

Insurance Against Inflation Asked by State Association

DEC. 28 IS LAST DAY TO ENTER NYC EXAM FOR PATROLMAN

State Assn. to See Dewey About Pay And Inflation

Special to The LEADER

ALBANY, Dec. 25—Salaries of State employees are so low that the recipients are forced to endure living the new budget should contain pay increases ample to standards far below those obtaining before the war, and reconcile salaries with present cost of living, with insurance against inflation, the Association of State Civil Service Employees argued in a statement released yesterday.

The statement was another step taken in the State Association's continuous campaign for the protection and advancement of living conditions for employees of the State and civil divisions.

Using as an illustration the disappointment of State employees over their inability to cope with prices to enable purchase of usual Christmas gifts, the statement followed with a summary of the 6-point policy plan of the Association. The

President of the Association himself, Dr. Frank L. Tolman, presented the 6-point argument. He explained just what the Association will ask of Governor Dewey and gave the reasons.

Will See Dewey Soon

The Association has formulated definite minimum proposals relative to State salaries which they hope will be reflected in the budget recommendations of Governor (Continued on Page 3)

MAJORITY APPLYING FOR POLICE ARE VETS

OFFICIAL STUDY MATERIAL AIDS CANDIDATES

Three p.m. Friday, December 28 is last moment to apply for jobs as NYC Patrolman (P.D.), except for men now in military service, who may file to within 10 days of the written examination (expected in February). Applications are issued and filled out applications and the \$1 fees are accepted at the five borough offices of the City Collector at the following addresses:

Manhattan—Room 100, Municipal Building, Centre and Chamber Streets (street level, north side).

Brooklyn—Municipal Building, Court and Joralemon Streets.

Bronx—Bergen Building, Tremont and Arthur Avenues.

Queens—Borough Hall, 120-55 Queens Boulevard, Kew Gardens.

Richmond, Borough Hall, St. George, Staten Island.

Applications will NOT be issued or received through the mails.

Among the thousands who have inquired and taken application blanks there is a preponderance of veterans, including some as high in rank as Lieutenant Colonel. At press time, reports from the borough offices showed the following number of filled-in applications filed for the entire city: 8,937.

The second instalment of the new study series of questions and answers for the Patrolman examination will be found on page 16. This week's instalment, and the study data for the next four weeks also, will consist of the official questions and official key answers from the last Patrolman test. (Patrolman Study Aid, See P. 16.)

SPECIAL NOTICE
To State Employees!
STATE NEWS IN NEW POSITION
More State News
PP. 2, 3, 4, 5, 6, 15.

Agreement Near On Preference

Progress toward clarification of the veteran preference amendment adopted at the polls on Nov. 6 last has been made between veteran organizations and the Citizens Committee on Veterans Preference. Conferences have been held and more are scheduled. The object is to present a unified front to the State Legislature, which meets next month and which must pass enabling statutes. The problem will be to get the Legislature to enact the bills on

which the conference is expected finally to agree in full.

The amendment takes effect Jan. 1, 1946.

7 Major Points

The 7 major propositions discussed at the conferences follow: The points are:

1. The provision that until December 31, 1950, "but in no event less than five years next following honorable discharge." (Continued on Page 5)

USES Transfer Bill Is Changed

Special to The LEADER

ALBANY, Dec. 25—Some changes are reported to have been made in the proposed Dewey administration bill to cover the transfer of the USES functions from the Federal Government back to the State, provided the Federal bill to effect such transfer is enacted.

It is reported that the employee group of the USES has agreed to the terms of the proposed law, as they now exist, and that some of the complicated problems appear to have come nearer solution. There remains, however, the necessity of study by representatives of employees who remained continuously in the State service. They have expressed some concern in the past lest any proposed legislation would work an unfairness upon them.

From opinions given privately by State officials and employee representatives it appears that not only is the solution of the USES problem nearer, but that it will be related to an equitable treatment of State employees, without denying to present Federal workers any earned advantages that they acquired during their service with the Federal government.

List of NYC Promotion Exams Open to Vets

16 STATE EXAMS OPENED TO PUBLIC; POPULAR TITLES CITED

Special to The LEADER

ALBANY, Dec. 25—Fifteen written and one unwritten examinations just announced by the State Civil Service Commission offer excellent opportunities to enter the State service.

The tests are:

WRITTEN EXAMS

(To be held on Feb. 2, 1946. Applications may be obtained from and must be filed with the State Civil Service Commission at Room 550, State Office Building, 80 Centre Street, NYC, or at Albany, N. Y., by Jan. 12, 1946. In applying, state both the number and the title of the examination.)

2217. Associate Civil Engineer (Airport Development), Department of Commerce. \$5,200 to \$6,450. Fee \$5.

2218. Associate Planning Technician, Department of Commerce. \$3,900 to \$4,900. Fee \$3.

2219. Associate State Publicity Editor, Department of Commerce. \$5,200 to \$6,450. Fee \$5.

2220. Court Stenographer. Supreme and County Courts, 9th Judicial District. One vacancy at \$5,200 in Supreme Court. Applicants must have been legal residents of Dutchess, Orange, Rockland or Westchester County for four months preceding the date of the written examination. Fee \$5.

2221. Food Service Manager, State and County Departments. \$2,400 to \$3,000. Fee \$2.

2222. Planning Technician, Department of Commerce. \$2,400 to \$3,000. Fee \$2.

2223. Principal Economist, Department of Commerce. \$5,200 to \$6,450. Fee \$5.

2224. Publicity Production Manager, Department of Commerce. \$5,200 to \$6,450. Fee \$5.

2225. Senior Hearing Stenographer, State and County Departments. Vacancies in NYC. \$2,000 to \$2,500. Fee \$1.

2226. Senior Housing Accountant, Division of Housing, Executive Department, \$3,120 to \$3,870. Fee \$3.

2227. Senior Personnel Techni-

cian (Police Examinations), Civil Service. \$3,120 to \$3,870. Fee \$3.

2228. Senior Planning Technician, Department of Commerce. \$3,000 to \$3,750. Fee \$2.

2229. Probation Officer, County Court, Bronx County. Four vacancies. Ages 21-55. \$2,500 to \$3,590. Fee \$2.

2230. Probation Officer, County Court, Queens County. Ages 21-55. One vacancy at \$2,500. Fee \$2.

2231. Title Examiner, Law De-

partment. \$4,000 to \$5,000. Fee \$3.

UNWRITTEN EXAM

(To be held Feb. 2, 1946. Applications must be filed by Feb. 1, 1946.)

2261. Senior Education Supervisor (Health Education and Audiometer), Department of Education. \$3,120 to \$3,870. Fee \$3.

Note: All the above salaries do not include the cost of living bonus ranging from 10 to 20 per cent.

[Where to file, see p. 5.]

Psychiatric Institute Gets Ass'n Charter

At an open meeting of the N.Y. State Psychiatric Institute & Hospital Chapter, presided over by its President, Biago Romeo, the Chapter was officially welcomed into the Association of Civil Service Employees as a chartered chapter.

Introducing the guest speaker, Leo F. Gurry, Vice President of the Association and President of the Mental Hygiene Association, Sidney Alexander, Vice President of the Chapter, said:

"It is to be my pleasure to introduce to you a man who has become a real friend of ours, a man whose many years of active association with Mental Hygiene employee problems have won for them the many advantages they now enjoy."

Employee Support Stressed

Mr. Gurry in presenting the Charter stressed the fact that a Chapter can only be as successful as the support it receives from the employees. He briefly reported on the various items which are of interest to the Mental Hygiene employees such as salary increments, liberalization of the pension plan and sick and vacation time allowances, restoration of nurses to the professional class, 40-hour week, and additional service increments.

Mr. Romeo, in accepting the

Charter in behalf of the membership, told Mr. Gurry:

"I want to assure you that the officers, executive committee and the membership of the Chapter, in close cooperation with the two associations, will always endeavor to be one of the most active, progressive and aggressive Chapters in securing the improvements in working conditions desired by the employees."

News Briefs

Dr. Nolan D. C. Lewis, our well-known director, has just returned from the Nuremberg trials, where he served the government as a leading psychiatrist.

Matthew Newstead, our Senior Pharmacist, is recuperating after a minor operation. We wish him a speedy recovery.

Congratulations to our Assistant Director of Nursing, Major Helen Wharton, R.N., who paid us an unexpected visit and revealed the news of her forthcoming marriage.

The employees enjoyed and appreciated Leo F. Gurry's long trip to New York to address them. We have yet to meet a harder working Association officer.

The Chapter takes this opportunity of wishing the other State Chapters and fellow State employees the season's greetings. May we be successful in our State-wide program for the coming year.

INVESTIGATORS ADDED

The Municipal Civil Service Commission has added ten provisional investigators to the Bureau of Investigation to speed up work on servicemen backlog of veteran investigations.

Grace Searles, and Treasurer, John Longthorn.

The Delegate elected was Ralph Carpenter and Associate Delegate, Raymond Marohn. [See p. 15.]

NEWS ABOUT STATE EMPLOYEES

GENEVA

The Geneva Chapter held its monthly meeting with Mr. and Mrs. Harland Craver of Newark, N. J., as guests. Mr. Craver, President of the Newark Chapter, gave a talk, explaining how that Chapter operates. A number of questions were asked and answered. The new charter was displayed. The nominating committee made its second report, following which nominations were closed. Voting will be by mail ballot, and the votes will be counted at the annual meeting to be held on Jan. 12.

Plans for the annual meeting were announced. Following a dinner at the Tiara Restaurant, the following individuals are scheduled to speak: C. A. Carlisle, Jr., and W. F. McDonough of the Albany office; Mr. F. S. Hollowell, State Senator; Stanley Shaw, Assemblyman from Tompkins County; and, probably, Harry Marble, Assemblyman from Ontario County.

The meeting concluded with refreshments served by a committee under W. T. Tapley.

VOCATIONAL INSTITUTE

The following officers were elected by the members of the Coxsackie Chapter of the Association of State Civil Service Employees, for the year 1946: President, James J. Walsh; Vice-President, George Van Vleet; Secretary,

CIVIL SERVICE LEADER

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Higher Pay Stressed In McDonough's Speech

Special to The LEADER

WALLKILL, Dec. 25—A meeting of the Chapter at Wallkill Prison was addressed by William P. McDonough, Executive Representative of the Association. Previous to the meeting Mr. McDonough visited the various departments of the Prison. He was enthusiastic in his praise of the progressive and efficient educational work carried on and pronounced it a great credit to the officials of the Department of Correction, the Warden, Walter M. Wallack, and the employees.

Speaking at the evening meeting, Mr. McDonough said:

"The State employees at Wallkill join with the over 40,000 State workers throughout the State in rendering excellent service to the people. It is unfortunate that the great majority of our citizens are unable to see at first hand the high efficiency of civil service employees.

Stresses Salary Question

"The program of the Association calls for strong and vigorous appeals to the Governor and to the Legislature for salary action which will bring State salaries into line with industry and with the salaries paid to Federal employees. State salaries are over 40 per cent below salaries generally in like work.

"The distress which these low scales have brought to thousands of families by reason of the wartime increases in prices of living essentials, must become a concern of the State administration.

"The Association intends to see to it that the facts are brought again and again to the attention of the appropriating authorities. The State lags in other particulars as indicated by the sixty-five resolutions passed by the delegates

to the Annual Meeting of the Association.

Pension Liberalization

"The Association is pledged to do everything possible to secure a liberalization of the Retirement System. Our Retirement System is a good system, a sound system. It has not kept pace with social security ideals in a number of particulars and we believe firmly that we can convince the State administration that substantial improvements are in order. A bill providing for optional retirement at half pay for uniformed prison personnel will be presented. Efforts to secure purchase of prison uniforms by the State will also be made."

Dr. Haupt Filed Appeal in 1942

The appeal to the Salary Classification Board of Dr. Istar Haupt, Associate Technician in charge of the professional unit, State Civil Service Department, Albany, was filed with her superior on June 25, 1942. A story in the December 11 issue of The LEADER, dealing with the background of Dr. Haupt's resignation, incorrectly gave the date of filing the appeal as June 25, 1945. The present Civil Service Commission came into office in July, 1943, hence the appeal was filed when the preceding administration was in power.

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The State Employee

By FRANK L. TOLMAN
President, The Association of
State Civil Service Employees



MEMBERSHIP DUES

The delegates to the annual conference approved a motion for the increase of annual dues from \$1.50 to \$3.00. This is less than one penny a day—much less than the dues of rival, and we believe, inferior organizations.

Another resolution increased the amount retained or returned to the chapters from 50 cents to \$1.00 for each chapter member.

The increased dues should do much to make possible enlarged local programs in all the chapters. It should result in 100 per cent membership everywhere. Social and recreational plans long desired, need no longer be delayed.

Chapters are urged to expand their programs. I shall deal with this in some detail later. Meanwhile there is work to do.

We must not lose our membership. There is no substitute for organization. There is no organization of workers anywhere capable of so much constructive action as the Association.

Every chapter president should make it his first duty to make plain to his associates, the absolute need for an association that can be successful because its members support it with money as well as with words.

What State Employees Should Know

By THEODORE BECKER

Commission's Power Seen Limited By Law in Removal Cases

The Limitation on the power of the State Civil Service Commission to reinstate an employee removed on charges is highlighted by contrast with the power of the Commissioner of Education to do so. The exercise of this power by the Commissioner of Education is illustrated by a case involving an appeal of a swimming instructor dismissed by the New York City Board of Education after a hearing on charges of incompetent and inefficient service and neglect of duty.

Facts in the Case

It appears that the employee involved had a swimming class consisting of seven boys, one of whom was found dead in the school swimming pool three hours after the close of the swimming period. There was no evidence adduced at the hearing to establish whether the boy was drowned during the swimming class period or returned at a later hour to the pool and then lost his life. It was significant that the Board of Education did not charge the instructor with responsibility for the drowning.

The matter ultimately came to the State Commission of Education on an appeal from the dismissal.

On the record in the case, the Commissioner of Education decided that while there was sufficient evidence to support some of the findings of the City Board of Education, the other findings made by the Board were either not established by the evidence to the Commissioner's satisfaction or were insufficient, though proven, to constitute a valid basis for the charges.

The Commissioner noted also that during the instructor's 18 years of service in the school system his record had been without reproach. He also remarked that the instructor had, as a result of time lapse between dismissal and appeal, been without his job for three years. This the Commissioner felt, in view of all the facts in the case, was a sufficient penalty. Accordingly, he ordered the instructor's reinstatement by the City Board of Education (In re: Wood).

Had the employee involved been a State employee in the competitive class a similar result could not have followed.

Statute Outlines Power

The powers of the State Civil Service Commission to hear and determine appeals from removals of State employees in the competitive class are derived from Section 22 (3) of the Civil Service Law. This subdivision provides that a State officer or employee believing himself aggrieved by a penalty or punishment of demotion in or dismissal from the service or suspension without pay for a period exceeding ten days may appeal to the State Civil

Service Commission or to the courts. If appeal is taken to the Commission, a hearing is held by the Commission or by a person designated to hold the hearing on its behalf. At the hearing compliance with technical rules of evidence is not required.

Limitation Imposed on Relief

The law then describes the nature of the relief that the Commission may grant, as follows:

"The determination appealed from may be affirmed or modified and the civil service commission may, in its discretion, permit the transfer of such officer or employee to a vacancy in a similar position in and the division or department or direct that his name be placed upon a preferred list." It should be noted that while the Commission is empowered to affirm or modify the determination of the appointing officer it is not granted authority to reverse such determination. Accordingly, the law makes no provision for ordering the reinstatement of an ousted employee, even where the hearing on appeal clearly establishes that he is entirely innocent of the charges upon which his removal was based.

Furthermore once the officer or employee has chosen to appeal to the State Civil Service Commission rather than to the courts, he is barred from appealing to the courts. The statute specifically provides that the decision of the Civil Service Commission or of the person or persons designated by it to act on its behalf shall be final and conclusive and not subject to any further review in any court.

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State Assn. Will See Dewey on Insurance Against Inflation

(Continued from Page 1)

Dewey for the fiscal year beginning April 1, 1946. The Association submitted a general request for salary adjustment following the annual meeting on October 16 and will confer with the Budget Director and with the Governor at an early date.

The Christmas note was struck in this passage:

"Had you noticed State employees in search of Christmas gifts they could afford? If so, you saw sorely disappointed and foot sore would-be Santas. Prices were so high and quality so low that they just couldn't find the money for any worthwhile remembrances for the season of peace and good will on earth.

"If prices could be brought down to pre-war levels, State employees would be content with their money wages. As this is impossible, they ask sufficient money to purchase the goods their pre-war salaries formerly bought."

Dr. Tolman Gives Program

Following is the 6-point program as given by Dr. Tolman:

"1. The Association will ask the Governor and the Legislature (1) to include in the basic wage scales the temporary 10 to 20 per cent war emergency increases, and (2) to provide in addition thereto a new emergency plan which will increase State wages in an amount sufficient to at least maintain pre-war purchasing power, (3) to establish flexible continuing adjustments to provide insurance against future inflation.

"2. State employees suffer as seriously as any white collar group from high wartime prices and resulting low real wages. Basic salary scales for State employees reflect 1930-1940 wage scales. These State pay scales were admittedly lower in part because State workers were not then

required to pay Federal income taxes. Federal taxes, of course, operated to reduce expendable State salaries by 10 to 20 per cent. Since 1940, a 33 per cent increase in cost of living together with the Federal tax, have reduced the real income of the State worker beyond that of nearly any other group.

Cost of Living Rise

"3. The 10 and 7½ per cent emergency additions to State wages below \$2,000 and \$4,000 respectively in 1943-44 and 1944-45 proved wholly inadequate and State workers were forced to lower family expenditure for necessities of life or to resort to debt.

"4. In January, 1945, the cost of living had risen over 27 per cent for most articles and 37 per cent for food. The State then increased the emergency pay scales for the current 1945-46 fiscal year by 20 per cent for workers receiving less than \$1,500 and by lesser scales to a minimum of 10 per cent on salaries of \$4,000 or over. This furnished helpful but obviously only partial relief in view of the continued rise in the cost of living.

"5. The Association's Salary Committee, composed of research experts in a number of economic fields, finds that the present 10 to 20 per cent temporary increase for State employees over salaries paid in 1940, compares unfavorably with a straight time hourly wage increase in industry of about 45 per cent, and further that State salaries are now approximately 13 to 23 per cent below the current level of living costs and 28 to 38 per cent below the prospective costs which loom as probable through increased rents and prices for food, furniture and manufactured goods.

"6. The Association accepts the

economic implications in the national economy which makes deflation desirable but impossible in the face of a national debt of over 250 billion dollars. It urges that the establishment for workers generally of real-wage incomes which will result in economic stability and prosperity and will encourage national unity and substantial progress along all lines of human endeavor."

Unanimous Support

Dr. Tolman stated that the results of the thorough wage study which has been made available to the Executive Committee of the Association has brought unanimous support of the Salary Committee's recommendations for a continuous campaign to inform the Governor and the Legislature and citizens generally of the sore plight of State workers.

"The experts of the Committee have only discovered what the experts of the kitchens, the nurseries, and those who care for families generally have discovered the hard way throughout the past five years," said Dr. Tolman.

"Someone has pointed out that the white collar worker will soon be left without even a white collar, perhaps without a shirt. Artisans in industry, whether they make shirts, shorts or short-sleeved shirts, have had their incomes increased from 45 to 65 per cent. Such increases are needed by all workers.

"The State as an employer has the responsibility of adjusting State employee income to meet family and community needs. State employees will respond fully to the efforts of the Association to make known the facts to all of the people who, we feel sure, will wish to see their State take its rightful place in the Nation as a fair and far seeing employer."

State Police and Narcotic Men Seek Extra Pay for Hazards

Special to The LEADER

ALBANY, Dec. 25—Employees of the State Police who work on narcotics control in the State Health Department and carry 6-shooters, feel that they should be entitled to the extra 10 per cent differential for extra hazardous or arduous duties. These employees point out that their work brings them in contact with the drug-crazed element, and that if institution employees working in disturbed wards receive the extra pay, they should too.

Authorization for such payments by the Budget Director was made in an amendment to the Feld-Hamilton Salary Standardization Act, passed by the Legislature last year, signed by Governor Dewey March 28 and effective April 1, 1945. Extra pay for hazards was an objective of the Association of State Civil Service Employees.

Mr. Burton recently told Dr. Frank L. Tolman, Association

President, that his office had decided to make such extra compensation effective on October 1. He added that such payments would begin after the Budget Division had received final recommendations from the State departments affected, and after the Division had approved a uniform method of applying the law.

The Departments of Health and Mental Hygiene are now surveying personnel more hazardously or arduously employed than others with the same title, and expect to make recommendations on a workable scheme for payment to the office of the Director of the Budget when these surveys are complete.

Committee Will Act Next Week On Assn. Legislative Program

Special to The LEADER

ALBANY, Dec. 25—The Legislative Committee of the Association of State Civil Service Employees will meet next week to act on the Association program

for the 1946 session of the Legislature, which opens early in January. Meanwhile conferences are being held by chairmen of the various other committees of the Association, departmental representatives and with John T. DeGraff, Counsel to the Association. He is keeping the proponents of measures closely advised on the legal points involved.

The Legislative Committee is expected to be ready with its program next week. The basis for the full-dress attempt to obtain benefits for State employees are the resolutions adopted at the annual meeting of the Association on Oct. 16 last, nearly all of which require legislative action.

Of particular interest to the conferees was the subject of unemployment insurance. Some definite action on that topic is assured. Mr. DeGraff has been giving the subject very close attention and has held several conferences with committee members.

Malignant Disease Course Is Given

BUFFALO, Dec. 25—The New York State Institute for the Study of Malignant Diseases participated in one of the post-graduate courses being offered this winter in malignant diseases.

NEW ASSN. CHAPTERS TO GET APPROVAL

Special to The LEADER

ALBANY, Dec. 25—Petitions for the formation of new Chapters of the Association of State Civil Service Employees, already presented to the Association, are to be approved, it was learned today. The chapters are to be organized first, constitutions adopted and the officers, delegate and alternate elected. Then the Executive Committee of the Association will be ready to grant approval.

The formation of the new chapters, mainly in the Albany district, was hailed as renewed evidence of ever-mounting interest in the Association and its objectives.

Special ceremonies will attend the presentation of the charters to the new Chapters. A representative of the Albany office of the State Association will be the principal speaker invited to each

event. Other speakers may include journalists and State officials.

Proposed New Chapters

Petitions for new chapters were received from the following Albany groups:

Division of Laboratories and Research, Dept. of Health.
Bureau of Motor Vehicles, Department of Taxation and Finance.

Division of Placement and Unemployment Insurance, Labor Department.

Other divisions of the Albany Labor Department also petitioned likewise.

A petition for new chapter, together with constitution, submitted by the Department of Public Works, District No. 2, Utica, was approved, as was a change in the constitution of the Binghamton Chapter.

Beginning This Week on Page 5

HOW THE STATE RETIREMENT SYSTEM SHOULD BE IMPROVED

Series of articles which every State employee must read

25-YEAR RETIREMENT PLAN IN CORRECTION IS HELD TO BE A REAL, HUMAN NEED

Special to The LEADER

ALBANY, Dec. 25—The Pension Committee of the Uniformed Personnel of the Department of Correction met to study legislation which would give to their group an optional retirement at half pay after twenty-five years of service.

A measure patterned on the 25-year plan now in effect for State troopers, prepared by John T. DeGraff, Counsel to The Association of State Civil Service Employees, was presented to the Committee members for consideration and change as they might elect.

Suggestions to add to the tentative bill provisions to permit present uniformed personnel who had service in other departments of state government to pay for such and secure time credit on the total of 25 years, and to include service performed during the last war as in the case of the present troopers plan, were approved.

Statement by Paterno

William Paterno, Chairman of the Committee, issued a statement indicating the many reasons which he felt justifies a 25 year retirement plan for uniformed prison personnel, said Mr. Paterno:

"The prison officer in seeking to retire after 25 years of service does not choose to compare himself with others who have this privilege but is endeavoring to obtain this plan on the basis of its merits.

"Most people chafe at the mere mention of the word prison. The percentage of people who know of the workings of a prison or the task of the prison officer is very small.

"The prison officer works 8 hours per day with people who are conceded to be abnormal. He is therefore working under abnormal conditions. Anything considered abnormal is regarded as a hazard and the prison officer, therefore, is laboring under hazardous conditions. He is subject to call 24 hours per day. He is subject to call for fog duty, riots, and escapes for which he receives no extra compensation.

Early Retirement

"He is working with criminals whose largest group are between

How Veterans Should Protect Their Insurance

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

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

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

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

the ages of 21 and 35 years. Should the prison officer be forced to work 35 years he will be between the ages of 60 and 70. Early retirement would assure younger men for this hazardous work.

"Prison officers are outnumbered 20 to 1 and as high as 50 to 1, by the inmate population. A man 60 or 70 years of age finds it difficult to deal with such large numbers of prisoners. In the case of riots, any number of prison officers may be killed or maimed before the riot can be quelled.

"The criminal is sentenced to prison for terms ranging from one year to natural life. While the prison officer must seek to rehabilitate this man so that he will no longer be a menace to society upon his release, it must not be forgotten that murder, assault and many other crimes are committed while serving sentence, thereby

adding to the original hazard of the prison officer's work.

Lives Abnormal Life

"If a prison officer wants insurance to protect his wife and children his premiums are thirty per cent higher than other people of the same age and same condition of health. If the insurance companies regard the prison officers' work as hazardous, then too the State must do the same.

"Again the prison officer lives an abnormal life in that he must work Saturdays, Sundays and holidays. True, he is allowed 10 holidays per year, but not the holiday itself—rather time in lieu of same. Prison officers are human and have families, they want to spend their holidays and Sundays with their families. As this is an impossibility in institutional work, why not compensate these men with earlier retirement?

"The prison officer is a peace officer and in that capacity must assist an arresting officer when in need of assistance. To fail to do so he is subject to punishment by law for neglect of duty."

N. Y. Chapter Outlines Open Session Program

Plans for the Open Session to be conducted by the NYC Chapter of the Association of State Civil Service Employees on Thursday evening, January 24 at 8 p. m., at Stuyvesant High School auditorium, 14th Street and Irving Place, are being whipped into shape by a committee headed by William K. Hopkins of the Law Department.

The meeting, to which all State employees—members and non-members of the Association—are invited will be divided into two parts. The first portion of the evening will consist of answers given by State administration officials and officers of the State Association to questions which have previously been submitted. As Mr. Hopkins explains, authorities in different fields, such as Civil Service law, Retirement, Insurance contracts, etc., will answer questions covering their special field. Joseph Schechter, Counsel to the State Civil Service Commission, has been invited to answer queries on civil service law and regulations.

3 More Committee Members

Employees are invited, whether or not they are members of the Association, to submit their ques-

tions as soon as possible to William K. Hopkins, Room 491, State Office Building, 80 Centre Street, New York 7, N. Y.

The second portion of the evening will be devoted to a Town Hall type of meeting, with pertinent questions from the floor being answered by the speakers on the platform. The Chairman will recognize questions of general interest and refer them to the appropriate State official or Association representative.

Mr. Hopkins today also announced the addition of three men to membership of the Committee which is making arrangements for the affair. The new committee members are Michael L. Porta, Department of Labor, and 1st vice-president of NYC Chapter; Joseph J. Byrnes, Chapter Treasurer, Public Buildings; and William H. Steinman, Audit and Control. Committee members previously appointed by Chapter President Charles R. Culyer were Elizabeth M. Eastman, Eva K. Heller, Kenneth A. Valentine, Rose M. Burns James Deuchar, William Teitelbaum, John F. Powers, Edith Fruchtdender, Lillian Marcus, Mae Frazer and Joseph Pittario.

Personnel Job Exam Is Protested

A protest has been lodged with Milton O. Loysen, Executive Director, Division of Placement and Unemployment Insurance, State Department of Labor, over the examination for Director of Personnel, DPUL.

Meyer Goldblum, chairman of the Negotiations Committee, National Federation of Federal Employees, wrote to Mr. Loysen:

"Several members of our local have complained that examination announcement has unfairly denied to the Employment Service staff an opportunity to compete, since

it was restricted to DPUI employees, although the jurisdiction of the Director to be appointed as a result of the examination will include the Employment Service. We have carefully examined the duties and minimum requirements in the announcement and are convinced of the following:

"1. There are employees in the USES who have the qualifications with respect to experience and background specified in the announcement.

"2. These employees have been employed in the DPUI for at least one year, but they were unfairly

prohibited from competing by the requirement that "Candidates must be permanently employed in the DPUL . . ."

"3. Confining the promotional field to DPUI employees is not in the public interest because the choice is limited to a very few candidates. USES employees who were in the DPUI before federalization should not be discriminated against because of the transfer.

"For the above reasons we appeal to you to take the necessary steps to void the present announcement and to reopen the examinations.

Joe Lochner to Resume Post With State Assn.

Special to The LEADER

ALBANY, Dec. 25 — Joseph Lochner is back. Finally out of the Army after 32 months of service, popular Joe is soon to return to his post as executive secretary of the Association of State Civil Service Employees, and he'll be taking over any day now.

If you know Joe, you'd hardly recognize him. He's 35 pounds lighter than he used to be—down to 146 from 181. Down to a welterweight from a heavyweight.

"But the way I'm eating now, I'll get it all back soon," he says.

Thirty-two months of Joe's service was overseas, in the 33rd Signal Corps, 54th Troop Carrier. Joe was engaged in communications work.

If you get a chance, ask Joe about the Pacific South Sea Islands. He's been on all of them, including Japan's home territory. He knows what Tokyo looks like, and he's been on Lazon, Leyte and Port Moresby.

Irisome Train Ride

Joe got back into this country

on November 29. He waited eleven days on the west coast for transportation. He and his buddies were supposed to get Pullman accommodations back east, but at the last minute they found themselves in coaches, and the 3,000-mile ride in day coaches wasn't the pleasantest experience in the world.

"But I feel fine," Joe says, and he's rarin' to go.

William F. McDonough, Executive Representative of the Association, welcomed Mr. Lochner back cordially. Mr. McDonough is expected to be able to catch up on postponed visits to state employees and will be actively engaged in furthering the Association's legislative program. Also, Mr. McDonough will act as liaison between Association headquarters and chapters, and between the Association and the administration.

Laurence J. Hollister has an expanded program as the Field Representative. He makes tours to the various chapters throughout the State and aids employees with their problems.



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State Promotion Examinations

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms write to the Civil Service Commission, State Office Building, Albany, N. Y., or 80 Centre Street, New York City. Enclose a large, self-addressed envelope with six cents postage. Refer to the title and examination number below.

SR. HEARING STENOGRAPHER

No. 1802 Senior Hearing Stenographer, Metropolitan Area, Division of Placement and Unemployment Insurance, Department of Labor. Usual salary range \$2,000 to \$2,500, plus a war emergency bonus. Application fee, \$1.

Duties: Under general supervision to make verbatim records of hearings and to furnish typewritten transcriptions of these hearings; and to do related work as required.

Minimum Qualifications: Candidates must be permanently employed in the Metropolitan Area, Division of Placement and Unemployment Insurance and must have served on a permanent basis in the competitive class for one year in Service 3, Grade 1-a, or Grade 1b, or higher, preceding the date of the examination, and must have had two years of satisfactory stenographic experience, preferably verbatim reporting.

Candidates must have the ability to record material dictated at the rate of 175 words a minute and must be able to transcribe such records at a rate not less

than twenty-five standard words a minute.

Note: The examination will probably simulate a hearing, including examination of witnesses.

Subjects of Examination

Test of Accuracy in recording material dictated at 175 words a minute, and test in verbatim transcription of the record at a rate not less than 25 words a minute—relative weight 3.

Service record rating—relative weight 2.

Seniority—relative weight 1.

Training and experience (an evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 4.

Each candidate must provide typewriter, notebook, pencils, pen and ink for his own use in the examination.

Last date for filing applications: December 29, 1945.

General Instructions

1. ELIGIBILITY:

Unless otherwise indicated, this competitive promotion examination is open only to employees who are and have been employed permanently in the competitive class of the State Service for at least one year immediately preceding the date of the examination and who meet the specified minimum qualifications. An applicant who lacks one month or less of the required permanent competitive service will be permitted to compete if otherwise eligible.

State Assn. Argument Stresses Aid to Low-Paid By Minimum Pensions

The advantage of revising the New York State Employees' Retirement System law to provide for minimum pensions, as an additional benefit particularly to those in the lowest-paid group, is stressed by the Association of State Civil Service Employees. A committee studied the whole subject of retirements and submitted a report in which minimum pensions was the first topic discussed. This portion of the report is published in The LEADER this week. Next week increase in ordinary death benefits will be discussed, and in other subsequent installments the rest of the report will be published, covering various other proposed retirement liberalizations.

Permits Earlier Retirement

The proposed minimum allowances (total benefits) would range from 98 per cent for a final salary of \$1,200 to 54 per cent for a final salary of \$3,000, to permit lower-paid employees to retire sooner and reduce personnel turnover in the lower-pay category.

The retirement allowance is the total benefit, composed of (a), the annuity purchased by the employee's own contributions, and (b) the pension, which is the contribution of the State in this instance.

The first instalment of the report follows:

MINIMUM PENSIONS

Since the commencement of the New York State Employees' Retirement System in 1921, certain social concepts have developed which require consideration:

(a) The Social Security Act has been adopted. A characteristic of this Act is that pensions are not in exact proportion to the salaries earned or contributions made and lower-paid wage earners receive proportionately more than higher paid employees. This is on the theory that the retirement allowance produced should be at least the minimum amount necessary for subsistence. There is much to be said for this approach when it is realized that female employees under the Retirement System, who retire on a final salary of \$2,000 or under after serving for 30 or 35 years, may be granted a monthly life retirement allowance of only \$40 to \$80 a month. This is illustrated by the following table:

Final Salary	30 Years	35 Years
\$1,200	\$41.66	\$49.62
1,500	52.07	62.03
2,000	69.43	82.70

Further Reduction

The retirement allowance would be further reduced if the employee elects Options 1, 2, 3 and 4. The above figures are based on the assumption that over a period of 35 years, the final salary is 150 per cent of the initial salary.

It is true that employee pension systems maintained by private employers have not adopted the minimum pension idea, possibly because such private pension plans are supplemented by the Social Security Act, which favors the lower-paid employees.

(b) The Federal Civil Service Retirement Act has adopted the principle of minimum pensions by providing a floor for pensions purchased by governmental contributions. Briefly, as regards salaries under \$3,600 the pension granted by the Government is determined at \$30 per year for each year of service, not exceeding 30 years, except that the pension cannot exceed 75 per cent of the final average salary.

Table of Comparison

Attached is a table comparing the present retirement allowances under the New York system and the Federal system with the suggested minimum allowances proposed by the Committee (i. e.,

pension equals \$35 for each year of service not exceeding 25 years and with the proviso that the total pension shall not exceed three-fourths of the final salary). The following illustrates the approximate retirement allowances at age 60, female, Clerical and Administrative Group, with 35 years of service:

Final Salary	N.Y. State		Proposed N.Y. State
	Federal	Federal	
\$1,200 Final Salary			
E.....	\$301	\$ 214	\$ 301
P.....	294	882	875
T.....	595	1,096	1,176
\$1,500 Final Salary			
E.....	\$377	\$ 285	\$ 377
P.....	368	900	875
T.....	745	1,185	1,252
\$2,000 Final Salary			
E.....	\$502	\$ 404	\$ 502
P.....	490	900	875
T.....	992	1,304	1,377
\$3,000 Final Salary			
E.....	\$ 753	\$ 641	\$ 753
P.....	735	903	875
T.....	1,488	1,544	1,628

E—Annuity purchased by employee contributions.
P—Pension by governmental unit.
T—Total retirement allowance.

Percentages Stated

The minimum allowances as proposed by the Committee would produce the following approximate percentage of final salary in the above instances:

Final Salary	Proposed Retirement Allowances as % of Final Salary
\$1,200	98%
1,500	83
2,000	69
3,000	54

The adoption of minimum pensions should result in advantages to the State; namely, better satisfied employees, lessened turnover and greater stability of employment. It should tend to permit lower paid employees to retire earlier than at present on account of the larger grants allowed. Further, the State would be better able to hold and retain lower paid employees in institutions during periods such as at present, where private industry is willing to pay higher wages for temporary work.

In order to secure some estimate of the increased cost to the State on account of minimum pensions, a record of each superannuation retirement in 1943 was obtained from the Retirement System records showing: (a) age at retirement, (b) number of years service, (c) sex, and (d) final average salary.

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est integral years and ages, the amount of the pension (Option O) provided by the State was recomputed in accordance with the present law and compared with the minimum pension suggested by the Committee. The initial reserve for each such pension as of the time of retirement was then determined. The results are shown in the cost studies attached and tend to show that a \$25 minimum pension would increase the normal contribution by the State for the service pension only by approximately 37.9%, while a \$20 minimum pension would require an increase of 21.8%. Applying such factors against the 1943 contribution by the State and using conservative assumptions the increased normal cost to the State might approximate \$549,000 and \$310,000 respectively. In addition, there would be an increase in the accrued liability for minimum pensions which would need to be taken care of through the continuance of deficiency contributions.

In the case of municipalities, it is realized that it may not be desirable to make any plan of minimum pensions compulsory. Therefore, it would seem preferable that each municipality be entitled to elect to contribute or not towards a plan of minimum pensions. The municipalities already have a substantial accrued liability under the Retirement System on account of prior service and it will take a considerable number of years to offset this deficit. Where a municipality elected to contribute towards a plan of minimum pensions the additional cost for retiring members might be paid each year, although there would probably be no objection if the municipality decided to accept the plan in advance. If minimum pensions were left optional the law should provide that in the case of the State itself, minimum pensions would be compulsory and guaranteed.

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New Rules Silent On Work Week

Special to The LEADER

ALBANY, Dec. 25—A study of the time-off regulations issued by the State Civil Service Commission has revealed that an important phase of the study finds no mention in the new regulations. The rules, which apply to all State institutional employees, say not a word about the length of the work-week. Other subjects are covered, among them overtime, tardiness, vacations, sick leave and holidays.

It is expected that this omission will be the subject of comment by employee representatives.

Eye on Private Industry

While no official word has gone out to indicate the reason for the

omission, one high State informant told The LEADER that the administration prefers to see what private industry is going to do about the length of the work-week before committing the State to a uniform work-week. This informant also stated that a uniform length of week for State workers would be used by "one side or the other" as a precedent for private industry to follow, and the administration preferred not to find itself in this position.

Meanwhile, department heads and institutional officials of the State continue to maintain wide individual differences in the length of the work-week affecting certain categories of employees, and protests are sure to be heard.

Agreement Is Nearing On Preference Tangle

(Continued from Page 1)

non-disabled veterans shall be given a preference in appointment and promotion from any list, after the preference to disabled veterans, and get retention preference as well, should be tied down definitely to five years after discharge.

2. The amendment would have to be clarified as to whether it is prospective or retrospective. The amendment refers to "any list." The question is whether "any list" merely includes all the types of lists—competitive and non-competitive—or whether the expression also includes the element of time, hence, any list existing on Jan. 1 next.

Preference Held Inapplicable

3. Resolution of the doubt concerning the application of veterans' preference to preferred eligible lists. These are the lists to which persons are named who are laid off. The amendment refers to appointments and promotions. It is held that a reinstatement, being neither, is not subject to veteran preference.

4. The amendment provides that veterans should have retention preference when layoffs occur, being the last to go. The question is whether Section 31 of the Civil Service Law is to be applied to veterans as among themselves. This section states that layoffs shall be in the inverse order of seniority. The amendment is silent on this score. No agreement has been reached on this point yet.

"Inverse Order"

5. The provision in the amendment that veterans shall be retained in jobs "in inverse order of the preference granted in this section," if read alone, and taken literally, would mean that non-veterans would be dropped first, regardless of seniority; disabled

veterans next and non-disabled last. While the plain meaning of the words is to be followed by the State and NYC Civil Service Commissions, there is an unresolved doubt of Legislative intent coinciding with that interpretation.

[Section construed in Sept. 25 issue of The LEADER to mean the same order as applies to the forefront of the amendment, i. e., direct, not inverse, thus conflicting with what the Commissions later may have decided.]

World War I Veterans

6. A contention was made that the preference amendment is supposedly applicable only to World War II veterans. This idea the conference is likely to vote down.

7. As to disabled veterans, the conference is agreed that only those veterans who receive compensation for their disability, through the U. S. Veterans Administration, should be benefited, as the amendment is interpreted to mean just that. The Legislature definitely will be asked to pass such a limitation bill, which would therefore require disability to be 10 per cent or worse.

Farmingdale Offers Three Unit Courses

Eight-week courses in poultry, general farming and horticulture will be conducted by the State Institute of Agriculture at Farmingdale, L. I., from Jan. 7 to March 1, for persons who plan to develop and operate whole or part-time projects in practical farming. Enrollment is open to men and women of 20 years and older.

The unit courses offered are poultry husbandry; horticulture (including fruit and vegetable

growing and bookkeeping), and general farming, which deals with crops, farm management and the elements of livestock and poultry management.

The courses are given 5 days a week and are practical. Institute facilities afford ample provision for experience in work with livestock, poultry, and equipment.

Complete details concerning the courses may be obtained from H. B. Knapp, Director, State Institute of Agriculture, Farmingdale, L. I.



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TUESDAY, DECEMBER 25, 1945

THE MOVING SPIRIT

THE season of man's greatest kindness is upon us. Let that spirit permeate all our works, all the year. Let honesty guide our motives, good-will our actions.

To the men and women who have quietly and efficiently during the war years performed the public's work . . .

To the officers of the Government who have labored, with the people's needs in mind, to make better communities, a better nation and a better world;

To the individuals who have struggled to improve the lot of public servants . . .

To all these and to those they love — Greetings.

May the spirit of Christmas reside in them . . . May the coming year lead to fruition of their hopes.

MINIMUM PENSION PLAN OF STATE ASSN. SHOULD PASS

ONE of the bulwarks of the pension liberalization program of the Association of State Civil Service Employees is the minimum pension project. This, briefly, provides relatively higher pensions for those in the lower-income brackets. They would be able to retire sooner, if they so desired, and besides at an income permitting more than a mere subsistence.

If the final salary was \$1,200, the retirement allowance, which is the total benefit, would almost equal the annual salary. That is just as it should be. What tends to detract from the more salutary provisions of any pension system is that the low-paid employee never arrives at that point where he can afford to retire. He will not willingly halve his small income.

The plan is not to be at the expense of those who receive higher pay, but the retirement allowance is to relate inversely to the salary. Nor is extra cost imposed solely on the State or civil division. There would be extra employee contributions to help take up the difference. That is a fair plan, because the retirement allowance is composed of the annuity, which the employee contributes purchases, and the pension, to which the Government unit makes budgetary contribution. The government always puts up a bit more than the employee, so the public contribution will exceed the employee contribution.

It is a fair, square and just program and should succeed in the coming session of the State Legislature, especially as even the public contribution represents only an amount modest for the systems that are not burdened with inherited deficits.

Responsibility That Sticks

The declaration by Mayor LaGuardia that he will not be responsible for the shortage of nurses in hospitals operated by NYC, because the Federal government attracts nurses by offering them higher pay, may be a good way to demonstrate pique, but it's a poor way to fulfill responsibility. A Mayor can not shed his responsibilities like a cloak. Neither can fair salaries paid to nurses by the Federal government be used as an argument against the NYC government continuing to offer less than a fair wage. The resolution now before the Board of Estimate to raise the entrance salaries of nurses is proof that even a city government must meet competition.

Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

Terminal Leave Bill

Please state briefly the terms of the new Terminal Leave bill.—W. C. F.

Public Law 226, approved November 21, 1945, the terminal leave bill, provides for adjustment of compensation of certain members or former members of armed forces of United States who, before expiration of their terminal leave, have performed, or shall hereafter perform, civilian services for the United States, its territories or possessions or the District of Columbia.

Pay Raises in Cities

Have other cities raised their employees' pay? I work for NYC.—P. W. E.

Madison, Wis. has adopted an ordinance basing salary adjustments on a cost-of-living index. Dallas has increased salaries of policemen, firemen, and laborers, 5 per cent, in addition to a war-

time bonus previously given to employees. Minneapolis last month approved a pay increase of \$15 a month for 2,400 municipal employees at a cost of about \$500,000 a year. The city council of Cincinnati recently granted 25 per cent pay increases to 4,500 employees at a total cost of \$635,000 for the 14 months ending Dec., 1946.

Merchant Marine Excluded

As a member of the Merchant Marine, am I benefited by the GI bill of rights?—C. V.

Selective Service advises that the G.I. Bill of Rights does not apply to the Merchant Marine. The Merchant Marine requires 32 months sea duty before a member can be released if he is under 26 years of age. When he reaches 26 years of age he is automatically reclassified and is not subject to Selective Service.

Merit Man



JOSEPH A. BOYLAN

"BE ACTIVE," is Joseph A. Boylan's motto.

Activity, he finds, enables you to be useful and helps you to get along in the world.

He himself has gotten along more than tolerably well. Starting in 1911 as a Stenographer in the NYC Department of Docks, he's now Administrative Assistant to the Commissioner, and his friends even boosted him for Commissioner of Marine and Aviation.

All activity, to be of value, must be in behalf of a definite goal, he believes. He has attained so many goals that his resume won't fit on one sheet of standard-sized paper, even with single-spaced typing.

He's been a leader in employee activities, is chairman of the Department's Personnel Board, and has been toastmaster at every dinner held by the department's employees.

He was Exalted Ruler of the Staten Island Lodge of Elks, organizer and first Grand Knight of Manresa Council, Knights of Columbus.

He's the hardy perennial representative of the department at all gatherings of waterfront interests.

Recommended for Honors

He's been recommended to the Secretary of the Navy by the Naval District Commandant for a Letter of Commendation, with authority to wear the ribbon, for his work as liaison officer. In 1940 he was commissioned a Lieutenant Commander in the Naval Reserve, for which he has already received other official commendations. In World War I he was in the Navy.

Wherever there's any promise of action, Mr. Boylan is likely to be around.

At school he was an all-round athlete. He says that keeping physically fit is one of the most important considerations in life, and more people should do more about it. At 54 he is robust and energetic, looks 10 years younger, and has the same cheerful personality that marked his school days.

Mayor LaGuardia has entrusted him with numerous special responsibilities, including Fuel Administrator for Staten Island.

A few years ago, when the Mayor was experimenting with the idea of attracting the brightest students into city service, three honor students were assigned to Mr. Boylan. They got what was then a Private's pay, \$50 a month. All three were unanimous on preferring some other calling. One preferred medicine, another law, the third aviation.

"It would probably work out better," remarked Mr. Boylan today. "If the sons and daughters of city employees were specially encouraged to enter city service. In that way, also, a family tradition of service in the public employ would be built up. It isn't necessary to have top-ranking students. The honor students gained their honors in the classroom, not in the city service."

Where He Stood

Mr. Boylan is a graduate of Annunciation School and of Manhattan College. He lists these along with his membership in the American Legion, the Wings Club, the Rubber Club, the Army Transportation Association, the Friendly Sons of St. Patrick, and, of course, the K.C. council and the Elks Lodge.

Since he entered the city service as a Stenographer, and not in the \$50-a-month deal, one might suspect some earlier origin of sentiments about honor students. But the records disclose a disturbing fact:

Boylan was graduated from Manhattan College with honors!

Looking Inside

By H. J. Bernard



HOW VETERANS GET A BREAK IN SEEKING PUBLIC JOBS

OPPORTUNITIES FOR JOBS in the civil service are best for disabled veterans and far better for non-disabled veterans than for non-veterans. In other words, veterans do get a break. They must be honorably discharged veterans, and for the Federal civilian service that's about the only requirement for preference. For jobs in the N. Y. State Government, and its civil divisions, such as cities, towns and villages, besides honorable discharge there are residential requirements.

The basic advantage given to veterans seeking civil service jobs is known as preference. In the Federal service it is governed by a law of Congress; in the State service, and in the civil divisions, it is governed by the State Constitution, an amendment to which was ratified at the polls on Nov. 6, 1945.

ASSISTANCE BESIDES PREFERENCE

Besides the advantage that is known as preference, to distinguish it from other job aids to veterans, there are Federal and State laws and regulations that heighten the assistance to veterans in getting and keeping a job.

Preference is a welcome recognition of services that veterans rendered to their country, an attempted compensation in part for the sacrifices they made. But preference applied to a non-existent job opportunity is an empty gesture, and it is therefore necessary for the veteran who is seeking a job to keep himself informed of where the jobs exist, when, how and where they must be applied for, and to compete for those that he is best qualified to fill.

REAL OPPORTUNITIES FOR REAL JOBS

The civil service job market is in a constant state of flux at this time and seems certain to continue so for a considerable length of time with vastly increasing opportunities for permanent jobs in the State and city services particularly. It is therefore necessary for the veteran to keep himself constantly apprised of job opportunities. This he can do through one medium, by reading the Civil Service LEADER weekly, for The LEADER lists all real job opportunities that exist in all civil service—Federal State and city—and besides gives valuable assistance in passing examinations.

In all instances where a steady job is to result, in any branch of the civil service, it is necessary to pass a standard examination, usually consisting of a written test at least, followed by an oral interview, and possibly, in special instances, there are physical, medical and practical tests, with the exception of Federally-employed veterans with 10 per cent or greater disability.

WORTH WAITING FOR

It is not possible to walk up to an application window and tell the clerk that you want a job right away, and be able to get a steady one. The best you could expect would be a job temporary in nature, or of indefinite duration, with a time limit. Jobs that offer real security—or tenure, as it is more commonly called in civil service—are not just handed out but are earned. Hence it may take a little time to get a public job that is worth having, but since it is the closest thing to a life-time job that exists, and is surrounded with numerous protections against its loss, especially for veterans, the effort to land such a job is decidedly worth while. The pension systems, to which the Federal, State or city government contributes more than the employee, add to the attractiveness of public employment.

Promotion opportunities in the State and its civil divisions are greater for veterans, greatest for disabled veterans, because preference applies to promotion examinations, too. In the Federal government, however, promotions are based on record and seniority, and there are no assembled promotion examinations to higher positions.

Hence, in the Federal service it is possible to rise to high positions on the basis of having passed only the entrance examination. Once you are in, you can work your way up through your job service record. Where the ultimate goal depends so much on passing the entrance examination, that test takes on an added importance, simply because it is "all the examinations there are." Although for service in State and city you also have to pass the entrance—or so-called "open-competitive"—examination, it is only one of a series that you must pass to attain the better-paying supervisory and administrative positions.

FEDERAL PREFERENCE AND OTHER AIDS

The Federal preference gives the veteran a lift to get on an eligible list on which he might not otherwise have gotten.

The candidates for Federal jobs are rated in percentage points, and there is a passing mark for each exam. To whatever mark the disabled veteran actually earns, 10 more points are added, and if the total equals or exceeds the passing mark, he goes to the top of the list. If there are more than one disabled veteran on the eligible list, the disabled veterans go to the top of the list as a group, in the relative order of their standing. That is the preference to disabled veterans, applicable to all jobs, except scientific and professional jobs paying more than \$3,000 a year.

Widows of disabled veterans also get a 10-point preference, the same as their husbands would have received if alive, and so do the wives of disabled veterans if these veterans, because of their disability, are unable to do the work.

Non-disabled veterans have 5 points added to their earned mark, and this addition also counts toward the passing mark. If the non-disabled veteran gets on the eligible list he does not go to the top but maintains his relative position. If he has a total score exactly equaling that of non-veterans, he is appointed before they are.

That is the situation in regard to Federal preference to veterans, their widows and their wives. The purpose of preference is to help the veteran to get a job. It results in both more jobs for veterans and in faster appointment of veterans.

OTHER ADVANTAGES TO VETERANS

Incidental to this preference is credit for time spent in the armed services, which is counted as experience for the job being sought. Credit for volunteer work in civic, church, labor and welfare organizations is also allowed to veterans who are job candidates.

Also, disqualifications that would apply to civilians are not necessarily applicable to veterans. Age, height, weight, physical, medical and educational requirements will be waived for veterans, as to most jobs, and so will the rule that forbids two persons in the same family from holding a Federal job, and the requirement of apportionment of jobs among the States on the basis of population.

In addition, some jobs in the Federal civil service, including the Veterans Administration, are open to veterans only. Guards, elevator operators and janitors will be hired from veteran ranks only, in other agencies, too. However, if there are not enough veterans to fill the needs of the service, non-veterans will be hired, unless the jobs are absolutely restricted to veterans only, when the government waits until enough qualified veterans can be hired.

(Continued Next Week)

Ramspeck Is Praised By Truman

WASHINGTON, Dec. 25—Representative Robert Ramspeck (D., Ga.), chairman of the House Civil Service Committee for 10 years and sponsor of much Federal employee legislation, made his farewell speech to the House the other day.

Mr. Ramspeck, who has resigned to accept a \$25,000 a year job with an air transport association, made a strong plea for more pay for Congressmen.

"No one else," he said, "is working for the same pay they got in 1925."

That was the last time Congressional pay was adjusted.

"Since we appropriate money for the executive branch," he added, "we should do the same for ourselves."

Truman Sends Letter

Mr. Ramspeck was the guest of Federal employee unions at a banquet at the Statler hotel. President Truman, unable to attend, sent a letter saying:

"I do not know of a public servant more deserving of public honor than you.

"The advances made in government service during the decade of your chairmanship of the very important House Civil Service Committee have been steady and far reaching. No small part of the credit is due to your vision and wise leadership."



HUGH McQUILLAN

McQuillan Retires After 25 Years As Chief Sleuth

Hugh McQuillan is leaving the service of the Federal Government after a quarter-century as head of the Treasury Department's Intelligence Unit in NYC. He will step down at the first of the year upon reaching retirement age.

During the past 26 years, Mr. McQuillan has directed or participated in the investigation of practically every big income tax evasion case here and throughout the country. He provided the evidence in all headline prosecutions where fraud running into the millions was charged by the Government.

When Governor Dewey was Assistant United States Attorney prosecuting racketeering, Mr. McQuillan was his main reliance.

Often called by the Federal Government into important cases outside the Income Tax Division, Mr. McQuillan was instrumental in solving the Lindbergh kidnaping.

Mr. McQuillan will join the law firm of Higgins, Brenner and Higgins, the senior partner of which is ex-Sheriff Joseph T. Higgins, former Collector of Internal Revenue, with whom Mr. McQuillan was associated in the Government service. Mr. McQuillan will specialize in tax matters.

Accountant and Auditor Jobs No Longer Open

James E. Rossell, director of the Second U. S. Civil Service Region (New York-New Jersey) today announced that no further applications will be accepted for the positions of Accountant and Auditor, as sufficient applications are on hand for present needs.

When applications for these positions are reopened, complete official notices will appear in The LEADER.

POLICE CAPT. LAKE IS BACK

Vice-Commander Daniel W. Lake has received his honorable discharge from the United States Army. He is a veteran of both wars.

V. A. Day by Day

The newly-set up Contact Division at 215 West 24th Street, NYC, occupies 16 floors which comprise the Departments of Finance, Personnel, Adjudication, Loan Guaranty, Legal, Mail & Records, Administrative, and Contact.

The entrance to the building is now 252 Seventh Avenue. Two Information Clerks direct all to the floor that will tend to their problem, in the majority of cases, Contact, located now on the 5th floor.

The Division of Contact, renovated with soft chairs, counters, drapes, is portioned off into divisions handling: Insurance, Employment, and Welfare; Rehabilitation, Education, and Loans; Hospital Treatment; Pension Claims; and Death Claims.

Efforts are being made to safeguard against any veteran waiting one hour and 20 minutes for copies of discharge to be used in going to school.

The other divisions of the Veterans Administration in NYC made a splurge in holiday decorations. The atmosphere is very friendly and cheerful.

Vet staffers at 2 Park Avenue recall the grand party they had last year and plan another to out shine that one.

Personnel Changes Made by C. S. Board

WASHINGTON, Dec. 11—After a distinguished military career, James E. Hatcher has returned to his former duties as Chief of the Investigations Division of the U. S. Civil Service Commission, the Commission announced today.

A regimental executive officer, Colonel Hatcher participated in one of the bloodiest encounters in the war when the Third Division spearheaded the attack which liquidated the Colmar Pocket and drove the Germans east of the Rhine. In this operation, the regiment won the Presidential Unit Citation.

Colonel Hatcher later became regimental commander of the 255th Infantry.

The Commission announced the following personnel assignments: Fordyce W. Lulkart, former Chief, Investigations Division, has become Chief, Organization and

Methods Staff, Administrative Services.

Walter J. Brummett, former Chief, Organization and Methods Staff, Administrative Services, has become Assistant Chief, Administrative Services.

Walter E. Elder, Assistant Chief, Investigations Division, will join the staff of the Seventh U. S. Civil Service Region in Chicago on January 1 as Assistant Regional Director.

The Commission also announced the addition to the staff of the Public Information Office of George P. Brennan as veterans' interviewer. Mr. Brennan, a veteran of the Army Air Forces, was wounded seven times. A glider pilot, he was captured by the Germans in Holland and was later liberated by British troops. He has returned to duty in the Civil Service Commission after a year's hospitalization in England, Wales and the United States.

Raises Voted by Senate Are Called Too Small; House Aid Is Sought

Rates Adopted by Upper House Don't Satisfy Employees—Mead Praises Federal Workers for Efficiency

By JOHN CRAMER

Special to The LEADER

WASHINGTON, Dec. 25—The fight for Federal pay raises now goes to the House. Final action is not expected until March 1 or later. There is some possibility that the House will look favorably on higher rates than the Senate adopted.

Despite any time lag, however, the chances that the House will approve pay raises are considered very good.

The Senate, as predicted, passed the pay bill. However, it adopted a compromise—the work of Senator Harry F. Byrd (D., Va.), which greatly scaled down the original raises proposed by Senator Sheridan F. Downey (D., Cal.).

Mr. Downey put up a gallant, brilliant fight for his bill—a fight that should endear him to every Government employee—but in the end Senator Byrd had the votes.

Question of How Much

It was a case of a pay bill which would cost one amount against a bill (Senator Byrd's) which would cost a lesser amount—and in such a situation there's never much doubt how the Senate will vote.

The Senate-approved bill is based on the old basic rates in effect before July 1. To these rates it would add:

- 1. 36 per cent of the first \$1,200 of pay.
- 2. 18 per cent of pay between \$1,200 and \$4,600.
- 3. 9 per cent of pay above \$4,600—provided that no salary could be boosted to exceed \$10,000.

The percentages are cumulative. For \$4,800, for instance, take 36 per cent of \$1,200, 18 per cent of the next \$3,400 and 9 per cent of \$200 and add the amounts for total raise.

The increase over the present rates—those which went into effect July 1—would, of course, be substantially smaller percentages, averaging 11.

Percentages Vary

For example, for employees now getting \$1,440, it would be 13.3 per cent, raising the base pay to \$1,632.

For employees now getting \$2,980, it would be 10.20 per cent, raising the base pay to \$3,284. And for employees now getting \$6,650 it would be 7.82 per cent, raising the base pay to \$7,170.

Lowest raise—6.68 per cent—would go to employees now making \$9,275.

Downey, with the support of a majority of the Senate Civil Service Committee, had first proposed a flat 20 per cent increase over the July 1 rates. Later he indicated a willingness to scale this down to provide a 40 per cent increase on the first \$1,200 of the pre-July 1 rate—plus 30 per cent for all pay above \$1,200.

Mr. Byrd, however, held out successfully for the lower scale.

Mead Praises Employees

Senator James Mead (D., N. Y.), always a good friend of Government workers, came to their defense again during the debate on the Federal pay bill.

Mr. Mead made an impassioned speech against loose charges of inefficiency in government, saying in part:

"Too many Senators are stressing the inefficiency of Federal workers and offering no adequate proof for it. These employees are conscientious, loyal and patriotic. I don't care what department of government you take, whether an old line agency or a new one, I think you will find just as much efficiency as you'll find in private industry!"

think you will find just as much efficiency as you'll find in private industry!"

Table of Percentages

Here's a table which tells the story of the new Federal pay bill which was approved last week by the Senate:

Rates June 30	Rates July 1	Rates approved by Senate	Percentage increase over July 1 rate
1200	1440	1632	13.33
1440	1704	1915.20	12.39
1620	1902	2127.60	11.86
1800	2100	2340	11.43
2000	2320	2576	11.03
2300	2650	2930	10.57
2400	2760	3048	10.43
2600	2980	3284	10.20
2900	3310	3638	9.99
3200	3640	3992	9.67
3500	3970	4346	9.47
3800	4300	4700	9.30
4000	4580	5044	8.90
5200	5810	6298	8.40
5600	6230	6734	8.09
6000	6650	7170	7.82
6500	7175	7718	7.53
7000	7700	8266	7.37
7500	8225	8805	7.05
8000	8750	9350	6.86
8500	9275	9896	6.68

Randolph New Chairman

In the House, the bill will go first to the Civil Service Committee under its new chairman, Representative Jennings Randolph (D., W. Va.). Mr. Randolph has always been friendly to the cause of Federal workers. However, there are several indications that he intends to move slowly.

Pay Cut Is Charged

The United Federal Workers of America (CIO) issued the following statement on Federal pay increases:

"Senators who voted to adopt Senator Byrd's amendment to the Downey Federal pay bill voted to give Federal workers a wage cut. They voted in favor of lower living standards in the post-war than these workers had when Japan struck at Pearl Harbor. The table below gives the cold figures which demonstrate this fact.

"The Senators who voted for

the Byrd amendment acted in shameful disregard for the real and pressing needs of Federal workers whose take-home pay during the entire war period lagged seriously behind rising living costs, and whose wartime earnings have now been slashed deeply by loss of overtime pay. The bill as amended is totally inadequate.

Will Ask 30 Per Cent

"The United Federal Workers of America, which supported the 20 per cent increases proposed in the Downey Bill as a temporary compromise, now reiterates its original demand for increases of 30 per cent for all Federal workers—classified, Post Office and wage board alike. It will press for action on this demand in the House of Representatives immediately after the Congressional recess, and seek to amend S. 1415 to conform to that policy when the bill comes before the House Civil Service Committee.

"Following is a table showing the inadequacy of the increases proposed in the Senate bill as amended by Byrd's formula. The take-home pay of a CAF-3 employee in 1941 is compared with the take-home pay he would receive under the Byrd proposal, adjusted to 1941 prices. (The official government figure for the rise of living costs—33 per cent—is used in the comparison.)

CAF-3, Single Worker

In 1941	Byrd Proposal
Salary	\$1,620
Retirement	57
Taxes	81
	138
	1,482
Byrd Proposal	
Salary	\$2,127.60
Retirement	106.38
Taxes ('46)	270.00
	376.38
	1,751.22
Cost of living adjustment (divide by 1.33)	\$1,316.00
"CAF-3 worker with 2 dependents will pay, in 1946, \$175 in taxes as against none in 1941. The real take-home pay of such a worker was thus \$1,563 in 1941, but would only be \$1,388 under the Byrd amendment."	

Occupational Chart Aids Navy Veterans

A new guide designed to clarify for the benefit of discharged Navy and Coast Guard veterans the relation between civilian employment and skills they acquired through the ratings they held in the service was published recently by the B'nai B'rith Vocational Service Bureau, national occupational research agency, as a two-color wall chart, 38 by 42 inches, entitled "What You Can Do With Your Navy Training As A Civilian."

The second in a series of post-war research and publication projects by B'nai B'rith's Vocational Service Bureau, the chart is a companion to an earlier chart, "What You Can Do With Your Army Training As A Civilian."

POST OFFICE SHOW

Employees of the New York Post Office will present a variety musical and dramatic program at the Washington Irving High School Auditorium, 16th Street and Irving Place, NYC, Sunday evening, Jan. 6, at 8:00 p. m.

252 Club Unites Censorship Workers

Club 252 has as its major objective to perpetuate the bonds of friendship formed by those men and women who for 3 1/4 years served as Federal examiners-translators in censorship in NYC and in aiding the Government in unearthing subversive activities.

Club 252 seeks to serve as a laboratory in the dissemination of tolerance and understanding.

The officers are James B. Suner, of 51 Chambers Street, President; Miss Sarah Paronea, Vice-president; Virgil Regalbuto, Financial Secretary; Mrs. Mildred Lafontaine, Recording Secretary; Jeanne Russo, Corresponding secretary; John Aquino, Treasurer; William Sucheron and Esther Bonilla, and Nicholas Fabello, board of directors. Gabriel Slovak, of 51 Chambers Street, is counsel to the organization.

The next meeting of the organization will be held on Friday evening, Dec. 28.

War Department Needs Laundry Workers' Badly

The U. S. Civil Service Commission today announced that men, preferably veterans, are urgently needed by the War Department to serve as Laundry Operators for duty in Midtown Manhattan. The need for these workers has been greatly increased because of the large numbers of soldiers now returning from overseas.

Among those needed are Loaders and Pullers, Extractormen, Laborers, and Washers. The pay scale for day work ranges from \$24 to \$29.60 for a 40-hour week. The pay scale for night work

ranges from \$26.40 to \$32.56 for 40 hours. These pay rates are for the first step for which no experience is required. Persons with experience in any of the above-mentioned positions may be employed at the second or third step rates of pay.

The need is so urgent that all male citizens interested in this work are requested to report to the Secretary, Board of United States Civil Service Examiners at the Quartermaster Laundry, 311 East 94th Street, New York, N. Y., as soon as possible, between 9 a. m. and 5 p. m.

70,000 Veterans Work For War Department

Of the approximately 300,800 War Department employees who entered the armed forces and the merchant marine, it is estimated that about 15,000 have returned to their former jobs. In addition, around 55,000 veterans of this war who were not former War Department employees were concurrently on its pay rolls. The War Department has 1,500 installations in the United States which employ civilians.

LEADER COMPILES PROMOTION EXAM LIST FOR NYC VETS

Roster Created from Commission's Records Never Existed Before—Contains 350 Titles

The State Military Law provides that Municipal employees (and State employees) who miss promotion examinations because of military service are entitled to a special military examination on their return to civilian status. The employee must file a request for such an examination within 60 days of his restoration to his job. To make this request, the NYC employee veteran should appear in person at the office of the Municipal Civil Service Commission, 6th Floor, 299 Broadway, Manhattan.

As a service to veterans among such employees, The LEADER has compiled from the records of the Commission promotion examinations which have been given during the war and for which veterans are eligible to file for special examinations. This is the first time such a list has ever been prepared. The titles total about 350.

No fee is required when filing, but the veteran is notified shortly before the special military test is scheduled and pays the fee at that time.

Title	Date of Exam.	Fee
Accountant, City Wide	12-30-41	\$2.00
Accountant, City Planning	7- 1-44	2.00
Accountant, Bur. Excise Taxes	7- 1-44	2.00
Actuary, Board Estimate, Transp., Teachers' Retire.	12-14-43	2.00
Actuary, City Wide	1- 6-44	2.00
Administrative Assistant, Civil Service	1- 6-44	3.00
Air Traffic Controller, Marine and Aviation	6-27-44	2.00
Asphalt Worker, All Boro Presidents	4-15-43	1.00
Assist. Architect, Education	6-21-44	3.00

Title	Date of Exam.	Fee
Assist. Architect, Public Works	4-18-44	3.00
Assist. Architect, Hospitals	6-21-44	3.00
Assist. Bacteriologist, City-Wide	2- 4-41	2.00
Assist. Chemist, Health	9-20-44	2.00
Assist. Chemist, Public Works	4-20-44	2.00
Assist. Civil Engineer, Bd. Water Supply	7- 1-42	1.00
Assist. Counsel, Grade 4, Transportation	9-21-40	3.00
Assist. Counsel, Torts, Grade 4, Transportation	9-25-43	2.00
Assist. Counsel, Torts, Grade 4, Transportation	10-31-42	2.00
Assist. Deputy Register, City Register	9-21-44	2.00
Assist. Director Public Assistance, Welfare	1-29-40	4.00
Assist. Engineer, Designer, City-Wide	11-30-40	3.00
Assist. Electrical Engr., Education	12-12-44	3.00
Assist. Foreman, Sanitation	7-19-41	2.00
Assist. Foreman, Car Cleaning, Transportation	5- 6-44	2.00
Assist. Foreman, Power Distrib., Transp., BMT, IRT	1-28-44	2.00
Assist. Foreman, Structure, Transportation, IND.	4-22-44	2.00
Assist. Foreman, Track, Transportation	11-21-42	2.00
Assist. Foreman, Track, IND Div., Transportation	4-15-41	2.00
Assist. Foreman, Turnstiles, Transportation	5-23-45	2.00
Assist. Landscape Architect, Public Works	12-16-43	2.00
Assist. Landscape Architect, Parks	3-23-43	2.00
Assist. Maintenance Engr., Power, Transportation	3- 1-44	3.00
Assist. Mechanical Engr., Grade 4, City-Wide	5-17-40	3.00
Assist. Motorman Instructor, Transp., BMT, IRT	9-18-43	2.00
Assist. Physicist, Health	5-16-44	2.00
Assist. Resident Building Supt., Grade 2, Housing, Housing Authority	5-26-43	2.00
Assist. Station Supervisor, Transportation, IND.	12- 4-40	2.00
Assist. Station Supervisor, Transp., IRT, BMT	6-27-42	2.00
Assist. Supt., Telegraph, Police	11- 6-41	4.00
Assist. Supervisor, Grade 2, Welfare	12- 1-44	2.00
Assist. Supervisor, Gr. 2, Social Welfare, City-Wide	5-24-41	2.00
Assist. Supervisor, Electrical Power, Transportation	9-22-42	3.00
Assist. Supervisor, Buses and Shops, Transp., BMT	5-25-44	3.00
Assist. Supervisor, Cars and Shop, Transportation	7- 6-43	3.00
Assist. Supervisor, Mech. Power, Transp., IRT, BMT	10-29-42	3.00
Assist. Supervisor, Signals, Transportation	2-25-44	3.00
Assist. Supervisor, Telephones, Transportation	6-13-45	3.00
Assist. Supervisor, Track, Transportation, IND.	9-15-42	3.00
Assist. Surveyor, Tax	4-26-40	3.00
Assist. Train Dispatcher, Transportation, IND.	11-30-40	1.00
Assist. Train Dispatcher, Transp., IRT, BMT	5- 6-42	1.00
Auto Machinist, Parks, Sanitation	1-13-45	.50
Battery Constructor, Sanitation	9- 6-45	.50
Blacksmith, Sanitation	1- 8-44	.50
Blacksmith Helper, Change of Title, Labor Class, Sanitation	7-31-43	.50
Bookkeeper, Grade 1, City-Wide	6-21-41	1.00
Bridge Operator, Grade 1, Public Works	9-18-43	1.00
Bridge Sergeant, Tunnel Auth.	11- 7-40	2.00
Budget Examiner, Budget Bureau	1- 8-43	2.00
Budget Examiner, Budget Bureau	12-18-44	2.00
Butcher, Change of Title, Labor Class, Hospitals	10-31-42	.50
Cable Splicer's Helper, Change of Title, Fire	6-18-43	.50
Captain, Ferries, Docks	1-15-42	3.00
Captain, Correction	5-14-40	2.00
Captain, Marine and Aviation	12- 3-45	3.00
Car Maintainer, Group A, Transportation, IND.	6-21-41	1.00
Car Maintainer, Group B, Transportation, IND.	3-28-40	2.00
Car Maintainer Group E, Transportation	2-10-42	1.00
Car Maintainer Group F, IND.	3-15-41	1.00
Car Maintainer Group G, IND.	3-14-40	2.00
Cashier, Grade 2, Transportation	10-30-40	1.00
Cashier, Grade 3, Transportation	2-18-43	1.00
Cashier, Grade 4, Triboro Bridge	4-19-43	2.00
Cashier, Grade 5, Transportation	10-27-43	2.00
Cashier, Grade 5, Triboro Bridge	4-19-43	2.00
Chemist, Hospital	4-28-43	2.00
Chemist (Toxicology)	2-11-43	2.00
Chief Engineer of Water Supply, WSGE	6-13-42	5.00
Chief Dietician, Hospitals	4-11-45	2.00
Chief Pharmacist, Purchase	9-15-44	2.00
Civil Service Examiner, Civil Service	1-22-45	2.00
Civil Service Examiner (Law), Civil Service	8-25-44	2.00
Civil Service Examiner, R.R., Civil Service	3- 2-44	2.00
Claim Examiner, Law, Grade 3, Comptroller's Office	11-30-43	2.00
Claim Examiner (Torts), Grade 2, Transportation	7-25-42	1.00
Claim Examiner (Torts), Grade 2, Transportation	10- 4-44	1.00
Claim Examiner (Torts), Grade 3, Comptroller	11-23-43	2.00
Clerk, Grade 2, City-Wide	7-24-42	1.00
Clerk, Grade 2, Hospitals, Sea View and Farm Colony	12-13-44	1.00
Claim Examiner (Torts), Grade 3, Transportation	6-30-43	2.00
Claim Examiner (Torts), Grade 4, Comptroller	11-23-43	2.00
Claim Examiner (Torts), Grade 4, Transportation	6-30-43	2.00
Clerk, Grade 3, Higher Education	11-13-43	1.00
Clerk, Grade 3, City-Wide	11-13-43	1.00
Clerk, Grade 4, City-Wide	11- 6-43	2.00
Clerk, Grade 4, Higher Education	11- 6-43	2.00
Clerk of Court, Grade 3, Special Sessions	4-15-44	2.00
Clerk of Court, Grade 4, Special Sessions	4-15-44	2.00
Clerk of District, Municipal Court	4-11-42	2.00
Climber and Pruner, Change of Title, Parks	1-27-40	2.00

(Continued on Page 9)

Welcome Back

IND DIVISION
CAR MAINTENANCE
Car Inspector
 Jacob F. Dick and Paul Carliello.
Car Maintainer—Group A
 Friedrich P. Leisenheimer, Maintainer's Helper (B)
 Edward J. Bolster, Thomas Ferrina, William F. Goodwyn, Arnold A. Klonin, Carmello Verderosa and John L. Voracek.
Railroad Porter
 Edward P. English, Willie A. Jenkins, Darnley E. Knight, Charles T. Lamberts, Nevil K. Martin, Zebulan Evans, Samuel Grossman and David Port.
Railroad Porter
 Salvatore Gallo.
Towerman
 Charles B. Neeson.
Towerman (Prov. Prom.)
 John J. Lynch.
TRANSPORTATION
Asst. Station Super.
 Alexander Henderson.
Asst. Train Dispatcher
 Charles Towns.
Collecting Agent
 Frank A. Cordasco.
Conductor
 Joseph F. Costa, Maurice P. Curtin, William L. Davis, Thomas J. Fabbri, John J. Gohery, Jr., Arthur A. Kuhn, Martin Murphy, John R. O'Brien, Vincent J. Polito, John R. Ryan, Anthony E. Signorelli, Richard S. Tauber and Frank J. Zack.
Motorman
 Patrick J. O'Donoghue.
Railroad Clerk
 Patrick J. McCarthy, James M. O'Connor, Alfred Schreiber and William E. Younger.
BMT DIVISION
Transportation
Bus Operator
 Earol E. Akins, Joseph W. Becker, Joseph Brereton, Bernard J. Dowler, Leo W. Carroll, Harold G. Davis, Patrick J. Deacy, Harold V. Egan, James B. Kempton, James A. McCauley, Charles W. Moore, Reginald R. Norman, Vincent J. Intemicola, Charles B. Long, Jacob Ostrowsky, Eugene Scalzo, Baptist Maruca and Nicholas A. Pierro.
Inspector of Service (Surface)
 Patrick Hayes.
Street Car Operator
 John P. Donnelly, John J. Drogan, John Ferraro, John W. Fitzgibbon, Thomas F. Hanrahan, Robert Jackson, Michael Keenan, John M. Ryan, Julius W. Gilone, Arthur Gold, Michael J. Lyons, Charles Pardi, Ale Wanger, George S. Darnell, Israel Eiferman, Edward P. McHugh, Bruno P. Mezzadri and Fred G. Silverberg.
IRT DIVISION
Transportation
Conductor
 Kenneth A. DiGiuseppe, Richard P. Barry, Thomas J. Gray, Jr., Charles J. Grimes, John P. Hanlon, William Kelly, John Leonard, Benedetto Marino, Frank Manghise, Charles W. Mohr, James Pollock, Charles Pfleshinger, Thomas Ryan, Frank Tedeschi, Andrew B. West and George F. Musgrave.
Motorman
 George Carrig and Vincent Vazini.
Railroad Clerk
 Henry H. McCann, Joseph Molaghan, Patrick O'Connell, Patrick Quirk, August C. Roth, John Ryan, Vernon L. Aels, Maurice Bailey, William Drdaen and Timothy J. O'Donovan.

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Fireman Exam Off For a While

No date has yet been set for the NYC Fireman examination, which has been postponed because of the post-war crime wave which made it necessary to take action first to add more men to the Police Force.

The Municipal Civil Service Commission has ordered the test and has approved the medical and physical requirements which appeared in last week's LEADER.

Study material for the examination has appeared regularly in The LEADER. In the December 4, 11, and 18 issues, was reprinted the previous (1941) test. It is expected that the next examination will follow closely the general type of questions used in 1941.

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 New York City Police Department (Retired)

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 Civil Service Author and Lecturer

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Vets' Promotion

(Continued from Page 8)

Title	Date of Exam.	Fee
Collecting Agent, Transportation.....	6-19-43	1.00
Collecting Agent, Transportation.....	5- 1-45	2.00
Conductor, Transportation.....	4-25-42	1.00
Conductor, Transportation.....	11-30-40	1.00
Court Attendant, City Court, Magistrates' Court, Special Sessions Court, Municipal Court....	12-20-41	2.00
Court Clerk, Grade 3, City Court.....	12-13-41	2.00
Court Clerk, Grade 4, City Court.....	8-14-45	2.00
Court Clerk, Grade 4, City Magistrate.....	1-17-42	2.00
Custodian Engineer, Education.....	3- 7-44	3.00
Deputy Assistant Corp. Counsel, Grade 4, Law....	3- 3-45	2.00
Deputy Warden, Correction.....	10-15-42	3.00
Director of Housing Publicity, Housing Authority..	2-27-42	2.00
District Health Officer, Grade 4, Health.....	2-26-43	4.00
District Superintendent, Sanitation.....	7-15-44	3.00
Door Stop Maintainer, Education.....	1-13-45	1.00
Electrical Engineer Draftsman, Triboro Bridge....	3-19-42	2.00
Electrician, Education.....	21-12-43	.50
Electrician, City-Wide.....	7-12-41	2.00
Elevator Mechanic, Public Works.....	1- 4-44	2.00
Elevator Mechanic, Tunnel Authority.....	1-26-44	2.00
Elevator Operator, Hospitals.....	1-10-42	.50
Elevator Operator, Hospitals.....	11-18-40	.50
Examiner, Grade 3, Law.....	5-13-44	.50
Examiner, Grade 4, Law.....	5-13-44	2.00
Examiner, Grade 4, Comptroller.....	5-12-42	2.00
Examiner, Grade 4, Housing Authority.....	10-29-42	2.00
Examiner, Grade 4, Board of Estimate, Bureau of Franchises	11-19-41	2.00
Examiner, Grade 5, Comptroller.....	5-14-43	2.00
Examining Inspector, Grade 4, Investigation.....	10- 9-40	2.00
Executive Officer, Parks.....	7- 6-44	5.00
Fire Telegraph Dispatcher, Fire.....	1-28-42	1.00
Foreman, Sanitation.....	11-21-42	2.00
Foreman, Auto Mechanic, City-Wide.....	6- 7-41	2.00
Foreman, Auto mechanic, Parks.....	6-21-41	2.00
Foreman, Bridge Painters, City-Wide.....	9- 5-41	2.00
Foreman, Buses and Shops, Transportation.....	9-26-42	2.00
Foreman (Cars & Shops), Transportation.....	7-10-43	2.00
Foreman (Cars and Shops), Transportation.....	3- 6-40	2.00
Foreman, Custodian, Grade 2, Higher Education....	4-11-44	1.00
Foreman, Drainage & Ventilation.....	2- 9-40	2.00
Foreman, Electrical Power Transportation.....	7- 9-42	2.00
Foreman, Elevators & Escalators, Transportation..	5-20-43	2.00
Foreman, Grade 2, Borough Presidents.....	3-29-41	1.00
Foreman of Laundry, Grade 1 (Men).....	12-11-41	1.00
Foreman of Laundry, Gr. 2, Hospitals & Correction	5- 1-42	1.00
Foreman (Lighting), Transportation.....	3-20-42	2.00
Foreman, Lineman, Fire.....	1-11-44	2.00
Foreman of Maintenance Painters, Hous. Auth....	10-18-44	2.00
Foreman, Dock Builders, Marine and Aviation....	5-28-43	3.00
Foreman (Mechanical Power), Transportation.....	10-25-42	2.00
Foreman Mechanics (Men), Hospitals.....	10-15-40	1.00
Foreman, Pavers, Grade 4, Boroughs Manhattan & Bklyn	1-31-45	3.00
Foreman, Power Cables, Transportation.....	4- 5-44	2.00
Foreman, Power Distribution, Transportation, IND	5- 9-41	2.00
Foreman, Store, Materials, Supplies, Transportation	3-16-44	2.00
Foreman, Signals, Transportation.....	7-17-43	2.00
Foreman, Structures, Transportation IND.....	4-22-44	2.00
Foreman Structures Grade A, Transportation BMT & IRT	4-22-44	1.00
Foreman Structures B, Transp., BMT & IRT.....	4-22-44	2.00
Foreman Structures, C, Transportation, BMT & IRT	4-22-44	2.00
Foreman Structures D, Transportation, BMT & IRT	4-22-44	2.00
Foreman, Structures E, Transportation, BMT, IRT	4-22-44	2.00
Foreman Structures F, Transportation BMT, IRT.	4-22-44	2.00
Foreman, Telephone, Transportation.....	10- 7-42	2.00
Foreman, Track, Transportation.....	4-10-40	2.00
Foreman, Track, Transportation.....	6-10-43	2.00
Foreman Turnstiles, Transportation: IND.....	5-28-41	2.00
Gardener, Parks	5-17-41	2.00
General Foreman Grade 4, Borough of Manhattan	2-17-42	2.00
Head Dietician, Hospitals	12-12-40	1.00
Health Inspector, Grade 4, Health.....	9-28-44	2.00
Housekeeper (Women), Hospital Department....	7- 1-41	1.00

Fire Chief Suits On January Calendar

ALBANY, Dec. 25—The two suits involving the power of the NYC Budget Director to make changes in the budget, a question that came up in connection with the appointment of Deputy Chiefs of the Fire Department when the list was about to expire, will be argued during the week of Jan. 7. The cases were postponed until that date because of the illness of Judge Medalie.

It is believed that a full court is desired because the four other judges are split evenly on the subject.

Title	Date of Exam.	Fee
Inspector of Boilers, Grade 3, Housing & Buildings	5- 8-42	2.00
Inspector Carpentry, Masonry, Grade 4, Housing & Buildings	10-26-44	2.00
Inspector of Combustibles, Grade 3, Fire.....	9- 9-42	2.00
Inspector of Elevators, Grade 3, Housing and Buildings	10-24-40	2.00
Inspector of Fire Prevention, Grade 3, Fire.....	9- 9-42	2.00
Inspector of Foods, Grade 4, Comptroller.....	4-14-43	2.00
Inspector of Fuel, Grade 3, City Wide.....	3- 1-41	2.00
Inspector of Housing, Grade 3, Housing and Bldgs.	12-13-41	2.00
Inspector of Housing, Grade 4, Housing and Bldgs.	9-13-44	2.00
Inspector of Licenses, Grade 2, Licenses.....	4-14-42	1.00
Inspector of Iron Steel Construction, Grade 4, Triboro Bridge	5-24-40	2.00
Inspector of Pipe Laying, Grade 2, Board of Water Supply	3- 1-42	1.00
Inspector Plastering, Grade 3, Housing & Bldgs..	5- 6-41	2.00
Inspector Water Consumption, Grade 3, WSG&E ..	12-18-41	2.00
Janitor, Grade 3, Public Works.....	6-29-43	2.00
Junior Accountant, City-Wide.....	10- 4-41	1.00
Junior Accountant, Housing Authority.....	4-27-44	1.00
Jr. Administrative Asst., Tunnel Authority.....	3- 9-44	1.00
Jr. Administrator Asst., City-Wide.....	11- 2-40	2.00
Jr. Asst. Corp Counsel, Grade 3, Law	10-19-40	2.00
Jr. Budget Examiner, Budget.....	7-30-42	2.00
Jr. Chemist, City-Wide.....	10-17-42	1.00
Jr. Chemist (Toxicology), Medical Examiner.....	6-28-44	1.00
Jr. Counsel, Grade 3, Housing Authority, Estimate	10-19-40	2.00
Jr. Counsel, Grade 3, Housing Authority.....	6-13-42	2.00
Jr. Counsel (Torts), Grade 3.....	3-15-44	2.00
Jr. Counsel, Grade 3 (Torts), Transportation....	10-24-42	2.00
Jr. Statistician, City-Wide.....	6-10-42	1.00
Cleaner, Change Title, Higher Education.....	1-15-45	1.00
Cleaner, Change Title, Purchase.....	3-16-44	1.00
Laborer, Change Title, Marine & Aviation.....	5-21-45	1.00
Law Assistant, Law.....	3- 7-42	1.00
Law Assistant, Grade 2 (Torts), Transportation ..	10-19-42	2.00
Law Assistant, Grade 3, Welfare.....	6-29-44	2.00
Law Assisti., Grade 4, Estimate, Bureau Franchises	1-22-44	2.00
Light Maintainer, Transportation.....	3-18-42	1.00
Light Maintainer, Transportation.....	4- 5-40	1.00
Maintainer's Helper, Group A, Transportation....	7-11-40	1.00
Maintainer's Helper, Group B, Transportation....	4-18-42	1.00
Maintainer's Helper, Group B, Transportation....	7-18-40	1.00
Maintainer's Helper, Group C, Transportation....	7-25-40	1.00
Maintainer's Helper, Group D, Transportation....	7-30-40	1.00
Maintenance Man, Housing Auth.....	1-17-42	1.00
Maintenance Man, Change Title, Housing Auth....	2-25-43	1.00
Maintenance Man, General.....	1- 8-45	1.00
Marine Engineer, City-Wide.....	1-18-41	2.00
Marine Engineer, Marine & Aviation.....	12-27-43	2.00
Marine Engineer (Diesel), Marine & Aviation....	12-28-43	2.00
Master, Marine & Aviation.....	1-27-45	2.00
Medical Social Worker, Grade 2, (Social Service) City-Wide	1-16-40	2.00
Mortgage Tax Examiner, Grade 4, City Register..	2-19-44	2.00
Mortgage Tax Examiner, Grade 5, City Register..	2-26-44	2.00
Mortuary Caretaker, Grade 2, Hospital.....	9-21-43	1.00
Motorman Conductor, Transportation.....	9-25/26-40	2.00
Motorman Instructor, Transportation, IND.....	10-15/16-40	2.00
Park Foreman, Grade 2, Parks (Men only).....	5-27-40	1.00
Pharmacist, City-Wide	3-26-40	1.00
Pipe Caulker, WSG&E.....	3-27-40	2.00
Power Cable Maintainer, Transportation, BMT-IRT	5-27-43	2.00
Pipe Caulker, WSG&E.....	4- 3-45	2.00
Power Distribution Maintainer, Transp. IND.....	4-18-41	2.00
Power Distribution Maintainer, Transportation....	1-25-44	2.00
Power Maintainer, Grade B, Transportation.....	4- 8-42	2.00
Car Maintainer, Grade B, Transportation.....	5- 9-45	2.00
Principal Veterinarian, Health	5- 8-41	4.00
Property Manager, Board Estimate, Bureau of Real Estate	6-20-42	2.00
Radio Operator, Grade 2, WNYC.....	4-14-44	2.00
Radio Operator, Grade 2, WNYC.....	12-10-41	2.00
Railroad Clerk, Transportation, IND.....	2- 8-41	1.00
Railroad Clerk, Transportation, BMT-IND-IRT....	12- 4-41	1.00
Railroad Stockman, Transportation.....	3-10-44	1.00
Resident Building Superintendent, Housing Auth.	4-30-41	1.00
Resident Building Superintendent (Housing), Grade 3, Housing Authority.....	2- 6-45	2.00
Resident Physician, Grade 3, Correction.....	3-26-40	1.00
Ventilation & Drainage Maintainer, Transportation	3-31-42	1.00
Warden, Correction	4-16-42	3.00
Washer, Labor Class, Change Title, Hospitals....	12-21-43	1.00
Watershed Inspector, Grade 2, WSG&E	4-20-40	1.00
Welder (Elect.), Sanitation.....	9-15-45	.50
Window Cleaner, Change Title, Public Works....	2-27-45	.50
Yardmaster, Grade B, Transportation.....	5- 1-40	2.00
Yardmaster, Transportation, BMT-IRT.....	3-25-44	2.00
Janitor, Grade 2, Public Works.....	10-23-43	1.00
Mechanical Maintainer, Grade A, Transp., IND....	4- 2-41	2.00
Mechanical Maintainer, Gr. C, Transp., IRT-BMT	11-14-42	1.00
Mechanical Maintainer, Grade 3, IND.....	5-20-41	2.00
Motorman, Transportation, BMT-IND.....	1-16-44	2.00
Motorman Instructor, Transportation.....	6-20-45	3.00
Motorman, Transportation	12-14-41	2.00
Mortuary Caretaker, Grade 1, Male, Hospitals....	12-15-43	1.00
Power Maintainer, Grade A, Transportation.....	5-26-42	2.00
Power Maintainer, Grade C, Transportation.....	5- 2-45	2.00
Power Maintainer, Grade C, Transp., IRT-BMT ..	11-28-42	2.00
Asst. Supervisor, Grade 2, Bureau of Child Welfare	12- 1-44	2.00

UFOA Election Adds 4 Officers

Results of the election of four members of the Uniformed Fire Officers Association's Executive Board have added another group of active and popular officers to the governing body of the association.

The poll, conducted by the Honest Ballot Association, added the following officers, two repre-

sending the Chiefs, the Captains and one the Lieutenants.

Chiefs—Deputy Chief Henry A. Wittekind, 15th Division, for a three-year term; Battalion Chief Joseph D. Rooney of the 16th Battalion, for one year. (Chief John Browne, 8th Battalion, ran second and Chief Thomas Greene, 46th Battalion, ran third.)

Captains — Richard Denehan, Truck 29, for three years. (Capt. Chas. Walsh of Eng. 76 ran second.)

Lieutenant—Lt. Anton Rada, Truck 6, for three years. (Lt. Frank Shannon, Eng. 236, ran second and Lt. Stephen Frazer, Eng. 255, ran third.)

Other members on the board are Deputy Chief Frank Murphy, 2nd Div.; Captains Winford L. Beebe, Eng. 7, and Elmer Ryan, H. and L. 22; Lieutenants Charles Freeman, H. and L. 22, and John Mullen, Eng. 19.

The second annual election for president of the UFOA will be held by the executive board this week.

The Association will hold its next meeting on Thursday, Jan. 10, at the Pennsylvania Hotel.

UFOA Briefs

The working hours of officers of the NYC Fire Department, cooperation with officers in other parts of the State and vacations are subjects on the current agenda of the Uniformed Fire Officers Association.

More Normal Hours

As of December 16, 1945 the Captains and Lieutenants in 32 Battalions out of the total of 48 Battalions were working the 59 hour week or 3 Platoon-Added Duty System. This rapid progress of the regaining of an 8 hour day of 23 additional battalions in a matter of three months is gratifying to the Executive Board of the UFOA because promises are one thing and results are another.

By January 1st, 1946 the remaining 16 battalions should be "in clover" as well because many brother officers are returning from the Armed Forces and the last vacation period of 1945 will be ended.

Many false rumors have been circulated about the stand of the UFOA regarding the Modified 3 Platoon System that the Chiefs are working; but it is a matter of record at Fire Headquarters that the UFOA at the joint meeting held on September 8th, 1945 was the only Officer association that did not go on record against the Chiefs' present working schedule. Furthermore in all the meetings that the UFOA had with Commissioner Walsh during 1944 and 1945 at which hours were discussed and schedules presented no UFOA plan ever considered changing the Modified 3 Platoon System of the Chief Officers.

In some respects the Modified 3 Platoon System is incompatible with certain labor arguments but on the other hand the number of men involved was too small to affect the working hours of 1300 Captains and Lieutenants and therefore the UFOA saw no reason to do anything to change a working system that the Chiefs were obviously content with.

Vacation for Veterans

The UFOA has communicated with Commissioner Walsh and requested him to consider granting the returning war veterans who received no vacation in 1945 a vacation consisting of the days that remain in December between the date of their return and the 31st of the month.

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Laid-off Employees Have Chance for Pay

Although Government employees have no coverage under the Social Security Act, some displaced employees who had private employment before entering Government service may be entitled to unemployment compensation benefits. These are based on average monthly wages to persons having a fully insured status.

GAELIC SOCIETY

The Gaelic Society will hold a Ceilidhe on Saturday evening, December 29, at the Nola Studios,

Church Announcements

FOR CIVIL SERVICE EMPLOYEES

Holy Innocents

128 WEST 37th STREET NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45 SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:30 DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30 SUNDAY SERVICES (P. M.)—5:30 and 7:30 CONFESSIONS—At all times.

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(National Shrine of St. Anthony) 195 WEST 31st STREET NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45 (For Members of Armed Forces Only: 3 P.M.) DAILY MASSES—6, 8, 8:30, 7, 8, 9, 10, 11:15 (1 Tuesday), 12:15 CONFESSIONS—Every day of the year from 8:30 A.M. to 10 P.M.

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Type

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Mrs. Bromley Praises Service Rating Safeguards But Seeks Improvement

A recent meeting of the Conference on Civil Service Legislation, composed of representatives of various NYC employee organizations, considered a report on Civil Service Ratings, prepared by Mrs. Esther Bromley, Municipal Civil Service Commissioner.

The report, released by Ellis, Ranen, International Representative of the American Federation of Municipal Employees, follows:
By ESTHER BROMLEY, Member, Municipal Civil Service Commission.

The Civil Service Law provides that vacancies in the competitive class shall be filled, so far as practicable, by promotion from lower ranks or grades. It further provides that promotions shall be based upon merit and competition and upon the superior qualifications of the persons promoted as shown by previous service.

These provisions of the law make it necessary for the Civil Service Commission to maintain records of the performance of employees. The Service rating system administered by the Civil Service Commission was developed to fulfill this need.

From the beginnings of civil service in 1883, some type of a service rating system has been in operation. In the light of the experience gained throughout the years, the Commission has, from time to time, changed and modified its rules and regulations and procedures governing service rating matters. In 1936, after an exhaustive study of the Commission's own experience and the service rating practices in other jurisdictions throughout the United States, the Civil Service Commission inaugurated the present service rating plan.

Difficulties Tackled

It was the object of the Commission to overcome many of the difficulties inherent in any personnel rating scheme. A number of new features in service rating practice were introduced by the Commission. Chief among these were the following:

1. **Frequent Reporting**—By requiring reports to be prepared periodically over relatively short periods of time, it has been found that a more accurate and up-to-date record of the employee's performance can be obtained.

2. **Objective Reporting**—The regulations prescribe that reports



MRS. ESTHER BROMLEY

shall be prepared, in the first instance, so far as practicable, by the immediate responsible superior of the employee. Such person is most familiar with the quality of the work performed by the employee.

3. **Review**—The regulations further provide that each department establish a personnel board to review all of the reports prepared by the reporting officers throughout the department and to establish uniformity of reporting standards within that department.

4. **Impartial Rating Board**—The function of the immediate superior and the departmental officials is confined to factual reporting. The reports so prepared and reviewed are forwarded to the Civil Service Commission where the numerical ratings are assigned by a corps of civil service examiners.

5. **Publicity**—Employees are individually informed of the rating assigned to them for each rating period. In this manner, an employee is given knowledge of his service rating record.

6. **Appeals**—Employees are permitted, under the regulations, to appeal from any rating assigned. In the processing of appeals, it is

necessary that factual evidence be submitted in the same manner as is required on original reports.

7. **Self-Reporting**—At the time that the service rating reports are prepared, an employee has a right to prepare a statement with respect to his own service and have it submitted together with the report prepared by his immediate superior.

8. **Cumulative Ratings**—Ratings accumulate to the credit of an employee during the course of his employment until such time as he participates in a promotion examination to a higher ranking position. In this manner, an employee's total service is considered when he is a candidate for promotion.

While some of the features pointed out above are not novel, the incorporation of these features in a single service rating system is unusual. It is the belief of the Civil Service Commission that only through the constant exercise of these safeguards can the service rating system truly operate to supplement the written examination in selecting qualified employees for advancement.

The Civil Service Commission is under no apprehension that the final word in service ratings has been uttered. It is only through continuous study and refinement that any service rating plan will accomplish the purposes for which it is established.

Mortuary Caretakers Organize for Redress

Mortuary caretakers of the NYC Hospitals Department have organized into a local of the American Federation of State, County and Municipal Employees (AFL), according to Ellis Ranen, international representative of the union.

As examples of the grievances of the caretakers, Mr. Ranen cites cases of work out of title, including hospital helpers assigned as mortuary caretakers.

Another complaint is against the departmental policy of appointing certain of them as supervisors without regard to civil service title or seniority.

In addition, the caretakers desire the formulation of a grievance procedure to allow them to iron out their differences with the department.

NYC ELIGIBLES

PROMOTION TO WELDER

(Electric)

DEPT. SANITATION

	Aver.	Perf.	Rec'd
1 Michael Dolnick	86.850	812	9250
2 (Ret.) A. Coira	84.900	773	9250
3 John Pacchiano	84.475	974	7425
4 Jas. F. O'Brien	83.350	747	9200
5 Vin. Del Bene	83.275	728	9375
6 Albert Sheehan	82.700	749	9050
7 Jos. Della Corte	82.330	839	8075
8 Clarence Harwood	81.480	730	9090
9 James V. Toohy	75.875	790	7375



FRANK A. SCHAEFER

2 Preference Claims Decided

The Municipal Civil Service Commission has granted a claim for veterans preference, denied another and postponed a third pending action by Veterans Administration.

An announcement today by Samuel H. Galston, Executive Director of the Commission, indicated the following dispositions:
Assistant Foreman, Department of Sanitation (John N. Becht)—granted claim.

Conductor (Vernon L. Wright)—denied claim.

Promotion to Assistant Supervisor, Grade 2, Department of Welfare (Social Service) (George Diano)—denied claim for disabled veteran preference without prejudice to renewal when his claim has been adjudicated by the Veterans Administration.

Eiserman Is 12th Fireman to Die in '45 Accident

Victim of an accident while his company was answering a false alarm, John W. Eiserman, 40 years old, died in Mary Immaculate Hospital, Queens.

The twelfth fireman to be killed in the line of duty in 1945, Fireman Eiserman leaves a widow and four young children.

Firemen Robert Trieste and William Commins were injured in the accident, where a trolley car and a fire engine collided.

The death of Fireman Eiserman brings to a new high the accident fatalities in the department. Members of the Uniformed Firemen's Association, of which Eiserman was a member, claim that the Fire Department casualty list is longer than that of any other city department.

Horrified by the tragedy, John P. Crane, president of the Uniformed Firemen's Association, announced that the organization has offered a reward of \$500 for information leading to the arrest and conviction of the person who turned in the alarm.

Schaefer Back In Secretary Job At Civil Service

After service with the Army as a major with Military Intelligence, Frank A. Schaefer is back at his desk as secretary of the Municipal Civil Service Commission.

With a reserve commission as a First Lieutenant, he was called to active duty in the Summer of 1940, returned to civilian status in the Fall, and then went back on duty in October, 1940.

On November 4 of this year he went on terminal leave and recently resumed his city post.

In addition to his military career, he has an unusual education background. When he was first appointed to his Commission position in 1938, he was an instructor in advanced Latin at Fordham University, where he had taught from 1927 to 1938. In addition to Latin he gave courses in the field of Education, including psychology of Education and history of Education. One of the first LEADER Merit Men, seven years ago, he has a Ph.D. from Fordham.

His duties with the Commission include administrative functions and public relations work.

Hospital Attendants Call Mass Meeting On Low-Pay Issue

NYC Hospital attendants have called a mass meeting to gain popular support for a move to increase their pay. As explained by Ralph E. Dalton, Bellevue Hospital Attendant, the idea grew spontaneously among attendants when Mayor LaGuardia recently urged increasing Nurses' earnings to those of Federal nurses.

The public is invited to attend the meeting on Thursday evening, December 27, 8 p. m. at Labor Temple, 242 East 14th Street.

The Attendants point out that Federal workers in similar titles earn \$2,000 a year. The city top is \$1,440 for work in psychopathic wards.

Schine Re-elected Police Veterans' Head

The New York Veteran Police Association, 150 Nassau Street, NYC, held its annual entertainment and ball, Manhattan Center. The annual election of officers to serve during the year 1946 took place at Police Headquarters. The following were unanimously elected.

John J. Schine, re-elected President; Walter T. Menke, re-elected First Vice-president; James J. Gegan, re-elected Secretary-Treasurer; Patrick Reilly, elected Second Vice-president, and Thomas J. Hand, re-elected Sgt.-at-Arms.

The new Board of Trustees: Charles G. Orr, James Lynch, Louis Rafsky, Daniel J. Reilly and George J. Mahoney.

The Association voted to donate to the Alfred E. Smith Memorial Hospital Fund. A unanimous vote of thanks was tendered to Secretary-Treasurer James J. Gegan for his hard work during the past year.

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I SAY
"BUY
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BONDS"



SUPPORT THE VICTORY LOAN!

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WHAT NYC EMPLOYEES SHOULD KNOW

Establishing Special Eligible Lists

AMONG THE NEW civil service procedures which were established as a result of the war, is the special eligible list. Such lists are designed to protect the opportunities of veterans for promotions or appointments which may have taken place during their absence in the military service. Generally speaking, special eligible lists fall into two categories: promotion lists on which veterans attain a place after discharge, and existing lists either open competitive or promotion.

If a promotion examination is held while an eligible candidate is in the service and he is not able to compete at that time, he must be given a comparable examination following his discharge, provided he applies for same within sixty days after restoration to his position. If he passes the examination and attains a standing on the eligible list which would have been reached for appointment were he on the original list, his name must be maintained on the list for a period of two years. If the original list does not expire within two years after the veteran's name is placed thereon, a special eligible list need not be established. However, if the list expires in a

shorter period, a special eligible list must be established and certified before any subsequent list.

Conditions to Be Met

The important conditions which must be met before establishing a list of this type are:

1. Veteran's standing must have been reached for appointment.
2. Original list must have been cancelled within two years after veteran's name was added thereto.

When a person's name appears on an eligible list, either open competitive or promotion, and he is certified for appointment while in military service but is not appointed, his name must be placed on a special eligible list, provided he makes a request for such action within ninety days following termination of military duty. These lists remain in effect for two years after the termination of the person's military duty and must be certified before subsequent lists. In this case the main conditions which must be met are:

1. Veteran's name must have been certified for appointment.
2. Veteran must request placement on special eligible list within ninety days after discharge.

It is important to note that appointments from special eligible lists are at present made in the same manner as appointments from regular lists; that is, the appointing authority has a choice of the three graded highest who are willing to accept appointment. Special eligible lists are unlike preferred lists from which appointments must be made in the absolute order of standing.

In some instances special eligible lists may be established for a position while war-duration appointments are still in effect for that class of position. During such period the Civil Service Commission must certify the name of any person on the special eligible list for war-duration appointment, but, as long as it is considered impracticable to fill the position permanently and as long as a period of six months beyond the termination of the war has not expired, no certification for permanent appointment is required. The use of a special eligible list for war-duration appointments does not affect the length of time a person's name shall remain on such list. Whatever way it is used, the time limit is two years from the date of discharge.

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NYC Orders Four Exams

One open-competitive and three promotion examinations have been ordered by the Municipal Civil Service Commission, according to today's Commission calendar. However, the tests are subject to approval by the Budget Bureau. Filing dates and other details, when established, will appear promptly in The LEADER.

The tests:

Open-competitive

Car Cleaner, New York City Transit System.

Promotion

Accountant, Bureau of Real Estate, Board of Estimate; Sheriff's Office, Board of Higher Education.

Senior Chemist, Board of Education.
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Opportunities For Federal Jobs In Ten Titles

Jobs in 9 different titles offer real job opportunities to veterans and non-veterans to enter the Federal service. A tenth job—Vocational Adviser—is restricted to veterans only.

The 10 titles and the agencies follow:

Veterans Administration: (a) Training Officer, (b) Vocational Adviser, limited to veterans only, and (d) Attendant (Mess), (c) Attendant (Hospital).

Treasury Department: (a) Special Agent, Bureau of Internal Revenue, with few vacancies.

Civil Aeronautics Administration: Aircraft Communicator.

Various departments and agencies: (a) Stenographer, (b) Typist, (c) Messenger and (d) Clerk.

Where to Apply
Complete, official announcements of the jobs are published regularly in The LEADER. In the December 11 issue appeared the announcements for Clerk and Vocational Adviser. Last week, Dec. 18 issue, the announcement for Aircraft Communicator appeared.

All applications can be obtained from Second Region, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and all filled-in applications should be filed there. Applications are obtainable by mail and filing may be made by mail. Time is saved by applying in person for applications, in Room 119.

Good Prospects
These jobs, like all others now being filled in the Federal service, are for "war service indefinite" appointments. They are, however, jobs that hold good possibilities of being steady, because there is a steady need for applicants and where standard examinations are passed, the appointee stands to benefit from rules the U. S. Civil Service Commission is expected to adopt, to permit conversion from "war service who" competitive classified status.

Details About the Jobs
Here are details of the 10 Federal positions:
Clerk, \$2,100 a year, plus over-

time. Vacancies exist in NYC and vicinity.

Aircraft Communicator, \$2,320 plus overtime. Vacancies in various states including New Jersey, but not New York at present. Five hundred applications are wanted, must be filed by mail.

Hospital Attendant, \$1,572 a year, plus overtime. Vacancies in the Veterans Administration Hospital in The Bronx, NYC. Opportunities for advancement to positions paying \$2,496.

Mess Attendant, \$1,440 a year, plus overtime. Mess hall and kitchen work, V.A. hospital, The Bronx.

Training Officer, \$4,300, \$3,640 and \$2,980 a year, plus overtime. Vacancies in Veterans Administration Regional Offices at Albany, N. Y., Batavia, N. Y., NYC and Lyons, New Jersey.

Special Agent, Treasury Department, Bureau of Internal Revenue, Intelligence Unit, locations in New York State; \$3,640 and \$2,980 a year, plus overtime. Accounting background required.

Stenographer, \$1,902 and \$1,704 a year, plus overtime. Practical examination given before appointment. Openings in various Federal agencies.

Typist, \$1,704 and \$1,506 a year, plus overtime. A practical examination is given before appointment. Openings in various Federal agencies.

Messenger, \$1,440 a year, plus overtime. Offers opportunity for advancement.

Vocational Adviser, \$3,640 a year, plus overtime. Vacancies in various Veterans Administration Regional Offices. Calls for such background experience as vocational and trade teaching or personnel work.

Announcement No. 3-55 (Unassembled) — Forms 57/4007-ABC/4008

SPECIAL AGENT \$3,640 and \$2,980 a Year, Plus Overtime Pay

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

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

Salaries and Workweek: Basic pay for the standard Federal workweek of 40 hours is supplemented by additional compensation for all authorized time worked in excess of 40 hours. For employees whose basic annual salary is \$2,980 or less, the overtime hourly rate is 1½ times the basic hourly rate. For employees whose basic annual salary is more than \$2,980, the overtime hourly rate is less than 1½ times the basic hourly rate and varies according to the basic salary.

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$3,640	\$421—44 hours	\$4,061
	\$843—48 hours	\$4,483
\$2,980	\$447—44 hours	\$3,427
	\$894—48 hours	\$3,874

All basic salaries are subject to a reduction of 5 percent for retirement purposes.

Duties:

For the \$3,640 Grade—Under general supervision, subject to fairly close technical direction and critical review of completed work but with some latitude and responsibility for initiating and developing plans for conduct of investigations;

Independently conducts investigations of minor difficulty involving income and other tax frauds and assists higher grades in the more difficult cases with a view to obtaining all the facts, and when violations of internal revenue laws or other statutes disclosed, to secure evidence for use in court; examines and analyzes accounting books and records of individual and corporate taxpayers, of concerns and individuals transacting business there with, banks, brokerage houses, public records, etc.; interviews witnesses; prepares or assists in the preparation of comprehensive report of findings with specific recommendation as to action to be taken; in criminal cases assists in the preparation of the case for trial by the U. S. Attorney's office and testifies as a witness for the Government; or

Independently investigates below average to average cases covering charges against employees, conducts character investigations of

attorneys and accountants applying for admission to practice before the Treasury Department, and makes such investigations of a miscellaneous nature as required; prepares comprehensive report of findings; in cases involving criminal proceedings testifies as a witness for the Government; assist special agents in higher grade positions in more difficult cases.

For the \$2,980 Grade—Under immediate supervision, subject to close technical direction and critical review of completed work.

Performs miscellaneous investigative duties of a general and routine nature, including requests for information from agents in other divisions, routine inquiries concerning applicants for permission to practice before the Treasury Department, etc.; prepares report of facts found with, in some instances, appropriate recommendations for action; assists special agents of higher grades on all types of investigations, performing the more routine tasks as directed by the higher grade special agents.

Minimum Qualifications:

Experience—Except for the substitution provided for below, applicants must have had for the \$3,640 grade at least three years, and for the \$2,980 grade at least two years of progressively responsible and successful practical accounting experience in accounting positions requiring knowledge and application of commercial accounting principles and practices. Applicants' experience must have been of a scope and extent of responsibility sufficient to demonstrate conclusively the ability to perform the duties of the position.

Substitution of Education for Experience: For the \$3,640 Grade—Applicants may substitute for not more than one year of the experience prescribed above in accordance with (1), (2), (3), or (4) below:

- (1) Possession of a certificate as a certified public accountant received as a result of an examination in a State, Territory, or the District of Columbia for two years of the experience.
- (2) Membership in the bar of a State, Territory, or the District of Columbia for one year of the experience, or
- (3) Study successfully completed in a recognized law school on the basis of one year of study for each four months of experience, or
- (4) Any time-equivalent combination of (2), (3) or (5) above, up to a maximum of one year of experience.

AIRCRAFT COMMUNICATOR (General information, supplementing data published last week)

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

2. Appointments in the Federal service, to positions which are subject to the Civil Service Rules and the War Service regulations, are made through the U. S. Civil Service Commission. No fee is charged. It is not necessary to secure the services of a private employment agency in order to seek Federal employment. Apply directly to the civil service office issuing this notice.

3. Applicants, on the date of receipt of applications, must have reached their 18th birthday, but must not have passed their 49th birthday. These age limits will be waived for veterans.

4. Applicants must be citizens of or owe allegiance to the United States.

5. **Physical Requirements—**Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or would endanger their fellow employees or others. In addition to the general physical requirements stated above:

1. **Speech—**No accent or speech defect which would interfere with the intelligibility of voice transmission.
2. **Vision—**Be at least 20/100 in each eye correctable with glasses to 20/30 in each eye. Must have normal color vision (color chart test).
3. **Hearing—**Be able to hear and understand ordinary conversation with each ear at a

distance of at least 15 feet. Speech, vision and hearing requirement will not be waived in any case. Persons with physical handicaps other than speech, vision, and hearing, and which they believe will not prevent their satisfactory performance of the duties of the position, are invited to apply.

6. The department or office requesting list of eligibles has the legal right to specify the sex desired.

7. **Time and Place of Examination—**The examination will be held at a place as convenient to the applicant's place of residence as can be arranged. Applicants who are to be admitted to the examination will receive admission cards stating specifically the time and place of examination.

8. Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. In rating the experience of a preference applicant, the time spent in the military service will be regarded as an extension of time spent in the position the applicant held when he entered such service. The veteran on whose service a preference claim is based must have been honorably separated from active military service.

9. **Selective Service Status—**Selection will not be made of an eligible who is subject to induction in the military or naval service within a short time after his name is selected for appointment. This is in view of the fact that no deferment can be given, and it would not be feasible to make the appointment and be forced to terminate the services of such appointee within a short time.

10. Preference in certification will be given to eligibles residing in Region One of the Civil Aeronautics Administration.

11. **Duty Posts:** Appointees may be assigned to any of the following Airway Communication Stations, or such other points in the first region of the CAA as may be required:

- Connecticut Hartford
- District of Columbia . . . Washington
- Maine Millinocket
- Maryland Baltimore
- Massachusetts Boston
- New Jersey Newark
- Pennsylvania. Allentown, Harrisburgh, Philadelphia, Pittsburgh
- Virginia Norfolk, Richmond.

Most appointments will be made at Washington, D. C.; Boston, Massachusetts; and Pittsburgh, Pennsylvania. Some stations are located 3 to 6 miles outside of town, necessitating some means of transportation to and from the post. Shift work is involved. Appointees may be assigned to other regions throughout the United States.

TRAINING OFFICER \$4,300, \$3,640, and \$2,980 a Year, Plus Overtime Pay

Places of Employment: Veterans' Administration Regional Offices, located at Albany, Batavia, New York, N. Y., and Lyons, N. J.

Note: This announcement cancels and supersedes the Recruiting Circular 2-R-93, for Training

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Officer, issued July 20, 1944, and amended February 1, 1945.

Salaries and Workweek:

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

Annual salary for this position is as follows:

Basic Salary	Overtime Pay	Total Salary
\$4,300	\$396—44 hours	\$4,696
	\$792—48 hours	\$5,082
\$3,640	\$431—44 hours	\$4,061
	\$843—48 hours	\$4,483
\$2,980	\$447—44 hours	\$3,427
	\$894—48 hours	\$3,874

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

Duties:

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

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problems of complex character.
Minimum Qualifications:
 Applicants must have had, for the 4,300 grade, at least five years, for the \$3,640 grade, at least four years, and for the \$3,980 grade, at least three years of experience in one or more of the following types of employments of sufficient scope and quality to demonstrate conclusively the ability to perform the duties of the positions:

- (1) Administration or supervision of a comprehensive vocational training program for adults in one or more occupational fields.
- (2) Administration or supervision of a placement program of considerable size in one or more occupational fields, provided such experience must have given familiarity with and competence in the application of techniques of training of workers.
- (3) Handling and adjustment of industrial controversies between employers and employees, in which the duties performed required a broad knowledge of the requirements of a variety of occupations and the techniques applied in the training of workers for such positions.
- (4) Service in the armed forces or in other governmental or business or professional establishments or organizations in which the duties consisted primarily of training personnel for assignment to various types of work.
- (5) Experience in positions such as foreman, supervisor, etc., which have served to give familiarity with and conclusively demonstrated competence in the application of techniques of training and employment of workers.

(Note: To be considered qualified, applicants' experience must show work demonstrating the ability to prepare report and correspondence indicating clearly and comprehensively pertinent facts and sound conclusions in individual cases of complex character.)
Substitution of Education for Experience:
 Applicants may substitute one full year of undergraduate study successfully completed in a college or university for each four months of required experience up to a maximum of four years of education for sixteen months of experience, or provided applicants showed specialization in vocational education with courses in techniques of training, they may substitute one full year of study in a college, university, or residence technical or trade school of recognized standing for each six months of required experience up to a maximum of four years of education for two years of experience.
 In addition, applicants may substitute one full year of graduate study in vocational education with courses including techniques of vocational training for each eight months of experience up to a maximum of four years of education for two years of experience.
 (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.

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LEGAL NOTICE

LANE, RUFUS W.—CITATION.—The People of the State of New York, by the Grace of God Free and Independent. To: JOHN HOWARD LANE, SIMONE LANE, ETIENNE PRIGLI, ALPHEE PROPERTY CUSTODIAN pursuant to Vesting Order Number 3478 dated April 17th, 1944, NELLE LANE, JANICE LANE, JOHN WALT LANE, CITY BANK FARMERS TRUST COMPANY as Trustee under the Last Will and Testament of RUFUS W. LANE, Deceased, REFI OZVERAN, MUSTAPA, and RICHARD G. ABBOTT, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of RUFUS W. LANE, Deceased, who at the time of his death was a resident of the City, County and State of New York. SEND GREETING:

Upon the petition of CITY BANK FARMERS TRUST COMPANY, a New York banking corporation with its principal office at No. 22 William Street, New York, 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 18th day of January, 1946, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of said CITY BANK FARMERS TRUST COMPANY as Executor under the Last Will and Testament of RUFUS W. LANE, Deceased, limited to assets within the United States, should not be judicially settled.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HONORABLE WILLIAM T. COLLINS, Justice of the Supreme Court and Acting Surrogate of our said county, at the County of New York, the 27th day of November, in the year of our Lord one thousand nine hundred and forty-five.

GEORGE LOESCH,
 Clerk of the Surrogate's Court.
 (Seal)

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 the Court House in City Hall Park, Manhattan, New York City, on the 17th day of December, 1945.

Present: HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, For Leave to Assume the Name of BEN ROBERTS.

Upon reading and filing the petition of BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, duly verified the 14th day of December, 1945, for leave to assume the name of BEN ROBERTS, and it appearing that the petitioner has, pursuant to the provisions of the Selective Training and Service Act of 1940, submitted to registration as therein provided, and the Court being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed,

NOW, on motion of SIDNEY EINHORN, attorney for the petitioner, it is

ORDERED that BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, be, and he hereby is authorized to assume the name of BEN ROBERTS on and after January 30th, 1946, upon condition, however, that he shall comply with the further provisions of this order; and it is further

Court, and that a copy of this order shall, within ten (10) days from the entry hereof, be published once in the Civil Service LEADER, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of such publication thereof shall be entered and filed with the Clerk of the City Court of the City of New York, in the County of New York, and it is further

ORDERED that a copy of this order and petition shall be served on Local Draft Board No. 26, located at No. 331 Madison Avenue, New York 17, N. Y., within twenty (20) days after the entry of this order, and proof of such service shall be entered and filed with the Clerk of this Court in the County of New York within ten (10) days after such service; and it is further

ORDERED that upon the fulfillment of the above directed provisions and on and after January 26th, 1946, the petitioner shall be known by the name of BEN ROBERTS and by no other name.

Enter, J. A. B.,
 Chief Justice of the City Court of the City of New York

At a Special Term, Part II, of the City Court of the City of New York, New York County, held at the Court House, No. 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 17th day of December, 1945.

Present: HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of ALFONSO SPERANZA as Guardian of the Person of UMBERTO DOMENICO SPERANZA for leave to change the infant's name to UMBERTO ALFONSO SPERANZA.

On reading and filing the annexed petition of ALFONSO SPERANZA, duly verified the 11th day of December, 1945, and the affidavit of UMBERTO DOMENICO SPERANZA, 1945, for an order authorizing the infant to assume the name of UMBERTO ALFONSO SPERANZA in place of his present name, and the Court being satisfied that the petition and affidavit are true, and that there is no reasonable objection thereto.

NOW on motion of JULIUS C. LEVY, attorney for the petitioner, it is

ORDERED, that the said UMBERTO DOMENICO SPERANZA be and he hereby is authorized to assume the name of UMBERTO ALFONSO SPERANZA in place of his present name on and after the 26th day of January, 1946, provided that within ten days from the date hereof this order and the papers upon which it was granted be filed in the office of the Clerk of this Court in the County of New York; that within ten days from the entry hereof, a copy of this order be published in the Civil Service LEADER; that within forty days from the date hereof, proof of such publication by affidavit be filed in the office of the Clerk of this Court in the County of New York; and it is further

ORDERED, that a copy of this order and the papers upon which it is based shall be served upon the infant's Commanding Officer at Detachment of Patients, Halloran General Hospital, Staten Island, New York, within twenty (20) days after its entry, and that proof of such service shall be filed with the Clerk of this Court within ten (10) days after such service, and after such requirements are complied with, the said infant, UMBERTO DOMENICO SPERANZA shall, on and after the 30th day of January, 1946, be known as, and by the name of UMBERTO ALFONSO SPERANZA, which he is hereby authorized to assume, and by no other name.

Enter, J. A. B.,
 C. J. U. C.

At a Special Term, Part II, of the City Court of the City of New York, County of New York, at the Court House thereof, 52 Chambers Street, New York, N. Y., on the 5th day of December, 1945.

Present: HON. ROCCO O. PARELLA, Justice.

In the Matter of the Application of SAMUEL STRILLCHUK, to assume the name of SAMUEL REGINALD STRILLCHUK.

Upon reading and filing the petition of SAMUEL STRILLCHUK, verified the 4th day of December, 1945, praying for leave to assume the name of SAMUEL REGINALD STRILLCHUK, in stead and place of his present name, and it appearing that the said petitioner, SAMUEL STRILLCHUK, registered pursuant to the provisions of the Selective Training and Service Act of 1940 and the Court being satisfied thereby that the statement contained in the said petition are true and that there are no reasonable objections to the change of name proposed:

NOW, on motion of STEPHEN J. JAREMA, the attorney for the petitioner, it is

ORDERED, that SAMUEL STRILLCHUK be and he hereby is authorized to assume the name of SAMUEL REGINALD STRILLCHUK on and after the 24th day of January, 1946, upon conditions, however, that he will comply with the further provisions of this order, and it is further

ORDERED, that this order and the aforementioned petition be entered and filed with ten days from the date hereof, in the office of the Clerk of this Court and that a copy of this order shall, within ten days from the entry thereof be published once in the Civil Service LEADER, a newspaper published in the City of New York, County of New York, and that within forty days after making of this order, proof of such publication thereof shall be entered and filed with the Clerk of this Court, and it is further

ORDERED, that a copy of this order, and the papers upon which it is based, shall be served upon the Chairman of the Local Board of the United States Selective Service, at which the petitioner, SAMUEL STRILLCHUK submitted to registration as above set forth, within twenty days after its entry and that proof of such service shall be filed with the Clerk of this Court in the County of New York, within ten days after such service, and it is further

ORDERED, that following the filing of the petition and order as hereinbefore directed, and the publication of such order, and the filing of proof of publication thereof, and the service of a copy of the papers and of the order as hereinbefore directed, that on and after the 24th day of January, 1946, SAMUEL STRILLCHUK, shall be known as and by the name of SAMUEL REGINALD STRILLCHUK, and by no other name.

Enter, R. A. F.,
 J. C. C.

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 the Court House in City Hall Park, Manhattan, New York City, on the 17th day of December, 1945.

Present: HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, For Leave to Assume the Name of BEN ROBERTS.

Upon reading and filing the petition of BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, duly verified the 14th day of December, 1945, for leave to assume the name of BEN ROBERTS, and it appearing that the petitioner has, pursuant to the provisions of the Selective Training and Service Act of 1940, submitted to registration as therein provided, and the Court being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed,

NOW, on motion of SIDNEY EINHORN, attorney for the petitioner, it is

ORDERED that BLAGIO GIUSEPPE ROBERTI, also known as BENNIE C. ROBERTI, be, and he hereby is authorized to assume the name of BEN ROBERTS on and after January 30th, 1946, upon condition, however, that he shall comply with the further provisions of this order; and it is further

ORDERED that this order and the aforementioned petition be filed and entered within ten (10) days from the date hereof in the office of the Clerk of this Court, and that a copy of this order shall, within ten (10) days from the entry hereof, be published once in the Civil Service LEADER, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the making of this order, proof of such publication thereof shall be entered and filed with the Clerk of the City Court of the City of New York, in the County of New York, and it is further

ORDERED that a copy of this order and petition shall be served on Local Draft Board No. 26, located at No. 331 Madison Avenue, New York 17, N. Y., within twenty (20) days after the entry of this order, and proof of such service shall be entered and filed with the Clerk of this Court in the County of New York within ten (10) days after such service; and it is further

ORDERED that upon the fulfillment of the above directed provisions and on and after January 26th, 1946, the petitioner shall be known by the name of BEN ROBERTS and by no other name.

Enter, J. A. B.,
 C. J. U. C.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of

156 E. 140th ST. 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. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of December, 1945.

Thomas J. Curran, Secretary of State,
 Walter J. Going, Deputy Secretary of State.

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DOROTHEA'S EXCLUSIVE DRESS SHOPPE has the very newest in exquisite suits, street and cocktail dresses for Fall and Winter. 270 St. Nicholas Ave. (Cor. 124th St.) RI 9-9821.

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Jobs Open For Seamen And Cabinet Makers; Work For Women, Too

Many Other Opportunities in Private Industry Offered Through USES

While thousands of war workers are being returned to civilian industry, thousands of other opportunities for civilian work are opening up all the time. Here are current job openings at the U. S. Employment Service, with directions on where to apply. Note the address carefully. If these particular jobs are filled when you apply, there will be others for which you can qualify.

Transport Seamen

Seamen, over 17 years, can get work on troop transports on deep sea duty. There are openings in all classifications, with pay ranging from \$1,530 a year for Ordinary Seamen to \$5,495 a year for Chief Engineer with unlimited license. Maintenance, subsistence and living quarters are all furnished, plus a \$2.50 a day mine bonus in waters adjacent to Europe, the Mediterranean, and former Japanese-held territories. A \$5,000 life insurance policy is issued free of charge, and employees will accumulate annual and sick leave. The regular work is for 5 1/2 days, 44 hours a week, and hours worked in excess of 44 hours will be compensated at the rate of 85 cents an hour for unlicensed and \$1.15 for licensed men. Men will be required to buy and wear the uniform of the Transportation Corps. Aliens, except Japanese nationals, will be accepted with proof of citizenship of this or any other country. Men must pass a physical examination. Apply at the Brooklyn Industrial Office, 205 Schermerhorn Street.

Fixture Display Carpenters

Cabinet Makers, men up to 48 years, who are fully experienced in all-around shop work on store fixtures and displays, are needed by a manufacturer in Maspeth, L. I. No installation work is required, but men must have a good knowledge of woodworking machines such as saw, shaper planer, drill press and belt sander. The rate of pay is \$1.25 an hour, with a 5-day, 44-hour week guaranteed, and time and one-half for all work over 40 hours. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City.

Women 20-30

Neat and attractive women between 20 and 30 years of age are needed by a public institution in Manhattan, to sell tickets, make change, give information and occasionally answer the telephone.

Experience as cashier is not essential, but girls who have had some experience or knowledge of typing will be preferred. Work is on five days a week, including every Saturday and every third Sunday. Hours are either 9 a.m. to 6 p.m., or 12 noon to 9 p.m., with an hour off for luncheon. The salary is \$32 a week. Apply at the General Service Office, 40 East 59th Street, Manhattan.

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 the courthouse, 52 Chambers Street, New York, N. Y., on the 19th day of December, 1945. Present—HON. JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of CASPAR HJALMAR EMERSON, for leave to change his name and to assume the name of CASPAR HJALMAR AMUNDSEN.

Upon reading and filing the petition of CASPAR HJALMAR EMERSON duly verified the 15th day of December, 1945, for leave to assume the name of CASPAR HJALMAR AMUNDSEN, and it appearing that the petitioner CASPAR HJALMAR EMERSON is registered under the Selective Service Law and it appearing from said petition that the averments therein contained are true and the court being satisfied that there is no reasonable objection to the change of name proposed.

NOW, on motion of John P. Griffith, Esq., attorney for the petitioner, it is ORDERED that the said CASPAR HJALMAR EMERSON be and he is hereby authorized to assume the name of CASPAR HJALMAR AMUNDSEN on and after the 28th day of January, 1946, up to the condition, however, that the petitioner shall comply with the further provisions of this order; and it is further ORDERED that this order and the papers upon which it is based be entered and filed within ten days from the date hereof in the Office of the Clerk of this Court and a copy of this order shall, within ten days from the date of entry thereof, be published once in The Civil Service Leader, a newspaper published in the City and County of New York and within forty days after the making of this order proof of such publication thereof shall be entered and filed with the Clerk of the City Court of the City of New York, New York County; and it is further

ORDERED that a copy of this order and the papers upon which it is based shall be served upon the Chairman of Local Board No. 3, 45 Astor Place, New York, N. Y., within twenty days after its entry, and that proof of such service shall be filed and recorded with the Clerk of this court within ten days after such service; and it is further

ORDERED that following the filing of the petition and order and affidavit as herein provided for and directed and the publication of such order and the filing of proof of publication thereof and the service of copies of such papers and orders as hereinbefore directed, then on and after the 28th day of January, 1946, CASPAR HJALMAR EMERSON shall be known as the name of CASPAR HJALMAR AMUNDSEN and by no other name.

Enter J. A. B. C.J.C.O.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JONATHAN 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. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SUPERFINISH GAUGE CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of October, 1945. Thomas J. Curran, Secretary of State. By James E. Nash, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of STARLET FOOTWEAR CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JULIUS FISCHER INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PHAREL CORPORATION

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 11th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MANHATTAN BELT, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HUDSON PARKWAY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 960 KELLY ST. REALTY CO., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this thirteenth day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ELECTRONIC PLUMBING CORPORATION

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a STATE OF NEW YORK, DEPARTMENT certificate of dissolution of 1157 BOSTON ROAD CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of December. Thomas J. Curran, Secretary of State. By James E. Nash, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HAFRED ASSOCIATES, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 6th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of VAN HOTEL CORPORATION

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of December, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of REX CONFECTIONS, Inc.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 31st day of October, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ROMAN REALTY 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. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of November, 1945. Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

Modern Reducing Salon Incorporated. Massages - Steam Cabinet Exercising. 1 DeKalb Ave. 793 Flatbush Ave. Bklyn, MA 4-3732 Bklyn, IN 2-4707 Albee Bldg.

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DIMPLES BLACKHEADS FOAMY MEDICATION. Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year proved Palmer's "SKIN SUCCESS" Ointment. Whip up the rich cleansing, FOAMY MEDICATION with finger tips, washbath or brush and allow to remain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching, eczema, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-care, soft loveliness, give your skin this luxurious 3 minute foamy medication-treatment. At toiletry counters everywhere 25c or from E. T. Browne Drug Company, 127 Water St., New York 5, N. Y.

USE 666 COLD PREPARATIONS. LIQUID, TABLETS, SALVE, NOSE DROPS. CAUTION! USE ONLY AS DIRECTED.

SALE Used Furniture, Bedding, Mattresses BARGAINS FURNITURE Bought, Sold, Exchanged MOVING & STORAGE. Simmons Bros., 427 Gates Ave., Brooklyn, N. Y., MA 2-7183. Res. QI. 5-1998

Don't Repeat This!

THE CERTIFICATION of all available eligibles on the list for Fireman (F.D.), and their appointment, followed by a leave of absence because of lack of funds, has brought about the following situation:

The appointees could not understand why they were not given more than empty appointment at this time, while 81 Temporary Firemen were on the rolls.

Fire Commissioner Walsh suddenly ordered the Temporaries to take their vacations (with pay), terminating in mid-January, and notifying them of cessation of their services at vacation's end.

Some of the Temporaries reported for night duty, to learn that they couldn't work that night, because their vacations would begin when their turn of duty would have started.

The Temporaries feel they've not been treated fairly. They passed an examination for Temporary Fireman and were appointed from the eligible list, they say, adding that the Temporary Patrolmen are still on the Police Department rolls. So the T.F. charge discrimination and lack of gratitude, especially as some of them have been on their jobs nearly four years, during a period when the city needed them most. Mayor LaGuardia can expect a T.F. delegation's visit any day now.

MRS. BROMLEY'S FLING

Best of luck to Esther Bromley, NYC Civil Service Commissioner, in her stock market operations. Those car "rights" look good, Esther.

ADS RECRUIT POLICE

In Waterbury, Conn., efforts to recruit the police force lagged, so the city advertised in newspapers, appealing especially to veterans of World Wars I and II to apply for jobs.

CIVILIAN JOB PROBLEM

The fact that a former Lieutenant Colonel is one of the candidates for Patrolman (P.D.) in NYC is not surprising. Another

L.C., seeking a U. S. job, got an offer, on his business experience rating, as a mimeograph operator at \$1,440. He had to pass a practical test before he got the job. Then he was transferred to a war vacancy at much more money, but when the Army Private returns to that supervisory job, the L.C. will have to go back to the machine. He won't stay at it long. More power to him on his pluck.

PAY WORRIES VETERANS

Many veterans are complaining of the low pay offered to them in a high-living-cost area. They want to know how they can support a wife and a child or two on \$30 a week. Civil service and USES offers are included in their ire.

L. I. TOWN TALKS UP

A Long Island municipality has charged in a private letter to the State Civil Service Commission that a classification of its employees is being held up for political reasons. The town's chief executive says a local politico intervened to prevent consideration of the classification after the Commission's own man had proposed the classification, and the local governing body had accepted the classification in toto.

GRANOFF'S GRAND JOB

There's much talk in State political circles about the testimonial dinner given to Spencer E. Bates, new Tax Commissioner, event chaired by Herbert Granoff. Other appointees are saying they wish they could have Granoff to work up testimonial dinners for them.

POLITICS, INC.

Mayor-elect O'Dwyer has been seeing nobody about jobs except candidates for Commissionerships. Unofficial (but authoritative) word of who's to be Commissioner of what has gone out recently and to the lucky ones is left the task of selecting their own appointive personnel, and they may follow anybody's advice they see fit. The responsibility remains theirs.

Progress Report For State Jobs

Open-Competitive

Personnel Assistant, Department of Civil Service: 193 candidates, held July 21, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

Registrar, Department of Education, State Teachers College, Buffalo, New York: 35 candidates, held October 6, 1945. Rating of the written examination has been completed. Rating of training and experience to be done.

Promotion

Canal Electrical Supervisor, Department of Public Works: 16 candidates, held October 27, 1945. Rating of the written examinations is completed. Rating of training and experience is in progress.

Compensation Claims Investigator, Upstate Offices, State Insurance Fund: 8 candidates, held October 27, 1945. Rating of the written examination is completed. Training and experience to be rated.

Principal Clerk, Income Tax Bureau, Department of Taxation and Finance: 9 candidates, held October 27, 1945. Experience rating being checked. Clerical work being done.

Principal Stenographer, Public Service Commission, NY Unit: 10 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Account Clerk, Department of Mental Hygiene (Inst.): 88 candidates, held October 27, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

"The Greatest Show in Town!"
—Robert Garland, Jour.-Amer.

MICHAEL TODD presents

MAURICE EVANS

in his new production of SHAKESPEARE'S

"HAMLET"

COLUMBUS CIRCLE THEATRE
Broadway at 59th St. COlumbus 8-1173
Evenings 8:40—Matinees Thurs. & Sat. 2:40

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Showplace of the Nation
ROCKEFELLER CENTER

"Beautiful, Inspiring, Entrancing"
—Barrow, Herald Tribune.

Bing Crosby Ingrid Bergman

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"THE BELLS OF ST. MARY'S"

Henry Travers • William Gargan
Released by RKO Radio Pictures

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THE MUSIC HALL'S GREAT CHRISTMAS STAGE SHOW
"THE NATIVITY," Celebrated Yuletide pageant . . . and "HEIGH HO," delightful holiday fantasy . . . produced by Leonidoff, Symphony Orchestra, direction of Charles Previn.

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Week-End Honeymoon
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PHONE NEW HAVEN 9-2349
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And now! A very modern,
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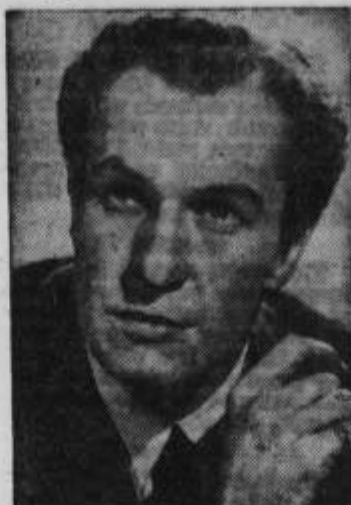
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DAILY SPECIALS. Delicious Chow Mein,
tasty sandwiches, appetizing salads, Tea
Leaf Readings an entertainment feature.

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Amusement

By J. RICHARD BURSTIN



VINCENT PRICE is the male lead in "Leave Her to Heaven," an exciting new love story at the Roxy Theatre for the holiday week.

For our first peacetime Christmas there's a gay, gala feeling in the air. The parade of amusements for the holiday week is one of the brightest and most varied seen. The round-up goes like this: A non-fiction best-seller masterpiece turned out as a movie best is "They Were Expendable" com-

ing into the Capitol. Tommy Dorsey and troupe will handle the stage assignment.

Christmas day at the Roxy finds another best-seller, this one a novel, coming in. It's "Leave Her to Heaven," starring tempestuous Tierney and virile Vincent Price.

And if you howled at Private Hargrove (or if you missed the film and missed howling) you can catch up on the antics of Robert Walker and Keenan Wynn in "What Next, Corporal Hargrove?" It's at the Criterion.

A touching and well-performed story most appropriate for the season is "The Bells of St. Mary's" at the Music Hall.

While the Strand is showing "Too Young to Know," dear and delightful, The Hollywood gives the versatile Bergman in "Saratoga Trunk" and it's quite a different role for her, but of course she's the gal that can handle it.

33 ASK MILITARY EXAM

Thirty-three veterans filed applications for special military promotion examinations with the NYC Civil Service Commission last week, according to a report of the Commission's Coordinating Committee for Special Military Eligibles.

Paramount Pictures Theatres Corp.

"THE STORK CLUB"

Here is One Xmas Package
You Can See Early!
You're in for the gayest, loveliest time you've ever imagined!
S. G. DeSylva presents

BETTY HUTTON

with

BARRY FITZGERALD

DON DeFORE

Robert Benchley • Bill Goodwin
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Mary Young
and Introducing ANDY RUSSELL
Directed by HAL WALKER
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DOORS OPEN
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PARAMOUNT
MIDNIGHT FEATURE NIGHTLY

IN PERSON

WOODY HERMAN

and HIS ORCHESTRA

featuring

FRANCES WAYNE

Bill Harris • Chubby Jackson
Joe "Pip" Phillips
and Pete Candoli

plus

DOROTHY KELLER

Dancing Hit of

"FOLLOW THE GIRLS"

Extra added attraction
BUDDY LESTER
DON BAKER AT THE ORGAN

TIMES
SQUARE

Dannemora Chapter Holds Annual Meeting

A large delegation of employees of the Dannemora State Hospital, accompanied by their wives, attended the annual dinner meeting of the Dannemora State Hospital Chapter of the Association of State Civil Service Employees held at the Holiday Inn, Plattsburg.

Welsey LaPorte of Dannemora was the toastmaster and introduced the speakers of the evening. These included Senator Benjamin F. Feinberg; J. Earl Kelly, Director of the Classification Board, and Dr. Francis C. Shaw, Director of the institution and Bernard Wallace, President of the Chapter.

Senator Feinberg Speaks

Senator Feinberg spoke feelingly of the need for immediate adjustment of the unsatisfactory pay situation at the Dannemora State Hospital, where the employees perform the important task of guarding hundreds of insane felons. Although this institution is in every sense a prison, the State has listed it as a hospital, he said, and the employees have been denied the Classification and pay status of the guards in other prisons of the Department of Correction.

Mr. Kelly, who has been conducting hearings at the institution, expressed his appreciation to the employees for the fine manner in which they presented their appeals. He explained the big job which had to be done in the Mental Hygiene Department before he could visit Dannemora and Matteawan. He promised that all the information presented would be given serious consideration and that the employees could expect an equitable decision.

One of the principal subjects is the desire of the Attendants to be classified as Prison Guards. The Attendants point out that they often have more arduous duties to perform than Guards, but that in general the duties are of the same nature. Employees in all grades at the Dannemora State

Hospital have appealed for titles and status similar to Prison Guards, maintaining a stand for "like pay for like work."

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Fulton & Bennett Ave., Hempstead
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facilities for up to 500 guests.
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Luncheon — Dinner
Served Daily

SPECIAL SUNDAY DINNER

ROBERT J. CREWS ANNOUNCES

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397 PEARL STREET

(at Fulton St.)

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Complete line of high grade wines, cordials and liquors.

PRIVATE DINING ROOM

AVAILABLE FOR PARTIES • BANQUETS MEETINGS

MUSIC & DANCING FACILITIES MODERN BAR

STREIFER'S RESTAURANT

143 West 44th St.

BRyant 9-3682

In Heart of Times Square

PATROLMAN Study Material

The second of a new series of questions and answers as study material for the NYC Patrolman (P.D.) examination is published this week. The first installment appeared last week. There will be an instalment each week until the written examination is about to be held. This may be held in February.

The answers to this week's questions will be found at the end of this week's questions. Next week the answers to next week's questions will be given.

This week's instalment is reproduced from the last examination for Patrolman and the key answers also are official.

In the following (12-20) replace one word in the given paragraph with proper word listed below.

Question 12

The use of radio has reduced the lapse of time between the reporting of a crime and the arrival of the police. In some cases the police report so promptly to an emergency call that they are able to catch the criminals still at large. A serious defect of police radio broadcasting is its lack of privacy. (A) changed, (B) commission, (C) surround, (D) work, (E) nevertheless.

Question 13

Strikes and industrial disputes are occasions on which force and oppressive methods of control are undesirable. Such procedures tend to aggravate instead of aiding in the complexity of the problem. (A) lockout, (B) police, (C) aid, (D) task, (E) solution.

Question 14

The merit system is becoming increasingly popular as a means of selecting policemen, especially in the larger cities. It is instead used, though less widely, in making promotions. (A) civil service, (B) recruiting, (C) officers, (D) except, (E) also.

Question 15

The police function has broadened from its earlier simple task of protecting life and property to provide many phases of the regulation of human conduct. As government itself becomes increasingly an agency of social control, the police function necessarily expands. (A) complex, (B) prohibition, (C) include, (D) decreasingly, (E) to.

Question 16

Let us take a hypothetical homicide—one where the perpetrator is known and has escaped. From

Police Legion Post To Install on Jan. 16

The annual installation dinner dance of the NYC Police Post 460, American Legion, will be held at The Park Avenue Pent House, 2 Park Avenue, on Wednesday evening, Jan. 16, at 7:30.

The officers of the Post will be installed by Past Commander John J. Lawlor, Commander, New York County, Past Commander Tom Nielson will be the master of ceremonies.

Police Commissioner Arthur Wallander, the first member of the post to become Commissioner, will be present.

the moment the patrolman on post is aware that the crime has been committed until the guilty person is convicted and on his way to prison, each bureau, squad, and individual member of the Police Department in any way concerned with the crime becomes an important cog in the machine. Each is trained to perform a specific duty apparently widely divergent, yet peculiarly dependent on one another or with the sole purpose of apprehending and convicting the perpetrator. (A) related, (B) non-existent, (C) similar, (D) perpetrate, (E) and.

Question 17

In the consideration of summary arrests, it must be borne in mind that in many instances the policeman must act quickly. Usually he has no time to consult a referee or to get advice regarding his powers. However, he must be constantly mindful of the crime that it is a serious offense, as well as a great injustice to the person accused, to make an illegal arrest. (A) fact, (B) felony, (C) carefully, (D) conviction, (E) nonetheless.

Question 18

During the scene of a crime the effects and body will be left in their original position until photographs are taken. These photographs must be taken from every possible direction. The finger impressions of the deceased will be taken, and also impressions of any person that might be in the room at the time, who could be connected in any way with the crime. (Manual of Procedure of the Police Department) (A) modified, (B) photographs, (C) at, (D) of, (E) occasion.

Question 19

One of the significant advances in police methods has been the application of scientific method to the detection of crime. Both chemistry and physics have been used by the police in perfecting tests of various sorts which assist in the collection and preservation of chemicals. (A) problems, (B) evidence, (C) experimenting, (D) or, (E) of.

Question 20

The crime rate depends on a number of factors. Included are the nature of the acts which are defined as crimes and the effectiveness of social and police agencies in preventing homicide. Certain it is that every reasonable effort should be made to keep the crime rate at a minimum. New York City is one of the municipalities

doing a splendid job in dealing with the problem of crime. (A) reduce, (B) concerted, (C) crime, (D) police, (E) public.

Assume that Column I lists excerpts from reports by police officers. Each of the excerpts in Column I is to be properly classified by one of the 4 choices in Column II. Mark the appropriate answer on your answer sheet to indicate each of the items in Column I.

Note: Consider an item badly written if its contains one or more errors in grammar or sentence structure.

COLUMN I

Question 21

"I surprised the thug in the act of committing the hold-up. The thug fired two shots at me. I then shot and killed him."

Question 22

"The woman rushed up to me shouting that her daughter was being assaulted by a gang of ruffians. I asked the woman to tell me where the assault was taking place. Accompanied by the woman, I then proceeded to the scene of the assault."

Question 23

"Though a light was burning in the premises and it was but 9 P. M., there was no evidence of the proprietor being present. Whereupon I crossed the street and observed the premises carefully for about twenty minutes; there was no sign of any activity in the premises so that I was induced to return to the scene and try the door."

Question 24

"I observed the boy snatch the woman's pocketbook, whereupon the boy ran away, whereupon I followed him quickly, thus succeeding in apprehending both the boy and the pocketbook."

Question 25

"The woman was running up to me and says that a man was trying to break into a clothing store on the next block. I ran to the store and found the illumination extinguished and no lights burning above the horizontal. The door seemed to be locked and all was quiet within. I assumed the woman to be mistaken and terminated my contact with the case forthwith."

Question 26

"I noticed that the car had gone around the block five times. Two young, disreputable-looking men were inside the car, which was still traveling around the block. Since my suspicions were aroused, I hid in a nearby hallway."

Question 27

"The woman reported that about ten minutes ago, when she stopped for a red light, she heard what seemed to be the car door slam. A canvas-topped roadster which was stopped by the same red light suddenly started and turned right. She subsequently discovered that her purse which had been besides her was missing. Recalling that I had seen a canvas-topped automobile answering the woman's description parked at a nearby bar and grill about three minutes before I proceeded to the bar and grill to investigate."

Question 28

"Furtively, the man approached the waterfront where the huge vessel lay. I watched him interestedly, thinking that the ordinary patrolman might consider this man's actions suspicious. Priding myself, however, on my great politeness to all members of the public, I took neither positive or negative action. I resumed my patrol in that part of my post away from the waterfront."

Question 29

"A number of persons arriving in order to witness the blackout. I dispersed all groups as soon as they began to form."

Question 30

"John Smith, one of the residents on my post, reported to me that his neighbor had accumulated 110 gallons of gasoline in his garage. I urged Mr. Smith to communicate immediately with the Office of Civilian Defense."

Question 31

"The bystander asked that I allow him to accompany me to the scene of the crime. I denied his request and had entered the premises alone."

Question 32

"Brandishing a knife, the man raced in pursuit of the girl. I shouted an order to the man to halt. As soon as he had halted, I disarmed him."

COLUMN II

- (A) The police officer's action is sensible; the report is well written.
 - (B) The police officer's action is faulty; the report is well written.
 - (C) The police officer's action is sensible; the report is badly written.
 - (D) The police officer's action is faulty; the report is badly written.
- Official key answers to the above questions: 12, D; 13, E; 14, C; 15, E; 16, A; 17, C; 18, B; 19, C; 20, A; 21, A; 22, D; 23, C; 24, D; 25, B; 26, C; 27, D; 28, C; 29, B; 30, C; 31, A; 32, A.

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