presided over the meeting; Rita Kinney, Buffalo Chapter; Emma Reuter, Gratwick Chapter. Second row, employees in Buffalo State offices: F. C. Dornitz, E. R. Anderson, Dolores Hennessy, Mary McBride, Mary A. Herbster, Ruth McColb, Beadana C. Dolberg, Patricia Caher, Norman S. Schlaut, Leona Hudson, Helen Langerman, Margaret Miller, Annie Widmer, Luella S. Mordough, Pauline Kurtz, Lorette Ricard. Rear row, Maxwell Lehman, Editor of The LEADER; Laurence J. Hollister, State Association Field Representative; William F. McDonough, State Association Executive Representative; Charles Carlisle and Fred Burke, Insurance Representatives; Joe Waters, L. E. Osborne, T. Loughlin, R. Shanley, E. N. Burke, Roy Abell, W. J. O'Brien and T. J. Langan. The meeting covered an impressive array of subjects, and laid the groundwork for a variety of actions to improve the conditions of the employees.