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Civil Service LEADER

105

CITY
STATE--U. S.
EXAMS

Vol. I. No. 27

New York, March 19, 1940

Price Five Cents

JOBS

LABORERS

ENGINEERS

SKILLED WORKERS

New Tunnel Provides Work for Thousands of New Yorkers

SANITATION MAN TEST *goes to* WORLD'S FAIR

The Leader exclusively reveals that the Sanitation Man physical test may be held at the World's Fair. Details of this important information appear on page 2.

FILING OPENS

Details on Page 3

29 New State Exams

Filing opens this week for the State exams to be held May 4. Deadline is April 11. Nursing and physician titles are included in this complete new series of State jobs.

SUBWAY SPIES TO GO

When unification comes, there will be startling happenings in underground New York. First of these will be abolition of the private spy system

that has long been operating on the IRT and BMT lines. The article "After Unification, What?", on page 9, is important to every subway worker.

WELFARE ELIGIBLES vs. VETERANS

Sanitation Physical May Be Held at Fair

EYE-HAND, EYE-FOOT TEST NOT YET BUILT

If negotiations now under way between Paul Kern and the World's Fair reach a successful conclusion, the Sanitation Man Physical Exam will be held in the Great White Tundra out in Queens. So pronounced has been the public's interest in the sanitation physical exam, that this innovation is planned to give the public a better insight into the manner by which New York's best group of sanitation men are being selected.

More than this: Performing before an audience, in the opinion of Prof. Francis P. Wall, who designed the test, should enable the men to make better grades.

The contest will be held in a special space reserved for the purpose and roped off. There will be bleachers arranged somewhat in the manner of seats around a miniature football field. The performances will be held four times every day, over a period of fifty days. Each performance lasts two hours, the first beginning at 8 a.m. Visitors will be admitted free of charge.

The problems to be ironed out are many, but among those connected with the Civil Service Commission, the idea of running a kind of local Olympics has evoked high enthusiasm.

Because they know so little about it, prospective Sanitation Men are fearful of that part of the physical test called "Co-ordination." This portion of the exam is designed to indicate the reaction—time or speed, between eye-hand movements and eye-foot movements. The mechanism for this purpose consists of a model of the cab of a truck, and it contains the usual driver's instruments—brake, steering wheel, etc. It's now being built.

Experienced examiners say it would be well for those taking the test to have an advance idea of what the Co-ordination machine is like: else it is possible for them to "freeze" the controls, in the

manner of frightened young aviators. Those who know how to operate an automobile will have a distinct advantage.

Readers of The Leader will be kept informed of the nature and appearance of the Co-ordination machine.

Poet Goes to Town for Weary Investigators

Over at D. O. 40, in the Bronx, where Social Investigators work hard, an anonymous poet, waxing lyrical, produced this poetic fantasy. It's inspired by Poe's *The Raven*.

Once upon a day so dreary, as we wondered sick and weary How much longer we could work as we had worked before,

As we weakened nearly napping, suddenly there came the tapping

Of the clerk so gently rapping as he gave six pendings more. We can bear no more we muttered, no more pendings at our door.

Alas, he gave us more and more!

Eligibles vs. Veterans

BIG COURT FIGHT COMING

Six hundred veterans, now serving in the Department of Welfare, for their jobs today. Court action to oust them, The Leader learns, is being seriously planned by a number of eligibles on the Social Investigator list.

Sanitation Dept. Hunts New Vacation Spot

Sanitation Commissioner William Carey and Harry Langdon, chief of the department's Division of Finance and Supply, have been busy the last few days looking for a new vacation place for Sanitation employees. Since the town officials of Huntington, Long Island and Mayor LaGuardia and Commissioner Carey were unable to agree on the conditions under which the department's Sanitation Lodge would be run, the former Otto H. Kahn estate has definitely been abandoned as a haven for employees.

Commissioner Carey and Langdon have a list of more than 100 estates which have been offered to the Sanitation Department.

Cops? No, Telephone Operators

The Municipal Civil Service Commission sent the names of the top 300 men on the Patrolman, P. D. list to the Police Department late last week so that 94 vacancies as Telephone Operator could be filled. The Commission recently decided to use the Patrolman list for these positions until a new Telephone Operator's list is established. The men from the Patrolman list will serve as provisionals. They will not lose their chances for appointment to the Police force later.

New Use for Nurse

A new use for the Nurse's Assistant eligible list was found last week when the Municipal Civil Service Commission decided to use it for positions as Female Elevator Operator in the Board of Health Education. This was decided at the Commission's regular meeting.

According to the Commission this decision was made after it was found that "elevators of the push-button automatic variety were involved and eligibles on the Nurse's Assistant list would have no difficulty in operating the elevators."

A meeting of all eligibles on the list has been called for Monday night, March 25, 8 o'clock, at Pearl's Garden, Forsythe St., Manhattan. The meeting was set by the temporary Social Investigator list of officers picked at an organizational meeting last Thursday night.

Serving now in the veteran bureau of the Welfare Department are 109 provisional Social Investigators. In addition, 50 non-veterans in the bureau feel that they, too, should remain in their present positions. The other 500 veterans in the department are working provisionally as Special Patrolmen, Port Messengers, Clerks, etc.

Social Investigator eligibles have invited officials of eligible associations from these other lists to attend Monday's meeting. The possibility of joint legal action is a very live one.

Payrolls Due April 1

Officials of the temporary organization stressed the emergency nature of Monday night's meeting. They pointed out that immediate action was necessary in view of the April 1st payroll date.

Another action taken by temporary officers was a protest against an alleged "attempt to turn the merit system into parade grounds for pressure groups." A telegram was sent to Governor Lehman, urging veto of the Martin-Devany veteran preference bills.

Henry H. Zucker was picked temporary chairman. Other officers are George Abramson, secretary-treasurer, and an executive committee made up of Percy P. Sherman, Julie O'Grady, J. W. Sberman, Henry Claussen, Ed Gross, Lester Barnett, Herbert Tuomey, and Leona MacLean.

City Exams Ordered

New competitive and promotion tests for several grades of Dietitian jobs head a list of new examinations which were ordered last week by the Municipal Civil Service Commission.

An open competitive test was ordered for Dietitian; and promotion exams were ordered for Senior Dietitian and Head Dietitian. At the same time the Commission cancelled a competitive test for Seamstress, for which more than 1,600 people filed, and order a new promotion test for the position.

In explaining the reasons for cancelling the Seamstress exam, Commissioner Wallace S. Sayre said that a survey of the Hospital Department showed there were enough employees now working as Hospital Helpers to fill the vacancies which are expected. He added that this was in line with the Commission's policy to hold pro-

motion exams whenever possible for city employees. Fees will be returned, he said, to the hundreds who applied for the test.

Another promotion exam was also included in the new list. It is for promotion from Hospital Helper to Tailor.

Two additional exams, which will probably be officially announced next month, were ordered by the Commission. They are: Promotion to Inspector of Iron and Steel Construction, Grade 4, Triborough Bridge Authority; and Trade License for Motion Picture Operator.

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FEDERAL EXAMS—Ass't. Insp. Boilers, Hulls, Apprentice (Mech. Trades), Jr. Engineer, Engineering Drafts, Railway Postal Clerk, Radio Insp., Postal-Clerk-Carrier, Navy Yard Exams., Storekeeper, Jr. Poultry Aid.
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Residence Restrictions Created by Lyons Law Begin to Break Down

LEADER CAMPAIGN BEARS FRUIT

Easing of the restrictions of the Lyons Residence Law appeared well on the way this week. Moves were afoot both in Albany and New York to curb its effectiveness.

The bill introduced by Senator Kleinfeld and Assemblyman Wagner, to exempt State employees from such laws, is ready for a vote by the Assembly and gathering support in the Senate Civil Service Committee. This bill was sponsored immediately on the heels of an editorial in *The Leader* pointing out how the need for such legislation was increasing.

Meanwhile, the Municipal Civil Service Commission is studying the legal angles to the residence law on the basis of a statement by Bronx Borough President James J. Lyons, its author. This statement, given exclusively to *The Leader*, blamed the Commission for hardships created by the law. The Commission, asked for comment, placed the statement on its weekly calendar, then adopted a resolution approving the Kleinfeld-Wagner bill.

Lyons Never Meant It

"There was no intention on my part or on the parts of those who supported what is known as the Lyons Residence Law to deprive any potential citizens of New York from being employed in the city service simply because they took positions with the State or federal government," explained Lyons. "The law intended to require three years' residence in the City of New York anytime prior to appointment."

Language changes in the law when the Administrative Code was passed at Albany have been responsible for the hardships, Lyons argued.

"It was changed to read: '... shall be filled only by a person who is a citizen and bonafide resident and dweller of the City of New York for at least three years.' The use of the verb 'is' has enabled the Civil Service Commission to interpret the law to mean three years' residence immediately prior to appointment."

The Commission denies this, says that the courts have ruled that it means three years immediately preceding appointment, and that the Commission is powerless to interpret otherwise. But legal authorities of the Commission are busy rummaging through law books on the chance that some



Borough President James J. Lyons and Civil Service Commissioner Paul J. Kern are again at it, with that Lyons Law in the middle.

loop-holes may be found. Lyons' statement, said to be the first in which he outlines his original intention, have stirred them to this.

Numerous organizations have expressed approval of the bill, many of them translating their opinions in letters to Albany legislators. The Civil Service Reform League was prominent among these.

Radio listeners will learn some of the effects of the Lyons Law Tuesday night, March 19, over WNYC, at 5:30 p.m. It's to be the subject of the regular weekly broadcast sponsored by the Municipal Civil Service Commission in cooperation with the Municipal Broadcasting System.

Calling All Office Appliance Operators

Many members of the newly-published Office Appliance Operators Eligible list have written to *The Leader* stating that they are interested in forming an association. Members of *The Leader* staff will arrange for an organizational meeting as soon as a sufficient number of people have expressed a desire to join an association. In the meantime, other eligibles on the list who want to join the group should write to *The Leader*, 97 Duane St., New York City.

Deadline Extended On Subway Questionnaire

The deadline for returning the questionnaire sent out by the Municipal Civil Service Commission to thousands of employees of the IRT, BMT, and BQT subway lines has been extended to April 15. This action was necessary, according to officials of the Civil Service Commission because many of the units in the subway system did not receive the questionnaire on time.

According to Commissioner Wallace S. Sayre, filled-in questionnaires have been returned by 20,000 employees; some 7,000 have not yet sent in the necessary information.

Employees must fill in the questionnaires and return them to the Civil Service Commission in order to retain their jobs after transit unification. The Commission has not announced what exact penalties will be inflicted if the questionnaires are not returned, but it is expected that failure to comply with the Commission's request will jeopardize a subway worker's job.

In a statement to *The Leader* last week, Paul J. Kern, president of the Commission, said that employees with records of arrest would not be penalized if their services for the last few years in the subway system has been satisfactory.

Some employees, apparently, were afraid that if they answered all the questions asked by the Civil Service Commission, the information thus obtained would be used against them. President Kern

has assured employees that they have nothing to fear if their recent work records are satisfactory.

Cop Eligibles Being Re-Examined

April 4 has been set as the final deadline for eligibles on the Patrolman and Special Patrolman lists who were passed conditionally on the medical exams to qualify medically.

A total of 125 men must submit to re-examination and prove that any physical defects they had have been corrected. Those who do not appear by April 4 for re-examination will be dropped from the eligible lists.

Written Test for College Clerk Comes on April 27

The written test for 6,500 young men and women who filed for the College Clerk exam last month, will be held on April 27, according to the Municipal Civil Service Commission. The Commission is anxious to prepare a new eligible list as soon as possible in order to use it to fill vacancies during the next school term.

It is expected that there will be approximately 50 vacancies a year in College Clerk positions, but the Commission probably will declare the eligible list appropriate for other clerical positions.

Welfare Supervisor Test Postponed

Examinations for Supervisor and Assistant Supervisor (Social Service) were indefinitely postponed last week by the Municipal Civil Service Commission. This action was taken following litigation which stayed the Commission in holding the exams. Notices have been sent to candidates for the tests advising them of the delay. Inasmuch as several months are usually necessary to clear up such litigation, no new date for the exams can be set for some time.

Unification Brings Scores of Jobs in Handling Transfers

One direct result of subway unification, which will start within the next few months, will be the creation of scores of new city jobs. These jobs will result from the extra administrative and other work involved in handling the huge transfer of employees to Civil Service.

Under the provisions of the law, a year is allowed for the transferring job, but it is expected that it can be completed in six months. For that purpose a special budget of \$50,000 has been set aside to hire 78 persons needed for personnel requirements.

A need for many temporary employees in fingerprint comparison work is expected to develop, since all the 27,000 subway workers will be reclassified.

In other categories, the following new jobs probably will be created: 32 Clerks at \$840 a year; 15 Assistant Examiners at \$1,800; 12 Investigators at \$1,500; 10 Typewriter Copyists at \$960; 4 Fingerprint Technicians at \$1,500; 4 Clerks at \$1,200; and one Stenographer at \$1,800.

East River Tunnel Provides 5,000 Jobs

Wide Variety of Workers to Be Utilized

Hard by New York's famous old Battery, dreamers and practical men have long envisioned a bridge spanning the two busy boroughs, Manhattan and Brooklyn. But no, that couldn't be, said the New York Tunnel Authority, repeated the U. S. War Department, echoed F.D.R.

Instead, they said, build a tunnel.

And now work is about to begin. The federal government has lent \$57,000,000 to New York City to begin the project.

How will employees be selected for this colossal structural venture?

First, the many employees of the Tunnel Authority itself—office workers, stenographers, accountants, bookkeepers, engineers, draftsmen, designers—who would ordinarily be laid off (now that the mid-town tunnel is about finished) will be retained. All of these people are on Civil Service.

There will, in all probability, be more jobs in all categories within the Tunnel Authority; but Commissioner William H. Friedman states cautiously that no great onrush of new positions is to be expected. When new people are needed, various Civil Service lists will be closely scanned.

The tunnel will take about four years to build. The supervisory work is in the hands of the Tunnel Authority; the construction will be in the hands of private contractors. Commissioner Friedman estimates that at least 5,000 men will be put to work on the new job by private contractors. The executives of the Authority would be "delighted to recommend" people on appropriate Civil Service lists to the contractors. But the 5,000 or more workers needed will be selected from many sources in addition to those on Civil Service lists. Included among those needed are laborers, sandhitters, plumbers, carpenters, steamfitters, engineers, electrical workers—practically every category of skilled and unskilled workers.

Prospective Contractors

Bids will be received in about two weeks. First contracts will be let in less than a month. It is not possible, of course, to say which companies will be successful in

winning the work. A good idea, however, may be obtained from a listing of some of the organizations which performed work on the midtown tunnel. Among them:

- Walsh Construction Co.
- Rosoff Bros.
- Atlas-Prial Co.
- George J. Atwill.
- G. A. M. Construction Co.
- Sprague and Henwood, Inc.
- Standard Drilling.
- Merit, Chapman & Scott Corp.
- U. S. Pipe and Foundry.
- Caldwell-Wingate Corp.
- B. S. Sturtevant Co.
- Del Balso Construction Co.
- Thomas Crimmins Construction Co.
- Knickerbocker Demolition Co.

The construction of the tunnel, according to a reliable estimate, will require 21,000,000 man-hours of direct labor.

The Civil Service Leader will keep its readers closely informed of progress on the tunnel, and of new job-openings.

U. S. Customs List Due Within Month

Leader Uncovers Facts About Overdue Exams

WASHINGTON. — For those who have taken exams in the U. S. Customs Service, and who have been waiting anxiously for official results, *The Leader's* Washington correspondent has been able to cull three concrete facts:

1. The promotion tests for Customs Inspectors in the New York area have been graded, and the results will be announced within a month.

2. Results on the Customs Investigator exam have been delayed because the U. S. Civil Service Commission has decided to grade papers on the Typist and Stenographer test first.

3. Papers are now being graded on the Investigator mental test.

The Investigator exam was one of the largest ever held. About 250,000 took the exam, more than 100,000 of them living in the New York area. At this time, it can be said with fair certainty that at least another six months will elapse before the results on this

test are definitely announced.

After the mental tests are graded, special exams will be given those who desire to enter the Customs Service. And before appointments are made, character investigations and physical tests are to be administered.

Meanwhile, 100,000 New Yorkers are grumbling. The Commission doesn't like to impose such a lengthy waiting period upon them, but what, ruefully mourn officials, can they do? They just haven't got sufficient staff to do the job more rapidly. And they haven't got the staff because Congress won't loosen the purse. So that's that.

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Tuesday, March 19, 1940

Six-Month Record

IN the editorial columns, we haven't talked much about The Leader. But with this issue, we've reached a birthday—anyway, a semi-birthday: we're six months old. So we're going to tell you some of the trade secrets that have made this newspaper brilliantly successful in a half-year's time.

First, we've gone out of our way to give you the news, the most complete coverage ever given by any Civil Service newspaper. We've managed also to scoop the daily newspapers on a variety of occasions. Take this issue: You'll find at least four exclusive stories: (1) the sanitation physical exam will probably be held at the World's Fair; (2) subway spies will be eliminated after unification; (3) the welfare eligibles-veteran battle; (4) the present status of the customs exams.

Second, we've given our readers a variety of services: for example, the helpful articles in the magazine section; crystal clear explanations of the new pension system for Firemen; study material for a variety of exams; training hints for sanitation men; we've provided a free job exchange service; we've undertaken to help readers with their personal problems in the Complaint Corner and through Question, Please? We operate an all-day information service available without charge to all who are interested in Civil Service.

We've conceived the Kleinfeld-Wagner bill, now before the State Legislature, which exempts State employees from the residence restrictions of the Lyons Law.

And—our readers tell us this—we publish the liveliest Civil Service newspaper in the United States.

That's our six-month record.

The Merit Commission

THERE'S lots of wisdom in that first report of the Fite Merit Extension Commission. The job of discovering ways and means to bring under Civil Service some 200,000 more workers throughout the State may be a frightening one. But not if it's tackled in a sensible way.

It looks very much as if this Commission is going about it very sensibly. The members refuse to jump the gun. Instead, they've told the Legislature that they'd like to keep mum at least until next February. Then they plan to do their talking. Between now and then, they want to complete their survey of the State, hear what other interested parties have to say about the many complex problems, then quietly mull over it all.

We all suffer from the tendency to be impatient. But this time we're willing to wait, if that's going to mean that the job will be done right.

Better Late Than Never

RESIDENTS of New York City have something to cheer about in the latest news on the Lyons Law front. First, it appears as if the Kleinfeld-Wagner bill is on its way to becoming law. Advocated originally in these columns, this measure exempts State employees from such local residence restrictions as the Lyons Law.

In pushing this bill, though, The Leader has opened the door to further lifting of the burdensome restrictions. It turns out now that Borough President Lyons meant that jobs should go to those who have lived in the city for any three years. The Civil Service Commission, picking up the lead, is now hot on the legal trails to see if this intention can't be brought over into the law books.

We hope to have more to cheer about on this matter very soon. In the meantime, The Leader is sorry that all this didn't come out a long time ago. It would have saved a lot of needless suffering.

Subway Spies to Go

ELSEWHERE in this issue, The Leader reveals—on the basis of absolutely reliable authority—that the vicious system of spying on subway workers, a system carefully nurtured by the IRT and BMT, is to be eliminated.

Nothing will do more to increase the self-respect of the men and their efficiency as workers. The two systems gained only ill-will by the practice.



Merit Men

"The care of all is the concern of all."

David Craig Adie

DAVID CRAIG ADIE could be the "czar." As State Commissioner of Social Welfare, he has tremendous powers. But his guiding principle is: "Let's do this thing together." Under that principle, he shares with 17,000 public welfare workers the responsibility for giving food, care and shelter to more than a million men, women, and children on the relief rolls throughout the State.

Five foot seven of nervous energy; a concentrated dynamo generating vast power with virtually no heat; the best-read man in social work in the country, yet the most practical and realistic of them all—these are all descriptive of Dave Adie.

He doesn't mind being referred to as "the canny little Scot." Supervising State, local, and federal expenditures of about \$200,000,000 a year, he takes pride in burring: "D'you think a Scotsman would waste that money?" He knows where every dollar goes. But he knows too that the prime object of public welfare is to help those who need public aid.

On the Way Up

By way of Canada the immigrant Dave Adie came to the United States—to Minneapolis—in 1913. Inside of a year, he was assistant secretary of the Minneapolis Civic and Commerce Association. The World War found him reorganizing employment services for the State of Minnesota. Newton D. Baker, President Wilson's Secretary of War, then took him to Washington as assistant secretary of the War Policies Board.

letters

Vet Preference and Next War

Sirs: It was with deep interest that I read the article by Samuel H. Ordway, Jr. in the January 30th issue of The Leader and the reaction it has on people with selfish motives or a lack of true Americanism as shown by the reply of A. Boyarsky in the March 5th issue. His letter ends by saying that "Your paper would render a great public service if it would undertake a campaign against this vicious preferential situation as shown to veterans."

I think every one realizes that it is only the disabled veterans who get a preference of 10 points and are then placed at the top of the list. The regular veteran is allowed five points and if he passes he takes his place along with every one else on the list.

I just begin to realize what foresight President Abraham Lincoln had when in his speech at Gettysburg, he said: "... the world will little note nor long remember what they did, ..." The same will be true of every war, I suppose.

In 1917 and 1918, thousands upon thousands of young boys were forced from their positions by the draft and put in the Army or Navy to go to war and place their lives in jeopardy. Many of these boys who were lucky enough to come back alive were not lucky enough to get back their positions. Now for all of this the Government allows them a credit of five points if they ake an exam for a federal position. I ask anyone if that is really too much to give the boys in return for what the Government asked of them?

On the other hand if a veteran was wounded but was fortunate enough to live through it, though he may never be the same, the Government allows him 10 points preference in an open examination and then, if he passes, he is placed at the top of the list. Again I ask if this is too much to give a veteran who offers his life so that this Government might live? If people who think it is could only visit the many veterans hospitals even today after 22 years and see the suffering that is still going on, they would hang their heads in shame.

Another point of importance that people fail to realize is that in the preparation for war, millions of dollars are spent for items too numerous to mention, which make war costly and the after effects of the war and the dead and wounded are just as much a part

of the cost of war as were the preparations. It is just like buying an auto and complaining because you have to pay for repairs.

Last but not least is an important idea which might make those feel happy who fail to agree with any of these points. The average veteran as you may well know is over 45 years of age, so in a very few years our names will automatically be erased from eligible lists.

In closing I might say that I know from personal experience what a hell war is, as I now know what the after effects are and I know in my heart if those who still feel that the kidding of a few points of preference is, as one man said, a VICIOUS thing, then I must say that I feel positive this same man would not go through what we suffered even though they promised him a position rather than a 10-page preference.

FREDERICK REMINGTON, LEADER.

State Typist Eligibles

Sirs: I am an eligible on the State lists for Junior Typist and Assistant Typist, which were promulgated in September, 1938. Although I am not far down on the lists, I am still waiting for an appointment. I feel that there are thousands of others who took and passed the examinations, yet like myself are apparently waiting in vain. I think it would be advisable that persons on these lists should get together and take some sort of action or stand. As far as I know no association has been formed for this group. If no such organization is in existence, I am willing to offer my services toward forming such a group.

LAWRENCE I. WAKS

Ed. Note: Eligibles on these two lists who want to form associations should write to Mr. Waks in care of The Leader.

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



complaint corner

Sirs: It has been brought to the attention of the Porters Eligible Association that the Department of Hospitals has sent an objection to the Civil Service Commission against certifying eligibles from the Porter list, now employed in Welfare Hospital on a temporary basis, to Civil Service positions in other branches of the Department of Hospitals.

We feel that it is necessary to publicize the facts of the situation. All temporary appointees from the Porters list in Welfare Hospital are receiving a wage far below present living conditions. Many of the men are forced to support families on \$720 a year, or \$13.85 a week. Even relief would be better for some, especially after double and triple fares are subtracted from this ridiculously low wage.

On the same calendar before the Civil Service Commission is a request from the Department of

Hospitals for deference of reclassification of Hospital Helpers. It is apparent to our organization that we are being used as a political football. We are human beings and deserve being considered as such.

It is unheard of, that in any city department, individuals have been taking the abuse that the Hospital Helpers have. There is definitely no feeling of respect towards any Hospital Helper. This should and must be corrected and we call upon every individual to help us overcome these intolerable conditions.

PORTERS ELIGIBLE ASSOCIATION.

Ed. Note: This letter is one of many that The Leader has received from employees in the Department of Hospitals in pointing out the sweat shop conditions of their wages. Even the Civil Service Commission admits that wages for Hospital Helpers are far below a decent standard.

Police Calls

By BURNETT MURPHEY

Cops should watch out for girls between 16 and 21, and especially those of 19. That's the conclusion of Dr. Draper Lewis, director of the American Law Institute, which has just concluded a study of youthful crimes. According to the survey, girls between 16 and 21 form a high percentage of the nation's total female law-breakers. Seventeen out of every 100,000 girls of 19 in the U. S. go to jail. Young offenders are arrested most often for larceny and theft, assault, sex offenses other than prostitution, and for disorderly conduct and drunkenness.

There's no truth to the rumor that has been going the rounds lately that the titles of Sergeant and Lieutenant in the Police Department will be consolidated into one.

The first two parts of the written examination for Police Lieutenants are now being rated and work on the third part will begin shortly.

Police Commissioner Lewis J. Valentine a few days ago was stopped for speeding on a State highway by a State Trooper. The trooper did not recognize Valentine, but he did deliver a courteous ten minute lecture on public safety and the danger of high speed driving. Valentine was so impressed that, after revealing his identity, he invited the trooper to call at his office the next time he is in Manhattan.

It's been costing New York City a tidy little sum to guard England's mammoth ocean liner, the Queen Elizabeth. 9 Police Sergeants, 6 Mounties, 22 Plainclothesmen, and 117 Patrolmen—at a cost of \$1300 a day—have been guarding the ship. What we wouldn't do for Britain!

Patrolman John Wertzman is nursing minor injuries he received when a 25 year old gal named Rose Brown bit him a few days ago. The encounter took place in a restaurant in Brooklyn when Patrolman Wertzman attempted to stop Miss Brown from throwing paper bowls at another customer whom she believed had insulted her.

Max Bernstein, Patrolman from the West 47th Street Station, was restored to duty last week after he'd been cleared of departmental charges of shooting his bride last month. Michael A. Lyons, Third Deputy Police Commissioner, presided at the hearings at which both Bernstein and his wife testified that she had fired his gun.

A squad of cops at Headquarters in South Orange, N. J. one day last week rushed into the locker room with revolvers drawn. They thought they heard a machine gun in action. It turned out that a fire in the locker room was exploding the bullets in half a dozen cartridge belts. Firemen arriving a few minutes later weren't too enthusiastic about putting out the blaze, but fortunately no one was hit by the flying bullets.

The Shomrin Society will hold an entertainment and ball on April 13 at the Hotel Astor.

The annual installation dinner of the Columbia Association of the Police Department will be held at the Livingston, 301 Schermerhorn St., Brooklyn on April 17.

The Police Post No. 460, of the American Legion, will give a dance on April 4 at Manhattan Center, 34th St., west of 8th Ave.

Patrolman Laurence J. Nannery, formerly attached to the West 123rd Street station, was dismissed last week. Charges against Nannery included absence from duty and intoxication. He was appointed four years ago. His dismissal brings to 260 the total number of men discharged from the P.D. during the regime of Commissioner Louis J. Valentine. That's approximately one out of every 75 on the force.

Pensioned: Lieutenant William W. V. Keeling, Traffic Precinct

C; Patrolman Edward J. Wilcox, Traffic Precinct L.

For the first time last week, a person was convicted of a felony for driving a car while intoxicated. This law has been on the books for some time, but has never been invoked before. Generally, such charges are considered a misdemeanor, but last week in general sessions one Joseph Urig was sentenced to 60 days in the work house, after pleading guilty to driving while intoxicated.

Died: Retired Patrolman James W. Carew, formerly attached to Harb. A. Precinct; Daniel R. McDonald, formerly attached to the old 279th Precinct; Edward Zapke, formerly attached to the 105th Precinct.

Fire Bells

The new Fire and Police pension program goes into effect on April 1. Members of the Fire Department were instructed last week that after April 1, deductions will be made from each man's salary check to pay for his pension. The department will send around a special pension form (P.F. 101) which members must fill out. On this form they must signify whether they wish to pay five percent and retire after 25 years, or six percent and retire after 20. If for any reason a man fails to fill out one of the forms, after April 1 deductions will be made at the rate of five percent. However, if he later fills out the form and elects to pay six percent the proper adjustment will be made. But the final deadline for handing in the pension form is June 1, 1940.

Merson Clothes, Inc., Canal and Lafayette Sts., has informed the Leader that it will award a full summer uniform, made to order, to the winner of the popular Fireman contest.

Councilman Sharkey celebrated his election as majority leader by sponsoring a fire bill. It calls for a division of fire prevention in the fire bureau. Under the provisions, all inspectors of fire prevention and members of the present division automatically go into the new division.

Three Firemen were injured in a tough blaze over at 35 Pine Street, Newark, last week. They were felled after they succeeded in carrying 14 tenants to safety down ladders. They were: Fire Captain Oscar Kaelberer and Fire-

men Floyd Borders and John Shield.

A competitive examination for Fireman will be announced by the Yonkers Civil Service Commission within the next two months.

Fire Chief James J. McElligott personally led a contingent of Firemen up Fifth Avenue last Saturday in the Annual St. Patrick's Day parade. McElligott walked bareheaded in the snow and rain despite the fact that he is recovering from an illness that kept him confined to a hospital until a few days ago.

The votes for New York City's most popular Fireman continue to pour into the Leader's office. If you have a candidate, why not send in his name to this column.

The annual communion breakfast of the Fire Department's Holy Name Society of Brooklyn and Queens will be held May 5th.

The Holy Name Society (Branch 141) of the Fire Department has set April 21 for its annual Communion Mass and breakfast.

Fireman Joseph F. Scott, 45, died as a result of a fall last Tuesday. He fell as he was leaving a restaurant with Captain John J. Carlen.

Other deaths: Fireman 1st Grade Horace A. Beatty, H. & L. Co. 163; retired Lt. Joseph F. Vrabcak, Eng. 272; retired Capt. Thomas F. Murdock, H. & L. Co. 113.



DON'T LET THIS HAPPEN!

Send items to Box 100, Civil Service Leader, 97 Duane St., N.Y.C.

Don't repeat this!

DOES residence law author James J. Lyons hire only city dwellers in his leather plant? . . . Prof. Frank Wall, who fathered the Sanitation Man physical, was among the first to mention "syphilis" and "gonorrhoea" in a college hygiene text-book . . . Variation on a familiar theme: the Ineligibles Association in the DPUI . . . made up of those who aren't allowed to take promotion tests . . . Watch for exams for positions in the State Civil Service Commission . . . What with the report of the Fite Extension Commission, its work will be plenty increased next year . . .

Sam Sherman, plaintiff in the Sherman v. Reavy case, was taken off the list some time ago . . . when his claim for ex-

perience was not substantiated . . . not that it makes any legal difference . . . Wise money predicts that the Hatch Act amendments will face tougher sledding in the House down in Washington than they did in the Senate . . . Home relief budgets are being quietly cut . . . with the Investigators forced to stand the resulting gaff . . . Henry Feinstein is ailing . . . Too much work building up the Federation of Municipal Employees . . . To the prominent columnist who mentions Jeremiah T. Mahoney as next Fire Commissioner: It ain't so . . .

Tactics
Mayor LaGuardia used the Rooseveltian tactic of "spanking" John L. Lewis during the transit rumpus . . . by calling in Sidney Hillman as mediator in place of the lion-maned CIO chief . . . The Quill boys say all they want is the city to fulfill TWU contracts in the same way as other IRT-BMT contracts are being honored . . . Reported issues such as the right of government employees to strike, and that of the closed shop, are so many distortions . . . they say . . . The use of Investigators to investigate the Investigators is increasing in the Welfare Dept. . . . Who's now going to investigate those who investigate the investigators? . . . Why is Commissioner Valentine so much against Police-women?

Up-Down
If it's not one thing it's another . . . Feld-Hamilton increases are saved in the budget . . . but other economies cost the jobs of 33 employees . . . They will get on preferred lists . . . Medical Examiner Emil Altman, who's lambasting school teachers, never took a Civil Service exam, it turns out . . . The Board of Superintendents and Supt. O'Shea got him exempted . . . Quoth the Civil Service Commission at the time: an exam would probably result in a better candidate . . . Bouquets to a hard-working commissioner: William H. Friedman, of the New York Tunnel Authority . . . who donates his valuable services to the city without salary . . .

we're hunting for new york's Most Popular Fireman

Who's the best-liked fireman in New York? Who's the man you think of with a smile? Who's the fire-fighter who enjoys the most confidence? In short, who's the most popular of them all?

The Civil Service Leader is hunting for New York's most popular fireman. We're not going to select him—you are. The most popular fireman will be chosen by the simple democratic method—the man who receives the most votes wins!

The winning fireman will receive a silver cup from The Leader, plus a free uniform from the choice stock of Merson Clothes. The contest will be repeated annually. The Most Popular Fireman nominations end on midnight of Friday, April 12. Send in your nominations rapidly. Let's see the votes pile up for the popular lads. Everybody in the Fire Department is eligible. All residents of New York City may vote.

Nominated so far: Anthony Flaherty, Headquarters Staff; Lomas Dore; Joseph A. Jones, Hook and Ladder 40; Arthur Hines, Hook and Ladder 104; Joseph Michael Finn Sr., Hook and Ladder 51, Staten Island; Flying Sanford Goldberg, Engine 282, Brooklyn; Deputy Chief Hugh A. Halligan; Martin D. Farrell, Truck 12; Henry Huncharoff, Hook and Ladder 28.

You must use the coupon below to record your nomination.

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SCHOOL NEWS

War Brings New Jobs

The war has raised the prices paid skilled men in private industry, and the vocational schools are suffering from a lack of teachers. This week the Board of Examiners moved to end this when it set a list of 32 trade and shop exams for April. 370 positions will be filled on the basis of the ratings.

The high school shop subjects are auto mechanics, aviation mechanics, beauty culture, cafeteria and tea-room training, commercial photography, draping costume design, electrical installation and practice, garment pattern making, ladies' garment design, meat merchandising, plumbing, radio mechanics, trade dressmaking, upholstery, woodworking, woodturning, and pattern making.

For prospective junior high teachers, electrical installation and practice, general shop, millinery, plastic design, printing, sewing and dressmaking, sheet metal work, elementary woodworking, and novelty work.

Vocational high school subjects are applied mathematics, applied science in the automotive trades,

applied science in the food trades, applied science in the needle trades.

A test for substitute teachers of home economics will also take place in April.

Income Tax Deductions

State income tax paid during 1938 on income other than salary as a public school teacher can be deducted by teachers from their 1939 federal income tax.

This was just announced by the Joint Committee of Teachers Organizations, the result of conferences with Internal Revenue Bureau officials.

Next year the entire State tax will be deductible. If a teacher paid an income tax to the State last year on an income that included bank interest, bond interest, dividends, book royalties, etc., in addition to salary, that portion paid for everything but the salary is deductible.

It's figured out this way: the deductible portion of the State income tax is that percentage of the tax which the teacher's income, other than salary, bore to the teacher's total income.

More Economy

With the budget still in a stew, Governor Lehman urged economy on a new educational front. He referred the Legislature to the report of the Board of Regents. Recommended was consolidation of school districts with very few pupils. This, Lehman said, would not only save millions of dollars but improve the school system at the same time. Assembly Majority Leader Ives answered that the expenditures resulting would offset the economies.

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Union Protests "Upper Hole" in Child Bureau

The Board of Child Welfare operates in quarters that are fantastically primitive: such is the contention of the State, County and Municipal Workers of America. The employees refer to the file room as "The Upper Hole" because of its unsanitary appearance.

The top chambers in the Old County Court Building, which houses the Board, could stand, according to the union:

1. A thorough cleaning.
2. A decent ventilating system. At present the air is foul.
3. A heating system. There's no heating at all.
4. Entrance and exit that can be used without jeopardizing one's life and limb.
5. Proper lighting.

Bills in Albany

Civil Service bills marched through the State Capitol this week as the 1940 session moved to within a fortnight of adjournment. Wednesday, March 27, is now tentatively set as the final day.

Both houses approved, then dumped into Governor Lehman's lap, the Martin-Devany bill to keep veterans and volunteer firemen in relief jobs. Serving temporarily now they would be frozen into jobs by this measure.

Among the bills which passed the Senate were the Ryan bill, to take relief out of politics, and the Page constitutional amendment. This latter, to extend preference to non-disabled veterans has had a long and sorry history. It was beaten by popular referendum in 1929 and at the last Constitutional Convention.

Across the corridor, the Assembly passed the Devany bill. This furthers the provision of his 1939

Elevator Operators Hear Good News

Good news was forthcoming last week for 69 remaining eligibles on the Elevator Operator list, when the Municipal Civil Service Commission announced that they would be called in beginning April 1 for medical and physical exams before appointment. A number of immediate vacancies will be filled as soon as the physical and medical tests are complete. Appointments are expected at \$1,200.

Standards

The Commission has set the following standards for the medical exams:

Height: five feet, six inches (minimum).

Weight: Persons excessively light-weight or overweight will be rejected.

Vision: 20/30, both eyes together, eye glasses allowed. Blindness in one eye will disqualify.

Agility: high jump over 3 feet, 6 inches for males; 2 feet, 9 inches for females.

Strength: dumbbells—40/35 pounds for males; 30/25 for females.

Strength of forearms: grip test on machine—60 percent required for males; 35 percent for females.

New Form for Promotions Exams

The Municipal Civil Service Commission is now drafting forms to be used by city departments requesting that competitive or promotion exams be given for various positions. At present requests for new exams are made the form of letters to the Civil Service Commission. In filling out the new forms, which will be ready shortly, department heads will state the title, grade and salary of the position for which an exam is requested, the reasons it is needed, the number of vacancies, and similar information.

Subscribers are requested to inform The Leader of any change of address at least one week in advance.

Civil Service Bills

Who pulls the biggest boners in Civil Service? Who makes the most howling mistakes? Who deserves the Leader's

Donkey Award of the Week?

Beginning with the next issue, The Leader will each week award the replica of a donkey to the person who commits the biggest boner. Let's have your nominations. Everybody in the Service is eligible to win the Donkey Award—especially officials. Readers—let's have your nominations!

bill barring "revolutionaries" from classified Civil Service and teaching positions. Appointees and those presently employed are now covered.

Reported in Assembly

Among important measures reported in the Assembly were:

1) the Association of State Civil Service Employees bill giving an eight-hour day, six-day week to guards of State buildings;

2) the Hampton bill, already passed by the Senate, providing that veterans, veterans' wives, or widows, serving continuously in a veteran relief agency since July 1, 1937 in similar position to the one now held, shall be appointed to the Civil Service without further examination;

3) Assemblyman Crews' bill, which extends from 1940 to 1942 the term of reinstatement eligibility to Civil Service of those demoted or separated from the service, whose names were placed on preferred lists on or after January 1, 1922.

And Yet Some More

Meanwhile, the lateness of the hour did not deter legislators from fathering a new trio of bills. They were:

1) Corning-Ostertag bill to con-

tinue the salary standardization board, along with temporary provisions for reclassification of titles and positions, until December 1941;

2) Piper's bill, which defines the final average salary for the purpose of determining a pension under the State Employees' Retirement System as compensation earned in the State service. At present, it means the compensation earned as a member of the retirement system;

3) Another Babcock pension bill. This permits a city, by local law, to require sufficient contributions from active members of a pension system not previously on an actuarial reserve basis, to provide as much as 45 per cent of the cost of current reserves sufficient to provide for all currently accrued liabilities.

And in the City

Leaves of absence for religious observance were granted city diem employees this week by the City Council. A resolution allowing Christian employees to take off Good Friday, while their Jewish colleagues take off April 1 and 30, was introduced by Councilman Keegan and immediately approved.

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CITY LICENSE TESTS

(Continued from Page 7)

munity of this size; promoting cooperative relations between the Health Dept. and the medical profession, dental profession, and private health and welfare agencies.

Requirements

An M. D. degree and one or more years of graduate training in a public health institute with an advanced degree in public health. In addition, at least two years' experience as a health officer, or three years' experience in a responsible administrative position in public health of the type which will equip them to be health officers.

Weights

Written, 3; training, experience and personal qualification, 4; technical-oral, 3.

Structural Welder

Trade License

File by March 25.

Requirements

One and a half years' experience in one or more of the following: (1) on pressure vessels performed under the rules of the American Society of Mechanical Engineers; (2) in a U. S. Navy Yard or other ship-building yard, under rules of the Department of Commerce Code; (3) in the manufacture of heavy machinery under codes of the

American Welding Society; (4) structural work for buildings or bridges in fabricating shops or in the field under the American Welding Society Code. Such experience must have been under strict supervision.

Fee

The cost of steel plates, filler rods, the use of machines and current, the making of tension tests in connection with inspecting, testing and reporting will be covered by a fee of \$10 for four specimens and \$5 for each additional two specimens. Fees must be paid at the time of filing application.

License to Install Oil-Burning Equipment

Trade License

Fee, \$5; file by March 25.

Applications

Give in full all information required on application form and indicate definitely for which type or types of license you are filing; File with application two recently taken photographs, two inches by two inches in size. All statements will be investigated.

Examination

Candidates must have either three years' experience in the installing of oil burning equipment or a satisfactory equivalent of related experience or training.

Head Tuberculosis Hospital Nurse, Type D

(Surgery)

Division of Tuberculosis, Department of Health. (\$1,200-\$1,300 plus maintenance), Fee, \$2. The list will be used for Supervising Surgical Nurse.

Requirements

Graduation from a senior high school, or equivalent education, and graduation from a school of nursing. License to practice as a registered professional nurse in New York State, or eligible for a license. In addition, either a) three years' experience in pre-operative and post-operative surgical nursing, one year of which was as head nurse of a supervisor in an institution, including six months in tuberculosis surgical nursing involving some thoracic surgery, or a six-month course in thoracic surgical nursing; or b) a satisfactory equivalent.



Orthopedic Public Health Nurse

Division of Public Health Nursing, Department of Hospitals. (\$1,800-\$2,300). Fee, \$1. Open to non-residents of New York State as well as residents; however, preference in certification will be given to residents.

Requirements

Graduation from a senior high school, or equivalent education, and graduation from a school of nursing. License to practice as a registered professional nurse in New York State, or eligible for a license. Candidates must have had a course in orthopedic nursing for four months. In addition, either a) two years public health nursing experience and completion of a post-graduate course in public health nursing of one year in residence at a college or university; or b) three years' public health nursing experience, and a course of public health nursing of four months at a college or university; or c) a satisfactory equivalent. Candidates must know the mechanics of braces, how to measure, fit, and adjust other orthopedic appliances. They must be able to do muscle grading of new and chronic poliomyelitic patients plus a knowledge of muscle re-education. A practical test on these abilities will be given to those who pass the written test. Good physical condition is essential. A driver's license must be shown prior to appointment.

Public Health Nurse

County service, wherever vacancies occur. (\$1,200-\$1,500). Fee, \$1. Open to non-residents of New York State as well as residents; however, preference in certification will be given to residents. The list will not be used for appointment in West-

Police, Welfare Jobs Open in Mt. Vernon

Exams for Patrolman and Assistant Director, Veteran's Relief Department of Public Welfare, were opened this week by the Mt. Vernon Municipal Civil Service Commission. The dates for the tests will be set later. The deadline for the Policeman exam is March 29, for the welfare exam March 25.

Residence in Mt. Vernon is required for both tests, two years in the case of the Patrolmen hopefuls, and one year for the welfare candidates.

Full requirements follow:

Patrolman

(\$1,800 to start); File by 12 noon, March 29. Age limits: 21-30. List will be good for two years after date of establishment.

Requirements

Candidates must be not less than five foot eight in height, must pass a medical exam by the Civil Service Medical Examiner and a physical exam, attaining marks of 100, and 75 per cent respectively. The Commission issues a complete list of medical standards.

Written, 6; memory, 1; observation, 1; education, 1; writing, 1/2; spelling, 1/2. 60 per cent is required in all subjects, and an average of 75 per cent to pass. Failure in any subject will disqualify.

Assistant Director, Veterans' Relief Bureau

Department of Public Welfare. (\$1,500) File by 12 noon, March 25. List will be good for one to four years after date of establishment.

Note: Any candidate who was employed for a period of not less than three months between July 1, 1936, and June 30, 1937, in a veteran Relief Bureau, on whose salary State reimbursement was payable, in a job equivalent to that for which exam is being held, is eligible to compete.

Duties

Under supervision of the Di-

chester, Cattaraugus, or Suffolk counties.

Requirements

License to practice as a registered professional nurse in New York State, or eligible for a license. In addition, either a) graduation from a senior high school, or equivalent education, if graduated from a school of nursing after January 1, 1932; if graduated from a school of nursing before 1932, and entering public health nursing for the first time, either 1) three years public health nursing experience; or 2) one year public health nursing and a course in public health nursing of four months in college or university; or 3) post-graduate course in public health nursing of one academic year in residence at a college or university; or 4) a satisfactory equivalent. Candidates must have a thor-

(Continued on Page 13)

rector or Administrator, to act as his assistant in the formulation of policies, methods, and procedures; be in responsible charge of the general office routine; related work, as supervising various divisions of the Bureau; having charge of intake and controls of relief expenditures; serving as general assistant to the Director or Administrator and acting for him in his absence.

Requirements

Either a) eight years' full-time paid experience in business, government administration, or public or private social work, four years of which was in a responsible administrative or supervisory capacity entailing responsibility for management of a large office or functional bureau of a business or welfare organization; or b) six years' such experience, including the four years in a supervisory capacity, and graduation from a senior high school; or c) four years' such experience, including three years in a supervisory capacity, and graduation from college.

Weights

Written, 4; training, experience, and general qualifications, 6.

STATE EXAMS

Final Filing Date for All Open Competitive State Exams Is April 11

Assistant Director of Cancer Control

Division of Cancer Control, Department of Health. (\$5,200-\$6,450). Fee, \$5.

Requirements

Graduation from medical school, and a license to practice in New York State. Candidates must have served one year's internship and completed a one year post-graduate course in public health. They must have practiced medicine for five years, two years of which were in the public health control of cancer and one year in clinical study and cure of cancer cases, or its equivalent.

Assistant Superintendent of Tuberculosis Nursing

Division of Tuberculosis, Department of Health. (\$1,800 plus maintenance). Fee, \$2. The list will be used for Assistant Director of Nursing.

Requirements

Graduation from a senior high school, or equivalent education. License to practice as a registered professional nurse in New York State, or eligible for a license. In addition, either a) six years' nursing experience, two years of which were in a supervisory capacity, and two years in tuberculosis, plus graduation from an accredited school of nursing, and 60 credit hours of college work in subjects preparatory for teaching and administrative work in nursing schools; or b) a satisfactory equivalent.

Head Tuberculosis Hospital Nurse, Type B

(Operating Room Supervisor)

Division of Tuberculosis, Department of Health. (\$1,400 plus maintenance). Fee, \$2. The list will be used for Supervisory Operating Room Nurse.

Requirements

Graduation from a senior high school, or equivalent education.

License to practice as a registered professional nurse in New York State, or eligible for a license. In addition, either a) four years' operating room experience, one of which was in a supervisory capacity; or b) one year post-graduate training in operating room technique and three years' surgical training experience in the operating room of a hospital or clinic, one year of which was in a supervisory capacity; or c) one year post-graduate training in operating-room technique and one year experience in the operating room of a hospital or clinic where thoracic service is maintained; or d) a satisfactory equivalent.

Head Tuberculosis Hospital Nurse, Type C

(Anaesthetist)

Division of Tuberculosis, Department of Health. (\$1,200-\$1,300 plus maintenance). Fee, \$2. The list will be used for Anaesthetist.

Requirements

Graduation from a senior high school, or equivalent education, and graduation from a school of nursing. License to practice as a registered professional nurse in New York State, or eligible for a license. In addition, either a) six months' post-graduate training in anaesthesia and three years full-time paid experience as anaesthetist in a hospital or clinic, including six months on thoracic surgical service; or b) four years' full-time paid experience as anaesthetist in a hospital or clinic; or c) a satisfactory equivalent. Experience must have included "open-chest" operations in which differential pressure and endotracheal technique were used.

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Civil Service MAGAZINE

CIVIL SERVICE LEADER FEATURE SECTION

PAGE NINE

AFTER UNIFICATION, WHAT?

By DONALD MACDOUGAL

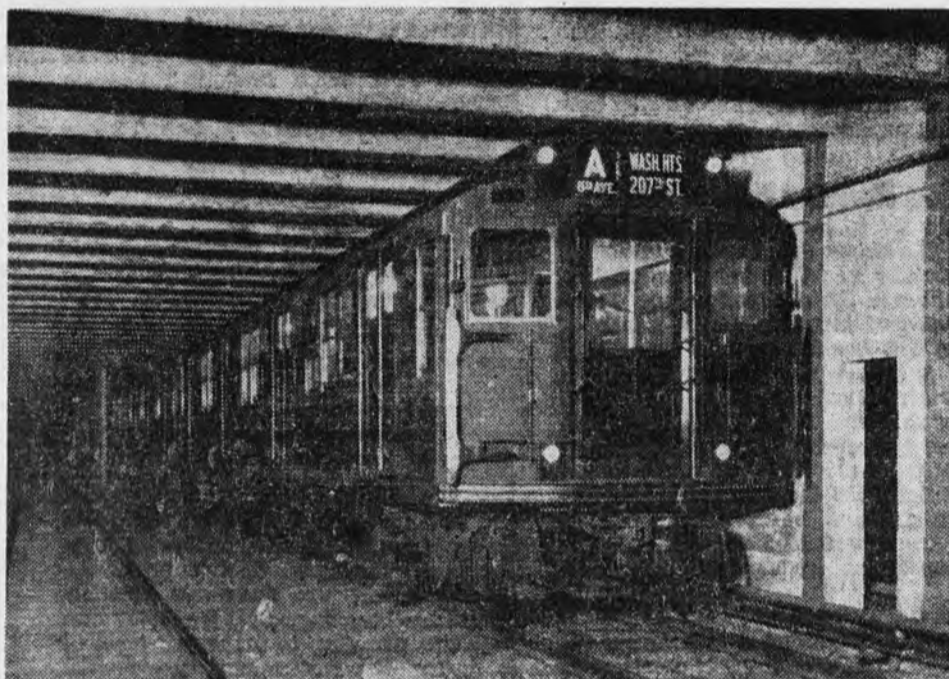
Questions Which Subway Men Are Asking Each Other . . . What Happens to Us Now? . . .
What of the Subway Spy System? . . . Will Our Salaries Be Higher Or Lower? . . . Who
Can Fire Us, and Why? Here Are the Best Answers That Can Be Given Today.

After unification, how will employees in the various subway jobs be selected? Employees in all categories will be selected by competitive examination. In the Independent System, there are only exempt jobs, no non-competitive jobs, and no labor class jobs. A study is now being made jointly by the Civil Service Commission and by the Board of Transportation of the functions involved in every subway position. The questionnaire which subway workers have been asked to fill out will be checked against the results of this study. These findings may indicate that some new titles are necessary. It is not now known that every job existing on the subway lines has a counterpart in the Civil Service system.

What will be the method of promotion? Promotion will be by competitive examination. Record and seniority will count for at least 50 per cent, and may count for more if the Civil Service Commission so decides.

Dismissal

Under what conditions may a man be dismissed or disciplined? The dismissal and discipline of employees is a matter of "departmental policy." At present, the entire Board sits on every dismissal, but whether this can be continued after unification is doubtful. Probably deputies will be required to handle hearings, at least on minor dismissals. Certainly the Transport Workers



effective organization among the men. But even after unionization, the IRT and BMT continued to use undercover men to "sneak" and "report" on the employees. As one of its first acts after the lines go to the city, the Civil Service Commission will wipe out every vestige of this insidious spying crew.

Advantages

What other advantages may the subway worker expect from his Civil Service status?

After unification, the subway worker will probably be somewhat better off. His tenure is secured by law. He obtains a decent pension set-up. His vacation rights will probably be increased. The large sums diverted to bonuses and commissions (for example: \$100,000 a year went to Dahl of the BMT) will no longer go to single individuals. The carrying charges on capital will be reduced. This means that more money will be available for employee compensation and other benefits. If the present union tension between the Mayor and the Transport Workers Union is satisfactorily settled, the men should enjoy the advantages of Civil Service together with the benefits that come from their union.

employee except for cause or when the force is being reduced. When the force is reduced, lay-offs come in reverse order of seniority—that is, the last man on is the first man off. Men laid off for reduction of force go on a preferred list, and this list is the first eligible list to be used for all appropriate positions in the Civil Service. Such preferred lists are city-wide, opening the entire service of 160,000 jobs to these men—which means that where the job is a normal one, re-employment will probably come swiftly. For example: Suppose a man holds the title of "guard." If he is dismissed for reduction of force, he goes onto the preferred list, and may obtain a job as guard in any other city department, just as soon as a vacancy occurs. All this applies, however, only to those who will come into the Service in the future. It does not apply to the men now at work, who are brought into the Civil Service through the Wicks Act. The present employees are eligible for preferred status only on the old line properties (BMT-IRT). The turnover on these lines is large, however, and absorption should be swift. Furthermore, the underground transit system is constantly expanding and in need of new personnel. Thus the 6th Avenue System will be opened shortly, with a requirement of at least 600 new men.

Salaries

How will salaries compare with those on the private lines?

Salaries are slightly higher in some categories in the private lines, slightly lower in others. It seems that the salary scale as a whole may be somewhat increased.

What department will have charge of subway problems?

The Board of Transportation. Its heads are Commissioners John H. Delaney (sometimes referred to as the Czar), Frank X. Sullivan, and George Keegan.

What happens to the secret spy system maintained by the private companies?

The secret undercover spy squad will be the first thing to go. This spy squad,

maintained by the companies for many years, was used as a bludgeon to prevent

To Extend Civil Service

Within the next year, Civil Service will be extended to 200,000 jobs throughout New York State. A Legislative Commission—known as the Fite Commission—is now studying ways and means of doing this. What does this extension mean? How will it affect your job?

THE CIVIL SERVICE LEADER starts next week a series of articles, written by the members of the Commission, explaining exactly what it all means.

This is a series that you cannot afford to miss.

The Topics

- Problems Facing the Fite Commission
- Why the Fite Commission
- How Civil Service Operates
- Work of the Fite Commission to Date
- Counties Meet the Fite Commission
- Towns Meet the Fite Commission
- School Districts Meet the Fite Commission
- Rights Under Civil Service
- When Civil Service Workers Organize
- The Meaning of Civil Service

The Authors

- GRACE A. REAVY—president, State Civil Service Commission.
- EMERSON D. FITE—chairman of the Assembly Civil Service Committee; chairman of the Fite Commission.
- HOWARD P. JONES—State Civil Service Commissioner; secretary of the Fite Commission.
- JOHN T. DE GRAFF—counsel to the Association of State Civil Service Employees; counsel to the Fite Commission.
- W. EARL WELLER—director of the Rochester Municipal Research Bureau; research director of the Fite Commission.
- FRANK C. MOORE—executive secretary of the Association of Towns.
- CHARLES A. BRIND, JR.—director of the legal staff, State Education Department; president of the Association of State Civil Service Employees.
- H. ELIOT KAPLAN—executive secretary of the National Civil Service Reform League; contributing editor of the Civil Service Leader.

EXCLUSIVE IN THE
**Civil Service
LEADER**

Subway Men

Follow the Leader regularly for complete information about your status on Civil Service. If you have any questions, please utilize the Leader's FREE information service.

Union, whatever the outcome of its present dispute with the Mayor, will resist a hand in this matter. At present, there is no machinery for review of the Commission's findings in the department itself, though of course an employee may go to the courts if he feels he has been arbitrarily dealt with. The Civil Service Commission may choose to remove from the disqualified list persons dismissed from the subway service, so that they may take subsequent examinations. The entire matter of firing and disciplining workers, however, needs to be clarified.

Vacations

What about vacations and sick leave? Vacations and sick leave are determined by the Board of Transportation. It should be assumed that the present policy will be continued. There is strong reference of opinion as to the value of the present policy. Many say that it is arbitrary, that it allows too much latitude for discrimination, that sick leave is not mandatory. Many subway workers feel that it is unwise to leave these matters to the discretion of the Board of Transportation, which frequently takes a high-handed attitude toward employees.

What is the policy concerning tenure? Tenure is during good behavior. There is no power to lay-off a civil service em-

How to Get A Civil Service Job

by HOWARD P. JONES
State Civil Service Commissioner

What is it like to work for the government? What are the rewards to those who wish to make a career of public service?

A noted authority explains what's what.

GETTING a job is one thing. Holding it is another. Advancement is a third.

If you're the kind of person the government wants, you're not going to be a "holder-on." You're going to want to do things. You're the kind that will want two satisfactions in your job: first, a sense of doing something worth while; second, a chance for advancement.

These days the bright young people, the boys and girls with their heads in the clouds and their feet planted firmly on the ground, are turning more and more to the government as a place where shining careers can be made and reputations won. The older ones too, those with a solid reputation built up in private enterprises, are more and more being tempted into government work, where they can apply their knowledge and ability to new and challenging problems at little or no financial loss to themselves.

In other words, local and state and federal governments are now building a career service. This is in complete contrast with the old days when appointments were usually a matter of "pull," pay was low, promotion was rare, and excessive red tape routinized even important work. Now examinations test ability for the job, and experience is highly weighted. Starting salaries in most positions are as good as, if not better than private work would yield, and the chances for promotion both in rank and in pay are steady and numerous.

How About Promotions?

Now here's another point at which you may pick up your ears. On what basis are promotions given? How about politics? Will a good man be sidetracked for some political favorite?

The answer is that the law requires examinations to be held for promotional opportunities, so your chance to get ahead is based on the same process as your original entrance into the service, except that the only people who compete are your fellows in the same grade in the service. Furthermore, the law in New York State recognizes the desirability of encouraging an open competitive examination may only be given when there is no field for promotion. The man in the service gets the break, where possible.

But mere seniority in the government service isn't enough now to go to the top. You've got to have "something on the ball." The New York State Civil Service Law also says: "Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotion from among persons holding positions in a lower grade in the department, office or institution in which the vacancy exists." This means that a person who starts on the bottom rung of the ladder of government service is given preference over outsiders in climbing the next rung. Experience within government service is becoming more important than experience outside the government service.

Is that a desirable tendency? Civil Service administrators argue about it frequently, but no final decision can be made until more experience is gathered.

British Experience

This is in contrast with the situation in England, which has been pointed to for generations as the place where government work has had the characteristics of a genuine career. Some people would have us copy their system. In England the class system of social life, so much more apparent than in America, is translated into government service. To obtain positions from which promotion to the top is possible, young men and young

women have to be university graduates. If you're not a university graduate, you automatically start at a lower level, and it is almost impossible for you to rise into that top group of positions which are occupied by the university people.

In England, however, experience is unimportant in getting a government job. They prefer to train their people after they hire them. Hence, examinations are based entirely upon education, and resemble academic college mid-years. In order to get anywhere in the British civil service, therefore, you've got to start right after you finish school: either high school or college. Waiting till you pile up some experience won't do you a bit of good.

Do You Require Experience?

Ought we to have a system like that here? The strong democratic tradition of this country has thus far prevented it. We believe in the self-made man. There are plenty of instances where a man or woman who has started as a government clerk, and has had perhaps only an elementary school education, has become head of the department. We have valued experience so much that our recent college graduates have complained there is too little chance for them to get a job with the government, because admission to most government jobs calls for so much previous experience at specific types of work.

That complaint is no longer as valid as it once was. The number of positions for which previous experience is unnecessary increases every day. Federal, state and local governments are realizing that there is something to the idea of catching 'em young and training 'em right. Young men and women right out of college can now take examinations which test only brains and general knowledge, then get jobs in government departments which are equivalent to apprenticeships.

To illustrate the vastness and variety of government jobs, it need only be pointed out that one in every nine wage-earners (not including WPA) in the United States works for one of the levels of government—federal, state or local. 1,202,000 work for the federal government alone. New York City employs 118,456. Outside New York City, in the state and its subdivisions, there are 272,920 more. A new book, *Opportunities in Government Employment*, by L. J. O'Rourke of the United States Civil Service Commission, discusses the different kinds of jobs available, and they range from manual labor to the most complex technical and executive jobs imaginable. Salaries cover just as wide a range. Dr. O'Rourke shows that in the United States Civil Service Commission Classification Pay Scale salaries go from \$600 to in excess of \$9,000, with the bulk of salaries under \$4,000, of course. New York City and New York State salary scales are comparable to the federal.

Is It Good to Work for The Government?

When all is said and done, is it a good thing to work for the government? Or is a man or woman better off in private work?

What has been said about the growing career service answers that question in part, for it is clear that if a career is what you're after, every day the chances are better for finding it in government work, no matter what your specialty.

With the expansion of government work so that it takes in most important lines of human endeavor, with the increasing importance of government work, the government desperately needs good people, people with ideas, in almost any line. Do you know that some of the most significant scientific discoveries, some of the most important cultural

achievements (government is even producing pioneering movies) are chalked up nowadays to people who work for the government? Of course, in any large organization there are many routine jobs! But this is as true of private as it is of public business.

Suppose you're not the ambitious type? Suppose you'd be satisfied with a good job, fairly interesting, fairly well paying, secure, respectable? The government can give you that too. I have already pointed out that government pay is better than private pay except in the top positions. Most of the executives in government departments today hold their jobs at a sacrifice, for they could often double or triple their salaries by stepping into private industry. These people stay in government work because they like the combination of challenging problems and the feeling they are rendering real public service.

In any position, high or low, that opportunity to serve is an important aspect of government work. Even in the lowest position, a government employee may be sure that he is doing something for everybody, rather than for himself or for one private employer. He can have real pride in his responsibility.

The security of government work is another factor which makes it very attractive. As long as this country lasts, the government is sure to "stay in business." And individual employees are sure to stay, if they want to, unless they have committed a serious breach of discipline. The law usually sets up safeguards to prevent your being fired just because someone dislikes the color of your hair or your political beliefs. A formal hear-

ing on charges is the right of any civil servant after he has passed the probationary period.

Government work usually means reasonably short hours, liberal vacations, sick leave with pay, and pleasant working conditions. Government is expected to be a model employer, and usually is.

Disadvantages

Old age prospects are also pretty good for government employees, as contrasted with persons in private business. Pension and retirement provisions are almost universal, so security in old age is automatic.

Are there any disadvantages in government work? It depends, usually, on what your personal likes and dislikes are. If you dislike working in large organizations with many people, government is the wrong place for you. If the rules and regulations inevitable to such a large organization seem like intolerable red tape to you, then government work is not for you. If you look forward to "big money," you'd better find it in private business. There may be other disadvantages. Whatever they are, those who have the interests of the civil service at heart are working every day to eliminate them. Working for every citizen is something any man should be proud of.

And there's another thing. We believe in democracy in this country, yet we must recognize that throughout the world, there is a real challenge as to the effectiveness of a democratic form of government. In the final analysis, the men and women in the civil service have a tremendous responsibility in proving that a government may be both democratic and efficient.



By Charles Sullivan

No Million

DEMOCRATIC leaders are trying to see to it that the number of Federal employees doesn't reach 1,000,000 before the November election. They have been tipped off that GOP bigwigs are planning to make the most of it during the forthcoming presidential campaign if the 1,000,000th Federal employee is hired by Uncle Sam soon.

Prospects are only fair for the 1,000,000th Federal employee to be hired in time for the Republicans to get their issue. The all-time high of Federal employees was recorded in December when there were 987,538 on the payroll. This was an increase of something like 50,000 over November which was caused by the hiring of extra Post Office clerks needed for the Xmas rush.

In January the number dipped to 936,689, but the trend likely will be upward again when the February figures are announced by the Civil Service Commission. Substantial increases in personnel are



expected to be registered by the War and Navy departments, both of which are engaged in extending our national defenses. Both departments have added 30,000 employees each to their staffs within the past 18 months.

Census, of course, is taking on new employees daily to take the decennial census. The 140,000 enumerators, however, won't be counted as Federal employees as they will work only on an average of two weeks.

Panama Canal has been adding employees, nearly 1,000 during December and January, in connection with the strengthening of our defenses at the canal. The Mississippi flood control work requires a horde of extra workers during March and April.

It is a distinct possibility that the 1,000,000th person will be placed on the Federal payroll before summer, but administration leaders are hoping it won't be so.

There were about 565,000 Federal employees when the Republicans lost control at Washington in 1933.

The most discouraged group in Washington this week is that determined band of economy advocates in the House of Representatives that has forced cuts in

the budget estimates — sometimes drastic — of every appropriation bill reported so far during this session of Congress.

What took the wind out of their sails was the action of the Senate Appropriations Committee in adding more than \$300,000,000 to the 1941 Agricultural appropriation bill which, if finally approved,



will just about wipe out all the savings made in the House.

The Senate committee's action was received joyously, however, by the approximately 75,000 employees of the Agriculture Department. It is roughly estimated that between 7,000 and 8,000 Agriculture workers would have lost their jobs had the House version been put into effect. Even under the Senate recommendations, Agriculture's staff will have to be reduced as the agency now is spending a record sum of approximately \$1,300,000,000, which is something like \$265,000,000 more than the Senate committee recommended. The exact number has not been determined.

The Senate committee's action on the agricultural bill is important to all Federal employees threatened with the loss of their jobs by an economizing Congress. It has so thoroughly discouraged the



economy bloc that now the chief economizers are apt to loosen up on future appropriations since all hope of establishing a saving record at this session of Congress will be gone with the wind.

The National Resources Planning Board is now believed to be a cinch to get a 1941 appropriation from the House.

"What's the use trying to save \$710,000," an economy chieftan asked disgustingly, "when the Chief in a single bill wipes out all the savings we have made?"

The House originally refused to appropriate new money for the planning board but \$710,000 was approved for it in the Senate after a personal appeal from President Roosevelt. The planning board is in the President's executive offices and has a staff close to 225.

HANDSOMEST COP CONTEST

The Judges

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COBINA WRIGHT JR.

GERTRUDE LAWRENCE



JOSEPH E. DICKERS
Mtd. Sq. 2, Troop F, Queens



ARTHUR FRIED
40th Precinct Brooklyn



MACK KOBBE
102nd Precinct, Queens



JOSEPH F. HOFMANN
104th Precinct, Queens



HAROLD DUNWOODY
43rd Precinct, Bronx



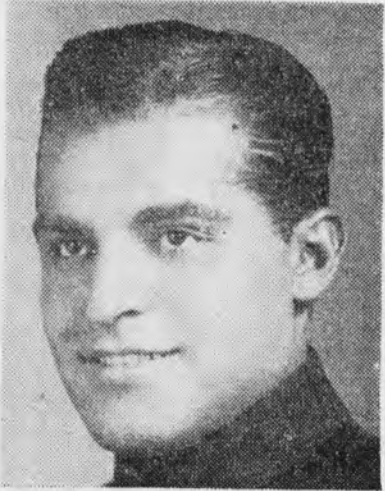
FREDERICK H. BRUNKS
Emergency Squad 16



GEORGE E. THOMAS JR.
69th Precinct, Brooklyn



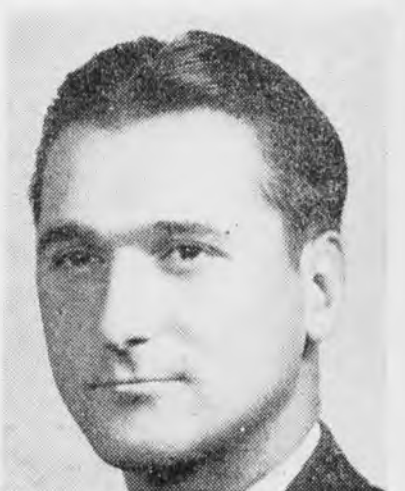
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CALLING all handsome cops! Calling more handsome cops! Here they are, folks. Look 'em over. You're getting a preview of the greatest man-hunt in history. We're on the trail of the handsomest cop in New York State. And believe you me, it's quite a hunt.

On this page you see just a scattered few of the hundreds of photos that have come into THE LEADER office since we put the beauty blood-hounds on the trail.

Now you get an idea of the problem facing the three lovely judges—Gertrude Lawrence, Dorothy Lamour, Cobina Wright Jr. And if you want to make it even more difficult for them, a coupon is conveniently provided.

Among those who have been recently nominated are:

- Daniel L. (Buddy) Hanlon, 43rd precinct.
- William Addison Curtin, 18th precinct.
- Eugene J. Rosenberg, 48th precinct.
- Walter McKenney, 109th precinct.
- Peter A. Rodriguez, West 152nd St. station.
- David Weiss, Parkville precinct, Brooklyn.
- Arthur Miller, 69th precinct, Canarsie.
- J. Moran, 69th precinct, Canarsie.
- "Any trooper," State Police barracks (Troop K), Hawthorne, N. Y. (Or Troop G in Troy, N. Y.).

- Thomas O'Brien, 7th precinct, Manhattan.
- Robert Reimer, 17th precinct, Manhattan (mounted squad).
- John Mulvihill, Traffic A.
- George E. Thomas, 69th precinct, Canarsie.
- Querino J. Lenza, 7th precinct, Manhattan.
- Frank Dukes, Main Office Division, Alien squad.
- Saul Bock, Headquarters, Manhattan.
- Sam Letowsky, 69th precinct, Canarsie.
- Edward Nye, 47th precinct.
- Michael Corallo, 83rd precinct, Brooklyn.
- Edward C. Cugell, 102nd precinct.
- Patrolman Custus, 114th precinct, Queens.
- Francis Manning, 92nd precinct.
- James Hayden, Homicide squad, Manhattan.
- John Moffett, Homicide squad, Manhattan.
- Thomas F. McCauley, 67th precinct, Brooklyn.
- Peter Duva, 46th precinct.
- George Weinhenner, 1st District Traffic, Manhattan.
- Tony Batto, Emergency Service Squad No. 3.

- Samuel Gallagher, 100th precinct.
- David L. Harris, 41st precinct.
- Edward McKain, 75th precinct, Brooklyn.
- Charles Jester, 44th precinct.
- James Peters, 17th precinct, Manhattan.
- Jack Garfield, 41st precinct.
- Capt. James Flynn, Troop L, New York State Police.
- Thomas Walsh, Midtown Squad.
- Charles Patrick Anderson, 105th precinct.
- M. J. Barry, 9th precinct, Manhattan.
- James McGahey, Traffic F.
- Michael F. Beirne, Hack squad.



HAROLD GRASSMAN
66th Precinct, Brooklyn

Your Ballot

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Civil Service Leader
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Your search for New York State's handsomest cop is over!

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of the

(Signed) Name

Address

Question, Please?

by H. ELIOT KAPLAN
CONTRIBUTING EDITOR

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

Promotion Lists

A. N.—When an employee on a departmental promotion list is transferred to another department before promotion, or accepts appointment to another department from a competitive list, he loses his right to promotion from the old list. Only in cases where an employee is involuntarily transferred is his name put on the promotion list for the new department. In any event, he remains on the city-wide promotion list.

Hospital Helpers

O. D.—The reclassification of Hospital Helpers from the non-competitive to the labor class has not yet been okayed by the State Civil Service Commission, though approval is expected soon after April 1.

Leaves, Vacations

G.—An employee on a year's leave without pay isn't entitled to a vacation allowance, even though he may have earned it before he took the leave. In rare cases, however, the department may allow vacations after an employee returns from leave.

P. D. Clerks

E. O.—The plan to replace policemen who are filling clerical jobs with appointees from the Clerical and Typewriter-Copyist lists hasn't been abandoned, but the Civil Service Commission and the Police Department are giving the matter further study. The dozen or so appointed from the Typewriter-Copyist, Grade 2, list, are still retained. Undoubt-

edly more appointments will be made in the future.

Holidays

C. J. K.—City employees generally are given leaves with pay on important legal holidays. In emergencies they may be required to work, however. Each department has the right to determine which employees will remain on duty, and whether they'll be given extra pay for such work. As a rule, the only employees who are given extra compensation are per annum employees.

Males Only

H. M.—Frequently departments request the Civil Service commissions to certify only males for appointment. Generally the commissions will not comply with such requests unless the departments give valid reasons for wanting only men for a particular job. I believe the commission will be glad to explain why it certified only males for Bookkeeper in the cases you mention.

Gambling

B. M.—Frankly, I doubt whether there is much chance of your son's reinstatement as his removal was gambling in the office. Because of his good record over a period of 10 years, however, it might be that the department will reconsider his case upon application for a further hearing. Such a decision is entirely up to the department and its action is final. The U. S. Civil Service Commission has no jurisdiction in cases of dismissal unless removal is made for political, religious or racial reasons.

G-Man

P. L.—Application for G-Man jobs in the Federal Bureau of Investigation should be made directly to the Bureau, c/o the Department of Justice, Washington, D. C. G-Men actually hold the position of Investigator. These jobs aren't under Civil Service. Only College grads, usually those with law degrees, are considered for G-Man jobs.

Leaves of Absence

R. A.—When an employee is on a leave of absence and another is appointed temporarily to his position, the latter can serve only for the period of the leave. If the employee does not return from a leave, or resigns in the meantime, the temporary substitute may thereafter be a permanent employee if he is eligible for certification for a permanent job. Otherwise the names of persons on an eligible list must be certified to fill the vacancy.

No Exams

P. J. M.—Exemption from competitive or non-competitive exams can be made by the Municipal Civil Service Commission only with the approval of the mayor and the State Civil Service Department. Some jobs are exempt by statute (Section 13 of the Civil Service Law). Exemptions in the State service must be made with the approval of the Governor. The State Commission can exempt positions in a municipal service only after notice to the local commission and after a unanimous vote by the State Commission.

Vet Preference

U. G. L.—The Appellate Division, Second Department, has just answered your query. The Court reversed the decision of the Kings County Supreme Court and held that a disabled veteran is subject to the same probationary period of service that other appointees are. A disabled veteran may be dropped at the end of the probationary period without any charges or hearing.

Certification

M. G.—The Civil Service Commission ordinarily has discretion in determining the appropriateness of eligible lists for certification to any position. The Commission cannot certify a list established for another type of position where there is an eligible list in existence for the particular position for which it was specifically established.

Health Questions Answered

By O. A. Spier, M.D.

Energy Builders

L. F. A combination of different vitamins (A, B, C, D, and G), put up by any reliable pharmaceutical firm will aid in building up resistance in order for you to pass the strenuous Sanitation Man physical exam. It would be better to use the combination of vitamins rather than liver and iron capsules.

STATE

CIVIL SERVICE NEWS BRIEFS

3 of Every 100 Work For Local Governments

THE LEGISLATURE will have to wait until February 1, 1941, before the Fite Merit Extension Commission will recommend ways and means to bring 200,000 more employees under Civil Service. The Commission stated this in its first report, handed in Friday to the clerks of the Senate and Assembly.

The Commission had some startling things to report nevertheless. 391,217 persons are estimated as being in local public employment, or 3.1 per cent of the entire population. This is the first



time a survey of this kind has been attempted in the State. The figures are only tentative, but shouldn't be much out of the way when the full report is made in June.

Of the total figure, 129,349, or 33.05 per cent, will probably fall in the unclassified group, and 261,868, or 66.94 per cent, in the classified group. Of those in the classified group, 14,285, or 5.45 per cent, will fall in the exempt class; 88,294, or 33.71 per cent, in the competitive class; 26,378, or 10.07 per cent, in the non-competitive class, and 132,911, or 50.75 per cent, in the labor class.

Following its expressed purpose "to outline the problems before the Commission rather than to answer them," the Commission comes to a conclusion on only one of the many troublesome phases of its work.

"Although the Commission is open-minded," it protested, "and has formulated no conclusion with respect to the other problems before it, it is convinced that it would be impracticable to require present offices and employees to take examinations in order to continue in their present positions."

The 200,000 men and women now filling the jobs under question were appointed in good faith, the report continues. They didn't comply with Civil Service rules because no method of administering the Civil Service Law has been set for the governmental units in which they work.

The Commission pointed to the Wicks Law. This provides that employees of New York City's privately-owned transit lines automatically come under Civil Service when unification puts them under the City's jurisdiction. Similar legislation can be drafted for these 200,000, reasons the Commissions.

Thousands of exams would have to be prepared and graded otherwise. The cost would be prohibitive, warns the Commission, even if an agency to do the job were created. Not only that, but the time consumed would delay the contemplated extension.

Other questions were posed by the report: 1) in which Civil Service class shall the positions go? 2) shall administration be centralized, local, or under a combination of the two? 3) residence requirements? 4) shall transfers be permitted? 5) should membership in the Retirement System be compulsory or optional?

Public hearings will be held in various parts of the State soon. Officials, organizations, and all other interested parties are to be asked their opinions. The Commission will brood over all this, then submit its report to the Legislature

by February 1 of next year.

Two years ago the Court of Appeals said: under the State Constitution, all appointments and promotions in public service must be governed by merit. The 1939 session of the Legislature then appointed the Commission, with Governor Lehman assenting. No Civil Service, members were told, exist today in 44 counties, 900 towns, 500 villages, 8,000 school districts, and several thousand improvement districts. It's the Commission's job to recommend how to bring the merit system to these places.

Assemblyman Emerson D. Fite, chairman of the Assembly Civil Service Committee, heads the Commission. Senator



Karl K. Bechtold is vice chairman, and State Civil Service Commissioner Howard P. Jones is secretary.

Other members are Harold Armstrong, Charles A. Brind, Jr., William P. Capes, John A. Devany, Jr., William K. Hampton, H. Eliot Kaplan, Edmund R. Lupton, Frank C. Moore, and Joseph D. Nunan. John T. DeGraff is counsel, W. Earl Weller is research director, and Jerry Finkelstein is director of public relations.

Wanted: New Lists

The State law states that titles of open competitive lists requested by departments or institutions must be publicly announced for 15 days before the State Commission takes action. The following lists are now being advertised (the date denotes when the 15 days are up):

March 20—Matteawan State Hospital, Correction—Laundry Observer.

March 20—Division of Laboratories and Research—Senior Sanitary Chemist.

March 20—Albion State School—Superintendent.

March 23—Westchester County—Resident Physician.

March 28—Department of Labor—Factory Inspector.

March 28—Westchester County—Guard Farmer.

An Old Friend

Employees of the Albany Building Department welcomed news this week that an old friend was about to return. He's Jack McNulty, who resigned as Commissioner in 1936 to become sheriff of Albany County. Now he's to come back, succeeding the late "Tod" Connaughton, who recently shot himself.

Sample Requirements For Welfare Jobs

The 1,058 welfare workers in 44 counties throughout the State are slowly resigning themselves to the fate of having to take exams in October for the jobs they now hold. Threats of law suits are being heard, but the State Civil Service Commission continues plans to change its rules by April 1. This is necessary to bring Civil Service to these counties where as yet the merit system is unknown.

Among the State exam series now open, the Chautauqua County Case Worker, Division of Child Welfare, test is being



considered as a guide to requirements for these exams. Incumbents, however, may take the tests without further ado. The Chautauqua requirements are:

"Graduation from a senior high school, or its educational equivalent. In addition, either a) four years' full-time paid experience within the last 10 years in social case work with a public or private agency, one year of which was with a child welfare agency; or b) graduation from college; or c) a satisfactory equivalent combination."

State, County Tests

(Continued from Page 8)

ough knowledge of the principles and practices of public health nursing. Good physical condition is essential.

Radiographer and Clinical Photographer

Department of Health, (\$2,000-\$2,500). Fee, \$1.

Requirements

Either a) four years experience in operating x-ray apparatus or equivalent equipment, one year of which was preferably in clinical, research, or public x-ray laboratory; graduation from a senior high school, and special training of value in the principles and operation of x-ray apparatus; or b) two years' experience in operating x-ray apparatus and auxiliary equipment, and graduation from college with specialization in physics, mathematics, and chemistry; or c) a satisfactory equivalent. Candidates must be thoroughly familiar with the construction, care, and use of x-ray apparatus and instruments, and clinical macro and micro-photographic equipment. They must have a knowledge of human anatomy, superior skill in operating x-ray laboratory apparatus, ability to make running repairs to x-ray equipment and to supervise and equalize instruct others in x-ray and clinical photo technique.

Senior Laboratory Technician

(Bacteriology)

Psychiatric Institute and Hospital, Department of Mental Hygiene. (\$1,650-\$2,150). Fee, \$1.

Requirements

Either a) three years experience in practical laboratory work in bacteriology, or three years graduate study in bacteriology and graduation from college with specialization in chemistry, including courses in organic and inorganic chemistry, qualitative and quantitative analysis, and physics; or b) a satisfactory equivalent. Candidates must have a thorough knowledge of bacteriological laboratory procedures and skill in performance, ability to do special technical laboratory work and to supervise others, and ability to assist in professional scientific research.

X-Ray Assistant

(Therapy)

State Institute for the Study of Malignant Diseases, Department of Health. (\$1,400-\$1,900). Fee, \$1.

Requirements

Either a) six months experience in operation and maintenance of high voltage x-ray equipment, and graduation from senior high school, plus two years college or technical school work, including 15 credit hours in physics and electricity; or b) a satisfactory equivalent.

Associate Diagnostic Pathologist

Division of Laboratory and Research, Department of Health. (\$5,200-\$6,450). Fee, \$5. Open to non-residents of New York State as well as residents.

Requirements

License to practice medicine in New York State, or eligible to enter an exam for such a license. In addition, either a) post-graduate work in pathology and five years subsequent experience in pathological laboratory work, including three in major pathological research; or b) a satisfactory equivalent. Candidates must have a fundamental knowledge of pathology, bacteriology, and organic chemistry, and specialized knowledge of surgical pathology; ability to plan research; ability to prepare results of experimental study, as shown by meritorious scientific reports; recognized standing in the field.

Director of State Archives and History

Department of Education. (\$5,200-\$6,450). Fee, \$5.

Requirements

Either a) five years experience in historical research, shown by publications in American history. Two years must have been in work involving administra-

tive responsibility, preferably in direction and management of historical research projects. Graduation from college, and graduate study and research in history with special reference to American history, and/or allied fields, preferably including a Ph.D or its equivalent; or b) a satisfactory equivalent. Candidate must have a thorough knowledge of New York State and special ability in research in this field; ability to lay out and direct work for a historical research staff.



COUNTY TESTS

(Open only to residents of the respective counties)
Final Filing Date for All Open Competitive County and Newburgh Exams is April 11

Chautauque County

CASE WORKER, Division of Child Welfare, Department of Public Welfare. (\$1,500-\$1,800). Fee, \$1.

Requirements

Graduation from a senior high school, or its equivalent. In addition, either a) four years full-time paid experience within the last 10 years in social case work with a public or private social agency, one year of which was with a child welfare agency; or b) graduation from college; or c) a satisfactory equivalent.

Erie County

ASSISTANT CLOTHING DEPUTY, Purchasing Department. (Salary varies; appointment expected at \$1,500). Fee \$1.

Requirements

Either a) five years full-time business experience, two years of which were in the purchase and handling of clothing, dry goods, footwear, etc.; or b) three years business experience, two years of which were in the purchase and handling of clothing, dry goods, footwear, etc., and graduation from senior high school; or c) a satisfactory equivalent. It is desirable that candidates be familiar with the purchase in wholesale lots, under contract specifications, of clothing, dry goods, footwear, etc., and with the inspection of them for compliance with written specifications.

Kings County

PHOTOSTAT OPERATOR, County Register's Office. (One appointment at \$2,101, another at \$2,280). Fee \$2.

Requirements

Either a) one year's experience operating photostat machines; or b) six months' experience, and graduation from senior high school; or c) a satisfactory equivalent. Candidates must have a good knowledge of the care and maintenance of photostat machines, and be able to show ability to operate No. 2 Photostat Continuous Recorder.

Monroe County

TELEPHONE OPERATOR, Department of Public Welfare. (One appointment at \$960, another at \$1,080). Fee, 50 cents.

Requirements

Either a) one year's experience as phone operator; or b) six months' experience and graduation from senior high school; or c) a satisfactory equivalent. Candidates must be able to operate a Stromberg-Carlson P.B.X. Switchboard.

Niagara County

MEDICAL CLERK, Department of Public Health. (\$80 a month). Fee, 50 cents.

Requirements

Either a) five years' office experience, one year of which was devoted to financial, medical, or case record keeping; or b) one devoted to financial, medical, or case record keeping, and graduation from senior high school; or c) a satisfactory equivalent. Candidates must be familiar with medical terms and various categories of relief and methods of payment. They must be able to handle correspondence with regard to diagnosis, prognosis, etc.

Onondaga County
ASSISTANT CHIEF ACCOUNTANT, (\$2,100). Fee \$2. Write for special circular, direct to State Civil Service Commission, Albany, N. Y.

Queens County

PROBATION OFFICER, (\$2,000), age limits: 21-55. Fee, \$1.

Requirements

Graduation from a senior high school, or equivalent education. In addition, either a) three years full-time paid experience in probation work or social case work with a social agency; or b) one year experience in probation work or social work with a social agency, and a college degree; or c) a satisfactory equivalent. Full-time training with supervised field work in school of social work may be substituted, year for year, for required experience. Candidates must show experience or knowledge to qualify them for probation work. A physical exam may be required.

Rockland County

PROBATION OFFICER, (\$1,200) age limits: 21-55. Fee, \$1.

Requirements

Graduation from a senior high school, or equivalent education. In addition, either a) one year full-time paid experience in probation work or social case work with a social agency; or b) six months' such experience, and two years' college work; or c) a college degree; or d) a satisfactory equivalent. Candidates must show experience or knowledge which would qualify them for probation work. A physical exam may be required.

Suffolk County

DIRECTOR, Board of Child Welfare (\$2,400-\$3,000). Fee, \$2.

Requirements

Graduation from a senior high school, or educational equivalent. In addition, either a) nine years' full-time paid experience, within the last 10 years, in social work with a public or private social agency, two years of which were with a child welfare agency, and one year as a case supervisor or in an administrative or executive capacity; or b) five years experience in social work with a public or private social agency, two years of which were with a child welfare agency, and one year as a case supervisor or in an administrative or executive capacity, and a college degree; or c) a satisfactory equivalent.

STORES CLERK, Department of Public Welfare, (\$900-\$1,040). Fee, 50 cents.

Requirements

Either a) six years' experience, one year of which was in receipt, storing, and distribution of perishable food stuffs, etc.; or b) two years' business experience, one year of which was in receipt, storing, and distribution of perishable food stuffs, etc., and graduation from a senior high school; or c) a satisfactory equivalent.

Ulster County

POSTING CLERK, Department of Public Welfare. (\$720-\$900). Fee, 50 cents. Open to legal residents of Ulster County exclusive of Kingston.

Requirements

Either a) two years' office experience; or b) graduation from senior high school; or c) a satisfactory equivalent.

SUPERVISORY CLERK, Department of Public Welfare. (\$900-\$1,200). Fee, 50 cents. Open to legal residents of Ulster County exclusive of Kingston.

Requirements

Either a) four years' office experience, one year of which was in posting accounts or records; or b) one year's office experience in posting accounts or records, and graduation from a senior high school; or c) a satisfactory equivalent.

City and Town of Newburgh

BOOKKEEPING MACHINE OPERATOR, Department of Public Welfare, (\$900-\$1,300). Fee, 50 cents.

CLOTHING CLERK, Depart-

State, County Promotions

Filing for 15 State and county promotion exams ends this week. The tests and deadlines are:

Tuesday, March 19

SENIOR MINIMUM WAGE INVESTIGATOR

No. 1088. Division of Women in Industry and Minimum Wage, Department of Labor. (Usual salary range, \$2,400-\$3,000; appointments may be made at less than minimum). Fee, \$2.

Thursday, March 21

SECRETARY

No. 1075. Department of Public Welfare, Rensselaer County. (Usual salary range \$1,201-\$1,620; appointment expected at \$1,600.) Fee, \$1.

Saturday, March 23

SERGEANT

No. 1081. Department of Police, Village of North Tarrytown, Westchester County. (Usual salary \$3,250). Fee, \$3.

CAPTAIN

No. 1082. Department of Police, Village of Kenmore, Erie County. (Usual salary \$2,262). Fee, \$2.

LIEUTENANT

No. 1083. Department of Police, Village of Kenmore, Erie County. (Usual salary \$2,262). Fee, \$2.

SENIOR COMPENSATION CLERK

No. 1084. Division of Workmen's Compensation, Department of Labor (exclusive of Division of Unemployment Insurance and the Insurance Fund). (Usual salary range \$1,600-\$2,100; appointment may be made at less than minimum). Fee, \$1.

PRINCIPAL STENOGRAPHER

No. 1085. Underwriting Department, New York Office State Insurance Fund. (Usual salary range \$2,000-\$2,500; appointment expected at minimum, but may be made at less.) Fee, \$1.

PRINCIPAL CLERK (LABORATORY)

No. 1086. Division of Laboratories and Research, Department of Health. (Usual salary range \$2,000-\$2,500; appointment expected at minimum, but may be made at less). Fee, \$1.

ASSISTANT CLERK

No. 1087. Albany Office, Department of Labor. (Usual salary range \$1,200-\$1,700; appointment may be made at less than minimum). Fee, \$1.

ASSISTANT ACCOUNT CLERK

No. 1092. Audit Bureau, Department of Health (exclusive of Division of Laboratories, the hospitals, and the institutions under the jurisdiction of the Department of Health). (Usual salary range \$1,200-\$1,700). Fee, \$1.

SENIOR RESEARCH INVESTIGATOR OF WOMEN IN INDUSTRY

No. 1093. Division of Women in Industry and Minimum Wage, Department of Labor. (Usual salary range \$2,400-\$3,000; appointments may be made at less than minimum). Fee, \$2.

PRINCIPAL EDITORIAL CLERK

No. 1094. Albany Office, Education Department. (Usual salary range \$2,100-\$2,600; appointment may be made at less than minimum). Fee, \$2.

SENIOR EDITORIAL CLERK

No. 1095. Albany Office, Education Department. (Usual salary range \$1,600-\$2,100; appointment may be made at less than minimum). Fee, \$1.

SENIOR CLERK

No. 1096. New York Office, State Insurance Fund. (Usual salary range \$1,600-\$2,100; appointment may be made at less than minimum). Fee, \$1.

JUNIOR STATISTICIAN

No. 1097. Department of Social Welfare. (Usual salary range \$2,100-\$2,600; two appointments expected in Albany Office, at \$1,700 and \$1,500; others may be made at less than minimum). Fee, \$2.

U. S. TESTS

Senior Inspector, Engineering Materials (Mechanical) \$2,600

Senior Inspector, Engineering Materials (Hulls), \$2,600

Inspector, Engineering Materials (Mechanical), \$2,000

Inspector, Engineering Materials (Hulls), \$2,000

These exams are for jobs in the Navy Department for duty in the field wherever assigned. File by April 8. Age limit: 53.

Duties

To inspect and test, for determining compliance with specifications, a wide variety of engineering materials indicated by the title of each class; to read drawings and interpret specifications, and make necessary computations to determine compliance therewith; to make inspection reports and conduct correspondence. The duties of Senior Inspector may include organizing and supervising of staff of inspectors of lower grade.

Requirements

Experience: except for substitution listed below, applicants

ment of Public Welfare, (\$900-\$1,200). Fee, 50 cents.

CLOTHING SUPERVISOR, Department of Public Welfare, (\$1,040-\$1,440). Fee, 50 cents.

MEDICAL CLERK, Department of Public Welfare (\$900-\$1,300). Fee, 50 cents.

TELEPHONE OPERATOR, (\$900-\$1,200). Fee, 50 cents.

must show experience as follows:

Senior Inspector, Engineering Materials (Mechanical), six years, and Inspector, Engineering Materials (Mechanical), four years, of experience in the inspection and testing of mechanical engineering materials of the kinds specified under 1, 2, or 3, or any combination of them; 1) steam-power machinery and auxiliaries to such machinery, or heavy-duty internal-combustion power machinery and accessories (gasoline automotive engines alone not acceptable); 2) major naval ordnance assemblies; 3) miscellaneous mechanical engineering materials, including castings, forgings, valves, and piping (or tubing).

Senior Inspector, Engineering Material (Hulls), six years, and Inspector, Engineering Materials (Hulls) four years, of experience in the inspection and testing of steel shapes, plates, and metal sheets.

For both class of inspector positions, it must be shown in any case that the inspectional experience has included the reading and interpretation of drawings and technical specifications, the inspection of varied materials as specified to determine acceptability thereunder, the use of testing instruments, and making of such calculations as may be required to determine compliance with drawings and specifications.

Substitution: Senior Inspector, and Inspector, Engineering Materials (Mechanical) — 1) each completed year of a course in mechanical engineering or metallurgy in a college or uni-

(Continued on Page 14)

Federal Requirements

(Continued from Page 13)
 versity for six months of the required inspectional experience; 2) each year of experience as journeyman mechanic in the manufacture of marine machinery or marine engineering materials, for six months of the required inspectional experience; 3) each year of experience as journeyman mechanic in the machining, construction, and assembly of naval ordinance units, for one year of the required inspectional experience. (Those who substitute this experience in full may be considered only for positions which require specialized knowledge of and experience with heavy ordinance assemblies); 4) each year of experience, up to a maximum of two years, in the inspection of a variety of miscellaneous materials which has included three or more of the following, for one year of the required inspectional experience: metal shapes, plates, insulating and packing materials, refrigeration machinery, machine tools, textiles, rubber products, pumps, compressors, general machinery.

Senior Inspector, and Inspector, Engineering Materials (Hulls): 1) each completed year of a course in mechanical engineering or metallurgy in a college or university for six months of the required inspectional experience; 2) each year of experience, up to a maximum of two years, in the inspection of a variety of miscellaneous materials which has included three or more of the following, for one year of the required inspectional experience: machine tools, textiles, insulating and packing materials, refrigeration machinery, compressors, rubber products, casting or gorgings, paints or oils, general machinery.

Weights

Candidates will be rated on the basis of their education, experience and general fitness for the job on a scale of 100. No written test will be given.

Associate Entomologist (Taxonomy), \$3,200

(For filling the position of Assistant Curator National Museum, Smithsonian Institution)

Assistant Entomologist (Taxonomy), \$2,600

(Bureau of Entomology and Plant Quarantine, Department of Agriculture.)

File by April 8. Age limit: 53. Applicants must be in sound physical condition.

Duties

Associate Entomologist (Taxonomy). — Under general supervision, individually or with trained assistants, to perform responsible professional and scientific work in the field of taxonomic entomology including the classification, description, and care of specimens, the installation of exhibits, and preparation of texts and labels; to identify specimens and prepare technical reports on Coleoptera and conduct original research and investigations on the collection of Coleoptera leading to the preparation and publication of scientific papers, in the absence of the curator, to serve as acting head of the Division of Insects; and to perform related work as assigned.

Assistant Entomologist (Taxonomy). — Under general supervision to carry on taxonomic studies on the immature stages of Coleoptera or taxonomic studies on the immature stages of the working out of relationships of forms included in either group, the preparation of revisionary papers, and the identification of forms from all parts of the world, for the Bureau of Entomology and Plant Quarantine and for other agencies and individuals concerned with economic entomology in the United States and foreign countries.

Requirements

Education.—Candidates must have successfully completed a full 4-year course leading to a bachelor's degree with major study in entomology.

Experience.—Substitution provided for below, they must have had, subsequent to the completion of the required 4-year college course, the following experience:

Associate Entomologist (Taxonomy): At least three years of responsible research experience in classifying and determining the relationship of insects belonging to the order Coleoptera.

Assistant Entomologist (Taxonomy): At least two years of research experience in the taxonomy of Coleoptera or in the taxonomy of Lepidoptera.

Additional credit.—Additional credit will be given to qualified applicants for the following:

Associate Entomologist (Taxonomy): Museum experience.

Assistant Entomologist (Taxonomy of Coleoptera): Research with Coleoptera larvae.

Substitution of additional education for experience. — Applicants may substitute, year for year, in lieu of the experience prescribed above, postgraduate study successfully completed in a college or university of recognized standing as follows:

Associate Entomologist (Taxonomy): Taxonomy of Coleoptera.

Assistant Entomologist (Taxonomy): Taxonomy of Coleoptera or Lepidoptera.

Recency of experience. — At least one year of the prescribed postgraduate education or experience must have been obtained within the five years immediately preceding the closing date for receipt of applications specified in (b) at the head of this announcement.

Weights

Applicants will be rated on their education and experience on a scale of 100.

Inventory Checker (Electrical)

Salary: \$2,300. Place of employment: U.S. Maritime Commission, New York City. File by March 21. Age limit: 53. The eligible list may be used to fill other similar positions.

Duties

To conduct surveys of consumable and expendable electrical equipment aboard vessels, warehouses and at terminals in order to make complete inventory report; to participate as a specialist on electrical parts and equipment in important negotiations for settlement of contracts involving inventories; to locate, identify and classify parts of electrical installations; to evaluate the condition of materials inventoried and to collaborate with operators' representatives in reaching a tentative agreement as to the amount and condition of parts and materials; to supervise checkers in identification and listing of electrical equipment and spare parts; to prepare detailed field notes to be used as a basis for pricing materials.

Requirements

Applicant must have three years of experience in work described under "duties" or the following: 1) as journeyman electrician aboard vessels of at least 5,000 gross ton capacity or in other responsible position on board such a vessel, in which the duties performed included the supervision of, or actual storing, ordering and issuing of, parts, stores, and equipment of the electrical division of the vessel; 2) as stores clerk, stock clerk, or inventory checker with a ship building or marine transportation company in which the duties involved the listing or checking of the electrical parts and equipment of vessels of at least 5,000 gross ton capacity.

Weights

Applicants will be rated on the extent and quality of their experience on a scale of 100. No written test will be given.

Chief Tool and Gauge Designer (\$2,600)

Principal Tool and Gauge Designer (\$2,300)

Senior Tool and Gauge Designer (\$2,000)

Tool and Gauge Designer (\$1,800)

Place of employment: Watervliet, New York. Open to any resident of New York State. No closing date has been set for filing. Age limit: 18 to 55.

Duties

Chief Tool and Gauge Designer: To carry out details

involved in prescribed or standard methods, to perform the most difficult and responsible subprofessional work in the design of tools, jigs, fixtures, gauges, or other related equipment required in the manufacture, assembling, or inspection of machinery, machine parts or other equipment of similar nature, involving the application of a thorough knowledge of shop manufacturing methods and processes, tool or gauge practice and design, and mechanical drafting room practice; to supervise a small number of senior tool or gauge designers and others of lower grade.



Principal Tool and Gauge Designer: Under professional guidance to carry out the details involved in prescribed or standard methods, to perform very difficult and responsible subprofessional work in the design of tools, jigs, fixtures, gauges, or special equipment required in the manufacture or inspection of machine parts or mechanisms, involving the application of a considerable knowledge of shop manufacturing methods, tool or gauge practice and design, and mechanical drafting-room practice; to supervise the work of a few assistants or others of lower grade; and to perform related work.

Senior Tool and Gauge Designer: To work out original designs for tools; dies, jigs, etc., by rough sketch and complete drawings in detail; to calculate necessary dimensions not shown on drawings for toolmakers to work to; to plan machine operations and other work necessary in production to lay out sketches of punches, dies, etc., for developing odd shapes and forms of work; and to perform related work.

Tool and Gauge Designers: To work out original designs for tools, dies, jigs, by rough sketch and complete drawings in detail; to calculate necessary dimensions not shown on drawings for toolmakers to work to; to plan machine operations and other work necessary in production; to lay out sketches of punches, dies, etc., for developing odd shapes and forms of work; and to perform related work.

Requirements

Chief Tool and Gauge Designer: Applicants must show that they have had at least seven years of mechanical drafting experience which has included the designing and checking of tools; jigs, fixtures and gauges; or at least four years of mechanical drafting experience, and in addition, at least three years of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment.

Principal Tool and Gauge Designer: Applicants must have had at least six years of mechanical drafting experience, and in addition, at least three years of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment.

Principal Tool and Gauge Designer: Applicants must have had at least six years of mechanical drafting experience which has included the designing and checking of jigs, tools, fixtures and gauges; or at least three years of mechanical drafting experience in the manufacture of tools, gauges, and fixtures. One year of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment must be shown, which experience may have been included within the six-year period.

Senior Tool and Gauge Designer: Applicants must have had at least five years of mechanical drafting experience including the designing of jigs, tools, fixtures, and gauges, or must have had at least three years of such mechanical drafting experience, and in addition, at least two years of machine shop experience in the manufacture of tools, gauges, and fixtures. Toolmaking experience alone is not acceptable.

Tool and Gauge Designer: Applicants must have had at least four years of mechanical drafting experience including

CALLING U. S. WORKERS

the designing of jigs, tools, fixtures, dies, etc., or at least two years of mechanical drafting experience and, in addition, at least two years of machine shop experience in the manufacturing of tools, jigs, dies, fixtures, etc. Toolmaking experience alone is not acceptable.

Weights

Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100.

Machinist

Ordnance Service, War Department, Watervliet Arsenal, Watervliet, N. Y. (\$6.48-\$8.08 a day). Filing open. Age limits: 18-50. File with secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal.

Duties

Operate machines and tools of all types common to a modern machine shop, read drawings, make construction lay-outs and set-ups; obtain from blueprints a full knowledge of all tools, fixtures, and materials required; be familiar with and use the various precision measuring instruments; be acquainted with mathematics of pulley ratios, gear ratios, taper computations, speeds, and feeds.

Requirements

Four years' apprenticeship or experience.

Toolmaker

Ordnance Service, War Department, Watervliet, N. Y. (\$7.52-\$8.88 a day) Filing open. Age limits, 18-50. File with Secretary, Board of U. S. Civil Service Examiners, Watervliet Arsenal.

Duties

Under general supervision, perform work of average difficulty in bench, machine, and hand work in the making of gages and tools in machine or instrument shop; cut, grind, lap, polish, temper, anneal, and harden tools and gages; related work.

Requirements

Four years' apprenticeship or experience.

Museum Curator

Salary: \$2,600. Place of employment: Morristown National Historical Park, National Park Service, Department of Interior, Morristown, New Jersey. This test is open to residents of New York State. File by March 28. Age limit: 53.

Duties

To identify and catalogue a wide variety of historical objects and relics, principally of the American colonial and Revolutionary War period, including furniture, ceramics, metal ware, firearms, cannon, edged weapons, textiles, manuscripts, and costumes; to clean, store, and preserve the collection; to plan and arrange exhibits of items in the collection; to give lectures or addresses and write articles for publication on various historical objects and relics of the period from the fifteenth to the nineteenth century.

Requirements

Education: Applicants must have a college degree.

Experience: Applicants must have at least two years of full-time paid museum experience, including at least one year in immediate charge of a collection of American Colonial and Revolutionary War period historical objects and antiques. Experience, to be qualifying, must have included the identification of items; care and preservation of objects and manuscripts; planning and arranging of exhibits and displays; cataloguing and indexing of items in the collection; and dissemination of information, both verbally and in writing, concerning historical objects or antiques of 17th, 18th, 19th and 20th century America.

Weights
 Applicants will be rated on their education and experience on a scale of 100.

Instrument Maker

Salary: \$1,000. Signal Service, War Department, Brooklyn, New York. Age limit: 50. File by March 19.

Duties

To repair, refinish and calibrate the following meteorological instruments: theodolites, wind direction and wind velocity recorders, anemometers, barographs, clock movements, barographs, hygrometers, barographs, rain gauges, sunshine detectors, and wind vanes.

Requirements

Applicants must have completed an apprenticeship of four years as instrument maker in a first-class instrument shop or high-grade laboratory shop, or have had four years of experience in the trade, the substantial equivalent of a completed apprenticeship, in the construction, machining, etc., of physical, astronomical, geodetic, or similar scientific instruments. The completion of each year of a machinist's or toolmaker's apprenticeship will be accepted in lieu of six months of the required experience, such substitution to be limited to two years of the required experience.

Weights

There will be no written test. Applicants will be rated on their experience and fitness on a scale of 100.

Junior Graduate Nurse

Open

(\$1,620); not over 35 years old; filing open. U. S. Public Health Service, Federal Security Agency, and Veterans' Administration.

Duties

Under immediate supervision, do general nursing work in hospital wards, infirmaries, or sanatoria.

Requirements

Completion of a four-year high school course; completion of a course in a recognized nursing school with a residence of two years in a hospital with a daily average of 50 bed patients; registration as a graduate nurse. Those in the final year in nursing school will be accepted if they furnish proof of fulfilling requirements during life of register.

Sr. Inspector, Ordnance Material (\$2,600)

Inspector, Ordnance Material (\$2,300)

Asso. Inspector, Ordnance Material (\$2,000)

Asst. Inspector, Ordnance Material (\$1,800)

Junior Inspector, Ordnance Material (\$1,620)

Open

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BULLETIN BOARD

PUBLISHED WEEKLY

All organizations which have Civil Service interests are invited to make The Leader's Bulletin Board their own official bulletin board for the announcement of meetings, entertainments, campaigns, elections, etc. Send your information by Saturday of each week direct to The Bulletin Board, in care of The Leader.

MARCH 19, 1940

Honor Guild Head

Albert Lee Smallheiser, president of the Teachers Guild, will be guest of honor at a testimonial dinner Saturday night, May 11, at the Hotel Bossert. The occasion is his 50th birthday.

Interpreters Meet

Discussion of reclassification was held at the last meeting of the Association of Official Interpreters last Saturday afternoon, at the City Court House, 52 Chambers St., Manhattan.

Custodians Get Together

A meeting of the Custodial Employees of the Board of Education was held Saturday afternoon at the Central Commercial High School, 214 East 42nd St., Manhattan. James Scotti, of P.S. 112, is president of the organization.

CPA's Organize

A State-wide association of Certified Public Accountants is now being organized by M. D. Kintisch, 80 Dove St., Albany, New York. The group will be called the Association of Civil Service Certified Public Accountants. Those who are interested in joining have been invited to write to Kintisch. Eligibility is open to Civil Service CPA's and those on eligible lists awaiting appointment.

New Tax Officers

New officers of the Employees Benefit Association of the Department of Taxation and Finance of New York City were announced last week. They are: Warren J. Woolsey, president; Vera Burch-nall, vice-president; Charlotte Kuebert, secretary; Gertrude Rockman, treasurer. John S. Rosener was appointed chairman of the Civil Service Committee and Lorretta Nasse will head the Social Committee. The Association

has just been formed. One of its activities will be to sponsor the "M. V. Bees" bowling club.

St Patrick's Day Marchers

Two groups in the Dept. of Public Works, the Holy Name Society (Branch 376) and the American Legion post, marched together in the St. Patrick's Day parade Saturday. Irving V. A. Huie, Commissioner of Public Works, reviewed the parade from the 64th St. and Fifth Ave. reviewing stand.

Masons, Carpenters Seek Officers

The Masonry and Carpentry Eligibles Association will meet Thursday night, April 4 to discuss nomination of new officers, it was announced yesterday.

Park Employees Dance

A dinner-dance will be held Saturday night, March 30, by the Richmond Council of the Greater New York Park Employees Association. The affair will take place at the Atlantic Inn, Grant City, Staten Island.

To-be Firemen Talk About Future

A regular meeting of the Fire Eligibles Association will be held Thursday, March 28, at 8:15 at P.S. 27, 42nd St. and Third Ave. President Edward J. Quinn, Jr., in urging all members to attend the meeting, declared that a complete report will be made on future appointment possibilities and the new Fire Department pension plan.

Postal Mass Meeting

A mass meeting of postal employees has been set tentatively for April 14. The meeting is being sponsored by the Joint Conference

of Affiliated Postal Employees of Greater New York, a group representing 16,000 members.

Customs Samplers

Members of the U. S. Customs Samplers of the Port of New York will hold their second annual dinner on March 28 at the George Washington Hotel, Lexington Ave. and 23rd St., Manhattan.

Testimonial

A testimonial dinner for six former co-workers will be tendered by employees of Post Office Station N, Manhattan, on April 20, at 7:30 p.m. in the Grand Ballroom, Hotel Empire, 63rd St. and Broadway.

Bronx Postal Group

The Bronx Central Annex Post Office Mutual Benefit Association plans an annual spring get-together on Saturday, May 18 at 9 p.m. at the New Terrace Gardens, 181st St. and Boston Road.

Attendants Meeting

The Attendant Messengers Eligible Association has set Friday, March 29 as the date for the next general meeting. The time is 8 p.m. and the place, 3 Beekman St.

Federation Meets

The Federation of Municipal Employees met Thursday, March 14, to discuss the affiliation of several new groups of city employees with the Federation.

It was announced that a group of Auto Machinists Helpers, formerly associated with the Civil Service Forum, had sought information concerning affiliation with the Federation.

Junior Assessor

An organization meeting of the Junior Assessor (competitive) Association will be held Tuesday,

March 19 at 8 p.m. in the offices of the Federation of Municipal Employees, 63 Park Row. Morris A. Schneider is acting chairman.

Bridge Men Meet

The Bridge Tenders' and Operators' Mutual Aid Society, Dept. of Public Works, Civil Service Council 31, will hold a regular meeting on Tuesday night, March 19 at the Municipal Building, Room 2034, according to William Lyons, Corresponding Secretary.

Sanitation Quiz

The Sanitation Department, in co-operation with the Bureau of Training of the Municipal Civil Service Commission, will sponsor a Quiz Night for city employees on Wednesday, March 20, at 5:30 in the Auditorium, 129 Worth St.

Persons interested in discussing problems of city government may obtain guests tickets from Harry R. Langdon, Chief of the Division of Finance and Supply, in the Department of Sanitation.

A panel of lecturers will answer questions asked during the session. The panel is composed of the following: Frederic P. Bartlett, Administrative Assistant of the City Planning Commission; William R. Bradley, Chief, Inspection Division of Receipts, Comptroller's Office; Albert Playdell, Deputy Commissioner of Purchase; Lester B. Stone, Assistant Director of the Budget; Ralph L. Van Name, Secretary, New York City Employees' Retirement System; Harry R. Langdon, Chief, Division of Finance and Supply, Department of Sanitation.

Retired Postal Workers Party

The Retired Postal Employees Association held its Annual Irish Night Party at 50 E. 9th St., Saturday, March 16. James Carson served as chairman of the committee in charge of the affair.

Legion Post

The annual entertainment and reception of the Borough President Post No. 84 of the American Legion, will be held Saturday night, March 29, at the Hotel Riverside Plaza, 253 W. 73rd St. Featured on the entertainment program is to be the championship bugle and drum corps of the State.

Embryo Cops

A new executive committee was elected by the Patrolman's Eligible Association at its last meeting. Members of the committee are: Royale Crabtree, president; Robert Weiner, treasurer; Herbert Klein, secretary, and Robert Beacon, director of the Employment Committee.

The next meeting of the group has been set for April 2. At that time a full slate of officers will be presented to the organization for a vote. According to the new policy of the group, officials will be selected from men further down the list, so that after the top men are appointed, the association can continue to function.

Driver Eligibles

Eligibles on the Auto Truck Driver list from 26,000 to 28,000 are called to a meeting of the Eligibles Association Friday night, March 22, at 8 o'clock, at 7 East Broadway. Peter Manno is secretary.

Post Office Club

Members of the New York Post Office Pythian Club held a regular meeting Monday, March 18 at the Hotel Capitol. Jerry H. Natkiel is president of the club and Harry Lutwein is secretary.

Steamfitter Test

An examination for 300 men who applied for Steamfitter will be given Wednesday, March 20, by the Municipal Civil Service Commission. The test is set for 9:30 a.m. at the Federal Building, 641 Washington St., Manhattan. The written test will relate to the duties of the positions, which include general steam pipe work, boiler and pump connections and lay-out work in connection

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Amusement Parade

By James Clancy Munroe

It's a Date

Deanna Durbin is growing up fast, and she's turning into a brilliant actress. Consistently, she turns in a mature, glowing job of acting. Yes, she gets kissed in this picture. You were probably wondering, and we don't like to keep you in suspense. At the Rivoli.

Road to Singapore

Succulent Dorothy Lamour, frousy Bob Hope, and glamor-boy Bing Crosby do their stuff in a wisp of a story, most of it very light and full of song (it seems that Bing sings in a higher register than Dorothy). Bing is a nice rich guy who leaves his frigid-looking girl-friend to see what the world is like. He and Bob Hope rescue Dorothy somewhere out in Singapore (if the movies had no Singapore, they'd have to invent it). Well, you know what happens next. That's the trouble. You'll find this pic, plus a lot of other frou-frou, at the scrumptuous Paramount.

My Little Chickadee

We understand that Mae West, who writes most of her pictures,

permitted pug-nosed, pug-brained W. C. Fields to ad lib some of the choice lines in *My Little Chickadee*. Wise little Mae did alright by herself, for W. C. turns in a performance that's funny, my little chickadees. There have been more memorable comedies, but in these sad days let's not be picayune. Go laugh at the Roxy.

The Earl of Chicago

Robert Montgomery brings back to the screen a striking performance reminiscent of the insane killer he played in *Night Must Fall*. While *The Earl of Chicago* does not carry the grim suspense that made the former

picture a screen classic, it does give Montgomery every opportunity to show dramatic talent which has been smothered for years in the playboy roles Hollywood has forced upon him. As Silky Killmount, ex-prohibition gangster turned "honest," Montgomery goes to England to collect a fortune left him but discovers that the English don't play the way he did in Chicago. For killing his crooked lawyer, (Edward Arnold), the Earl of Chicago goes to the gallows (in tights, as befitting his station in life) as bravely as you'd wish. The Criterion is running it.

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PRACTICAL EXAM COMES NEXT

Three-fourths of the 522 candidates who took the Climber-Pruner written test received passing marks, the Municipal Civil Service Commission has just announced.

The written test for these positions was non-competitive, and applicants were required only to receive a passing mark. Practical tests will now be given to those who survived the written exam. These practical tests will begin during the first week in April. Candidates will have to demonstrate an ability to identify trees by their bark or foliage, tie knots and hitches, perform elementary tree surgery, shinny up a 40-foot tree, and perform related work.

As soon as the new eligible list for Climber-Pruner is published about 30 vacancies will be filled in the Department of Parks. These positions will be permanent. Others are expected later in temporary jobs, and the Commission will probably declare the list appropriate for other labor jobs.

DPUI Club

A general membership meeting of the DPUI Service Three Club is slated for Saturday, March 23 at 1 p.m. at 342 Madison Ave., Manhattan. All permanent Clerks, Typists, Stenographers and Telephone Operators in the department have been urged to attend.

Exams Cancelled

A number of examinations which had been ordered by the Municipal Civil Service Commission were cancelled last week. They are: Foreman of Drillers; Promotion to Tabulating Machine Operator; Examining Engineer (Refrigeration), Grade 4; Chief Dentist, Department of Welfare; Seamstress and Senior Dietitian, Competitive and Promotion.

Jablonower Case

NEW ORAL EXAM BEING PREPARED

Philosophically accepting defeat from the Court of Appeals, the Municipal Civil Service Commission started renewed preparations this week for its oral exam for Examiner (Board of Education). Officials estimate that the test will be held in about a month, and an additional month will pass before the results are made known.

Joseph Jablonower, only candidate of 29 to have "passed" the first exam, continues as an examiner until the new eligible list is established. His salary, at the rate of \$11,000 a year, is near the top in the Board of Education.

The 29 survivors of the written exams taken over a period of three days in June, 1937, will compete in a new test. Among them is William C. Bridgman, whose name appeared as plaintiff in the case which threw out the former test.

A new panel of examiners is being sought for the exam. Among those who served on the previous panel—none of them will be used this time—were Ordway Tead, chairman of the Board of Higher Education; Dean Ned H. Dearborn, of N.Y.U.; Dean Margaret

Kelly, of Queens College, and Professors William S. Elsbree and Jesse H. Newlon, of Teachers College.

The Court of Appeals accepted the arguments of Albert B. Breslow, attorney for Bridgman and a number of other candidates. It decided that the exam, which resulted in an eligible list of only one name, was illegal.

Radio Publicity List

A new list for Radio Publicity Assistant has just been completed by the Municipal Civil Service Commission. The list contains the names of 29 persons who passed the recent exam for this position. One vacancy at Station WNYC will be filled from those certified from the list.

Veterans League Urges Fight for Preferences

The Executive Committee of the Veterans Civil Service League, at its last meeting, unanimously decided to take active steps to curb existing discriminations against veterans who have qualified in State and Federal civil service examinations. Terming the abuses meted out to veterans who are denied the positions to which they have qualified as a "disgrace," the League placed the blame for existing conditions squarely on the "tacit attitude of the two major veterans organizations, namely, the American Legion and its National Legislative Committee and the Veterans of Foreign Wars for not making a more aggressive battle to enlighten veterans for a demand upon Congress for remedial statutes."

Sanitation Men

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FIREMEN: ATTENTION!

The third part of the article concerning Firemen's Pensions will appear in next week's Leader. It makes clear exactly what the pension system soon to go into effect means to new appointees.

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