

# Civil Service LEADER

Vol. 6—No. 8 Tuesday, October 31, 1944 Price Five Cents

Candidates Give Views  
On Jobless Insurance  
For Civil Employees

see page 2

EXCLUSIVE — Names of All Who Passed  
Clerk Gr. 3, 4 Tests in Large NYC Depts

see pages 6, 7

## BUSINESSMEN

JOBS PAY UP TO \$5,228 A YEAR

APPAREL — FOOD — DRUGS — PAPER — BUILDING MATERIALS — CONSUMER GOODS

see page 16

### Civil Service Asking 15% Raise for U. S. Workers

By CHARLES SULLIVAN

WASHINGTON—Civil Service Commission has announced a seven-point legislative plan to be presented to Congress after election which includes a plea for a 15 per cent basic raise for Government employees.

This was revealed by Civil Service Commission Arthur S. Flemming, speaking at the Third Constitutional Convention of the United Federal Workers of America held in New York last week.

Here are the Commission's plans.

1—Immediately after the reconvening of Congress there should be a careful reexamination of basic rates of pay in the Federal service. This reexamination should not only take into consideration such factors as the cost of living, but that there should also be a frank consideration of just what the Federal Government, as an employer, should do in the matter of basic rates of pay, if it is to attract and hold the persons who will be needed to discharge the tremendous responsibilities which will rest upon Government in the post-war period. (A report to the convention revealed that the Commission had decided to ask Congress for a 15 per cent basic raise.)

**Night Pay Differential**

2—In addition to the problem of adjusting basic rates of pay, the Congress should pass

legislation providing for uniform treatment of Federal employees on such matters as differential pay for night work, and pay for work on holidays. The present situation is a very confusing one in so far as these matters are concerned.

3—Immediate action should be taken to reduce the waiting period for within-grade salary advances from 30 and 18 months to 18 and 12 months.

**Health Program**

4—A legislative foundation should be established at once for adequate health and medical programs for Federal employees.

5—A prompt action should be taken, either by the executive or legislative branches, to bring about greater uniformity in the fixing of salaries in the field service of the Federal Government.

6—Congress should, by legislation, direct the heads of departments and agencies to designate someone reporting directly to them as the person who is to take the lead in the field of

personnel administration within their departments and agencies.

**Appeal From Dismissal**

7—The right to appeal to the Civil Service Commission from an order of dismissal which has been granted to veterans under the Veteran's Preference Act of 1944 should be extended to all employees of the Federal Government either by Executive order or legislative action.

These plans, including the suggestion for raises, have been included in an omnibus bill which will be presented to Congress with the recommendation for passage.

It represents one of the most important steps in obtaining Federal employee pay raises. There is evidence that Congress is in the mood to give raises after election, but the movement needed a single bill on which to concentrate efforts to get it passed.

**Permanent Status**

He also reiterated statements made earlier that thousands of persons with temporary war service appointments will achieve permanent status after the war in the thousands of vacancies that there will exist through death, retirement, and resignation, and in the new jobs which will be created by new Government post-war activities.

### State Retirement Members To Get Data at All Times

ALBANY—Dissatisfied with the form of the annual report heretofore made to members of the State Retirement System setting forth the status of their account in the annuity savings fund, State Comptroller Frank C. Moore has directed the submission of a new type of "self-explanatory" form which is now being distributed to the members.

The State Employees Retirement System, a division of the Department of Audit and Control, is the retirement and banking organization of 106,239 State employees and employees of municipalities and other political subdivisions. The fund, which belongs to the members, aggregates \$225,000,000.

In previous years each member got, once a year, a slip of paper giving only the accumulated contributions and the interest, together with the amount, if any, in the special savings account.

**Inadequate Data**

Comptroller Moore regarded this meager information which had been compiled from the more detailed fiscal record of each member, as wholly inadequate. Errors in compilation frequently occurred, and moreover there was no detail about loans made by members or information about arrears. As a result, Mr. Moore decided to scrap the old form of report and submit to the members an "all-inclusive report," which would be error-proof, if possible. He sought a simplified report that would disclose to every member exactly how the member's fiscal retirement record stood.

**What the Form Is Like**

The answer is the new form. It is a photostatic copy of the detailed financial record of every member as it appears in the files and on the books of the Retirement System. The first of these forms, now being distributed, carries a short message to the members from the State Comptroller in these words:

"As an initial step in the improvement of the administrative practices of the Employees' Retirement System, we intend to make available to every member full and complete information concerning his account.

"Accordingly, you will find herewith a copy of our ledger card setting forth your account for the year ending June 30, 1944.

"If the figures do not agree with your records, please communicate with me promptly at Box 11, Capitol Annex Station, Albany.

"I shall be grateful for your constructive suggestions or criti-

cism at any time."

The new form is a replica of the official record of the employee's own account. It shows the member's contributions month by month, loan repayments, payments of arrears, loan withdrawals, a special section for savings account, a special section for the loan account, the interest accumulated, and the balance, month by month, through the year.

Every employee can tell at a glance exactly where he stands and whether any error has been made in computing his fiscal status in the retirement system.

**Entire Record**

In previous years a large staff of temporary help was necessary to draw off the information and transfer it to the slip of paper which served as the annual report to each member. Now every member gets a duplicate of the entire record. This is being done at a small cost, the department investing less than \$1,000 in equipment necessary for producing the photostats. The overall cost of producing the "all-inclusive" report will be less than the old form.

For More State News  
Pages 5, 8, 9, 10, 11, 19

### Promotion Tests Open For Many NYC Employees

**LANGUAGE INTERPRETER TEST OPEN**

Sixteen promotional and one open-competitive examination have been announced by the NYC Civil Service Commission. The filing period for these will continue until November 16.

Applications may be filed in person or by mail at the offices of the Commission, 96 Duane Street, New York City.

Following are details of the examinations:

**Open-Competitive Interpreter (Yiddish and Italian)**—Salary, \$1,560 a year, but appointments may be made at lower salaries to appropriate posi-

tions. There is one vacancy at present in the Domestic Relations Court, at \$1,560. Competitors will be required to perform written and oral translations.

**Promotion**

**Assistant Electrical Engineer**—Salary, \$3,120 to \$4,260 a year; Department of Education. The

written test will be held December 12, 1944.

**Auto Machinist**—Salary, \$10 a day; Departments of Parks and Sanitation. The written test will be held January 13, 1945.

**Captain, Ferry Service**—Salary, \$3,300 a year, and over; Department of Marine and Aviation. The practical tests will begin on January 15, 1945.

**Civil Service Examiner**—Salary, \$3,000 a year, and over; Civil Service Commission. The written test will be held January 4, 1945.

(Continued on Page 19)

**MEMO TO OFFICIALS**

*Important!*

THE PUBLIC ADMINISTRATION section (see pages 10 and 11) deals with news, plans, programs of States, counties, cities towns and villages; it presents the problems of some communities, and relates the solutions to problems by other communities; it records new ideas by public officials and employees and by others whose work and talents are important in government.

### Failure to Grant Jobless Pay Causes Exodus

WASHINGTON.—War agencies are trying to stop resignations. Backlogs are already building up in a number of agencies.

War Labor Board has announced a tougher release policy.

Hereafter no employee will be released on a complaint of illness, long hours and unused talents. And no employee with a rating either CAF-11 or P-4 and above will be released except by a personnel officer.

Failure of Congress to provide unemployment compensation and announcement of reduction-in-force plans has caused the exodus.

### Leave Records To Be Maintained By New Forms

WASHINGTON.—The U. S. Civil Service Commission last week notified the heads of Federal agencies that, effective January 1, 1945, standard forms and methods are to be used for maintaining employees' leave accounts.

The new forms and methods are the result of an extensive study made by the Civil Service Commission in collaboration with the Council of Personnel Administration and the Bureau of the Budget.

#### The New System

Significant features of the new leave-reporting system are:

1. Use of one type of leave record and one type of leave application by Federal agencies, in lieu of the many different types which are now in use.

2. Discontinuance of the use of leave applications for routine leave, substituting therefor the employee's initials on the attendance report.

3. Elimination of daily attendance reports and provision for attendance reports on a semi-monthly basis.

4. Provision for transferring to the employee's leave record the total amount of annual and sick leave taken during the semi-monthly reporting period, in lieu of entering each individual absence on the record.

The establishment of standard forms and uniform methods of leave accounting in Federal agencies marks a definite advance in simplification of personnel procedures, the Commission said, explaining that the elimination of hundreds of different types of leave records in itself represents a substantial saving in printing costs. In addition, it is estimated that a great saving in manpower and materials will be realized through the elimination of unnecessary, time-consuming operations.

## Candidates Give Views on Jobless Insurance for Federal Employees

Because the approaching demobilization of Federal agencies is constantly in the mind of U. S. employees; and because their own future hangs perilously, The LEADER has polled Congressional candidates in the New York area as to their view on unemployment compensation for Government employees. The following letter was sent:

"There has long been debate on the question whether government employees should receive unemployment compensation in the same manner as employees en-

gaged in private industry.

"The George Reconversion Bill recently before Congress contained a provision for unemployment compensation to federal employees. The Senate voted for it, the House against it, and the proposal was finally eliminated from the Bill. There was general understanding at the time, however, that a new measure dealing specifically with unemployment compensation for government employees would later be introduced. "The Civil Service LEADER, largest periodical for public em-

ployees in the United States, is polling Congressional candidates for their views on this subject. We would appreciate your courtesy in letting us know how you feel about these questions."

The three questions upon which the candidates were polled appear in the chart below. The general agreement among candidates of all parties upon the desirability of unemployment compensation augurs well for the employees. The only important difference of opinion is whether the Federal Government or the State should administer the program.

Candidate	Should unemployment insurance for Federal employees be enacted into law?	If your answer is "Yes," do you favor Federal or State control?	In your view, should unemployment compensation for Federal employees embody the same privileges and conditions as unemployment insurance for employees in private industry?
Eugene J. Keogh R. 9th District, Brooklyn	I supported the amendment before the House to include Federal employees within the provisions of unemployment insurance.	Should be similar to those applicable to employees presently covered.	Yes
Otto Shuler R. 6th District, Queens	Yes	State	Yes
Sol Bloom D.-A.L.P. 20th District, Manhattan	Yes	Whatever would be for the best interests of the employees and the best workable plan.	Why not?
Charles H. Bulkeley D. 25th District, Bronx	Yes	Federal	Yes
Herbert Malkin A.L.P. 21st District, Manhattan	Yes	Federal	Yes
John J. Rooney D.-A.L.P. 12th District, Brooklyn	I was one of the members who voted in favor of such protection . . . and actively worked to bring about its enactment into law. I shall continue to exert every effort in such direction.	I am in favor of State control and standards in line with the provisions of a proposed amendment to the reconversion bill offered on Aug. 31st last by my friend, Representative Forand of Rhode Island but defeated by the decision of the chair sustaining a point of order.	Yes
Philip Kahaner R. 10th District, Brooklyn	Yes	Federal	Yes
Jacob A. Salzman A.L.P. 9th District, Brooklyn	Yes	Under State control, but by Federal standards.	Yes
Seon Felshin A.L.P. 17th District, Manhattan	Yes	Federal	Yes
Alfred J. Phillips R. 4th District, Queens	Yes	State	Yes
Benjamin J. Rabin D.-A.L.P. 17th District, Manhattan	Yes	Should be handled just as all other unemployment insurance is handled.	Why not?
Frank W. Porcaro R. 8th District, Brooklyn	Yes	State control, mainly for the reason that unemployment funds of the States are very large and financial condition of the States is infinitely better than that of the Federal Government.	Yes
Louis P. Goldberg Liberal 10th District, Brooklyn	Yes	Federal	Present compensation is insufficient. It should be increased.

### Little Working Gals Indignant—Want to Stay

WASHINGTON.—The little girls who are keeping the typewriter keys pounding away in Washington, and doing other jobs to help with the war, are plenty indignant at proposals that those under 20 be shipped home.

That proposal, made by Ray E. Everett, executive secretary of the Social Hygiene Society, following the murder of a young Government worker, drew loud "Boos" from the girls.

The youngsters say they are doing a good job—statistics agree; that they are as well behaved as anyone else in the country, and don't intend to retreat back home

because a murderer picked the Capital for his activity. It could have happened anywhere, they say.

Their arguments are substantiated by Major Edward Kelly, superintendent of the Metropolitan Police, who says that the wartime record of Washington is "magnificent."

**SEARCHER EXAM ORDERED IN REAL ESTATE BUREAU**  
A promotion examination to Searcher, Grade 4, for the Bureau of Real Estate, NYC Board of Estimate was ordered by the Municipal Service Commission last week.

At the same time, the Commission approved the provisional promotion of William J. Morlock to the position until an appointment can be made from the promotion list.

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### Deadline Nears On Number of U.S. Positions

The United States Civil Service Commission states that November 1, 1944, will be the closing date for acceptance of applications for the examinations listed below. Applications must be filed with the United States Civil Service Commission, Washington 25, D. C., not later than that date. Complete information is contained in the examination announcements.

The title of announcement, together with number and salary, follows:

- INSPECTOR, ENGINEERING, MATERIALS, 81 of 1941, \$1,071 to \$3,163 a year.
- INSPECTOR, ENGINEERING, MATERIALS (Aeronautical), 54 Revised of 1941, \$1,071 to \$3,163 a year.
- INSPECTOR, NAVAL ORDNANCE MATERIALS, 95 of 1941, \$1,071 to \$3,163 a year.
- INSPECTOR, SHIP CONSTRUCTION, 83 of 1941, \$2,433 to \$3,163 a year.
- INSTRUMENT MAKER, 102 of 1940, \$7.44 a day to \$1.24 an hour.
- LENS GRINDER, 159 of 1940, \$6.92 to \$8.00 a day.
- LOFTSMAN, 150 of 1940, \$1.04 to \$1.13 an hour.
- MACHINIST, 161 of 1940, \$2,190 a year or approximately \$1.06 an hour.
- SHIPFITTER, 180 of 1940, \$6.81 to \$8.93 a day.
- SHIPYARD INSPECTOR (Hull), 67 of 1941, \$2,798 to \$4,428 a year.
- SHIPYARD INSPECTOR (Hull, Outfitting), 67 of 1941, \$3,828 a year.
- SHIPYARD INSPECTOR (Machinery), 67 of 1941, \$2,798 to \$4,428 a year.
- SHIPYARD INSPECTOR (Electrical), 67 of 1941, \$3,163 to \$4,128 a year.
- SHIPYARD INSPECTOR (Joiner), 67 of 1941, \$3,163 to \$4,128 a year.
- TOOLMAKER, 133 Revised of 1940, \$7.20 a day to \$1.08 an hour.

Applications to fill the positions listed above are still being accepted in some Civil Service Regional Offices for appointment to positions in field establishments. See announcements of the regional offices for positions for which applications are being accepted by regional offices.

### Patent Office Goes Back to Washington

WASHINGTON.—The Patent Office is slated to be returned here from Richmond, Va. as soon as there is room for it.

As soon as space can be made in the Commerce Building it will be moved back unit by unit.

Budget Bureau is studying possibilities of bringing back all offices sent away to make room for war agencies. It is expected that the cities to which they were sent will apply plenty of pressure to keep them, but it is known that most will be returned.

**unclaimed**

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### Pharmacists Complain About Low Salaries

A group of pharmacists on NYC eligible lists have written to Mayor LaGuardia complaining about discrimination against members of their profession by the City.

In private industry, say the men, they could earn between \$3,000 and \$3,500; the City offers them a starting salary of \$1,500, and advancement to a maximum of only \$2,400.

As to the importance of their work, they informed the Mayor that: "It is a vital function of the City of New York to care for the needy who require medical attention. In this connection, the pharmacist, working for the City, plays an important role in the compounding and dispensing of prescriptions."

As to present conditions, they point out that under the present salary conditions, the City pharmacist is under a constant strain over financial worries, and that this affects his efficiency.

#### False Economy

It is false economy, they contend, to hold their salary level so low. Capable men refuse jobs, and the City suffers. Pharmacists working in the Department of Welfare check about 50,000 prescriptions a month and save the City approximately 50 cents on each prescription by preventing overcharging by druggists. In the Department of Purchase, pharmacists save the City thousands each year by compounding medicines from ingredients bought wholesale. In hospitals, the lives of patients depend on the careful work of the pharmacists.

As an indication of their professional status, they add that the Federal Government pays as high as \$3,600, plus expenses to pharmacists for overseas work.

They are willing to accept less than the private industry rate, in view of the benefits of a permanent job with the City, but ask salary revision to a starting salary of \$2,400.

### BMT Probe Reveals More Irregularities

The investigation of Claims Examiners (Torts) in the BMT Division of the New York City Board of Transportation continued last week, and another group were found guilty, at departmental trials, of having falsified expense accounts and converting the money to their own use.

Adolph W. Dangler was dismissed; the following resigned, and copies of the charges and testimony were sent to the City Civil Service Commission: Joseph A. Latimer, Joseph G. Rooney, Carl F. Remick, Orland E. Weigert and Peter Jurgenson.

### Sanitation Holy Name Group Plans Big Affair

The Holy Name Society of the Department of Sanitation, Boroughs of Brooklyn and Queens, will hold its Twelfth Annual Entertainment and Dance, Saturday evening, Nov. 4, 1944, in the Grand Ballroom of the Hotel St. George, Brooklyn.

The committee in charge of arrangements announced that reports indicate the affair will be one of the largest held at the St. George. It is anticipated that approximately 6,000 will attend.

Among the guests, are the Most Reverend Thomas E. Molloy, S.T.D., Bishop of Brooklyn, Mayor Fiorello H. LaGuardia, William F. Carey, Commissioner of Sanitation, and many others prominent in both civic and religious circles.

The executive committee, under whose direction the affair has been arranged, includes the Rt. Rev. Monsignor Leo A. Arcese, Pastor of the Nativity Church, Woodhaven, L. I., Spiritual Director of the Society, Charles J. Labon, President of the Society, Andrew W. Mulrain, Vice-President, William J. Nally and Joseph P. Lee, Chairman of the Arrangements Committee.

The proceeds of this affair will be utilized for the maintenance of scholarships sponsored by the Society and for the continuance of its efforts in behalf of various Catholic charities.

# Automatic Promotion Plan Gathering More Strength

The proposals for automatic promotions of NYC employees, described on page 1 of last week's LEADER, would work to the advantage of many employees, and improve the efficiency of many City Bureaus. So say employee advocates of the plan.

The suggestion is gathering strength among employees, and also among administrators. One official described a situation which is not unique in his office. One of the best workers has been with the agency for seventeen years. He has managed to pass two promotional examinations and is now a Grade 3 Clerk, but he just can't manage to pass the hurdle of the Grade 4 test and has failed it several times. As a result, he's frozen in his title and salary. A plan to provide automatic increases and promotions as the result of satisfactory work would give this employee the earnings to which his ability on the job and his long service entitle him.

#### Won't Be Easy

But the employees in the various City departments have found that changing the whole promotional setup won't be an easy job. Opposition is expected from the Budget Bureau and the City administration, which will have to provide funds to make the salary increases.

The first step would call for new legislation in Albany to wipe out civil service laws regulating the present salary grades and the manner of promotion by written examination.

#### Differing View

In order to pass this first step employees are working on the text of a proposed bill which will be presented to the State Legislature when it reconvenes. The American Federation of Municipal Employees' locals are beginning to work on plans for a mass meeting in the near future to show the wide support behind the desired changes.

Some differing points of view are expressed by David A. Owen, a watchman for the City. Discussing the proposed plan, point for point, here are his comments:

1. Q. "Regular automatic promotions to employees who receive 'satisfactory' service ratings".

A. No Good—we have in every City agency superiors who have obtained their high position in violation of the Civil Service Promotion Laws, and every employee knows there is little correlation between good work and "satisfactory" service rating. The record to date proves this.

2. Q. "Accelerated promotions for those who maintain above the average service rating."

A. This is another one where only the pets would receive above the average service rating. The record also proves this.

3. Q. "Promotion examinations at regular intervals to allow faster promotion to employees with the ambition and ability for more rapid advancement."

A. This makes sense: We in Civil Service must always remember that we are in a competitive service. New York City has very good promotion laws, if we had a man in the Mayor's office, willing to enforce them. But under today's administration the Heads of Agencies are afraid of the Mayor. The Civil Service Commission is too tired to enforce

its Laws. The Director of the Budget Office is the Dictator of what promotions are made to-day, and tells us, "that if we don't like it, to go to court. One man government in New York City."

REMEDY—If these promotion examinations and appointments are not made according to the Law; then employees in the Graded Class should automatically go into the next higher Grade. This would make the Mayor and Director of the Budget respect these promotion laws; and all employees would feel that they have had a fair chance, which we know we are not getting to-day.

#### Legal Angles

At the offices of the Municipal Civil Service Commission, it was felt that, to make such changes, legislation in Albany would be necessary, as a revision of the Commission rules wouldn't suffice. However, it was indicated that a change wouldn't be opposed by Commission officials, who feel that the problem is greater than that of merely changing the promotion system. The McCarthy Increment Law provides annual increases only for employees earning up to \$2,400. Many employees in higher brackets are performing conscientious work, and should have an opportunity for advancement, the Commission feels. At present, the State Civil Service Law permits promotion without competitive examination, but only under certain conditions. There may not be more than three eligibles for the promotion; the head of the department must certify that filling the position is urgent. Then, he may nominate one of the three for promotion, by a non-competitive test.

## Wagner, Curran Speak Before Employee Group

Thomas J. Curran presented greetings, and Robert F. Wagner spoke at length, at the Second Annual Convention of the New York City locals, the American Federation of State, County and Municipal Employees at the Hotel Pennsylvania last week.

Senator Wagner praised the work of public employees. He said:

"Everyone knows that government—Local State and Federal—will play a highly important part in planning and maintaining post-war prosperity and peace. But too many people seem to think of Government as abstract force. I think of our government in terms of the clerk and the stenographer, the policeman and fireman, the mailman, the teacher, the marine pilot, the municipal engineer and the draftsman, the sanitation man, the hospital attendant, the subway worker, the nurse, the playground director.

"Our public employees—with but few exceptions—are ordinary, hard working, patriotic men and women. They have done a particularly magnificent job on the home front during this war—often at great personal sacrifice. They deserve the appreciation and gratitude of the people they have served so well."

Other speakers were Matthew Woll, vice-president, American Federation of Labor, and Arnold S. Zander, General President, American Federation of State, County and Municipal Employees.

Ellis Ranen, general representative of the organization, spoke on "The Building of a Union in New York."

Among public officials who sent greetings to the assemblage were: Edgar J. Nathan, Jr. Borough President of Manhattan; John J. McCarthy, Assistant Chief, NYC Fire Department; Councilman Stanley M. Isaacs; Councilman Louis Cohen; Councilman Anthony DiGiovanna, and others.

Thomas Curran also spoke on Sunday, October 31, at the 6th Annual Communion Breakfast of the Dongan Guild organization of State civil service employees at the Hotel Commodore in New York City.

### Trainees Sought For Air Forces Civilian Posts

The Army air forces are now training male and female personnel without any previous mechanical background to perform a variety of maintenance, repair and overhaul duties on aircraft at Hill Field, Ogden, Utah. During the short training period trainees are paid at the rate of 60 cents per hour, and after the course is completed they will be reclassified as mechanics helpers at 75 cents per hour.

Also available are a number of positions for men and women aircraft mechanics, machinists and clerks. All appointees are provided first class rail and pullman accommodations to Ogden, Utah, where they will be housed in low cost Government dormitories.

Recruiting is now in progress in Room 214, Federal Building, Christopher Street, New York City. Applicants must be 18 years of age or over, and citizens of the United States. All appointments will be made in accordance with regulations of the War Manpower Commission.



His six years' service on the City Court bench and fourteen years in the Supreme Court have given Justice Bernard L. Shiantag a wide knowledge of civil service. He has been nominated for reelection by all political parties.

### No Vacations On Thanksgiving

WASHINGTON—Federal employees will have to spend their third war-time Thanksgiving on the job.

For a while it was believed the White House would grant the holiday off, but the rumor was spiked in an official announcement last week.

Reason is that private industry will be asked to work that day by the War Production Board, and it was feared that if Government offices were let off industry would ignore WPB's plea.

Another reason, unexpressed, is the effect such action would have on the armed forces. Reports from overseas show that the men in uniform and at the fighting fronts already bitterly denounce rumors that civilians back home think the war is over and are letting down.

Welfare and Recreation Association, operators of the Government cafeterias here, have put in a special order for several carloads of turkeys to provide a special typical Thanksgiving dinner for the persons who will be on the job.

### Correction Gals To Get Crack At More Jobs

Job chances for women on the NYC eligible list for Correction Officer. Women were improved last week.

The Municipal Civil Service Commission declared the list appropriate for two other jobs, Investigator, Departments of Finance and Board of Education; and Special Patrolwomen, Department of Welfare.

A request from the Correction Officer (Women) Eligibles Ass'n, for other jobs, was denied by the Commission.

The Commission said that the job of Parole Officer, Dept. of Correction, and Police Dept., required education and experience, which wasn't required of Correction candidates.

About the job of Recreation Leader in the Hospitals and Police Depts., the Commission said that existing lists for Playground Director were being used, and that the requirements for correction Officer weren't similar to their requirements.

## Job-Freeze Hits Eligibles on Civil Service Lists

The job-freeze under War Manpower Regulations came up before the NYC Civil Service Commission last week. Many eligibles for City jobs are frozen to their present work by these rulings and are declining offers of city positions because they can't get a release. Meanwhile, the eligible lists are expiring, and the persons on the lists lose their chances for the City job.

In the case which came up for consideration, George Homa is an eligible on the list for Sanitation Man, which expires early in December. His employers, the Arna Corporation, wrote to the Civil Service Commission stating that Mr. Homa is a skilled parts assembler, working on Navy contracts, and that from present indications, his job with them would last for at least another year. However they offered to grant him a release, if it could be arranged to give him leave, after he had taken the City job, to return to the Arna Corporation.

In order to make this possible, the Civil Service Commission ordered him certified. Now, if the Dept. of Sanitation follows suit and grants him leave, immediately after appointment, Homa will be able to accept the Sanitation position.

## How the Lady Keglers Stand As of This Week

At the end of the first five weeks in the 30-week season of the NYC Municipal Ladies Bowling League, the Board of Education "A" team is ahead with 13 victories, two defeats. Here's the latest report on the standing of the 16 teams:

Team	W.	L.
Board of Education "A"	13	2
Comptroller "B"	11	4
Finance	11	4
Public Works "A"	10	5
Civil Service Commission	9	6
Purchase "A"	9	6
Comptroller "A"	8	7
Board of Estimate	8	7
Board of Education "B"	7	8
Board of Transportation	6	9
Law Department	6	9
Public Works "B"	6	9
Corporation Counsel	5	10
Purchase "B"	5	10
Water Supply, Gas & Electricity	4	11
Housing & Buildings	4	11

**High Team Score—1 Game**

Team	Wins
10/16—Purchase "A"	775 Pms
10/23—Finance	867 Pms

**High Individual Game**

Team	Wins
10/23—Anne Vincent	321 Pms
10/23—Anne French	308 Pms
10/25—Mac Clabane	305 Pms

**High Team Score—3 Games**

Team	Wins
10/16—Purchase "A"	2379 Pms
10/23—Finance	2483 Pms

**High Individual Series**

Team	Wins
10/9—Ella Quinzey	597 Pms

### Water Engineers Still Hoping For Better Pay

They're still hoping for success in their drive for higher salaries and better promotions, report the engineers of the NYC Department of Water Supply, Gas and Electricity.

Com. Patrick Quilty has promised to take their complaints up with the Mayor and the Budget Director, and they're awaiting results.

The appointment of the following committee heads was announced at the last meeting by F. X. Elder, president: Education and Research, M. Becker; Entertainment, B. Feitelson; Grievance, H. Hollander, P. Fischer; Membership, A. Ankener, and Publicity, S. Del Bourgo.

### Employees Seek Homes—Do You Know of Any?

Washington isn't the only city where Federal employees find themselves faced with the prospect of living on a park bench because they can't find living quarters.

In New York City, the Eastern Procurement District, Air Technical Service Command, at 67 Broad St., has issued a public plea for help.

EPD employees need 5 apartments, 2 furnished rooms; and the office appeals to any employees who know of any vacancies to drop them a line. The Employee Relations Unit will do the rest.

# General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

## U. S. Benefits for Veterans



I am beginning this week a resume of the various benefits available to the veteran through action of the United States Government, as outlined in House Document No. 682, 78th Congress. The data is too extensive to be covered in one article. I advise servicemen veterans to clip and retain this information for future use.

### Mustering-Out Pay

As a veteran discharged under honorable conditions, you automatically receive mustering-out pay of from \$100 to \$300 to help tide you over the immediate period after your discharge and to aid you in your necessary readjustment to civilian life.

Those who served less than 60 days receive \$100; 60 days or more but no foreign service, \$200; 60 days or more, and foreign service, \$300. Certain groups are excluded, such as those receiving base pay (not counting fogies) of more than \$200 a month at the time of their discharge. Any eligible veteran discharged before this law was passed may obtain payment by applying to his own branch of the service.

### Insurance: Government

Your National Service Life Insurance will be one of your most valuable assets after your discharge. If you let it lapse, you will not be able to buy similar protection for yourself and your family for the same cost. To keep it in force you must do two things:

(1) Pay the premiums direct. Make your check or money order payable to the Treasurer of the United States and mail it to the Collections Subdivision, Veterans' Administration, Washington 25,

D. C. You may arrange to pay your premiums monthly, quarterly, semi-annually or annually.

(2) Your insurance was originally issued on what is called the Five-Year-Level-Premium-Term plan. Any time after it has been in force a year, and before the five years are up, you may convert it into Ordinary Life, 20-Payment Life or 30-Payment Life. Your new policy will have regular cash values after the first year from which you can borrow if necessary.

If you wish to change your beneficiary, write the Director of Insurance, Veterans' Administration, Washington 25, D. C.

### Insurance: Private

If, when you went into the service, you had private life insurance, you may have arranged to have the Government protect this for you by guaranteeing the premiums. If so, remember that payments must be brought up to date,

with interest, within two years after your discharge. Your insurance company or the Veterans' Administration will answer any questions.

### Getting Your Old Job Back

If you worked for a private employer or for the Federal Government before the war, and want your job back, the qualifications are brief and simple: the position you left must have been other than temporary, you must have completed your military service satisfactorily, you must still be qualified to perform the duties of the position, and you must apply for re-employment within 40 days of your discharge. If you cannot call upon your employer immediately, write and tell him when you can return to work, and keep a copy of your letter.

If you have any difficulty, go to your Re-employment Committeeman—a man assigned by your Local Selective Service Board to be your personal adviser on re-employment. If necessary, he can obtain the assistance of the U. S. District Courts and the Federal District Attorney. This service is free.

### Getting a New Job

The United States Employment Service has 1,500 offices throughout the country and extends service to 2,200 other communities. All are ready and anxious to help you. In each of these local offices, there is a special Veterans' Employment Representative to assist war veterans in finding suitable jobs. They also advise and assist members of veterans' families seeking work. If you want a job, register at the U. S. Employment Service office nearest you as soon after your discharge as possible.

# How Long Should Employee Work Before Retiring?

Now that State employees have adopted "service" retirement as one of their goals, many New York City employees are wondering why their pension system can't be remodeled to allow an employee to retire after 25 or 30 years of service, instead of, as at present, by choosing a retirement age regardless of length of service.

The idea of service retirement was given thorough consideration, says Ralph L. Van Name, Secretary of the NYC Employee's Retirement System, when the retirement system was organized in 1920. But it was felt then that the idea of service retirement was obsolete.

### Age Is the Factor

"An employee's ability to work," says Mr. Van Name, "doesn't depend on his number of years in the job, but on his age. It was felt that age retirement was fairer to the City and the employee."

Any change in the City retirement system would have to come through legislation in Albany, he added. At the last session of the

legislature a bill was presented to allow an employee to retire five years before his normal retirement time, by accepting a reduction in his pension on an actuarial basis. However, this bill failed to pass.

At present, some old-timers in the Street Cleaners' Pension Fund and the Health Department Retirement System have the privilege of service retirement. The Teachers' and Police and Fire retirement systems also work on service rather than age.

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# Feud Brewing Among Welfare Dept. Unions

There's a feud brewing in the NYC Department of Welfare. Several months ago, the State, County and Municipal Workers of America, began a drive for upward classification of the clerical workers, to lift their salaries to the levels of the social service staff (welfare investigators). The investigators, college graduates, feel that they should logically earn more than the office workers, who aren't required to have their educational background.

Now, in turn, a Civil Service Forum sponsored "Committee for Social Service Reclassification" is readying Court action to have the social workers up-graded, and is raising funds to pay legal expenses. Leopold Rossi is handling the legal end of the matter.

### On the Other Hand

But the SCMWA has issued a leaflet advising its members not to participate financially in any Court action at this time; telling them that even winning the action wouldn't gain any benefits; and that in due time, such action will be taken by the SCMWA

legal staff without any cost to the employees.

To that the Forum answers a general denial and says it can so gain advantages for the plaintiffs.

Meanwhile, the AFL local in the Department of Welfare is investigating the situation and is preparing a blast against the other two organizations.

All in all, the picture presents plenty of possibilities for a knock-down, drag-out fight among the employee groups in the department.

# Finance Post American Legion, Install Officers

Department of Finance Post No. 1119, American Legion, which includes employees of the NYC Comptroller's Office and the City Department of Finance, will install a slate of officers for the coming year at Moose Hall, 254 West 54th Street, on Friday evening, November 17.

Heading the list of officers is Patrick J. McMurrugh, Commander; others, Martin Bernstein, 1st Vice Commander; David J. Doody, 2nd Vice Commander; William J. Quinlan, a World War II veteran, 3rd Vice Commander; George A. Linton, adjutant; and Jack Buckholtz, treasurer. The last two named have held these offices since the organization of the Post in 1932. Sanders Chery was elected sergeant-at-arms, and Henry Lobou and George Meyerson, members of the executive committee.

### LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York at 52 Chambers Street, in the Borough of Manhattan, City, County and State of New York, on the 20th day of October, 1944.

PRESENT: Hon. JOHN A. RYRNE, Chief Justice.

In the Matter of the Petition of FRANZ ALBERT GOLDSCHMIDT for leave to assume the name of FRANK ALBERT GOLDSCHMIDT.

On reading and filing the petition of Franz Albert Goldschmidt, verified the 10th day of October, 1944, praying for leave to assume the name of "Frank Albert Goldschmidt" in place and stead of his present name, and the Court being satisfied that said petition is true and that there is no reasonable objection to the change of name proposed.

NOW, THEREFORE, on motion of Hartman, Craven & Fuld, attorneys for petitioner, it is

ORDERED, that the said Franz Albert Goldschmidt be and he is hereby authorized to assume the name of "Frank Albert Goldschmidt" in place and stead of his present name on the 30th day of November, 1944 upon his compliance with the provisions of Article 6 of the Civil Rights Law and the terms of this order, namely, that the petitioner cause this order and the papers upon which it is granted to be filed in the Office of the Clerk of the City Court of the City of New York within ten (10) days from the date hereof and within ten (10) days from the entry of this order, the petitioner cause a copy thereof to be published in Civil Service Leader a newspaper published in the County of New York and within twenty (20) days from the entry of this order cause a copy thereof and the papers upon which it was granted to be served upon a member of Local Board No. 35 at 855 West End Avenue, in the Borough of Manhattan, City of New York, and within forty (40) days after the making of this order to cause an affidavit of such publication and proof of service upon a member of the said Local Board to be filed and recorded in the Office of the Clerk of the City Court of the City of New York, and after such requirements are complied with, the said petitioner, Franz Albert Goldschmidt, shall on and after the 30th day of November, 1944, be known as and by the name of "Frank Albert Goldschmidt," which he is hereby authorized to assume, and by no other name.

ENTER, J. B. C.J., C.C.

# Blind Handiwork To Be Sold

The twenty-third annual Christmas sale of articles made by the blind will be conducted by the New York State Commission for the Blind at 608 Fifth Avenue, New York City, from November 27th through December 16th. The handiwork of blind craftsmen and women of the State will be on display.

The sale is given the support of religious, civic, professional and fraternal groups of the city, which sponsor special days with volunteer sales staffs assisting.

For the third consecutive year the sale will be located at the bank building at Fifth Avenue and 49th Street. Products of "seeing fingers" of the blind will soon beckon to passersby from the many windows of the store.

A wide variety of articles will be presented for Christmas shoppers. Weaving will include rugs, casual coats, baby blankets, scarfs, knitting bags, purses and designed linens in pastel colors, all created by skillful fingers. There will be a display of costume jewelry worked in sterling silver, copper and other metals; aprons both practical and gay, dolls and stuffed toys, wooden toys, brushes and brooms, kitchen accessories, leather articles from belts to coin purses; shopping baskets on wheels and many other gift suggestions. Then there are Mrs. Gelder's fruit cakes which sold so fast last year. All will be ready for patrons who are eager to "Help the Blind to Help Themselves."

The State Commission for the Blind returns to the blind consignors the full purchase price of every article sold.

# James J. Kelly Is Kings Historian

In his new position of Kings County Historian, James J. Kelly, Deputy County Clerk, will have charge of documents dating back to the days when first Brooklyn real estate dealers made purchases from Indian sachems.

Announcing the appointment of Mr. Kelly, last week, Borough President John Cashmore said the position, without salary, was given to Mr. Kelly as an indication of his deep interest in the municipal records of Brooklyn.

# Brooklyn, N. Y., Approves Plans For New Park

Borough President John Cashmore, of Brooklyn, N. Y., last week approved plans for a new park in the large city block bounded by 66th Street, 13th Avenue, 67th Street and 12th Avenue. The necessary map describing the new park had been submitted by Park Commissioner Robert Moses to the Borough President. After its approval by Borough President Cashmore, the matter will be placed before the Board of Estimate of New York City.

The park will contain 140,000 square feet of space in a residential neighborhood where it is greatly needed.

# MORRIS PARIS BECOMES NEWS COMMENTATOR

News commentator is the role taken by Morris Paris, assistant NYC deputy comptroller, who broadcasts over WEVD every Wednesday at 9 p.m., for a 15-minute program.







# Civil Service LEADER

Jerry Finkelstein, Publisher; Maxwell Lehman, Executive Editor; Brigadier General John J. Bradley (Ret.), Military Editor; David Robinson, Associate; N. H. Mager, Business Manager.

MEMBER AUDIT BUREAU OF CIRCULATIONS  
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## Merit Certificates For Ex-Employees

THE LEADER would like to propose to the United States Government an idea: that a Certificate of Merit be awarded to all Federal employees leaving their jobs under honorable conditions.

These are our reasons:  
First: A Certificate of Merit would symbolize that the American people consider the work done as important to the war effort. It would lend dignity to the former employee and would command the respect of his home community. Not everyone has been able to join the armed forces, so a Certificate of Merit would recognize and accent the importance of many Government jobs. These days, as one official has said, "A good typist is worth her weight in gold in Washington." Her work should be recognized as a worthy one. When the war is concluded, it will be seen better than now how much its successful fruition owed to the men and women who—often in the face of vicious attack—did the rock-bottom spade work in Government offices.

Second: Many of those who entered Government service have done so at great personal sacrifice, leaving homes in remote parts of the country to travel elsewhere and live often under severe handicaps of poor food and housing, long hours and constant grind of work. For the most part, they have accepted these inevitable conditions uncomplainingly. Many have forgone the opportunity of more lucrative employment in private industry. The American people owe them some recognition by the award of a Merit Certificate.

Third: The Certificate would constitute a badge of honor, and would thus do two things: (a) help to offset the results of defamatory talk about "bureaucrats"; (b) help the former Federal employee in obtaining a job. If there should be any large demobilization of Federal agencies, the Merit Certificate will act as a kind of recommendation for the former Government employee seeking a place in private industry.

Fourth: The cost is infinitesimal. It consists merely of printing up the Certificates.

We hope the United States Civil Service Commission will give this plan its quick attention.

And we should be happy to have the comments of both employees and officials.

## Talk Back to the Politicians!

ONLY A WEEK LEFT to tell the politicians what's on your mind. Only a week to get them to listen with fullest attention. Don't let this final week go without telling the candidates precisely what you want, and learning exactly what they intend to do about it! This is one season the candidates must listen to you.

## POLICE CALLS

### Should Patrolmen Join With Outside Employee Organizations?

In recent months, many members of the PBA have been considering the idea of the organization joining up with one of the national labor unions. A number of the members, and delegates, seem to feel that they would have more strength as part of a large labor organization. In fact, some view the recent attempt of President Patrick Harnedy of the PBA to form some sort of combination with other civil employee groups as an attempt to forestall such action.

Chicago, Joliet, Illinois; Augusta, Georgia; are among the larger cities in which the police departments have recently signed up with the AFL. That brings the total number of cities with union police to twenty-eight. Sioux City, Iowa; Duluth and St. Paul, have been unionized for some time.

#### The Criticisms

Critics of the affiliation say that the members wouldn't gain much by joining the union. Typical agreements between unionized police departments and cities provide for handling of grievances, but contain a "no strike" clause, no check-off of dues, little that the NYC cops don't have as PBA members.

In addition, municipal administrators generally don't like the idea of their police joining a union. In Chicago, the City officials were especially opposed to the unionization. Finally, the Chicago Corporation Counsel came out with an opinion that while it was perfectly legal for a policeman to join any union; yet the Police Commissioner could require them to leave the union, under penalty of dismissal for failure to obey.

The argument is also made—less nowadays than formerly—that to join a union would divide the loyalty of the men. An example is usually cited of the famed Boston Police strike which

catapulted Calvin Coolidge, then Governor of Massachusetts, into the Vice-Presidency.

And some members feel that joining the union would annoy Mayor LaGuardia, and that it's to their advantage to keep on the good side if the man in City Hall.

#### The Pro Side

The pro-union police point out that organized labor has been behind the members of the department consistently. The bonus, the referendum for an increase, both had full support from the trade unions. Back in 1939, when legislation was proposed to force NYC police and firemen into State pension system, organized labor again gave its support to defeat the measure.

"The unions have always been on our side," they say, "it's time we went the whole way and joined up with them."

There has also been, over a period of many years, wide dissatisfaction over the setup of the PBA which doesn't allow the men to vote for their own officers, nor ever to attend a membership meeting. Many of the men, and some of the delegates, have vocally opposed this state of affairs, but have been unable to gather sufficient strength to change the situation. Quietly, those who favor more direct participation say that under a union they could get it.

## Don't Repeat This!



### Politics, Inc.

Watch for more Tammany in-fighting right after election day. The fight will involve Tammany boss Ed Loughlin, whose former campaign manager, Assemblyman Patrick Sullivan, is now on the other side of the fence. . . . William B. Groat, Jr., performing a terrific job for Lieut. Henry J. Latham, who is a Queens Republican congressional candidate while on active duty in the Pacific. Groat is working as hard as if he himself were the candidate. . . . It's stupid politics of the NY Democrats, say insiders, not to do more for Judge Ben Shalleck, because he could do so much for them. Last week, with 100 men around a table, Shalleck raised \$106,000 for a little-publicized charity. . . . Queens Republicans are disturbed because the population influx of the past four years makes it hard for them to predict the vote this time. Privately, they admit they'll be satisfied if the borough comes through for Dewey with a Willie-plurality—40,000. . . . Some of John Bennett's good friends are plenty, plenty peeved. . . . Look for more news on Italy out of the White House this week. . . . Lester Stone, formerly secretary to Mayor LaGuardia, still has a passkey to City Hall. . . . A newspaperman phoned the Board of Elections in NYC to inquire the location of congressional districts. They didn't know! . . . Vice-President Henry Wallace was prohibited from speaking in the school auditoriums of Schenectady, N. Y. How come the Democrats did not make political capital of this? . . .

### And Other Things

A new exempt position in the NYC Department of Sanitation will be created for Joseph Aimee. He'll be Director of Trials, Legal Affairs and Personnel. . . . Commissioner of Sanitation William F. Carey, the most unorthodox of public officials, has built a whole city in the jungles of Brazil. . . . And because he doesn't like the quality of pastry being delivered to Sanita, the department's rest-spot, he'll build his own bakery there. . . . John Murphy, an assistant gardener in the NYC Parks Department, was recently released from the Army after a spell in the Walter Reed Hospital. While there, he met Mrs. Franklin Roosevelt, who was visiting. Later, while working in Washington Square near Mrs. Roosevelt's apartment, he met the First Lady again. Now they're chummy. . . . The most remarkable cancer research in the country is taking place in a State institution—Grantwick in Buffalo, N. Y. . . . Michael White, with AMG in Italy, scheduled a 2 p.m. meeting of the Italians in one community. They didn't show up till 4. Mike, formerly Deputy Hospitals Commissioner in NYC, got mad. He didn't realize that an afternoon siesta meant more to the local citizenry than a meeting with the American officer—American speed just doesn't go. Col. Charles Poletti, also in Italy, doesn't make such mistakes, and so holds the affection of the people. . . . A list of all exempt jobs in New York State will be made public soon—but not until AFTER election. . . . Maurice Neufeld, formerly Deputy Commissioner to the State Division of Commerce, and now an officer with Col. Poletti in AMG, is still plumping in his letters for Helen Harvey, who was fired from her job by Commissioner Catherwood. . . .

## Merit Men



Stanley Fuld

STANLEY H. (for Howells) FULD is a lawyer's lawyer. He is the kind of attorney about whom his colleagues—and that includes judges as well as practitioners before the bar—speak with highest respect, and whose views on the law they particularly seek out.

The incisiveness of Fuld's thinking on legal problems, and the depth of his knowledge, are so widely reputed that his law work is more and more becoming that of consultant to other attorneys. They go to him for aid in preparing cases, and particularly in preparing appeals. His briefs are models of clarity. He gets the hard cases. There was one, recently, in which he was consulted with regard to a brief on this question: Are maintenance employees in commercial buildings owned by charitable institutions entitled to the benefits of the State Labor Relations statute? The charitable institution in this case said no, since the law specifically exempts its employees. But Fuld argued otherwise: it would be a sad misconception of the law, he pointed out, to say that it excluded employees who performed labor far afield from the charitable work of the organization. He is even now, in the capacity of a consultant, working on a brief to help determine the civil service rights of returning veterans—a subject requiring much clarification.

### In Private Work Since May

Fuld had been a public employee until May of this year, when he entered private practice. Now, too, he has an important official job: He is liaison counsel in connection with special investigations pending in New York State under the Attorney General. It's his task to see that the probes are kept on an even keel, that the same standards are used for all.

### Fuldian Aphorisms

Fuld has come to certain interesting conclusions about the law. Says he:

"The lawyer has a responsibility not only to represent the litigant, but also an obligation to change and improve the laws where those laws do not work well."

Another of his legal aphorisms: "Too often the law tends to make simple things complicated. That should not be."

Appearing before the courts, Fuld uses this philosophy:

"Be objective as hell, acknowledge weakness, admit error—then go on to show that your case is still strong enough to win."

About juries: "I feel that they can be relied upon to come to the proper conclusions in most cases. Often it isn't because of following the law, but because of their innate feeling for the rights and wrongs of the case."

About himself: "I am a better listener than talker."

Fuld was at Columbia Law School with Thomas E. Dewey, and had appeared for the defense in several cases presented in Federal Court by Mr. Dewey. Dewey became racketeer prosecutor in 1935, and offered Fuld a job in his office. It wasn't long before all the "legal" work—that is, the paper work, the research, the brief-writing, came his way. He

had a staff of 10 to 15 unpaid young attorneys who worked with him.

Among other things, Fuld compiled memos on every conceivable subject. He continued this practice while an Assistant District Attorney under Dewey and Hogan. There are now about 25 bound volumes of these memos, and they are invaluable to the Manhattan District Attorney's office. They are beautifully indexed, and in short form give the attorney the essentials of the subject upon which he engaged. Some day they may be published so that all attorneys may use them.

The idea grew in Fuld's mind originally because the men in his office would consult him about their legal problems. "These memos," he says, "aided the plotting of every contingency that might arise. We were always prepared in advance."

While Fuld did all this extra-curricular work, he was officially head of the Indictment and Extradition Bureau in the D. A.'s office, until 1939, when he became head of the important Appeals Bureau. Other assistants in the office would rely on Fuld for the "book" work.

### Read Every Decision

To show how thorough and erudite a man he is, the story makes the rounds that he read the decisions in every case that ever came up before the Court of Appeals on criminal law, wrote a short memo on each of them, and indexed the whole thing.

But Stanley Fuld carries his erudition lightly, as he does his Phi Beta Kappa key. He's unassuming, still looks young and boyish despite his greying hair and mustache. He smiles easily, and when he does his well-turned ears shift slightly upward. And when he talks, it's without attempting to "put on" importance.

Yet that erudition is such that Stanley Fuld has revised every State indictment form. There was a time, not so far back, when it used to be impossible for an attorney to fill out properly some of the legal forms he dealt with. Fuld, who loves to make complex things simple, reduced page-and-a-half forms down to three and four lines. "It is prerequisite to justice," he says, "that legal papers be prepared so that the reader as well as the draftsman can understand them." He has worked on many cases which actually resulted in changing the law. One subject in which he is especially interested now is the clarification of laws dealing with the responsibility of children under 16 who commit major crimes.

### Used to Be a Swimmer

Stanley Fuld is a busy man, and he doesn't have much time for outside activities. "I'm a man without a hobby," he ruefully explains. But in the summer he swims—he used to be on the swimming team while in college. He takes movies of his two children, Hermine and Judith. And he reads—two subjects mainly, foreign affairs and mystery stories. He can finish three mystery stories a week. His wife, Florence, is doing volunteer work in the schools.

Time was when he planned to be an engineer, but while he was excellent in languages, his grades in mathematics weren't so good. So he switched to the law. He went to school in the town where he was born, New York City. He took his bachelor's degree at City College where he won Phi Beta Kappa and graduated cum laude. And at Columbia, where he studied law, he edited the Law Review, an achievement reserved to the best of students.

### Often Before Appeals Court

Since 1939, he has appeared before the Court of Appeals probably as often as any other attorney. During his Dewey days he was active in the investigation of such famous cases as Lucky Luciano, Tootie Herbert, Richard Whitney, Madison Loan. But he talks less about these cases than do others who worked on them. He has served on some of the most important law committees of the major bar associations. He organized a kind of "clearing house" to which district attorneys throughout the State came with their problems. He has drafted amendments to a large number of statutes dealing with criminal law.

And Stanley Fuld is only just starting!





# The State Employee

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

In writing "The State Employee" as a regular weekly feature of The LEADER, Clifford C. Shoro discusses all and any matters of interest to employees of the State of New York. He is writing this column with complete liberty to express his own views.

## "The Best Defense Is Attack"

I HESITATE to put into words my personal reaction to the publicity that has been given to an honest, thoroughly considered resolution proposed at the Annual Meeting of the Association of State Civil Service Employees, and adopted by that body. But the newspaper discussions of that resolution, including statements attributed to "friends of Judge Conway," force me publicly to defend the action of the Association and to refute charges of partisanship.

Under the heading "In Politics," there appeared an article in the October 23rd issue of the Knickerbocker News, Albany, which said, in part:

"Friends of Judge Conway (President of the State Civil Service Commission—Ed.) contend the hue and cry over the Harcourt appointment is purely political in itself. They view it as a move to pass the ammunition to opponents of the Dewey administration. They feel that if the forces of organized civil service employees were sincere in their opposition to the appointment of Mr. Harcourt on the grounds of 'merit and fitness' they should have presented their claims privately, not publicly, and that they should have waited until after Election Day."

## Politics Charge Is Unfounded

THE CHARGE of "politics" made against the Association of State Civil Service Employees by the "friends of Judge Conway" is absolutely unfounded, cannot in any way be substantiated by facts, and is just plain silly. This is the first time, to my knowledge, that this charge has ever been made against our Association in the 35 years since it was organized. And I sincerely hope that no spokesman for the Association will ever be called upon to refute such a charge again. The Association has always been non-partisan and has never endorsed any candidate. Its position on the Harcourt appointment was actuated solely by our conviction that the merit system must be respected and upheld by every administration.

## Taking the Charge Apart

TO TAKE THE CHARGE apart and show why I term it as silly seems to be in order. First, the statement "purely political in itself." I do not believe that the officers or accredited delegates of an organization with a paid membership in excess of 27,000, all of whom are State employees living and working in all parts of the State from Long Island to Buffalo and from Binghamton to Plattsburg, members of all political parties or none at all, could take a position on any question influenced or dictated by political partisanship and survive the criticism of its own membership.

Next, the charge that it is a move to pass the ammunition to opponents of the Dewey administration. Does Judge Conway or his friends believe that State employees would wish to advertise their political faith by such an action, even assuming that each and every one were an adherent of a political party other than that of the Dewey administration—which assumption is of course ridiculous?

## Couldn't Wait Till After Election Day

NEXT, that they should have waited until after Election Day. This again is a preposterous statement. The Constitution of the Association has long fixed the date of the Annual Meeting as the third Tuesday in October of each year. The Annual Meeting is the accredited place for resolutions and discussions outlining the views of the members and the program of the Association. If the criticism of this appointment really has such political significance that it should have been withheld until after election, then the appointment itself should, no doubt, have been withheld until after the election.

To sum up the situation from the statements attributed to "friends of Judge Conway," it would appear that the charge of politics against the Association must have been prompted by the facts and circumstances surrounding the appointment. This in itself is sufficient justification for the Association to have taken the action it did and shows that the Association is sincere in its opposition to this appointment on the sole ground of "merit and fitness."

## Who Injected "Politics"?

IF POLITICS has been injected into this controversy, it has been put there by "friends of Judge Conway."

I challenge anyone to show that partisan politics or political consideration of any kind entered into the framing of the resolution, the discussion on the resolution or the vote of over 200 accredited delegates by which the resolution was adopted.

Having a questionable defense of this appointment the "friends of Judge Conway" have resorted to the best tactical military procedure—Attack.

# What Is the Future of the State Salary Standardization Board?

By DR. FRANK L. TOLMAN

Director, Adult Education Division,  
State Education Department

Member, Temporary State Salary Standardization Board

The Temporary Salary Standardization Board dies December 1, 1945. Thereafter the Director of the Budget takes over the present duties of the Board.

The Legislature created the Board as a temporary agency to do a definite, limited job. As the job proved bigger than expected, and as new duties were added, the Legislature first resurrected the Board after its early demise, and afterward extended its life for limited periods.

In the same spirit, the Board was created, in a sense, out of nothing, by utilizing extra services of State officials who already held full-time jobs and by "borrowing" a staff from various State departments. Such an arrangement is possible for a relatively short period of time, but cannot work permanently.

The Legislature apparently has always considered the Board a temporary agency, created to do a certain limited job; i. e., to establish a wage schedule for employees in the competitive and non-competitive class (with certain exceptions), and to hear appeals filed after allocation of the positions.

## Some Want It Buried

There are many who think the law should not be amended and that the Board should be buried in haloed or unhaloed ground next year.

One group says the Board has done the job, part of it well, and part of it not so well. Now the regular agencies should administer the schedules and should allocate new jobs to appropriate salary scales. The Civil Service Commission would advise the Budget as to specifications and salaries. The Budget might or might not accept these recommendations. It could determine the salary and the Civil Service Commission could be forced to set requirements that could be bought at that figure.

Some say the Board is now not an independent agency but merely an arm of the Budget. They believe it would be better to make the Budget the responsible agency both to economize time and to eliminate the practice of passing the buck.

The members of the Temporary Salary Standardization Board would probably all be happy to have the Board die. All of them find the job arduous and thankless.

There is no fixed term of office for the members of the Board. In a permanent agency, limited time would be desirable. Three successive chairmen of the Board have died in office. One member is on war service. The Budget Director was for several years a member of the Board, but the present Budget Director did not wish to serve as a member and selected one of his staff to represent the Budget on the Board.

## Governor Appoints

The power of appointment rests with the Governor. One member (usually the Chairman of the Board) is the unrestricted choice of the Governor. He need not be a State employee, although the Governor has always chosen such to represent him.

Two members represent the in-

terests of the employees. One each represent the Civil Service Commission and the Budget Bureau.

Until recently, the Board functioned as a coherent and unified whole and the decisions were the common opinion of all the members of the Board. Of late, strong differences have developed and many decisions are majority decisions.

## Equal Pay, and Incentives

The law sets certain goals and principles to guide the Salary Board in the decisions. Two are of particular importance:

1. Equal pay for equal work.
2. Incentive pay, defined as regular increases in pay in proper proportion to increase in ability, increase in output and increase in quality of work demonstrated in service.

The law expects the Board to establish salaries high enough to attract unusual merit and ability to the State service to stimulate higher efficiency among the personnel; to provide skilled leadership and to reward merit, all to the ultimate goal of securing to the people of the State of New York the highest return in services for the necessary costs of government.

The Career Law and the earlier allocations of the Salary Board have been singularly free from attack. The Board attempted in the first report to go beyond the problem of the function and to indicate some of the long-term problems and goals of a State Salary plan. The Board emphasized the fact that any salary plan would rapidly get out of line, particularly in times of depression and inflation.

## What The Board Advocated

The Board advocated (1) variable minimums in the lowest brackets, based on an adequate standard of living; (2) a wage structure at least as high as is paid for comparable jobs in progressive private business.

May I quote the summary of the chapter of the first report on the essentials of a good wage and salary plan. The report says: "... it may be said that the traditional way of letting things slide until the situation becomes intolerable and then making sweeping readjustments, only to let things slide again, gains nothing but loss of morale in the service, and is poor economy in the long run. The advantage of a well-planned compensation system can be obtained only through intelligent administration, well-coordinated effort and planning.

"A positive program for the

maintenance of proper salary levels and preserving the integrity of the compensation plan should contain provisions for the co-ordination of the administration of the classification and compensation plans, for the periodic check-up and comparison of wages paid in the State with wages paid in comparable occupations in private industry and in other public jurisdictions, for examinations into working conditions that affect wage level, for periodic valuation of maintenance allowed and subsequent adjustment of cash wages, for analysis of the need for geographic differentials in New York State, based on the differences in living costs between sections of the State, for the observation of the trends in price levels and living costs, and for routine check of labor turnover and other indexes of the effectiveness of the plan.

"In determining and applying the wage policy of the State, the Legislature, the departments, the employees and the public at large are all concerned. To enable the Legislature to have all the facts on which a consistent policy must be based, information must be gathered currently. To administer the wage plan, uniform and fair application of the rules and standards of achievement must be observed by all agencies. Good management is a continual challenge to all engaged in directing the activities of the State. New methods and closer cooperation between the interested parties are essential to a satisfactory solution of the problems."

## Danger Signals

"The report pointed out certain indications of salary maladjustments which should be treated as danger signals. These include high overturn of labor, reduction of qualifications for appointment, increase of the use of back-doors to employment, lowering of standards, bad morale, time serving and shirking on the job. If these indications are correct, I believe the need for a thorough revision of salary scales is evident today. In fact, it is long overdue.

"As I see it, the question at issue is that raised by the board in the first report: Are we to look at salaries as static fixed amounts that will stay put when once fixed or do we need a State agency to establish wage adjustments designed to keep the wage structure up to date?"

## 1944 Rates

In fixing salaries for the Mental Hygiene Institutions, the Board has stated that it felt compelled to determine not adequate salaries for 1944, but for 1937, because other salaries in the State service were largely determined at that time. The only way, in my opinion, that the Board should have acted would have been to establish fair 1944 rates, not only for the Mental Hygiene institutions, but for the entire State Service.

## Permanent Agency Needed

If we need and want an agency to do this larger job, we need a permanent Salary Board with a paid staff.

# STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

## How to Pass a Written Examination

IT IS ONE THING to be capable of performing the job for which a written examination is given. It is quite another thing to pass the examination. There are many instances of public employees, who are recognized as highly qualified for promotion, but who are unable to pass a written examination for the higher position. Whether such employees are unable to express themselves, become flustered in an examination room or lack up-to-date technical or theoretical knowledge of the field is immaterial. The result is the same—failure to advance.

Inasmuch as at least 90% of all civil service examinations are written examinations, information on how to prepare for and take a written examination should prove valuable to persons seeking civil service employment or advancement.

## Formal Training Not Supplied

Strangely enough, although the written examination is used as a test of achievement throughout

all our educational levels, training in how to pass a written examination has not been supplied by educators in the school room. The technique is acquired by experience, not always happy, with the result that sometimes it is the person most experienced in taking examinations, rather than the best qualified person, who tops the eligible register.

To eliminate the advantage of practice effects acquired by perennial examinees, and to encourage prospective public employees to compete in examinations, civil service commissions have endeavored to publicize the nature of civil service examinations, but specific suggestions on how to pass have not been supplied.

Of special interest, therefore, is a book recently published by McGraw-Hill Company, Inc. of New York City entitled "How to Pass a Written Examination." Written primarily for students, by Harry C. McKown, author of books on educational matters, the book is just as valuable for civil service examinees. The illustrations of the different types of written examinations and suggestions to be followed in preparing

for and taking such tests apply as well to the civil service examination as to the school examination.

The author, in simple, direct language, has covered every aspect of taking a written examination—from justifying its use by the examiner to explaining how it may be used beneficially by the examinee.

## Know What the Directions Mean

For example, in discussing the necessity of reading and following directions carefully, the author advises how to answer questions which require the examinee to "compare," "define," "explain," "illustrate," "outline," "state," as follows: "Compare, set the items side by side and show their similarities or resemblances. A two-column listing of these is good a form of answer. Often a comparison also shows unlikeness and dissimilarities."

"Define, give a short, clear, and accurate statement. Don't discuss in detail. Don't give illustrations unless absolutely necessary."

"Explain, tell and show how, in order to give a clear picture. Often an illustration will help."

"Illustrate, give a good, clear and pertinent example, instance, or

case. Omit definitions.

"Outline, give the main points only, no details, and little or no discussion. Using an accepted form of outline will help to show the relative importance and relationships of items."

"State, express ideas briefly and clearly. Don't discuss in detail or illustrate."

## Don't Bluff

Among the author's suggestions for writing answers to essay-type questions is the following:

"Answer Each Question Squarely.—Sometimes an examinee, especially if he has trouble understanding the meaning of a question, will write on something else; hoping that the examiner will believe that he has unintentionally missed the point and will therefore give him some credit. This pretense is an old trick, used long before you or your teacher were ever interested in written examinations. And it will not work—at least if the examiner has ordinary intelligence. It is bluff, pure and simple—mostly simple—and it can be detected 'a block away.' Stick to the question."

## Test Yourself

Under the heading, "How To Prepare Mentally for an Examination," the author makes a suggestion that is especially appro-

priate for persons preparing for civil service examinations.

"There is no better device for reviewing than making out an examination that covers fairly the material concerned. Doing this requires you to (1) have a complete knowledge of the material; (2) think in terms of the relative importance of the many possible topics; (3) organize your thinking and your questioning; (4) explain, illustrate, and apply; (5) assume an examination-taking attitude, readiness, or mind set; and (6) gain some very beneficial practice in taking the examination. Further undoubtedly you will often hit squarely on the head some of the questions that the examiner will ask."

A reading of the book will not guarantee you a passing grade on every written examination you take. You still must possess the necessary knowledge and abilities. But, for those who are taking civil service examinations for the first time or for the first time in a long time, and for those who find the prospect of a written examination horrifying, "How to Pass a Written Examination" is heartily recommended. Those who are familiar with civil service examinations but would like to improve their examination-taking technique will also profit by a reading of this book.





# PUBLIC ADMINISTRATION

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER  
AMERICA'S LARGEST WEEKLY FOR PUBLIC EMPLOYEES

DEVOTED TO THE ACTIVITIES OF ALL COMMUNITIES, AND TO PLANS, PROGRAMS AND TECHNIQUES OF OFFICIALS, EXECUTIVES, ADMINISTRATORS AND PERSONNEL IN ALL PUBLIC AGENCIES

## City Planning Is Your Responsibility

By OSCAR STONOROV  
and LOUIS KAHN

Noted Architects of Government  
Housing Projects

IF CITY PLANNING, of which everybody speaks, is ever going to bring results, it must become the thing in which YOU are vitally interested.

City Planners—those are the technicians who think in terms of traffic, housing, streets, population trends and a lot of other seemingly theoretical items—and you—are now too far apart in your approach to a common problem.

Yet the general notion is slowly percolating that city planning is a good thing and that every city might well have a City Planning Commission. Many cities actually have one and undoubtedly most cities will in time acquire one.

### Make Your Voice Heard

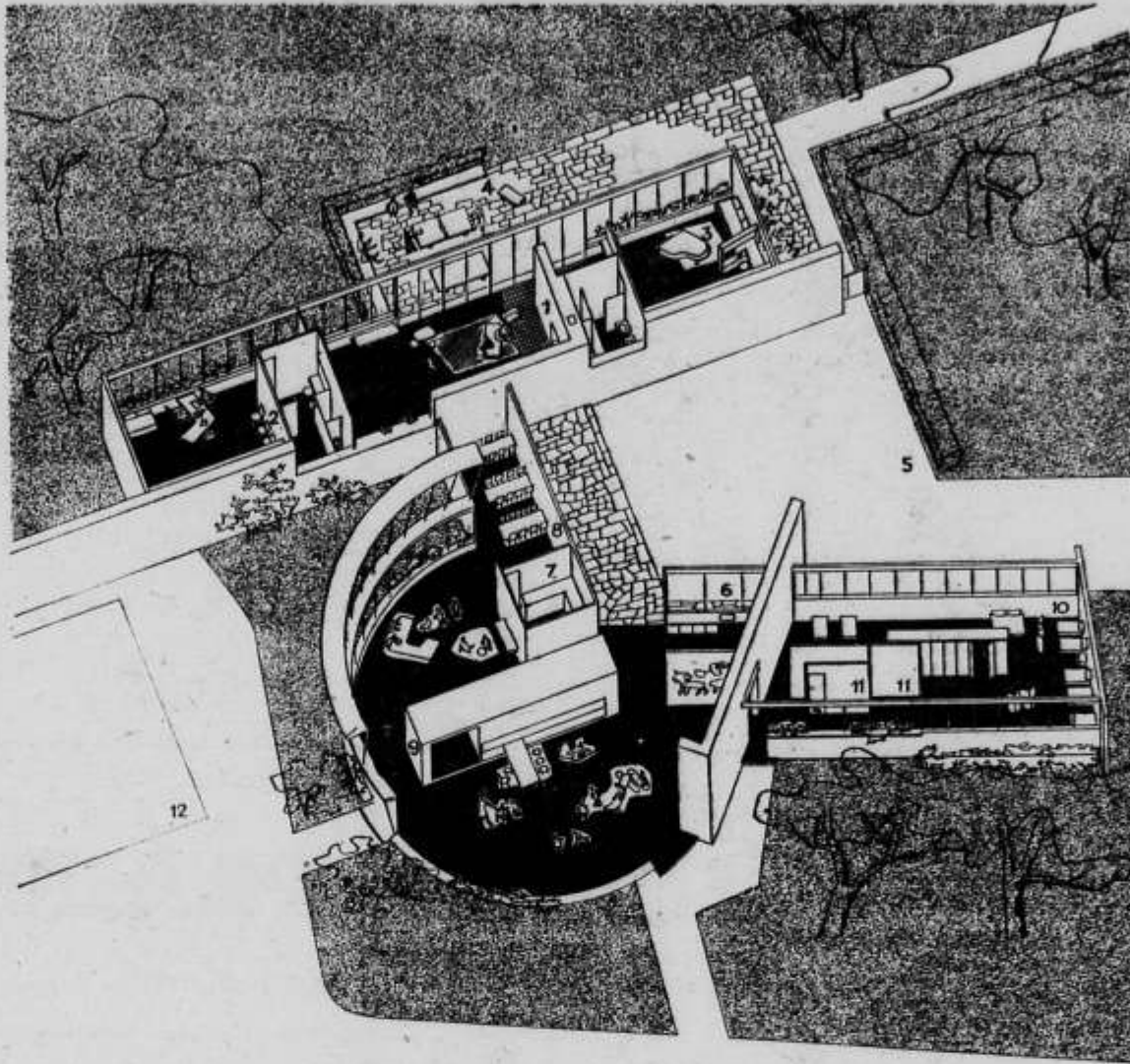
You, Mr. John Q. Public, should make yourself heard. Let's see, therefore, what should be your fundamental attitude? Since we cannot easily change or rebuild this country in a short while after the war, we must find out today how we can later have the ways and means to enjoy life. This should be done only by effecting a minimum of change in our present surroundings. Not all people will be able to move into new houses after the war or into new-planned communities. There will be quite a few such developments, of course, in the suburbs. Certainly there will be a definite exodus from the densely populated areas of our cities. Yet, at the same time, we must find ways to make over some of the old neighborhoods. They are not only important income producing tax items to your city, but they also have a great deal of sentimental value in the life of their inhabitants and, in the main, they constitute "a continuity of city life."

The family must be the center of every consideration in city planning, and a good plan must be judged by the amount of freedom it allows to the family units in it.

Many slum areas of cities, for example, undoubtedly will be totally rebuilt after the war. Yet we can do a lot to protect worthwhile older residential neighborhoods from decay.

### Some Basic Observations

We have tried to pick an average neighborhood in a big city and tried to apply some ideas to it which seem to us worthwhile. One thing we have learned: the individual homeowner is totally powerless towards influencing the changes in his immediate or even wider surroundings. If his next-door neighbor is a bad householder and leaves his home in disrepair, he will suffer from it. If many do so, a neighborhood goes down



Example of good planning: A community unit containing (1) lounge; (2) girls' room; (3) boys' room; (4) terrace; (5) entrance court; (6) children's clinic; (7) kitchen; (8) dining; (9) play rooms; (10) sleeping; (11) toilets; (12) pool.

fast. The remedy is to plan any corrective changes through some existent community organization. Practically any neighborhood has some kind of a Civil Association, a Business Man's Club, or a Ladies' Circle.

Every neighborhood, rich or poor, anywhere in the United States, could stand some improvements when it comes to play and recreation areas or nursery schools.

### Take the Playgrounds Out of the Streets

There are too many streets anyway. So why not make playgrounds out of unnecessary streets? Why not extend the schoolyard and make it a real neighborhood play center for old and young? And do not forget the greatest problem of a neighborhood: the boys and girls of teen age. Give them a special building.

If you could accomplish these few essentials in every neighborhood of some 1,000 families, what a changed community you

would have!

Even your slums would be more livable. In a slum area, everything is slummy. The stores, the streets, the houses. A slum is morally and physically unsafe. Yet, any neighborhood where the children have protected play in a well-planned play house, accomplishes a good deal, without upsetting completely the property apple-cart of the owners.

### What Are Some Minimum Requirements?

The minimum criteria of a neighborhood to us appears as:

(a) A good and centrally located shopping area (instead of a succession of inferior corner stores).

(b) A neighborhood club for young and old, with a kindergarten, and a building for the teen age group exclusively.

(c) A street layout that provides maximum safety around the play and recreational areas.

We believe that if the people want it, they can find ways and means to transform their neigh-

hoods, which, when they were built, were based mostly on property speculation into stable communities of a lasting value.

### What You Can Do

Citizens can petition their City Government to close certain streets. The City Planning Commission could study such petitions from citizens groups and neighborhood organizations. From the pattern of the demands, the Commission could work out an overall design.

The beds of closed streets might be turned over by the city to the local school board for the construction of playgrounds and the building of neighborhood Nursery Schools. Such action would complement the functions of the elementary school already functioning as a neighborhood social unit.

Some reclaimed streets land might be leased by the city to a responsible private market corporation to build an efficient store center.

Public subsidy out of funds for

post-war reconstruction, or outright public purchase, is a very defensible means by which to bring about reduction in population density and thus help to prolong the useful life of the remaining structures within our neighborhood area.

### How Our Proposal Sums Up

Working under neighborhood group initiative and according to a plan prepared under the supervision of the City Planning Commission:

(a) The city turns over to the School Board unnecessary street areas.

(b) The School Board improves these areas with play spaces and kindergartens.

(c) The Housing Authority builds a new, small public housing project while, at the same time, it remodels all houses needing major repairs for resale in such locations where destruction is not demanded by the overall plan.

(d) The city extends a 99-year lease, to private enterprise, of street-land necessary for the construction of a shopping center.

The LEADER thanks the Revere Copper Company, an organization interested in post-war planning for providing the material by architects Stonorov and Kahn.

## Fire-Fighting Jeep Proves Effective Protection

A fire-fighter "jeep," developed at the Willys-Overland Company, has been in use for 18 months, and company engineers predict its wide use as an auxiliary unit for urban and rural fire companies after the war.

The jeep was adapted from an early experimental model, according to S. E. Gregorek, fire protection chief of the automobile company, and has been patrolling more than two million square feet of floor space since January, 1943.

### 34 Alarms

During exhaustive tests, the fire-jeep has answered 34 emergency alarms, bringing all fires under control before any serious damage was done. It has been carried on elevators and driven to every section of the plant. It has climbed stairs, raced up inclines and coasted down chutes with its 3-man crew.

The jeep is equipped with 350 feet of 2½-inch hose; two nozzles; two extinguishers; a 500 gallon per minute pump; and two lengths of suction hose, to draw water from reservoirs, creeks and sewers.

In larger cities, the jeep will be able to get to a fire and hold the blaze under control until heavier equipment arrives. The unit should prove a boon to small communities which cannot afford larger equipment.

## Design of Post-War Destructor Plants

By JOSEPH C. ZENGERLE

Chief Engineer, New York City Department of Sanitation

IN WHAT I have to say in this article, there is plenty of food for thought as to the type and kind of incinerating furnace for the post-war destructor plants.

New York's present destructors, of which seven are now operating, have the common garden variety of incinerating furnaces known as the multiple-cell mutual-assist type. While some improvement has been made in the method of destruction of refuse over the original furnace of 40 to 50 years ago, further improvement must still be made in order to obtain the greatest efficiency

in refuse burning. Such improvement must come from the development of ideas originated by the design staff of the municipality. There must be no hesitancy in the use of new innovations by the City engineers simply because a good idea did not receive its baptism in private work. If the idea has been well thought and planned, it should be incorporated and the results watched.

In the later destructor plants of the Sanitation Department, such as those located at 215th Street, Manhattan, Zerega Ave-

nue, Bronx, 56th Street, Manhattan and Flushing, Queens, engineers of the department were the first to inaugurate and incorporate, in their design, the grade-line type of plant which allows the loaded refuse trucks to enter and leave at street level. A similar procedure was provided for the ash basement which allows the residue trucks to enter and leave at street level. Previous to this, plants were provided with below-grade ash tunnels which were always devoid of proper ventilation and required continuous artificial light.

### Post-War Destructor

For the post-war type of refuse destructor, thought and research should be given to the following:—

(1) Continuous feeding of refuse instead of batch feeding as at present.

Batch feeding does not allow

of maximum burning of refuse in a furnace. Batch feeding contains all sizes and shapes of materials which dropped onto the furnace fire in quantities of from one cubic yard up. Such quantity of material requires time for ignition as well as for complete burning. If the material is first shredded, the time of ignition and complete burning is considerably reduced thereby allowing more material to be burned in the same interval of time. Continuous feeding has been experienced within this department and it was found that almost twice the quantity of material could be burned as with batch feeding. The resultant residue was also found to be more friable and of a different texture from that ordinarily obtained from batch feeding. Furnaces and grates for continuous feeding must receive good thought and be designed for best burning

efficiency. Where space is available, present plants can be altered for installation of equipment for continuous feeding.

(2) Complete elimination of odors and dust and control of smoke.

(3) Reduction per unit cost of refuse disposal by incineration.

(4) Generation of maximum of steam from the heat units of the waste gases.

Steam generation from burning refuse is not new, but no destructor plant should be designed without considering the installation of steam generating equipment. Where practical, arrangements should be made to sell such steam to the utility company and the revenue obtained applied to reduction in the cost of operation.

The above four items are, and should be paramount when designing new destructor plants.

# Communities at Work

By WILLIAM E. WARREN

**MANPOWER SOLUTION:** Cincinnati recently adopted a war-duration ordinance authorizing the city manager to use regular employees during their vacation periods and holidays where there is a manpower shortage. These employees will receive extra pay.

**CITIES JOIN RETIREMENT SYSTEM:** Municipal employees of seven cities and two villages will be brought under the Wisconsin municipal retirement fund on January 1, 1945. This makes a total of 28 cities participating in the State system, the Civil Service Assembly reports.

**TOWANDA TEEN HOUSE:** Towanda, Fla., purchased a three-story hotel building which was converted into a Teen House equipped and operated under the supervision of an adult board and a young people's council. The old building was remodeled to provide rooms for reading, playing games, dancing, etc. The borough government does most of the repair work and heats the building. Funds needed for operation are raised by appeals in the local newspaper and by an occasional tag day.

**SIX ILLINOIS cities** find their intermunicipal sanitary control program is cheaper and more effective than if a single municipality attempted the program alone, the American Municipal Association reports. Since 1937 Glencoe, Highland Park, Kenilworth, Lake Bluff, Lake Forest and Winnetka have operated a joint milk inspection service. Last year 1,610 farm inspections were made, and 2,403 violations were found involving health of cows, condition of dairy barns, milk houses, water supplies, utensils and cleaning and milking operations. There were 66 exclusions from the milk shed used by dairy farmers in the area as a result of these inspections.



This is an illustration of a photo-copy device which can find many uses in municipal offices.

## Photo-Copy Saves Time in Public Offices

COPIES of receipts, bids, contracts, personnel records, other data are often needed in public offices, and the job of retyping and proof-reading is a time consumer. One answer to this problem is a device to make quick photo-copies of desired matter. Factual proof of the essential need for and amazingly varied and economic uses of photo-copies resulted from a nationwide analysis in which 891 business concerns cooperated. The survey was made by mail. Users of photo-copy equipment in 30 different industries indicated all the different uses they made of photo-copies. Tabulation of the returns from 891 firms shows 159 different uses of photo-copies that help to speed up office and shop procedure at lower cost, by providing easy-to-

read absolutely accurate black and white prints of anything written, printed, drawn or photographed, whether printed on one or both sides.

**Accuracy Emphasized**  
Accuracy in copying was emphasized in the returns as one of the most desirable feature of the photo-copy system—accuracy that avoids errors in transmitting information with no need for proofreading.

Photo-copies made in the privacy of their own offices or shop is another advantage stressed by most of the 891 firms. Eliminating the need for "outside" photo copying insures privacy and the convenience of making photo-copies in their own offices saves time and extra errands, many users said. The fact that any inexperienced employee becomes a photo-copy operator quickly, without technical training, is also listed as an important feature.

The survey was made by the American Photocopy Equipment Co., 2849 North Clark St. Chicago 14, Illinois, manufacturers.

## Information

The Civil Service LEADER will be happy to provide, without charge, any of the information-items listed below which may be requested by readers. Simply send in the coupon at the bottom of this column, to the Public Administration Editor, Civil Service Leader, 97 Duane Street, New York City.

- 84. F. M. RADIO COMMUNICATIONS EQUIPMENT**  
The catalog of the Fred M. Link organization furnishes municipalities with a vivid picture of the contribution of their engineering staff to the radio communication sections of police and fire departments in small and large communities. The catalog is informative and graphically demonstrates the operation of these systems.
- 85. LOW POWER CONSUMPTION**  
Heavy duty pneumatic compressors made by Chicago Pneumatic Tool Co., 8 East 44th St., New York 17, N. Y., are designed for low-power consumption, are the result of large area, quick acting valves, streamlined air passages, multi-step capacity regulation, effective inter-cooling and water-jacketing, plus efficient lubrication according to bulletin 726. Capacities from 350 c.f.m. to 10,000 c.f.m., 80 to 125 pounds pressure. Other information available on pneumatic tools, vacuum pumps, diesel engines, rock drills, electric and hydraulic tools made by this company.
- 86. TRAFFICOUNTER**  
Public officials who request appropriations for roads, parks, beaches or any publicly-operated project and want to give attendance records by vehicles entering the area, will find the automatic motor traffic counter made by the Streeter-Amst Company, 4101 N. Ravenswood Ave., Chicago 13, Ill., a helpful instrument that takes one man about ten minutes to install. A practical bulletin describes the detector which also saves labor.
- 87. FIRST AID TO TRANSPLANTED TREES**  
The Dow Chemical Company, Midland, Mich., has issued an interesting booklet explaining how Dowax make it possible to pick any season for transplanting. A wax emulsion is employed to conserve the normal moisture in shrubs and trees to enable them to withstand the shock of transplanting by retarding evaporation. It also eliminates the necessity of wrapping many varieties. Booklet "First Aid to Transplanted Trees," available to park employees.
- 88. PIPE FOR WATER MAINS AND SEWERS**  
If you are planning your water-works system, useful catalogs can be obtained from the Central Foundry Co., 386 Fourth Ave., New York, N. Y., describing the use of universal cast iron pipe furnished in hot tar-dipped, cement-lined or enamel-lined eliminating coking and gaskets. Laid in narrow trenches with unskilled labor thereby effecting large economies.
- 89. PRESSURE PUMPS AND FOG GUNS**  
Hardie Pumps are in the fog fire trucks supplied to many communities and are used in conjunction with the Hardie fog fire gun. The pumps deliver 35 to 60 gallons per minute

- at nozzle pressures of 500 to 800 pounds and reach full rated capacity at only 130 R.P.M. Descriptive information of guns and pumps available to fire fighters, issued by the Hardie Mfg. Co., Hudson, Mich.
- 90. POTABLE WATER TREATMENT**  
Hochchlor high test calcium hypochlorite, with 70 per cent available chlorine in dustless granular form, is saving the health and lives of servicemen overseas. Used for potable water treatment in municipal water systems including sewage disposal treatment, hospital sanitation, swimming pools, disaster relief, etc. Information folder on high test calcium hypochlorite, caustic soda, bicarbonate of soda, chloride of lime, may be obtained from Hoch Chemical Co., Inc., 1819 Broadway, New York 23, N. Y.
- 91. VOTING MACHINES**  
On November 7th, 20 per cent of the voters will cast their votes on a voting machine. The communities that use the machines avoid confusion and get an accurate count quickly. As soon as the polls close the machine is opened revealing the complete computation of the vote. Experience indicate machines have helped eliminate many corrupt practices. Descriptive literature from Automatic Voting Machine Corp., Jamestown 55, N. Y.
- 92. TABLETS TO HONOR SERVICE MEN**  
If your community plans an honor roll to commemorate individuals or events, literature may be obtained from the International Bronze Tablet Co., 36 East 22 St., New York 10, N. Y., containing designs and sizes of plaques.
- 93. WATER WORKS EQUIPMENT**  
A new engineering catalogue describing sewage treatment and water works equipment containing a mine of information useful to engineers has been issued by Caldwell-Wilcox Division, Krajewski-Pesant Manufacturing Corp., 227 Fulton St., New York 7, N. Y.
- 94. REPLACE NEGLECTED SIGNS**  
The excuse that communities do not have adequate signs to guide pedestrians and motorists because materials were unavailable, no longer holds. Officials may obtain from the Sataphote Corp., Toledo, Ohio, lists of steel reflector signs that are obtainable, as well as suggestions as to the appropriate sign for specific traffic problems.
- 95. GARBAGE COLLECTION**  
Bulletin No. 27 of Gar Wood Industries, Inc., Detroit 11, Mich., contains information on equipment designed to save manpower and money for sanitation departments. Data showing how municipalities have effected economies and reduced hauling costs through use of the Gar Wood Load Packer, plus descriptions of operations and equipment are well illustrated.

## County, Town and Village

### Constitutional Oath of Office

Section 30 of the New York State Civil Service Law provides that every employee except those in the labor class must file a constitutional oath of office before he may start working. The oath is to be filed with the clerk in the governmental jurisdiction where the job is located, county clerk, village clerk, city clerk, town clerk, etc.

Below is a copy of a form used by the Warren County Civil Service Commission. Other jurisdictions may well copy. Note that the lower half is detachable and has room for the signature of the appropriate clerk.

STATE OF NEW YORK ss:  
County of Warren)

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

Subscribed and sworn before me this ..... day of ..... 194.....

Notary Public

To: WARREN COUNTY CIVIL SERVICE COMMISSION

192 Glen Street, Glens Falls, N.Y.

You are advised that oath of office of

..... employed as

..... was

filed in this office on the ..... day

of ..... 194.....

Clerk

### Political Dictionary

A Dictionary of American Politics; Barnes & Noble, New York, \$3. Prepared cooperatively by fourteen authorities in the field of American government, the Dictionary is a compilation of terms, expressions, issues, ideas and political gossip, past and current. As a reference book, it furnishes a quick source of knowledge to matters relating to previous political campaigns, constitutional history, the Supreme Court, Congress, public finance, foreign relations, etc. Slogans, political slang, nicknames, key phrases in various campaigns, and political usage are made readily understandable. Such terms as Wilson's "peace without victory", zoning, the Paterson Plan of 1787, peanut politics, pay-roll patriot, as well as most congressional acts and court decisions are indexed.

outstanding properties that are most important for present day sewer construction.

1. Tight pressure type joints that prevent infiltration, thereby reducing treatment costs and incidentally eliminating trouble with tree roots.

2. Compressive strength to resist heavy earth loads due to deep fills over the pipe. Beam strength to resist stresses caused by earth movement. Bursting strength to resist internal pressure when used as a force main or when pressure might temporarily occur due to floods.

3. Long life has been proven by years of satisfactory service, consequently permitting a low annual amortization charge on the original investment.

Cast iron flow lines are generally installed where the pipes are laid in water saturated soil to eliminate infiltration.

### Where the Population Isn't Close

Cast iron force mains are being used as many treatment plants are located some distance away from the more densely populated sections of a Community, and frequently it is not possible to have gravity flow to the plant. In those cases, sewage must be pumped through a force main to the treatment plant.

Cast iron outfall sewers have been widely used to convey sewage out into a body of water for final disposal.

Communities interested in solving their sewage piping problems can get help from the United States Pipe and Foundry Company, Burlington, N. J.

## 40 Cities in One State Plan Airway Network

IOWA CITIES are doing something which the communities of every other State should watch with intense interest — they're creating an air network for the State with building, financing or planning underway in more than 40 cities. Bond issues authorized generally for acquisition of municipal airport sites have passed the \$1,500,000 mark.

Airports with a total estimated cost of more than \$6,000,000 are under construction, according to information to the American Municipal Association. Federal aid has been granted for many of these projects. Funds were allocated under the direction of CAA for airports with direct bearing on the war effort.

**What It Costs**  
Cedar Rapids' airport on a 500-acre site is expected to cost approximately \$1,500,000. The city passed a \$325,000 bond issue, part of which was used to buy the land. The Federal Government is furnishing additional funds. Dubuque's airport also will cost \$1,500,000, and the Waterloo airport, being built on a 1,704 acre site, is expected to cost more than \$1,500,000. The city voted a \$450,000 bond issue and has spent \$144,000 for land.

## Cast Iron for Sewers Shows Many Advantages

THE USE of cast iron pipes for sewers is steadily increasing throughout the country. Many new sewage treatment plants are being built, some in conjunction with a new sewer system, others to augment already existing systems.

Furthermore, major revisions are being made in large numbers of existing treatment plants, not only to increase their capacity, but to provide more complete treatment that will produce an

effluent of better quality. Treatment costs money; the amount of money is almost directly proportional to the volume treated. Logically, therefore, every gallon of water that seeps into mains through leaky joints, cracked pipe or from other sources not only crowds the sewer but costs good money to convey it through the various treatment stages.

**The Qualities**  
Cast iron pipe possesses three



# **YOU TOO CAN SERVE IN THE DEFENSE FORCES**

**If You Are 38 to 45 Years Old,  
17 Years Old or Draft Deferred**



## **THE NEW YORK GUARD NEEDS MEN**

**A**S MORE and more Federal troops are sent out of the United States and those remaining are being trained for overseas service, the State Guards of the various States become of greater and greater importance. They are the first line of internal defence against any disaster, be it man-made or an act of nature. This particularly applies to New York State with its vast industrial areas and great communication centers and cities.

**T**HE New York Guard has already supplied the Federal armed services with innumerable officers and large numbers of men who have been trained to speak and understand the military language. It is a proven fact that members of the Guard on entering the Federal service reach non-commissioned and commissioned grade much faster than any others.

**T**HE New York State Guard is a force in reserve acting under the orders of the Governor, which preserves the peace, maintains the law,

and, in conjunction with the Red Cross, sees that the homeless in the event of any disaster are immediately provided with food and shelter.

**G**OV. THOMAS E. DEWEY, by recent legislation, has decreed that members of the New York Guard employed by State agencies or municipalities will lose no pay or vacation time because of time spent in the service of the State through the Guard up to thirty days a year. It is the earnest desire that all employers within the State voluntarily adopt such a ruling.

**I**T IS understood that there are some 300,000 civil service employees in the New York State area. It is earnestly hoped that that great force will supply the Guard with a substantial number of members.

**Join now! Do your bit!**



# An Open Letter To Fellow Republicans

## from Russell W. Davenport

FORMER EDITOR FORTUNE MAGAZINE  
CLOSE FRIEND AND CO-WORKER OF WENDELL WILLKIE

### Dear Fellow Republicans:

I am addressing this letter especially to those of you who have been fighting within the ranks of our party for an enlightened and courageous foreign policy.

For almost five years our leader in this fight has been Wendell L. Willkie, who dedicated his political career to awakening in our party a sense of the new responsibilities that America must undertake.

Mr. Willkie has gone from us. His death is a national tragedy. And it comes at a most critical time, when it is necessary for us to choose between the contending candidates in this election.

It is impossible to credit anyone who attempts to tell us which candidate Mr. Willkie would have chosen. All such efforts to speak for him are shameful. He went on record again and again that he had not yet made up his mind.

Instead of trying to put words into the mouth of one who cannot speak, each of us must now speak for himself on the issues only. As independent-minded citizens we must resolve our problems according to our own best judgment, and with that courage which Wendell Willkie always expected of every American.

Speaking, therefore, only for myself, it is my considered judgment that the single most important issue of our time is that of international security. I do not mean merely security from war, but also security for the great doctrines of freedom without which this nation cannot endure.

Without such international security no major domestic problem can be solved, and no domestic "reform" can be realized. *Our first steps in domestic policy must be taken in foreign policy.*

### It is also my considered judgment that the candidate who was chosen at Chicago

by our party machinery is ill-equipped for the tremendous task of building an international peace. Mr. Dewey's vacillating pronouncements in the past, his superficial speeches in the present, his failure to renounce the support of extreme nationalists, his obvious willingness to cooperate with political leaders whose views on foreign policy are narrow and reactionary—all these and other factors have led me to the conclusion that I cannot support him.

I am of course opposed to the theory of a fourth term. I am profoundly dissatisfied with many aspects of the Roosevelt Administration. My record in this regard speaks for itself.

Nevertheless, on this single issue of American foreign policy, Mr. Roosevelt's Administration has worked in the right direction. With the indispensable help of those Republicans who have been able to put their country above party in every

crisis during the last four years, this Administration has saved America from the dangers to which the isolationists would have exposed her. And that it intends to continue on this course was demonstrated on Columbus day, when Mr. Roosevelt (before Mr. Dewey dared to do so) urged the setting up of a peace organization without waiting for the end of hostilities.

*I shall therefore cast my vote for Franklin D. Roosevelt.*

### I have a special suggestion to make to New Yorkers—

to those who agree with my reasoning in this matter.

By the workings of our two-party system there are always a number of voters who do not like the nominee of either major party, and who therefore cast a protest vote for the nominee of some minor party. That theory is all right. But it means throwing your vote away—and this is no year to do that.

But we in New York State are fortunate, because there is a way by which we can cast a real protest vote and yet vote affirmatively.

On the ballots this year you will find that Franklin Roosevelt is the nominee of three parties—Democratic, American Labor, and LIBERAL. My suggestion is that you vote on the Liberal Party line.

I make this suggestion because, if, like me, you are an enrolled Republican, you will surely find it distasteful to vote on the Democratic Party line—the party of Tammany and Flynn.

On the other hand, you will not, I believe, want to vote on the American Labor Party line—a party associated in the public mind with Communists and fellow-travelers.

The Liberal Party is the third party that has nominated Mr. Roosevelt—indeed, the first party to do so in 1944. This new, expanding party is genuinely independent. It is controlled neither by city bosses nor by bureaucrats. It is unalterably dedicated to fight communism in this country in all its hydra-headed forms. And it stands four-square for the international policies for which so many of us are determined to cast an unequivocal vote.

Thus a vote on the Liberal Party line will be a vote for those international doctrines. Yet it will at the same time constitute a protest against the Democratic bosses—and our own Old Guard.

That is the line on which I am going to vote. And that is the line on which I hope every independent-minded Republican votes.

Row F on the voting machines; symbol—the Liberty Bell.



# Government Openings

This is general information which you should know about United States Government employment. (1) Applicants must be citizens or owe allegiance to the United States; (2) Applicants must be physically capable of performing the duties of the position and must be free of defects which would constitute employment hazards. Handicapped persons who feel their defects would not interfere with their ability to perform the duties of the positions, are urged to apply. (3) Veterans preference is granted to honorably discharged members of the armed services. Wives and widows of honorably discharged veterans are also entitled to consideration for preference benefits; (4) Appointments are made under war service regulations, which means they will generally be for the duration of the war and in no case will extend more than six months after the war's end; (5) Persons now employed in essential occupations must receive statements of availability in order to be eligible for Federal jobs. An offer of a position will be accompanied by instructions advising what steps to take in order to secure the necessary clearance; (6) unless otherwise noted, application forms are available at the Second Regional Office, Federal Building, Christopher & Washington Streets, New York 14, New York.

## For Businessmen

### Commodity Price Specialist Options

- 1. Apparel
  - 2. Consumer Durables
  - 3. Drugs and Chemicals
  - 4. Export—Import
  - 5. Food
  - 6. General
  - 7. Industrial Materials
  - 8. Lumber—Building Materials
  - 9. Paper
- Other Options may be indicated by applicant
- Office of Price Administration  
\$5,228, \$4,428, \$3,828 and \$3,163 a Year  
(Salaries include the amount paid for

overtime as shown below)  
For duty in various offices in the States of New Jersey and New York  
Closing Date: Applications will be received until the needs of the Service have been met.

**Salaries and Hours of Work:** The standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 per cent of that part of the basic salary not in excess of \$3,900 a year.

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$4,000	\$828	\$3,228
\$3,800	\$828	\$3,428
\$3,200	\$628	\$3,828
\$2,600	\$563	\$3,163

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

**Duties:** Within a designated district or region, under general supervision of a commodity price specialist of higher grade, is responsible for administering or assisting in the administration of price schedules, regulations, amendments, and pertinent policy directives covering a certain group of commodities or services assigned, such as in the options listed above; analyzes the regulations and directives and is responsible for explaining them to the trade and office personnel through trade and industry meetings, personal contact, and correspondence; advises regional and district office personnel on trade customs and practices, manufacturing and merchandising processes, sources of raw material, distribution channels, etc., indicating the probable effect of proposed price regulations upon these factors and the probable difficulties to be encountered by trade and industry in complying with the regulations; applies price schedules and regulations to specific cases, rendering decisions on many of them; prepares preliminary drafts of orders, memoranda and bulletins of general application to the trade under assigned regulations; makes a post audit of actions in price schedules assigned, and is responsible for the correctness and uniformity of all actions in these schedules; observes the operation of that part of the price control program assigned to him and recommends amendments in schedules and regulations and changes in policy.

**Minimum Qualifications: Experience—** Applicants for the \$5,228 grade must have had at least six years, and for the \$4,428 grade at least five years, executive or policy-making responsibility in business, industry, or commerce in the fields of production or distribution of sufficient scope and quality to give assurance of ability to perform satisfactorily the duties shown above. For the \$3,828 grade at least three years, and for the \$3,428 grade at least two years of such experience must have been in a certain group of commodities or services, such as in the options listed above. This experience must have required a knowledge of trade practices, prices, and costs, and the ability to effectively handle difficult price problems, and problems of information and reporting. Applicants for the \$3,828 grade must have had at least four years, and for the \$3,428 grade at least three years of progressively responsible experience of such a nature as to provide familiarity with industry or commerce and a thorough knowledge of trade practices, prices, cost margins, production methods, or distribution channels.

The quality and scope of the experience required will vary with the grade of the position, and experience of greater responsibility will be required for the higher grades. Applicants must have demonstrated ability to meet and deal satisfactorily with the public.

**Note:** Persons entitled to veterans' preference should include in their experience statement the duties performed while serving in the armed forces.

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

**Substitution—** Applicants for the \$3,828 and \$3,428 grades may substitute undergraduate or graduate education in a college or university with specialization in the fields of economics, marketing, statistics, or business administration for not more than two years of the required experience at the rate of two years of education for one year of experience.

**Examples of Qualifying Experiences:** Experience as manager or on the management staff of a manufacturing or distributing concern; experience as cost accountant, purchasing agent, or sales manager involving a detailed knowledge of commodity prices, costs, and distribution channels; experience as market research analyst, price analyst or other business analyst in a marketing research organization, bureau of business research, trade association, or government agency; experience as economist or statistician in a private or public organization concerned chiefly with problems of price-cost relationships.

There are no age limits for these positions. No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of sworn statements as to their experience, and on corroborative evidence accented by the Commission.

**Assignment of Grade:** Applicants for the higher grades who are found not qualified therefor will be considered for the appropriate lower grades if otherwise qualified.

qualified for the lower grades. Persons who are found eligible for the higher grades will also be rated for the appropriate lower grades if they have expressed a willingness to accept the lower salaries and are otherwise eligible for the lower grades.

**How to Apply:**  
A. Applicants must file the forms and material listed below, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York:  
1. Application Form 57.  
B. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.  
2. The necessary forms may be obtained from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York, or at any first- or second-class post office in which this notice is posted. Recruiting Circular 2R-112.

# U.S. Jobs

Read the job-listing below. When you have spotted the job for which your training or experience fits you, go down to the office of the Civil Service Commission, 641 Washington St., New York City. Remember that you'll get about 21% more than the salary listed because of overtime pay. And you'll need a certificate of availability if you're now engaged in an essential occupation.

- VI-671D—Foreign Shipping Clerk, \$2433.14.
- VI-667D—Printing Production Clerk, \$2433.14.
- VI-748—Engineering Property Clerk, \$2708.33.
- VI-640D—Shipping Rate Clerk, \$2708.33.
- VI-640D—Traffic Clerk, \$2433.14.
- VI-6755—Railroad Transportation Clerk, \$2433.14.
- VI-6454—Dental Hygienist, \$1971.00.
- VI-6375—Laboratory Helper, \$1752.00.
- VI-746—Library Assistant, \$2433.14.
- VI-6768—Registered Nurse, \$2190.00.
- VI-736—Supervisor Tab. Mach. Sub. Unit, \$2190.00.
- VI-6176—Supervisor Tab. Machine Unit, \$2433.14.
- VI-6764—Senior Laboratory Technician, \$2433.14.
- VI-743—Medical Technician (Bact. & Chem.), \$2190.00.
- VI-6896—Medical Technician (Clinical), \$2190.00.
- VI-6230—Medical Technician (Surgery), \$1971.00.
- VI-6883—Surgical Medical Technician, \$2190.00.
- AGENTS (\$3200 to \$1000, Inclusive):**  
Plant Purchasing.
- ABSTRACTORS (\$2000).**
- ACCOUNTANTS (\$2000 to \$8000, Incl.):**  
Commercial Cost, Chief, Rent.
- ADMINISTRATIVE ASSISTANTS (\$2600 to \$3500, Inclusive)**
- ADVISORS (\$2200):**  
Technical.
- ANALYSTS (\$1800 to \$1000 Inc.):**  
Management.  
Principal Cost.  
Industrial Marketing.  
Repair Cost.  
Research.  
Price.  
Marketing.  
Classification.  
Corporate.
- APPRAISER (\$3600 to \$1600, Incl.):**  
Repair Cost.
- ARCHITECT (\$2000 to \$3800, Inclusive):**
- ASSISTANTS (\$1440 to \$2600, Incl.):**  
Training.
- AUDITORS (\$2200 to \$1600 Inc.):**  
Cost.  
Project, Field.  
Principal.  
Contract Termination.
- CHEMIST (\$2000).**  
Junior.
- COMMUNICATOR (\$1800).**  
Aircraft.
- CHIEFS (\$3200 to \$1000, Inclusive):**  
Storage Section, Personnel, N. Y. Communication Center, Audit Unit.
- CONSERVATIONIST (\$2000 to \$2600, Inclusive):**  
Soil.
- CONSULTANT (\$2600):**  
Technical Trainee.
- COORDINATOR (\$2600 to \$3800, Inclusive):**  
Material, District Price Panel.
- COUNSELOR (\$2000 to \$3,800, Inc.):**  
Employee.
- DIRECTOR (\$3800).**  
Producer.
- ECONOMIST (\$2000).**  
Training, Producer.
- EDITOR (\$2600 to \$3200, Inclusive):**  
Technical.
- ENGINEERS (\$200 to \$5600 Inc.):**  
Electrical.  
Studio Control.  
Hydrologist.  
Exhibits.  
Soils—Mechanical.  
Materials.  
Mechanical.  
Mining.  
Industrial.  
Hydraulic.  
Heating, Ventilating, & Plumbing.  
Marine.  
Commodity.  
Equipment.  
Production Security.  
Aeronautical.  
Radio.  
Junior.  
Field.  
Sig. Corps Equip.  
Welding.  
Geologist.  
Chemical.  
Ordnance.  
Specification Writer.  
Architectural.  
Radio Photo.
- EXAMINER (\$2300 to \$1500 Inc.):**  
Tariff Rate.
- INSPECTORS (\$2000 to \$2200, Incl.):**  
Plant Quarantine, Warehouse, Rail.
- INSTRUCTOR (\$2000 to \$2600, Incl.):**  
Typing and Shorthand, Supervisor  
Training, English and Italian.
- MANAGER (\$3200):**  
Traffic.
- METALURGIST (\$2000).**
- MYCOLOGIST (\$3800).**
- NEGOTIATOR (\$3200 to \$6000, Incl.):**  
Termination.
- OFFICERS (\$2000 to \$5600 Inc.):**  
Administrative.  
Property Disposal.  
Production.  
Supply.  
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Asst.—Regional Exce.
- PHYSICIAN (\$3200),**  
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- Employers in essential industry may hire any worker from non-essential industry without a statement of availability, and without a referral card from the USES of the WMC.
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Good Work Conditions  
Permanent Positions  
**HENRY HEIDE, Inc.**  
Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

**MACHINISTS**  
All around, first class for experimental work on electronic equipment.  
Excellent working conditions  
**HAZELTINE ELECTRONICS Corporation**  
58-25 LITTLE NECK PARKWAY  
LITTLE NECK, LONG ISLAND  
Free Bus from Trains & Buses

**KEEP 'EM ROLLING**  
**Urgent Need to Move Service Men and Women**  
**THE PULLMAN CO.**  
LIMITED EXPERIENCE REQUIRED  
Upholsterers Mechanics Electricians Painters  
NO EXPERIENCE REQUIRED  
Pullman Porters  
Laundry Workers  
Commissary Checkers Carriers  
Store Room Laborers  
**Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board**  
APPLY  
**THE PULLMAN CO. EMPLOYMENT OFFICE**  
Room 2612, Grand Central Terminal, New York City  
24-12 Bridge Plaza South, Long Island City  
Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C.

**THE BEST JOBS OF THE WEEK**  
at  
**WRIGHT AERONAUTICAL**  
LOOK OVER THESE OPENINGS:  
• Help build Cyclone Engines for Super-Fortress Bombers.  
• No experience needed for a good paying job at Wright.  
SKILLED UNSKILLED  
EXTERNAL GRINDERS INTERNAL GRINDERS TOOLROOM GRINDERS TOOL MAKERS  
FOUNDRY HELP LEARNERS TRUCKERS GUARDS  
APPLY TODAY—DON'T DELAY  
**WRIGHT AERONAUTICAL CORPORATION**  
1540 BROADWAY at 46th STREET, N.Y.C.  
Observe WMC Regulations

Help Wanted—Male & Female  
**WOMEN WANTED**  
FOR LIGHT FACTORY WORK  
CONVENIENT HOURS  
NO EXPERIENCE NECESSARY  
LOOK FOR BIG WHITE BUILDING  
EASILY REACHED BY ALL SUBWAYS  
**LOOSE-WILES BISCUIT CO.**  
29-10 Thomson Ave. Long Island City, N. Y.

**MEN & WOMEN WITH CARS**  
Full or Part Time  
You can perform a patriotic duty and render a useful public service by delivering telegrams during day, evenings, weekends.  
Work Without Uniforms  
MEN, Minimum Age 18  
WOMEN, 21 and Over  
Apply at Your Nearest Office  
**WESTERN UNION**  
40 BROAD ST., nr. Wall St., N. Y.  
40 HUDSON ST., Room M-5, nr. Chambers St., N. Y.  
127 WEST 40th ST., nr. B'way, N. Y.  
422 EAST 149th ST., nr. 3rd Ave., N. Y.  
311 WASHINGTON ST., Brooklyn Near Boro Hall  
27-08 THOMPSON AVE., L. I. CITY, nr. Court Sq.

Help Wanted Agencies  
A BACKGROUND OF SATISFACTION in Personal service since 1910.  
Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator. **BRODY AGENCY** (Henriette Roden License), 340 Broadway, Barclay 7-8133 to 8137

**FILE CLERKS & TYPISTS**  
17 to 30  
Experience unnecessary  
Excellent Opportunity  
Pleasant Working Conditions  
5 day week  
Good Starting Salary  
Increase after 3 Months Service  
**LIBERTY MUTUAL INSURANCE CO.**  
130 Clinton St. Brooklyn, N. Y. (4th Floor)

**GIRLS - WOMEN**  
16 or Over  
\$22.44 to Start  
5 DAYS — VACATION  
Good Working Conditions  
VACATION, SICK LEAVE  
**NEW YORK LINEN SUPPLY & LAUNDRY**  
353 EAST 82nd ST.  
Corner First Ave.

**GIRLS - WOMEN**  
Ages 18 - 50  
For packing and light factory work; no experience necessary; full time and part time; excellent working condition.  
W.M.C. Rules Observed  
Apply 9 to 5 Mon. thru Fri.

**THOS. J. LIPTON, Inc.**  
1500 HUDSON STREET  
HOBOKEN, N. J.  
**Women - Middle-Aged**  
5 Day Week—4 Hour Day  
Good Pay and Commissions  
Average Earnings \$25 to \$30  
Apply  
89-43 165th STREET  
JAMAICA, L. I.  
See Mr. Scranton

**SALESWOMEN**  
PART OR FULL TIME POSITIONS PERMANENT AFTER THE WAR  
**Part Time Positions**  
Mornings or Afternoons  
From Now until Christmas  
5 DAY—40-HOUR WK.  
11 to 4:30  
9 to 2  
9 to 4  
1 to 6  
**THE NAMM STORE**  
452 FULTON STREET  
BROOKLYN

**CLERICAL OPENINGS**  
**FILE CLERKS COMPTOMETER CLERKS**  
5 DAYS — 30 HOURS  
Employment Office  
Apply 10-11:30  
**THE NAMM STORE**  
452 Fulton Street  
Brooklyn

**WOMEN-GIRLS**  
**Clerical Work**  
opportunity to learn tabulation  
ALSO  
Eight Stock Work  
Full Time and Part Time  
1 to 5:30 P.M.  
Also Clerks  
No Experience Necessary  
5 DAY WEEK  
MANY EMPLOYEE BENEFITS  
**Henry Rose Stores**  
360 W. 31st St. (10th Floor)  
Interview to 6:30 P. M. Daily

**WOMEN-GIRLS**  
**Clerical Work**  
opportunity to learn tabulation  
ALSO  
Eight Stock Work  
Full Time and Part Time  
1 to 5:30 P.M.  
Also Clerks  
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Eight Stock Work  
Full Time and Part Time  
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Also Clerks  
No Experience Necessary  
5 DAY WEEK  
MANY EMPLOYEE BENEFITS  
**Henry Rose Stores**  
360 W. 31st St. (10th Floor)  
Interview to 6:30 P. M. Daily

**WOMEN**  
Over 16 Years of Age  
**Part Time**  
Stock and Clerical  
**Mon. to Fri.**  
5 or 6 P.M. to 10 P.M.  
**S. KLEIN**  
6 UNION SQUARE  
NEW YORK CITY

**SALESWOMEN**  
Full Time  
And 1 P.M. to Closing  
**CLERICAL, CASHIERS STOCK GIRLS WRAPPERS SODA FOUNTAIN ATTENDANTS**  
5-DAY — 40-HOUR WEEK  
No experience necessary. We will train you.  
**HEARN'S**  
74 Fifth Ave., New York City

**STENOGRAPHERS**  
**TYPISTS**  
**GENERAL CLERKS**  
GOOD STARTING SALARY  
48-HOUR WEEK  
Excellent Working Conditions  
Availability Statement Required

**McKiernan Terry Corporation**  
FOOT OF MANOR AVE. HARRISON, N. J.  
Take 43 Bus to Harrison

**SECRETARY**  
To Top Company Official  
PERMANENT AGE 25-35  
5 Days — \$30 Start  
EXCELLENT OPPORTUNITY  
**INSULINE CORP.**  
36-02 35th AVE., L.I.C.  
2 Blocks 8th Ave. Sub. Steinway St.

**COMPTOMETER OPRS. BURROUGH PERCENTAGE EXPERIENCE**  
5-DAY WEEK — Good Future  
CLERKS  
Blueprint File and Invoice  
**W. L. MAXSON CORP.**  
460 W. 34th St., N. Y. C.

**GIRLS—WOMEN, WAR WORK**  
EXPERIENCE NOT NECESSARY  
General Factory Work. Opportunity for Advancement and Bonus. Overtime. Good work conditions. Luncheon facilities.  
**HENRY HEIDE, Inc.**  
Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

**TYPISTS BILLING CLERKS**  
Experienced or Beginners Considered  
5-Day, 40-Hour Week  
**Defiance Button Machine Co.**  
43 WEST 24th ST., N. Y. C.

**CANDY PACKERS**  
Earn from 65 to 60¢ per hour with wage incentive  
Day and Night Work  
Excellent Working Conditions  
Post War  
Overtime, Time and Half  
Paid Vacation and Holiday Pay  
**QUAKER MAID CO.**  
80-39th ST., BROOKLYN, N.Y.

READER'S SERVICE GUIDE

MR. FIXIT

MISS & MRS.

NEW FRIENDS ARE YOURS

ANTHONY'S GYPSY TEA ROOM

Mexican Arts

Secretarial Services

Clockwork
KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 100 Park Row, New York City.

Height Increased
BE TALL AND STATURELY—Add almost one inch to your height in six treatments with Psycho-physical couch.

ARE YOU FRIENDSHIP OR MARRIAGE MINDED? Investigate my Method of Personal Introduction.

EVERYBODY'S BUY
Clothing
HARLEM FUR EXCHANGE—Buys, Sells, Exchanges Furs, Storage, Insurance, Clean, Glaze, Remodel, Restyle.

Beauty School
ALMANELLO (Alma Grant Founder) Terms very reasonable. Call, phone or write for particulars, 2157 Seventh Ave.

Household Necessities
SUBSTANTIAL SAVINGS, GIFTS—all occasions. Also appliances, alarm clocks, juicers, etc.

Patent Attorney
GEORGE C. HEINICKE—Registered in all States. Have you an idea or invention that should be patented?

Beauty Culture
JOLA WHITE, proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 105th St.

A PUBLIC SERVICE—Meet new friends; men-women, all ages, non-sectarian; thousands new members; oldest internationally known organization.

Radio
SMALL RADIOS WANTED—Portable radio-phonograph combinations, fans, irons, electrical appliances.

Tires
TIRES—TIRES—TIRES—Have them Recapped, Rebuilt, Retreaded and Vulcanized by Experts at the RIVERSIDE TIRE SERVICE

Dresses
CREATIONS IN STYLE AND FASHIONS as seen in Harper's Bazaar, Vogue, etc.

Piano Tuning
EXCELLENT, RELIABLE tuning—\$5. Repairing, reconditioning, reasonable. Go any distance.

Arve West Beauty Shop
ARVE WEST BEAUTY SHOP, 307 W. 125 St. 1 flight up, New York, N. Y.

WHERE TO DINE
HAVE LUNCH TODAY at the O.K. Restaurant, 28 Elk Street (between Pearl and Duane).

Radio (cont.)
Pianos Wanted
Grands—Spinets—Uprights
Hayman, 937 Prospect Place, PR 2-0582.

Specialty Shop
NOW OPEN—TITO'S Specialty Shop, 2763 Eighth Ave (near 146th St.), ED 4-6951.

Health Services
Druggists
SPECIALISTS IN VITAMINS AND Prescriptions. Blood and urine specimens analyzed.

Typewriters
TYPEWRITERS, adding, calculating machines Addressographs, mimeographs Rented, Bought, Repaired, Sold, Serviced.

After Hours
MARRIAGES ARE NOT MADE IN HEAVEN! Introductions arranged CAREFULLY.

WHERE TO DINE (cont.)
EAT AND MEET at the RID BRICK RESTAURANT, 147 W. 51st St. Enjoy "Home Atmosphere."

Radio (cont.)
Pianos Wanted (cont.)
Thrift Shop
BEAT THE RISING PRICES! Buy Quality Merchandise at Bargain Prices.

Lumber
KITCHEN UNITS, WARDROBES and LUMBER of ALL DESCRIPTIONS. Liberty Lumber Co., 126-10 Liberty Ave., Richmond Hill, V.I.

Health Services (cont.)
Masseur
Louis Watten, Licensed Masseur, Lic. No. 270795.

Radio Repairs
FOR GUARANTEED RADIO REPAIR Service, Call Gram, 3-3092.

Beauty Culture (cont.)
Social Introduction Service
SOCIAL INTRODUCTION SERVICE opens new avenues to pleasant associations for men and women.

WHERE TO DINE (cont.)
FREE TEA, CUP READING, Body's Tea Garden, Tea and Cookies 35c. Weekdays, 11:30 A.M. to 10 P.M.

Radio (cont.)
Carpets
USED CARPETS, BROADLOOMS, Rugs, Stairs Linoleum, Rubber Tile.

Furs
FURS REPAIRED, REMODELED, expert glazing, blending; all kinds of furs for sale.

Health Services (cont.)
Bald Heads
CLARENCE GREEN'S MIRACULOUS DISCOVERY restores hair to bald heads; age or condition of baldness does not matter.

Radio Repairs (cont.)
RADIO SERVICE LABORATORY. Guaranteed radio repairs on all makes.

Beauty Culture (cont.)
Dressmaker
MODELS TO SUIT YOUR PERSONALITY, made to order.

WHERE TO DINE (cont.)
MRS. BROWN'S, YOUR FAVORITE eating place, is now located in its own spacious establishment.

Radio (cont.)
Carpets (cont.)
Bicycles
Sold—Rented—Repaired—Refinished. Equal to new.

Furs (cont.)
MAGNIFICENT GENUINE FUR COATS. Wonderful quality. Samples from Fashion Show Room.

Health Services (cont.)
Sculp-Hair Treatments
EDITH BRADLEY gives scientific scalp and hair treatments in your home.

Merchandise Wanted
CASH PAID IMMEDIATELY for Pianos and Musical Instruments.

Beauty Culture (cont.)
MARRIAGES ARE NOT MADE IN HEAVEN! (cont.)

WHERE TO DINE (cont.)
VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.)

Radio (cont.)
Carpets (cont.)
Bicycles (cont.)
Expert baby carriage repairs.

Furs (cont.)
50% SAVINGS ON PERSIAN LAMB or Paw Coats. Direct from Manufacturer to you at wholesale prices.

Health Services (cont.)
Bald Heads (cont.)
CLARENCE GREEN'S MIRACULOUS DISCOVERY (cont.)

Merchandise Wanted (cont.)
CASH PAID IMMEDIATELY for Pianos and Musical Instruments.

Beauty Culture (cont.)
MARRIAGES ARE NOT MADE IN HEAVEN! (cont.)

WHERE TO DINE (cont.)
VIRGINIA RESTAURANT, 271 West 119 St. (Between St. Nicholas and 8th Ave.)

Radio (cont.)
Carpets (cont.)
Bicycles (cont.)
Expert baby carriage repairs.

Furs (cont.)
50% SAVINGS ON PERSIAN LAMB or Paw Coats. Direct from Manufacturer to you at wholesale prices.

Health Services (cont.)
Bald Heads (cont.)
CLARENCE GREEN'S MIRACULOUS DISCOVERY (cont.)

LEGAL NOTICE

LEGAL NOTICE

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LEGAL NOTICE

COPARTNERSHIP NOTICE
SCALAMANDRE & SON—Notice is hereby given of the filing of a certificate of limited partnership in the office of the County Clerk of the County of New York, New York, on September 20, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FLEISS PLUMBING & HEATING CONTRACTORS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WALDORF SILK MILLS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BALARE REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

Upon the petition of Octave V. Monory, residing at 139 East 52nd Street, City, County and State of New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 5th day of December, 1944, at half past ten o'clock in the forenoon of that day, why the account of proceedings of Octave V. Monory as sole surviving executor should not be judicially settled.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CLOVER FABRICS CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MARWIN REALTY CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BALBROOK REALTY CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LIBERTY STEEL COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

George F. Gendron Chiropractor
HOURS: Mon., Wed., Fri., 12-3 & 5-7 P.M.
188 MONTAGUE STREET
At Boro Hall, BROOKLYN 2, N. Y.

DIMPLES BLACKHEADS FOAMY MEDICATION
Palmer's "SKIN SUCCESS" Soap is a special soap containing the same gentle medication as 104 year proved Palmer's "SKIN SUCCESS" Ointment.

CHRONIC DISEASES of NERVES, SKIN AND STOMACH
Kidney, Bladder, General Weakness, Lame Back, Swollen Glands. PILES HEALED.
Positive Proof! Former patients can tell you how I healed their piles without hospitals, knife or pain.

DR. N. S. HANOKA
Dental Surgeon
300 West 42nd St. (Cor. 8th Ave.)
Phone BRyant 9-5852
ONLY BY APPOINTMENT
Daily 7:30 to 9 P.M.

DR. H. SCHLISSEL
Dental Surgeon
STAPLETON, S. I.
588 BAY ST. GI 7-1985
Tues. Thurs., Sat., 9 A.M.-7 P.M.
BRONX, N. Y.
1 EAST FORDHAM RD. SE 7-7649
Mon., Wed., Fri., 9 A.M.-7 P.M.

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JACOB FASS & SON Inc.
ESTABLISHED 1905
Harry Weinstein, Lic. Manager
FUNERAL DIRECTOR
DIGNIFIED SERVICE, REASONABLE RATES, CHAPEL FACILITIES, IN ALL BOROUGHS
R. AVENUE C, N. Y. C.
Day and Night Phone GRamercy 7-5922

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CHRONIC DISEASES of NERVES, SKIN AND STOMACH
Kidney, Bladder, General Weakness, Lame Back, Swollen Glands. PILES HEALED.
Positive Proof! Former patients can tell you how I healed their piles without hospitals, knife or pain.

# Promotion Tests Open for Employees in Many New York City Departments

(Continued from page 1)  
**Clerk, Grade 2**—Salary, \$1,201 to \$1,800; Department of Hospitals. (For appointment only at Seaview Hospital and Farm Colony on Staten Island.) The written test will be held December 13, 1944.  
**Door Stop Maintainer**—Salary, \$1,740 a year; Board of Education. One permanent, two temporary vacancies. The practical test will be held January 13, 1945.  
**Foreman of Pavers**—Salary, \$3,300 a year; Borough Presidents of Manhattan and Brooklyn. The written test will be held January 31, 1945.  
**Maintenance Man**—Salary, prevailing rates, usually \$1,501 to \$1,800 a year; Board of Estimate,

Department of Correction, Fire Department, Department of Health, Board of Higher Education, Department of Hospitals, Department of Marine and Aviation, Department of Parks, Police Department, NYC Housing Authority, Department of Sanitation, Office of Sheriff, Department of Welfare. Practical tests will begin January 8, 1945.  
**Mate, Ferry Service**—Salary, \$2,180 to \$2,500 a year; Department of Marine and Aviation. Written test will be held on January 27, 1945.  
**Stenographer, Grade 4**—Salary, \$2,401 to \$3,000; City Planning Commission. Written and steno-

graphic tests will be held on December 19, 1944.  
**Stenographer, Grade 4**—Salary, \$2,401 to \$3,000; Law Department. Written and stenographic tests will be held on December 19, 1944.  
**Stenographer, Grade 4**—Salary, \$2,401 to \$3,000; Municipal Civil Service Commission. Written and stenographic tests will be held December 19, 1944.  
**Stenographer, Grade 4**—Salary, \$2,401 to \$3,000; Office of the Chief Medical Examiner. Written and stenographic tests will be held on December 19, 1944.  
**Stenographer, Grade 4**—Salary, \$2,401 to \$3,000; Office of the City Sheriff, salary, \$2,401 to \$3,000. Written and stenographic tests will be held on December 19, 1944.  
**Tunnel Maintainer (Equipment)**—Salary, \$2,001 to \$2,880; NYC Tunnel Authority. Several vacancies at \$2,040. Practical tests will begin January 23, 1945.  
**Tunnel Maintainer (Structures)**—Salary, \$2,001 to \$2,880; NYC Tunnel Authority. Several vacancies at \$2,040. Practical tests begin January 9, 1945.

# Amusement

By J. RICHARD BURSTEN

"Kiss And Tell" one of the biggest comedy successes of the New York stage in recent years will soon go before the camera on the Columbia lot. The star will be Shirley Temple.

"Weekend at the Waldorf" will soon go before the camera on the MGM lot. Phyllis Thaxter and Lina Romay have just been added to the cast. And added to the cast of "Valley of Decision" is Reginald Owen who will play opposite Greer Garson.

Les Brown begins his second smash week at the Strand. Sue Ryan, recently of "Ziegfeld Follies" fame, is the added attraction. Hedy Lamarr and Pearl Henreid co-star on the screen in the dramatic picture "The Conspirators."

Dorothy Lamour and her saring are on the screen of Loew's Criterion in the technicolor musical "Rainbow Island." Eddie Bracken and Gil Lamb provide the comedy while Barry Sullivan is the love interest.

An Sheridan, back from overseas, will soon begin the filming of her new Warner Bros. picture, "The Time, The Place and The Girl."

Warner Bros. is doing a biography on Cole Porter. The title



Les Brown, popular young band leader heading the stage show at the Strand. Hedy Lamarr and Paul Henreid are featured on the screen in "The Conspirators."

is that of one of his greatest tunes, "Night and Day." This song and two others, "Begin the Beguine" and "Easy To Love" have so far been set for the picture.

**RADIO CITY MUSIC HALL**  
 Showplace of the Nation  
 ROCKEFELLER CENTER  
 "Solid entertainment . . . rich, exuberant, varied and forceful!"  
 —Eileen Creelman, Sun  
 —EILEEN CREELMAN, Sun  
 Greer Walter  
**Garson Pidgeon**  
 In Metro-Goldwyn-Mayer's  
**"Mrs. Parkington"**  
 ON THE GREAT STAGE  
 "AMERICAN RHAPSODY"—Featuring the beloved music of George Gershwin . . . produced by Leonidoff . . . with the Glee Club, Rockettes, Corps de Ballet and Music Hall Symphony Orchestra, direction of Erno Rapee.  
 First Matinee Seats Reserved in Advance  
 PHONE CIRCLE 6-6000

PARAMOUNT PRESENTS  
**Paulette GODDARD** **Sammy TUFTS**  
 In  
**"I LOVE A SOLDIER"**  
 A Mark Sandrich Production  
 In Person **AND HIS BAND**  
**TONY PASTOR**  
 with  
**BERT WHEELER**  
**MARION HUTTON**  
**HAL LEROY**  
**PARAMOUNT TIMES SQUARE**  
 Midnight Feature Nightly—Buy Bonds

Gene Dana Clifton  
**Tierney Andrews Webb**  
 in  
**Laura**  
 A 20th Century-Fox Picture  
 ON THE STAGE  
 Hazel Jackie  
**SCOTT MILES**  
 Extra Added Attraction **JERRY WAYNE**  
 DOORS OPEN **ROXY**  
 10 A.M. 7th Ave. & 50th

10th RECORD WEEK!  
**RONALD COLMAN**  
**KISMET**  
 IN TECHNICOLOR  
**MARLENE DIETRICH**  
**ASTOR**  
 45th St.  
 Continuous Performances • Popular Prices  
 DOORS OPEN 10 A.M.

**HUMPHREY BOGART**  
 in  
 Ernest Hemingway's  
**"TO HAVE AND HAVE NOT"**  
 . . . WARNER BROS. HIT . . .  
 with  
 Walter Brennan - Lauren Bacall  
 Dolores Moran - Hoagy Carmichael  
**BROADWAY at 51st ST. HOLLYWOOD**

**HEDY LAMARR** • **PAUL HENREID**  
 WARNER BROS. HIT  
**"THE CONSPIRATORS"**  
 IN PERSON  
**LES BROWN**  
 And His Orchestra  
 SPECIAL ADDED ATTRACTION  
**SUE RYAN** • **DANNY DRAYSON**  
**BROADWAY and 47th STREET STRAND**

## New York State Eligible Lists

St. Statistics Clerk, Open-Comp.

Sullivan, Ruth A., B'klyn	1	88718
Alpert, Alvin T., NYC	2	86728
Spector, Reba, NYC	3	86406
Leiffer, Sylvia, B'klyn	4	86176
Rutledge, Ethelyn, B'klyn	5	85068
Chalais, Nelson P., Buffalo	6	84710
Gordon, Bella, NYC	7	84558
Moskowitz, F. P., B'klyn	8	84800
Smith, Esther, Besselaer	9	84228
Stein, Bernard, B'klyn	10	83080
Isaacs, Mary J., NYC	11	83848
Sobel, Florence, NYC	12	83860
Chase, Helen C., Nassau	13	83630
Beck, Aznes, No. Troy	14	82908
Kornfeld, Doris, B'klyn	15	82700
Katman, Ida, NYC	16	82180
Menges, Donald, Delmar	17	82070
Williams, Viola, NYC	18	82024
Phillips, Kathleen J., Ravens	19	81000
Eitelberg, Arnold, B'klyn	20	80878
Goodman, S., Washington, D. C.	21	80726
Hoffman, Rose, NYC	22	80648
Krumm, Margaret, NYC	23	80618
Sissman, Florence, NYC	24	80590
Dobrin, Ethel, NYC	25	80368
Breines, Irving, B'klyn	26	80344
Lender, Sadie, Albany	27	79994
Kaplan, S., Washington, D. C.	28	79940
Sheiner, Harold, Bronx	29	79858
Goldfarb, Hyacinth, NYC	30	79610
Epstein, Eva, B'klyn	31	79448
Hinds, Edith, NYC	32	78920
Finkelstein, Rosalind, B'klyn	33	78850
Bernstein, Morris, B'klyn	34	78700
Kyne, Frances, NYC	35	78618
Wedes, Rosalyn, NYC	36	78058
Mills, R. J., Schenectady	37	77558
Scheiner, C. P., Lauroton	38	77278
Norkin, Rita, Bronx	39	77180
Cashman, Rita E., Albany	40	77100
Soool, Albert, NYC	41	77018
Price, June E., Albany	42	76618
Walsh, Ellner M., Delmar	43	76006
Ezard, Leo M., NYC	44	76218
Butler, Kathleen, Albany	45	76200
Kasper, Rita, B'klyn	46	75706
Chase, Bernard, B'klyn	47	75618
Meek, Anna, Syracuse	48	75558
Flinn, E. P., Poughkeepsie	49	75360
Glaaberg, E. M., B'klyn	50	75080

Case Worker, Child Welfare, Hamilton County, Open-Comp.  
 Stoddard, M. R., Lake Pleasant 1 80250  
 Kins, Stella, Speculator 2 79500  
 Case Worker, Public Welfare, Sullivan County, Open-Comp.  
 Kinnie, G. R., Narrowsburg 1 84125  
 Durland, Gladys, Monticello 2 80375  
 Assoc. Personnel Technician, Civil Service Prom.  
 Tinney, Wm. E., Hudson 1 88059  
 Kilian, William, Schenectady 2 87185  
 Watkins, Joseph, NYC 3 86392  
 Musician, Milton, Albany 4 85773

## Hurricane Repair Contracts Given By Brooklyn, N. Y.

Contracts have been awarded to repair sidewalks, curbs and pavements damaged by trees uprooted in Brooklyn, N. Y., during the recent hurricane. In order to have the work done more quickly, the borough was divided into nine districts and separate bids were received for the work to be done in each district. The contracts were given to the lowest bidder in each of the districts.

Borough President Cashmore pointed out that property owners are legally responsible for curb and sidewalk repairs. However, in this instance, because of the unusual circumstances, an appropriation was obtained from the Board of Estimate to do the nec-

## NYC Prevailing Wage Hearings

The following schedule of prevailing wage hearings has been announced by Morris Paris, assistant deputy comptroller, for the month of November:  
 Hose Repairers, November 1; Machine Woodworkers, 2nd; Painters, 8th; Electricians, 10th; Plumbers, 13th; Carpenters, 14th; Blacksmiths, 15th; Armature Winders, 15th; Elevator Mechanics and Helpers, 22nd.

Repairs to be made by the Borough President's office will not include the straightening or removal of damaged trees, which will be done by the Parks Department. As fast as the damaged trees or stumps are removed by the Parks Department in sufficient numbers to clear the way for the highway work, repairs will begin.

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 Songs by COLE PORTER  
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 EVES, 8:30—MATINEES WEDNESDAY and SATURDAY 2:30

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# YOU CAN'T GET AROUND A FACT

## Here Are Plain Facts Which Every Public Employee Should Know About the National Election

### DO YOU WORK FOR THE CITY OF NEW YORK?

Let's take the case of only two of the groups of New York City employees—the policemen and firemen. During Governor Dewey's term of office, these men were so desperately hit by the rise in living costs that they came to Albany and asked the Legislature to help them. They got bills introduced to raise their pay. But Governor Dewey himself stopped those bills, and it was another year of hardship before patrolmen and firemen finally got a bonus — and from the City of New York, and not with any of Governor Dewey's help.

That's the real fact about Republican double-talk on civil service.

### DO YOU WORK FOR THE FEDERAL GOVERNMENT?

Mr. Bricker, GOP candidate for Vice-President, loves to get laughs out of his audience by calling you a "bureaucrat." The Republicans in the House of Representatives murdered your chance to get unemployment insurance, and thus denied you the security you would have if

you were working in private industry. When your opponents have badgered you, called you scurrilous names, denied you even the simplest protections, it was President Franklin D. Roosevelt who came to your defense, with honest facts and figures about what you are doing to help win the war.

Those are the real facts about Republican double-talk on civil service.

### DO YOU WORK FOR THE STATE OF NEW YORK?

Then keep an eye on the Feld-Hamilton Law!

You know that just about the most important single protection that you have is the Feld-Hamilton Law. This law sets up clear-cut grades and salary schedules and increments, allows you to appeal if you are dissatisfied. Mr. Dewey's Director of the Budget, John E. Burton, is trying to break that law—trying to set-up a new system that will throw your protection out the window.

That's the real fact about Republican double-talk on civil service.

★ **VOTE THE STRAIGHT DEMOCRATIC TICKET** ★

FOR PRESIDENT

**FRANKLIN D. ROOSEVELT** ★

FOR VICE-PRESIDENT

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FOR UNITED STATES SENATOR

**ROBERT F. WAGNER**

FOR JUDGE COURT OF APPEALS

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