

Civil Service LEADER

Vol. 6—No. 13 Tuesday, December 5, 1944 Price Five Cents

New Plan Retains All U.S. Employees After the War
— see page 2

PERMANENT NYC JOBS

—see page 5

400 U. S. POSTS AVAILABLE PROFESSIONAL, MECHANICAL, CLERICAL, OVERSEAS — see page 12

Barge Canal Employees Plan Appeal To Governor Dewey, Legislative Action

ALBANY—Barge Canal employees who appealed in vain to the Salary Board months ago, as related in the September 26th issue of The LEADER, must apparently wait upon Governor Thomas E. Dewey for intercession in their case or for action by the Legislature to require the Board to state the reasons for denying appeals made for attention to salary scales.

The position of the employees could not be better defined or defended than was done by Assemblyman John F. Bennison of Montgomery County. In a letter addressed to the Board, said Mr. Bennison:

"I have read with interest a letter addressed by your secretary to Mr. Connors, President of the Executive Board of the Barge Canal Civil Service Employees' Association, in which letter it is stated that there is no legal obligation to render detailed or reasoned decisions on the findings of your Board because the Board has not the time for such work.

"Amazed"

"I am personally amazed at the attitude of any State agency taking such an attitude relative to any employees group. Surely, this is not in line with the thought of the majority of State agencies, for in all my experiences in the Legislature, I have yet to know of any department in the State Government or any subdivision thereof that would not give a satisfactory answer to the reason why appeals are denied, and further I know of no reason why a public hearing could not be

granted if the employees of this group believe they have been discriminated against.

"Because many of these men are my constituents, I write to you today in protest for them, and, as their representative in the Legislature, I urge you to reconsider your position, at least to the extent of giving these men a statement of reasons why their wage raise was denied and extend to them a public hearing on this matter."

Workers Address Salary Board
The workers involved, following denial of their appeal, addressed the Salary Board requesting:

- 1) That the Board reconsider their appeals.
- 2) That the Board promptly issue a statement outlining the reasons for its decision and the undisclosed facts, if any, upon which its decision was based.
- 3) That the appeals be set down for a public hearing, at any convenient time the Board may designate, so that the employees of the Canal System may have the opportunity of answering, on the record, the facts or reasons upon which the Board based its decision.

Senator William Bewley of Buffalo also took up the matter on behalf of the men.

Under Fire

The Temporary Salary Standardization Board is under fire from many groups of workers in Mental Hygiene as well as from employees of Matteawan and Dannemora. In many employee quarters the domination of the Board by the State Budget Division is blamed for failure of the Board to raise salaries in accord with the importance of the work performed and in line with the State's declared policy of equal pay for equal work. State workers see in the frequent exercise of the veto power by the Budget Director over titles and salaries which have been previously approved by the Classification Board and the Salary Board, the subordination of efficiency of the services to unjustified savings and surpluses. They point to the fact that officials responsible for budget making are invariably dedicated first to cutting appropriations and that they have limited knowledge of or sympathy with the economic or social needs of the human beings who perform the tasks in operating departments.

The Association of State Civil Service Employees are active on behalf of the canal workers and Mental Hygiene employees concerned.

Higher Salaries For Congressmen

Key to Higher Pay For All Public Employees

THE Civil Service LEADER favors higher salaries for members of the United States Congress. We know that Congressmen have been loathe to request improved pay. A move is now under way to grant salaries more adequate in terms of the duties, the importance, and the dignity of Congressional positions. The LEADER would like to see widespread public support of this move.

If the average man on the street were asked who earns more money—the chairman of the Senate Committee on Foreign Affairs or the Mayor of Podunk, he would very likely answer: "The chairman of the Foreign Affairs Committee."

But he would be quite wrong. The salary of a member of Congress is \$10,000 a year—whereas scores upon scores of relatively obscure local and State officials earn 12, 15, 20 and 25 thousand dollars a year.

One of the most important steps in congressional reform is the lifting of congressional salaries to the level justified by the nature of the job performed. In the opinion of this newspaper, the men who represent the people of this country in Washington should receive \$20,000 a year.

Employees Have a Stake

Public employees—Federal, State and municipal—have a direct stake in the lifting of congressional salaries.

Why? Because at the present moment, the fact that members of Congress receive only \$10,000 a year limits salaries for heads of Federal agencies and departments, who generally earn about the same pay. Department heads could not hope to obtain more than the chairmen of the committees before whom they come to get appropriations.

And, naturally, the people all the way down the line cannot expect an increase in the general wage structure unless the higher brackets are also lifted.

In other words, if we are to have a sound and vigorous career service in the Federal government, we must raise the entire structure. The establishment of minimum employee salaries—say at around \$1,500 or \$1,600 a year—will be of help, of course, but it will not be enough. The basic need is for complete overhauling.

And this cannot be done without increasing congressional salaries, which now constitute an effective ceiling upon salaries throughout the entire Federal service.

Local Employees Are Concerned

State and local employees are involved, too. Because a general increase in Federal salaries must have a direct effect upon the wage structure in local Governments; and inevitably would help to raise the levels in all Governmental units.

We favor increased salaries for members of Congress, too, because this will enable the men in the Senate and House to spend more time at their public jobs. Moreover, it would enable citizens to compete for the posts who, though they may be eminently qualified, now refuse to do so because of the low remuneration. Higher pay may well result in an improvement of congressional stature. Just like any employee, the Congressman must be freed from the dread of economic insecurity. It is especially important in his job. Furthermore, few citizens know how great are the expenditures a Congressman is called upon to make, out of his salary; and how little is generally left.

No Nepotism!

In endorsing higher congressional salaries, The LEADER makes one qualification. Nepotism—the placing of relatives in Government jobs—must go. Indeed, higher salaries will reduce the incentive for nepotism. And if Congress is overhauled and streamlined, as now seems probable, the many new legislative positions that will develop should be staffed only by the most competent personnel.

Every way we look at it, increased salaries for members of Congress represent an advance in good government.

Trouble on the Subways

—see page 4

For More State News
Pages 6, 7, 8, 9, 16

Public Administration
Page 10

NYC HIRING SCHEME CALLED "CHEATING"

—see page 3

Federal Post-War Expansion Plans Would Retain Every War-Service Govt. Appointee Permanently on the Payroll

WASHINGTON—Federal Government has post-war plans that would keep every war service appointee permanently on the pay roll.

Kept under cover before election for political reasons, they are now coming to light. Practically every permanent agency and department and several war agencies have been working on these plans for expansion after the war. They would absorb all U.S. workers now on strictly war job assignments plus making

a place for returning veterans.

With Roosevelt and the New Deal set for another four years, only a major Congressional revolt could interrupt the putting of these plans into operation. Only War and Navy Departments plan big cuts, and they expect to end with staffs double or treble the former peace time size.

Some of the Plans

Department of Interior has led the field in planning for after the war.

In its Bureau of Reclamation alone it is estimated that construction work would require 1,500,000 man-year's work.

Other activities for which detailed plans have been prepared

include irrigation, power development, forest preservation, new mining techniques, and fish and wild life conservation. If only a part of these programs is carried out hundreds of thousands of Government workers will be needed to handle the job. Bulk of the positions would be in the field, but a proportionate number of clerks, stenographers and desk workers would be needed to do the paper work.

Some of these plans have gotten to Congress already. The huge flood control bill now being debated would require more employees, it is estimated, than now work for the Government in New York City.

Social Security

Also before Congress is a meas-

ure to extend Social Security protection to an additional 20,000,000 persons. It is obvious if this is passed—and it stands a good chance—Social Security Board would become one of the largest Federal agencies.

Another agency with complete plans for multiplying its size many times is Federal Works Agency. The roads program alone, which has been postponed for prosecution of the war, is tremendous. There is a sore need for a public buildings construction program. Plans for this would keep thousands employed for years plus maintenance and administration later.

Transportation

New problems connected with anticipated increase in air travel

and transportation will require the services of thousands at Department of Commerce. Development of airports and airways is a job now being ironed out on blueprints.

Foreign Affairs

Close to the top for demands for more persons after the war is the expected participation by the United States in foreign affairs and our increased importance in foreign trade.

Participation in a world peace organization will possibly need a staff overseas as large as the present State Department. Foreign Economic Administration, in addition to the huge job of disposing of surplus property in foreign lands, will probably be placed in one of the permanent agencies to maintain our world functions which will necessarily exist after the war.

[Editor's note: As these plans are developed The Leader will give you detailed accounts of them.]

Yard Drillers Honor Retiring Supervisor

Guest of honor at the annual ball of the Navy Yard Drillers Association, held at Livingston Ball Room, Brooklyn, Saturday, December 2, was James Mehenick, who recently retired as Driller Supervisor from the Brooklyn Navy Yard, after 20 years in government service.

Mr. Mehenick has been active in working for improved conditions and wages. For years he had been an active organizer in the Boilermakers International Union.

When Mr. Mehenick entered the Federal service at Brooklyn Navy Yard he set about to organize the drillers. The result was the inception of the Navy Drillers Association with Mr. Mehenick its first President.

Norman Edgar Spencer, now President of the Association, presented two \$100 war bonds to Mr. Mehenick. One bond was awarded by the Association, the other by friends in Brooklyn Navy Yard.



\$2,000,000 for the Sixth War Loan Drive is the goal of New York City Postal workers. Postmaster Albert Goldman, who takes a big part in employee activities, is chairman of the Postal committee for the Drive.

Postal Workers Sure Of \$400 Pay Increase

WASHINGTON—Post Office workers are practically assured of a \$400 raise.

They have presented such a strong case before the Post Office committee and mustered so much support among Congressmen it is generally agreed the raise is set.

It is a question of just when it will be given. Naturally the workers want it now, but Congressional leaders would rather wait until early next year.

This action is a good barometer of how Congress feels generally about raises for Federal employees. When the new Congress convenes, it is believed the raise question will be first on its agenda, and get favorable action.

If the "Little Steel" formula is broken there is practically no question about Congress giving some kind of basic pay raise.

Sen. Downey, Chairman of the Senate Civil Service Committee, is now drafting a bill to give a blanket 15 per cent raise and give 90-day severance pay to discharged Government workers. He plans to introduce it as soon as Congress starts its new session on January 3, 1945.

Congress Seeks To Pass Employee Legislation

WASHINGTON—Congress is making a last minute attempt to get some important Federal employee legislation passed before it adjourns.

The bills include Government worker health legislation, the Lane bill to provide for lump sum payment of accrued annual leave, and a bill to set up a Board of Legal Examiners for examining and recruiting lawyers.

With the exception of the health bill, these measures have been passed by the House and only need Senate action and the President's signature to become law.

A companion bill to the Randolph health bill was introduced and both houses are working to get the measure made law.

The Lane bill is considered important because many persons will leave the service between now and the time the next Congress might get around to passing it. It would provide a more suitable method of paying for accumulated leave than under the present system of keeping an employee's name on the roll for the period of his accumulated leave.

Lawyers Under Civil Service

There has been a recent drive to set up a Board of Legal Examiners. The bill to do this was passed by the House but got an unfavorable vote in the Senate Civil Service Committee.

It has been taken up again, however, and changed to place the Board under control of the Commission. This is expected to get it passed. Under the present system, agencies have full authority to hire or fire attorneys at will with no regard to civil service rules.

Remedy for a Dull Evening

Cozy Fireplace, Fine Food and the Music You Love
SEVENTEEN BARROW
Dinner 5 to 9:30 P.M.
Sunday Dinner..... 3 to 9:00 P.M.
Full Course from 95c

17 BARROW STREET
For Reservation Call CH 2-9184

Postal Employees Set \$2,000,000 Goal in War Loan

Under the active leadership of Albert Goldman, Postmaster of New York, the postal employees of Manhattan and the Bronx have mobilized as a great bond-selling brigade in the Sixth War Loan. Their goal is for \$2,000,000 in E, F and G war bonds for the purchase of a Landing Ship Tank craft. Latest accounting reveals that they have already subscribed over 35% of the amount.

Mr. Goldman emphasizes the interesting and inspiring fact that buyers of these war bonds will include all brackets of employees from the lowest income groups of part time workers up to the highest salaried employees. In discussing this organized contribution to the war effort, Mr. Goldman remarked: "It's hard to think of any good reason why they should not buy war bonds."

TRUCK DRIVER JOBS OPEN

The U.S. Civil Service Commission has announced the filing date for jobs as Motor Truck Driver, Light and Heavy duty trucks, has been extended indefinitely. The jobs pay \$1,620 a year. Applications are available at 641 Washington Street, NYC.

FREE! BEAUTIFUL MINIATURE PORTRAIT with our SPECIAL OFFER 3-8" x 10" PHOTOGRAPHS \$10



Unexcelled for quality, beauty & individuality. Faded pictures restored.
Murray Hill 2-3477
Open Evenings by Appointment
Rajah Studio 505 Fifth Ave. New York, N. Y.

FUR MUFFS
Are IDEAL GIFTS
Manufacturer offers selection at close-out prices. Reduced 20%-50% for immediate clearance.
SAKS FUR COMPANY
143 WEST 29th ST., N. Y. C.
Open to 7 P. M. Near 7th Ave.
MOUTON LAMB COATS \$79.50
Reduced to plus tax

unclaimed SUITS
TROPICALS
SPORTCOATS
LEISURE COATS
RAINCOATS
\$5-\$10-\$15
Originally \$35 to \$75
Our tremendous stock of expertly tailored, distinctively styled suits include many nationally known advertised makes. Clothing production has decreased—so buy now while our selection is still complete.
Buy War Bonds with these unusual savings!
KASKEL'S
9 Columbus Ave., (near 60th St.)
1 BLOCK WEST OF BROADWAY
ESTABLISHED 1882

CIVIL SERVICE LEADER
97 DUANE STREET, NEW YORK CITY
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations
Published every Tuesday.
Subscription price \$2 per year.
Individual Copies, 5c.

Post Office Course For Weight Lifters

How to avoid injury when lifting heavy weights is the subject of a notice sent to all offices by the Postmaster, after a survey disclosed that 15 per cent of all injuries were caused by raising heavy objects.

Following are the Post Office hints to weight-lifters:

"Spread feet far enough apart (between 10 to 15 inches) to provide balance and good base for work; not so far as to put strain on abdominal muscles.

"2. Bend knees; get into position as close as possible to object to be lifted; keep back straight.

"3. Lift the legs and shoulders by straightening knees so that the strain of the lifting is on the thigh and shoulders. Sometimes it is wise to rest weight on one knee while coming up on the other foot."

Civil Service Still Retains Control Of Vet Transfers

WASHINGTON—All War Manpower Commission regulations have been officially removed from World War II veterans in the Federal service by the Civil Service Commission.

They may now transfer from the Federal service to private industry or from private industry to Government without the necessity of a referral from the U. S. Employment Service, a statement of availability or a waiting period.

Control, however, is still going to be retained by the Commission over transfers within the service. World War II vets who are already in Government or who within 30 days have been employed in the Federal service, may not be transferred or reappointed to other Federal agencies without negotiation and release by the Civil Service Commission.



YOU'RE LOOKING AT A MIRACLE OF VISION

Seeing is believing. No one will know you are wearing KEEN SIGHT lenses. You will be fascinated by your natural appearance.

Nearsighted or farsighted, you, too, can discard your ugly glasses, recover the charm and beauty of your eyes and see perfectly with KEEN SIGHT invisible unbreakable lenses.

A medical eye expert will prescribe for your individual requirements. The lenses will be scientifically fitted to last almost a lifetime by A. J. Heller, WORLD FAMOUS CONTACT LENS SPECIALIST.

If you are between 14 and 74, visit KEEN SIGHT'S Consultation Center for free fitting, 12 to 6 P. M. daily incl. Sat., Thurs. until 8 P. M. Our booklet, "A Miracle of Vision," will be sent you FREE on request. Phone TRiangle 5-1065.

KEEN SIGHT
Optical Specialists
276 Livingston Street
Brooklyn 17, New York
Pioneers and largest distributors of contact lenses.

LOANS on your promise to repay
WHEN possible, "Personal" makes loans on signature only. Loans are also made on furniture or auto. Whatever plan you prefer, you'll get prompt, private service. Come in, phone or write today.
Personal FINANCE CO.
OF NEW YORK
2 JOHN ST., Cor. Bway
7 EAST 42nd ST., 2d Fl.
Or Call MISS O'BRIEN
LONGears 6-1113

"Amazing how much energy Hotchkiss picks up during his lunch hour at Chock Full o' Nuts."
Chock Full o' Nuts

Council Shelves Civil Service Legislation

Proposed bills and resolutions affecting New York City employees made quick trips through the City Council last week. Referred out of the Committee on Civil Employees and Veterans, the proposals were "laid over." Among the shelved matters:

1. A bill to extend the life of preferred lists.
2. A bill to provide for the reinstatement of City employees who resigned their municipal jobs prior to entering military service.
3. A bill to allow reinstatement of Robert Powell Hoben, City fireman who resigned to enlist. He waived back pay.

Civil Service Abolishes Information Unit

The Information Office of the New York City Civil Service Commission was abolished as part of a general reorganization last week.

Under the new setup, an Executive Service Bureau is established under the direction of Murray Bergtraum. Requests for information from the public are to be handled by "expeditious routing according to an established plan to the proper sources for answer." However, the specific details of the plan had not been established at press time.

Servicemen
Returning servicemen will still be able to report to the Commission at Room 708, 299 Broadway, where they will be informed about their rights to promotion examinations they may have missed, standing on eligible lists, reinstatement, etc.

Those on City eligible lists may get information on their status by calling at Room 605, at the Broadway address, the Certification Bureau.

All This, and One Buck, Too

"Blessed Are the Meek" is the title of a short, short story appearing in the current issue of *Lighting Time*, employee publication of the NYC Street Lighting Bureau. It deals with a situation known to many New York City employees personally.

"In the course of a Civil Service Employee's lifetime there comes a time when he is forced to think of the future. His blessed tranquility is disturbed by the Old Woman's constant reflections on how nice the neighbor's new car looks, or did he notice how Gertrude from across the hall looks in her new fur coat?, and she still is mending the old cloth one. How he can stand some new duds himself instead of being contented just smoking the pipe, and what about the kids?, the neighbors are talking.

"The pain increases in poor old Public Servant's ears, as he drags himself over to the school and plunks down his hard-borrowed money from the pension fund. He winces as he thinks of the fishing trip, the new suit and the few enough glasses of brew he won't consume this year to make good the debt.

"He studies hard. Never misses classes, and far into the night he yawns his way through the lessons. He listens jealously to the contented snoring of the Old Woman as his troubled shoulders turn back to the problems of promotion.

The Day
"Comes the Great Day of the exam. Mumbling formulas to himself, armed with pen and ink and amidst the screams of good luck by the wife and kids, he staggers forth into a friendless world.

"The examination room is about the same as it was the last time. He had been through all this before, seven years ago. Last time he made the list, but it died before he was reached.

"It's a beautiful spring evening, a year later, as the old boy comes wearily up the street as she waves the large envelope under his glassy eyes. Like a conquering hero he is marched up the steps. As they gather round the table to open the envelope, the Old Lady starts talking about the new furniture, larger quarters, new dishes, etc. She pauses to ask: 'How big is the raise?' and as his face gradually resumes the serene placid pan known so well to Civil Service, his finger points meaningfully to the last digit . . . ONE BUCK PER YEAR."

Emil K. Ellis Denounces as 'Municipal Cheating' A Civil Service Plan to Fill Jobs Without Examination

Emil K. Ellis, attorney who conducted an investigation against Paul J. Kern in 1941, last week again assailed NYC's Municipal Civil Service Commission. Mr. Ellis' view of a Commission proposal to cover in 127 titles under war emergency rules without examination, was described by the phrase "a form of municipal cheating."

The tirade was made on behalf of a small group of employees—34 crane men, whom Ellis represents—but its implications are wide. Mr. Ellis feels that the City has no right to take in additional workers in a title at the same time that present workers are reduced in the number of days they may put on the job. To The LEADER, Mr. Ellis said:

Impairs Morale, He Says

"The situation cannot fail to impair the morale of civil service employees. Apparently it is the policy of the City to resort to anything, whether ethical, legal or not, to circumvent the Labor Law as to the prevailing rate of wage. This is not an isolated case. I understand that the same methods have been employed in other civil service titles. In plain language, this is a form of municipal cheating of employees which private employers would not apply. It is a sharp practice that deserves public denunciation."

The denunciation came, together with others, on Thursday, November 30, when the three civil service commissioners—Es-ther Bromley, Ferdinand Q. Morton and Russell Lord Tarbox—heard themselves raked over the coals at a public hearing last week on proposals to fill 127 City positions by temporary (duration) non-civil service appointments.

Engineers Opposed

One of the most vehement groups was a committee of engineers who assailed the proposal as an attempt to deprive 400 of their members, on preferred lists, from a chance at jobs. The engineers were dropped when construction work fell off as a result of the war. Now, they

charge, the Commission is arranging to fill engineering positions at lower salaries by hiring duration temporaries.

Many other employees spoke at the hearing, all against the proposed change.

The Commission had not made any decision on the matter at press time. However, the resolution, affecting the hirings through Rule V-9-2c would first need the approval of Mayor LaGuardia, then the State Civil Service Commission.

Speaking for the AFL City employees locals, Henry Feinstein suggested that if the Commission did adopt the resolution, it should include two safeguards to protect the rights of City workers:

1. That any provisional hired be appointed at the minimum base salary, plus a \$240 cost-of-living bonus.
2. That wherever possible, the positions above the minimum salaries should be filled by provisional promotions of City employees.

The Commission explains the need for such hirings since the war situation has reduced the number of applicants for City jobs to such small numbers that it isn't worthwhile to go through the process of advertising positions, accepting applications and holding tests.

Mr. Ellis' letter to the Commission reads, in part:

"On behalf of thirty-four Crane Enginemen now employed by the City in various incinerator plants and landfills, I desire to protest against the proposal to dispense with Civil Service examinations for that title.

"While the proposal to waive



Emil K. Ellis, civil service attorney, who was instrumental in the removal of Paul J. Kern from the presidency of the NYC Civil Service Commission, is aroused again. He doesn't like the proposal to fill more City jobs by temporary appointments.

examinations temporarily under Rule 5-9-2C is on its face a desirable method of enabling the appointment of badly needed technicians in a war-time emergency, there is evidence that, at least in the case of Crane Enginemen, there is no need whatsoever for this action and indeed it may well serve an ulterior purpose prejudicial to the interests of the Crane Enginemen now employed by the City.

They Won, But Lost

"Recently the Comptroller made a determination as to the prevailing rate of wage of Crane Enginemen at \$14.24 a day, representing an increase from the last determination made in 1937

of \$9.50. This increase was won only after long hearings and interminable delays, including court proceedings. The checks for these back wages are now being distributed to the employees. The Budget Director has informed a spokesman for these employees that they will have to accept a flat salary for 1945 of \$3,760 a year, plus a cost-of-living bonus of \$240, or a total of \$4,000 a year, whereas they are entitled under the Labor Law, pursuant to the Comptroller's determination, to an annual salary of \$4,457.12. The Budget Director has stated that if the employees refuse to accept the flat salary of \$4,000, which is \$457.12 under the determination just made as to the correct prevailing wage, he will reduce their working time to five days a week or 260 days instead of 313 days, as at present, and will authorize the employment of additional men for the 53 days thus cut down.

"This procedure will thus cancel the effect of the Comptroller's determination to cut down the wages of the present employees and will not result in the saving of a single cent to the City, for they will have to pay the additional men the prevailing rate of wage. There being no question of advantage to the City in economy, and certainly not in efficiency, in employing new instead of experienced men, I can only characterize this practice as spiteful and vindictive. Apparently there is no actual shortage of crane men, and the request for a waiver of examination can only proceed from a desire to accomplish this subterfuge.

"I therefore respectfully request that the Commission examine carefully into all of the titles listed in its announcement of hearing to determine whether the waiver is sought for ulterior purposes.

"In any event, I respectfully ask for a separate public hearing upon the title of Crane Enginemen."

Education Pay Raise In Estimate Board Graveyard



Shown here in a friendly mood are short Joseph D. McGoldrick (left), New York City Comptroller and tall Newbold Morris, City Council President, who went along with Board of Estimate move to put the Board of education bonus in the "graveyard" along with other civil service legislation.

The NYC City Council resolution asking the Board of Estimate to grant a cost-of-living increase to Board of Education employees equal to that of other City employees went to the Estimate graveyard last week.

It joined the Council action asking the Board to make the general City cost-of-living bonus apply to all employees earning up to \$4,999.99, and then make it a permanent increase.

What the Board did was to refer the matters to its "Committee of the Whole."

The Committee of the Whole works like this: The Board of Estimate decides to convene itself as the Committee of the Whole for the consideration of matters requiring discussion. If, after discussion, the Board, acting as the Committee, arrives at any decision, then it makes a recommendation to itself. Later, the matter is taken up for a vote at a regular Board of Estimate session. In the past, the Committee of the Whole, which cannot take any positive action, was used when any

particularly "hot" matter came up.

However, the most recent Committee of the Whole meeting was held on March 11, 1942. No future meeting on that basis is scheduled, and an employee spokesman, when the Board referred the permanent increase to that committee, said: "That is all very well, gentlemen, but many City employees won't be alive by the time the Committee meets."

The matters were also referred to the Director of the Budget. That gives the Board members another "out." They can stall action on the grounds that the Budget Bureau hasn't reported.

Last March, the Board of Estimate voted to kill all matters pending before the Committee of the Whole at that time. That made room for more papers in the Board's pigeonholes.

International Romance

An international romance involved the NYC Civil Service Commission last week.

A soldier in England had married a British girl. He was a former Welfare Department Clerk, grade 2 and needed proof that he had a job waiting for him after his discharge and could support a wife.

He wrote to the Civil Service Commission, asking them to write to the American Embassy in London, explaining the circumstances, so that he could send the Mrs. back to America.

Eight Old-Timers All Over 70, Stay on the Job

Six old-time NYC employees who had previously received extensions beyond the retirement age of seventy, were given another year's employment by the NYC Board of Estimate last week. Two more were given their first extension.

Following are the oldsters who were kept on to help meet the manpower shortage. Those beyond 70 are the repeaters:

Arthur Christensen, Power Maintainer (C), Board of Transportation, 72.

William J. Burke, Car Maintainer (A), Board of Transportation, 72.

John Tallon, Railroad Clerk, Board of Transportation, 71.

Mary Mack, Clerk, Hospitals, 71.

Martin J. Ryan, Caretaker, Police, 70.

Edward J. Lenahan, Marine Stoker, Marine and Aviation, 71.

Thomas P. Vaughan, Marine Sounder, Marine and Aviation, 70.

Peter J. Masterson, Inspector of Water Consumption, Water Supply, Gas and Electricity, 71.

Discrimination Charge Levelled Against Fire Dept.

Charges of racial discrimination against the New York City Fire Department are contained in a resolution presented before the City Council last week, by Councilman Benjamin J. Davis, Jr., Manhattan member of the body.

In the resolution, which was referred to the Council Committee on City Affairs, Labor and Industry, Mr. Davis charges that Negro firemen are not given equal treatment, and demands an investigation by the Council.

Two Bklyn Boys Win Competitive Scholarships

Brother Bernard, O.S.F., Principal of Saint Francis Preparatory School, announced that Joseph McDougall, 266 East 43rd St., Brooklyn and Robert Jasinski, 956 Brooklyn Ave., Brooklyn, were the two winners of the competitive scholarship examination held at the school. McDougall received 98 per cent and Jasinski 97 per cent. Both boys come from St. Catherine of Genoa School, located on Albany Ave., Brooklyn, where the Sisters of Notre Dame de Namur teach. The Very Reverend John J. Boardman is the pastor.

The competitive examination was in arithmetic and English, and entitled the winners to four years free tuition at the school. Five hundred sixty-two boys entered, representing 90 parochial schools and 6 public schools, from both Brooklyn and Queens.

The following boys received honorable mention in the scholarship examination: Donald P. Keating, Saint Ephrem's School; Frank M. Hardalo, Holy Cross School; Alfred Joseph Restaino, Our Lady of Guadalupe; Joseph A. Wilkinson, St. Joan of Arc; William J. Flood, Blessed Sacrament; Edward Kolcznski, St. Anselm, and James Neary, St. Catherine of Genoa.





Civil Service LEADER

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

19 MEMBER AUDIT BUREAU OF CIRCULATIONS
87 DUANE STREET NEW YORK CITY CO. 10007 7-5008

The Biggest Thing You Can Do This Week

WHAT is the biggest thing which you as a civil service employee can do this week. It isn't—

1. Worry about your salary, and how to improve it.
2. Think about the coming legislative season, and what you can do about that.
3. Meditate upon a future promotion examination, and how to do your best on it.

All these things are very important, and shouldn't be frozen out of your mind.

But the really biggest thing which you as an employee can do this week, is—

BUY BONDS! All you can, and then some more.

[Memo to all public employees: Turn to page 1 for an important editorial.—Ed.]

POLICE CALLS

'Man on the Beat' Gives His Ideas For Improvement of Police Association

Many members of the PBA feel the same way about the organization as they do about the weather—everybody talks about it, nobody does anything.

But here are some constructive suggestions sent in by a young PBA member, which POLICE CALLS presents for the consideration of other patrolmen, and PBA delegates and officers.

"I have been on the force for only a short time and in common with most of the men, both old and young, I am much dissatisfied with conditions. The most provoking part is that there is nothing any of us can do to improve our conditions. It is a well-known fact that individuals can only accomplish anything through an effective representative organization. In our department, the Patrolman's Benevolent Association is not effective mainly because it is not representative and because the officers cannot act with the full authority of the organization. In my discussions on the problem with fellow policemen, certain recommendations have been suggested. I am outlining them in the hopes that you will be able to print them in your excellent column.

Annual Delegate Election

"1. Annual elections of officers and delegates by the men. The present system of having delegates serve practically for their life in the department does not give the men a chance to change delegates who are not responsive to their wishes. The majority of the present delegates do not consult nor care for the feelings of the members on any issue. A regular democratic election each year would insure delegates anxious to please the men they represent by improving conditions on the job. The same is true of the officers, who should be directly elected by the men.

Outside Front Man

"2. A non-policeman should represent the PBA in its dealings with the Commissioner and other

public officials. The present system does not allow the president to meet the Commissioner on an equal basis, as he is a policeman dealing with his superior. A paid "outside" man could treat with public officials without fear of reprisals.

"3. No man should be a delegate who is eligible for retirement. When a man has put his time in he can have very little interest in the working conditions as he can stop working at any time.

Probationary Men

"4. Every class of probationary patrolmen should elect delegates to serve for five years. At present it is impossible for a man not making top money to have any voice in the PBA. These men who make the lowest salaries should be represented.

5. The PBA should report all news of interest and benefit to the members. Only a well-informed membership can make a strong organization.

"In my opinion all other problems which concern us would eventually be ironed out if the above were put into effect. Needless to say, the present vested interests in the PBA would oppose these reforms. The great majority of the men would, however, be overwhelmingly for them."

MAN ON THE BEAT.

From time to time, The LEADER receives comments from patrolmen concerning the structures and functions of the PBA. What do you think of the points made by "Man on the Beat." We'll be glad to hear.

Seen and Heard In Vet Agency

The other post-meridian, Manager Charles J. Reichert of the Veteran Administration in NYC decided there was a definite need for exit interviews to ascertain the reasons for the resignation or separation from the staff of so many employees. These interviews, it is understood, will be conducted by the newly set-up, Employee Relations Unit, which will have the power of suggesting a reassignment, if it feels that the employee is justified in his or her stand. They say congratulations are in order for Mrs. Harry Mortimer Marks, who "dood it again" . . . this time it's a non-com who's given her a "purty" diamond ring . . . she expects to marry the darlin' boy by December 7th . . . her friends tell this reporter . . . HERE AND THERE: Just who is that male that has Catherine Noonan sooo flustered . . . hmmm? . . . Paul Carr of Premium Accounts Sub-Division and Chief Laura Young were seen

by this reporter the other afternoon in deep conversation, no doubt about "affairs of state" . . . Herman Asnes of Adjustment & Refund Section misses his little assistant who recently left to get married . . . Everything happens to little Vickie Auslander. First it was a problem about lip-stick, then it was getting hit over the head by accident. What's the difficulty now, Vickie? Chief Laura Peterson is so nice to her employees, they have started to regard her not only as a good friend, but as a confidant and adviser . . . Why can't some of the other big chiefs read Dale Carnegie's book or something and get wise? The other day, in one of the Sections of Premium Accounts, an employee requested information on the work she was doing . . . she wanted to understand it so that she could do it more intelligently and efficiently . . . Wouldn't it be wise to see to it that the whole staff is thoroughly instructed? With the importance being stressed at the outset of the staff members' entrance into Vets, surely this step should be taken care of also . . .

Merit Man



Jack Buckholtz

AROUND the New York City Comptroller's Office, the solution to any puzzling problem is usually "ask Jack." And Chief Clerk Jack Buckholtz, who came into the department back in 1905 as a knee-pants office boy, age 14, knows the answer if anyone does.

Back in 1905, explains Mr. Buckholtz, he wasn't very big. In fact, they had to put up a stool so that he could answer the phone on the wall. In those days, the office boys earned the noble sum of \$25 each and every month, for a full month's work. An office boy's task included a lot of detail that a clerk would do today, filing, copying letters, checking vouchers, other jobs. Incidentally, he has expanded a bit since then and today fills out the armchair in his office very neatly.

Rose in The Service

By 1922 he had risen to Clerk, Grade 5 and was assistant to the Chief Clerk of the Finance Department, in charge of personnel. In September, 1937, he was made chief clerk and thought he was all set. But then, along came the new City Charter in 1938 and broke up the old Finance Department into the Comptroller's Office and the Finance Department. He threw coins for a while, finally decided to come over to the Comptroller's staff.

Hotspot Job

His job is a hotspot in the NYC administrations. All the new Federal taxes, bonuses, salary increases mean more and more work for the Comptroller's office, and the staff is undermanned because of the wartime labor conditions.

But he has managed to get out the work. The people on his staff are willing to work overtime to help each other out—even though there is no overtime pay for a New York City employee—just time off sometime in the future.

The atmosphere in his office is friendly. Occasionally the gang gets together and has a party to celebrate some event; retiring employees are feted, and handed War Bonds.

Married in Civil Service

When it came to getting married, Buckholtz stuck to the NYC Civil Service and teamed up with May Scudder, a machine operator in the Department of Water Supply, Gas and Electricity.

The only interruption of his City service came in 1918, when he traded in his City job for a Navy uniform. He started as a Yeoman, made Chief Petty Officer's rating in three months.

Pleasant Music

As for hobbies, he admits that the sound of cards being shuffled is pleasant music to his ears in his leisure time, and he's reputed to be a tough opponent at rummy or poker.

About civil service, his suggestion for improvement is a change in the retirement system. Though many employees over 70 are doing good work in his office, he'd like a 30-year retirement plan. In normal time, he feels that such a setup would move out the older workers ("Like me," he adds) and give the younger people more hope for advancement.

Next April, he'll celebrate his fortieth birthday in the City service, but he's still below the retirement age of 55.

He's been active in the affairs of the Finance Post, American Legion, and in the Loyal Order of the Moose, where he is a trustee.

He used to be an active basketball player, now likes to follow football and baseball.



Don't Repeat This!

Politics, Inc.

FROM NOW ON, look for a rising pitch of interest in the NYC Mayorality elections. In the next few months, more and more names will be mentioned as possible successors to LaGuardia. Substantial citizens and puffed-up politicians will throw out their issues and their personalities, in the hope that the public will catch fire.

BUY BONDS

ABOUT the Little Fellow, two schools of political thought have developed. One group of clubhouse thinkers argues he's much weaker than he was 4 years ago. Another group, which agreed with the first view until recently, is now asking, just where is he weaker? His Sunday radio talks and his vigorous stand against OPA violators have increased his popularity with housewives. Among Italians, a sizable portion of the NYC vote, he is more popular than in '41. Nor has he lost ground with racial groups anywhere, so far as these politicians can see.

BUY BONDS

THOSE who adhere to the first view, come back with the point that he's much weaker in the GOP organization. His strong campaign for FDR didn't help him in Republican circles, either. At the same time, the Republicans themselves feel stronger because they control a vast quantity of State patronage through Dewey—and lots of this patronage falls in New York City. Four years ago, LaGuardia had some Republican county and clubhouse support. Today he has none at all. Between LaGuardia and Republican leaders like Tom Dewey, Tom Curran, Ashmead, Knewitz and even Crews, there is deep and bitter dislike, fostered through the years.

BUY BONDS

BUT POLITICS is a funny maze. And these fellows, who can't stand the sight of the Little Man in City Hall, must ask themselves: "Shall we give the City back to Tammany and thereby hurt the GOP organization to the extent of possibly losing the Governorship in '46? Or shall we swallow our feelings about LaGuardia, and support him again—using him to keep the Democratic organization from growing strong?" The point here would be to keep the Democrats weak in order to help the Boss, Tom Dewey.

BUY BONDS

NOW keep your eye on the ball, for the situation gets more quirked up from here on. Manhattan District Attorney Frank Hogan's friends make an interesting argument. They say that Hogan is the only one who can stop a Republican endorsement of LaGuardia. If Hogan should be considered for Mayorality nomination by the Democrats (he's a member of that party), Dewey would see to it that the GOP doesn't endorse LaGuardia. As a matter of fact, the possibility then exists that Hogan might get both the Democratic and the Republican nominations.

BUY BONDS

IN SUCH a case, Hogan must of necessity win the election. LaGuardia would have only the ALP and Liberal Party lines—assuming he could get both, which isn't at all certain. And on these two lines, without major party backing, he wouldn't stand a chance.

BUY BONDS

THERE'S also talk that LaGuardia might not even be a candidate for re-election. First, he might make a trip to Italy. Through FDR, he might conclude a deal with the Democrats whereby he won't run for Mayor—thereby giving the Mayorality to the Democrats. He would back Senator Jim Mead in the 1946 gubernatorial race against Dewey. And LaGuardia would then hope to take Mead's spot in the Senate. This denouement would fulfill LaGuardia's lifelong ambition—to be a United States Senator.

BUY BONDS

THE LIBERAL Party is keeping its eyes open, but at the moment isn't doing any advance "nominating." The Liberals wouldn't like to sleep in the same bed with ALP as backers of LaGuardia; particularly because of Vito Marcantonio's brotherly relations with the Mayor. On the other hand, they can't afford to have LaGuardia win with ALP backing, because they would then be on the wrong side of a good government issue, the ALP on the right side. The Liberals could only support a Tammany candidate of exceptionally high calibre (though they feel such a one won't be nominated). Among the Democratic names they would go for are Col. Charles Poletti, Supreme Court Justice Ferd Pecora, possibly Brig. General Bill O'Dwyer, or Judge Jonah Goldstein.

BUY BONDS

THE LIBERALS don't like the relationship that exists between themselves and LaGuardia. They think that the Mayor feels he can always go along with the ALP and Marcantonio—and that the Liberal boys must back him in any case. Because they couldn't afford to tie up with Tammany types.

Letters

Estimate Board Disregards Employees

Sirs: I feel it is a shame the way the Board of Estimate disregards the needs of City employees. It is a dead-end where all the raises and benefits for City employees die.

There should be some way that City workers could force the Board members to take action. The Police and Firemen organized and won a \$420 raise—almost twice as much as other City employees received for their cost of living bonus. Now it's like a game, where the City Council sends in and asks the Board of Estimate to help the employees. The Mayor and the Board just act as if it's a joke and forget they are dealing with the well-being of hundreds of thousands who are dependent on City salaries for their daily bread.

CITY EMPLOYEE.

Provisional States His Case

Sirs: I believe that one group of employees of New York City are being given a raw deal in the Civil Service Commission's cutting down on open-competitive examinations during the war.

In my case, I have been working for over two years on a precarious temporary basis. I could make much more money on the outside, but took the provisional City appointment, because I was advised that when an examination came along, my job-experience would help me make a high place on the list. Now, I see my job included on the list for which no tests will be held.

I'm not trying to keep a job from a service man, but I feel that my two years of underpaid City service should entitle me to some consideration. As it is now, all I can look forward to is a dismissal notice in the future.

A PROVISIONAL.

The State Employee

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

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

The Truth About Attica

DURING the annual meeting of the Association of State Civil Service Employees, held in Albany on October 17th, Lawrence R. Law, President of the Attica Prison Chapter, discussed with us the 10-hour day that had been in operation at this institution for many years in the case of part of the employees. The men who worked this 10-hour day shift received two days off each week instead of one, the two days being given together. In other words, these men were on duty five days each week instead of the usual six days. Mr. Law stated that there seemed to be some discontent on this matter and suggested that we look into it. The Association had urged and secured the eight-hour law and, of course, has been continuously active in seeing to it that workers received the benefit of that law.

Accordingly, we asked Commissioner John A. Lyons, of the Department of Correction, for an opportunity to discuss the matter with him. He set a date for the conference and John T. DeGraff, Counsel; William F. McDonough, Executive Representative, and the writer went into all phases of the problem with Mr. Lyons and with William E. Leonard, Deputy Commissioner. They stated that Attica was the only prison where a 10-hour day, five-day week was in operation; that, as far as they were aware, no complaints had been filed against it by the employees and consequently, that they felt the employees did not object to it.

Referendum Suggested

HOWEVER, with the usual desire to cooperate with our Association on employee matters, Mr. Lyons suggested a referendum in order to know the wishes of the employees. He communicated these plans to Warden Walter B. Martin, and we likewise notified Chapter President Lawrence R. Law. These gentlemen agreed on the procedure to be followed, and the vote was taken on November 16th. The results of the vote showed that of the 180 men who were on duty that day and voted on the question (40 were absent on vacation, sick leave or day off) 148 favored the 8-hour day and 32 favored the 10-hour day. Nearly 20 per cent of those voting favored the 10-hour day, 5-day week.

The men having indicated their preference in the truly American way, Commissioner Lyons stated that the 10-hour work day will be abolished at an early date. In fact, he had committed himself to abide by the referendum when he suggested it as a way to learn the wishes of the employees.

Manner of Handling Problems

THAT IS THE WAY our Association handles such employee problems. It is a perfect example of friendly cooperation between employer and employee.

We used no "threat to take the violation of the law to the courts." We did not "write to the Attorney General asking for an adjudication before calling in our attorney." These are the usual tactics of groups whose only force is the force of threats, and more threats. The above quotations are from the claims of such a so-called worker organization in a statement that "in less than one month, after Attica members had complained, we win a victory."

An organizer of another such group stated they try to bring about their ideals and accomplish their aims and objectives through pressure on the Governor and the Legislature.

Our Association will continue to champion the cause of all State employees and obtain results by conference and cooperation. We are entirely capable of taking care of our own problems without the type of help offered by poorly-informed groups purporting to represent State workers.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Use of Preferred Eligible Lists

WHEN a competitive civil service employee is laid off because his position is abolished due to lack of work or funds, Section 31 of the Civil Service Law requires the civil service commission "forthwith to place the name of said person upon a preferred list for the office, or position, in which he has been employed, or for any corresponding or similar office or position in the same class, grade, group, or substantially similar or corresponding group as the position he formerly held, and to certify from such list the names of persons for reinstatement before making certification from any other list, for such position or similar position."

It is clear that the law permits reinstatement not only to the position last held, but to any "similar position." Not so clear, however, is the precise meaning of a "similar position" and its application to positions of the same title, but involving different specialized knowledge, skills and duties.

Not Clear Cut

Whether or not a preferred eligible list should be certified to fill such a position is not always easy to decide. Even judges differ. Witness a recent case involving an eligible on a preferred list for Senior Attorney. This eligible had been employed in the Transit Commission prior to its abolition and sought reinstatement to the position of Senior Attorney (Taxation and Finance) in the Tax Department. The State Civil Service Department refused to certify his name, contending that the position of Senior Attorney in the Transit Commission involved different duties and had different requirements for entrance than

the position of Senior Attorney in the Tax Department and that the Civil Service Law authorized reinstatement from preferred lists to similar positions only. The eligible petitioned the courts for relief. The justice at Special Term ordered the eligible reinstated, holding that the Civil Service Department's interpretation of the law's requirement of similarity of position was too strict. The attitude of this judge was summed up in these words:

Ruling of Lower Court

"It is true that the petitioner's former position involved specialization in public service law. The position which he seeks deals in the main with tax law. Both positions, however, call for the skill of a lawyer. The petitioner, having for many years practiced his profession, must be deemed to possess such skill."

But the matter did not rest here. The decision of the lower court was appealed to the Appellate Division. In a recent decision, in which the justices divided 3 to 2 in their opinion, the order of the lower court was reversed. The majority of the higher court held that the action of the State Civil Service Department in refusing to certify the preferred eligible to the Tax Department was not improper as a matter of law and, therefore, should not be upset by the courts. The opinion for reversal stated:

Majority Ruling

"It is my opinion that we may not correctly say, as a matter of law, that the latter thesis (arguments in support of the refusal to certify the preferred eligible) is without merit. The furthest I feel we may go is to recognize that the question presented as to difference in entrance requirements is a troublesome one and that it may be a close one, and presents a



This picture was taken at the first annual banquet of the Dannemora State Hospital Chapter, ASCSE, held in Plattsburg, N. Y., at the Witherill Hotel. Seated at the speakers table (left to right): Thomas Cummings, Chapter Treasurer; Leslie G. Ryan, Assemblyman; William F. McDonough, Executive Representative; Donald Broyette, Supervisor of the town of Dannemora; Ralph E. Walker, President of the Chapter; Wesley LaPorte, Albany delegate; Emmett J. Roach, former assemblyman; F. Claude O'Connell, Clinton County Judge; and Howard J. St. Clair, Secretary of the Chapter.

State Assn. Suggests Interest Rate Reduction on Retirement Fund Loans

ALBANY—Reduction in interest rates charged on loans from the State Retirement Fund has been advocated by the Association of State Civil Service Employees. This is part of the Association's over-all plan for revamping of the Retirement System.

At the present time the Retirement Law requires an interest rate of 6% to be charged on loans to members. In the 1942 report on examination of the System by examiners of the Insurance Department it was recommended that relief be granted to members who found it necessary to borrow, through a reduction in the rate to 5%.

U. S. Reduced Rates

It was pointed out that since 1933 the Federal Government has taken various steps to reduce interest rates payable by borrowers; further, that the New York Insurance Law, since 1940, has fixed 5% as the maximum loan interest rate under new life insurance policies. It is true that the amendment of 1940 does not affect life insurance policies already written and outstanding. However, one of the four largest life insurance companies (The Equitable Life

Assurance Society of the United States) has voluntarily extended the maximum 5% rate to its outstanding policies and another equally large life insurance company is considering doing substantially the same. In other words, it is realized that a 5% rate is still a very attractive rate (after deducting investment expense) and produces a higher yield than could be safely obtained elsewhere, particularly since the collateral back of such loans represents the member's own contributions and that the adverse public criticism against a 6% rate should be considered.

Loading Charge

At the present time 2% of the 6% charged on loans is set aside for administration purposes and called the loading charge. The Insurance Department examiners

concluded that considering the proportion of employees engaged in work on loans, such loading charges were evidently much higher than the actual expense on this account, and to that extent borrowers were paying a substantial portion of the administration cost (other than for the work on loans) of the System, which is presumed to be a responsibility of the State.

A Committee of the State Association which studied the matter reported that life Retirement Law should either be changed to establish 5% as the maximum loan interest rate or, if it is considered desirable to have some flexibility for the future, the maximum rate could be left to the discretion of the Comptroller to determine from time to time, except that the rate could not exceed 6%. In lieu of the foregoing or in combination therewith, the Committee suggests that consideration be given to a plan for the insurance of loans of members.

17 Groups Combine to Urge 5 and 10 Pt. Credit to Vets on Civil Service Tests

Seventeen organizations last week combined in an attack upon the present veteran preference proposal which comes before the State Legislature this year. The group, cooperating as the "Citizens Committee on Veteran Preference," offered its own counter-proposals. The seventeen organizations do not oppose veteran preference; they claim merely that the Hampton-Devaney amendment, which last year passed the State Legislature and must now again come before that body, is not the right answer.

The right answer, says the Committee, would include the following proposals:

- 1—A five-point preference credit to veterans and a ten-point credit to disabled veterans, to be added to their earned qualifying ratings in examinations for original appointment.
- 2—Preference to all veterans in appointments in the non-competitive and labor classes. (The Hampton-Devaney proposal fails to grant any preference whatever to veterans—even disabled veterans—in these positions, which constitute nearly half of the public service.)
- 3—Preference in retention in case of abolition of positions solely to disabled veterans, this to be in

effect for five years after termination of the war.

- 4—Time spent in military service to be counted on the same basis as time spent in civil service for purposes of seniority credit.

- 5—A disabled veteran should be defined as one who is entitled to compensation for war disability. (This definition is essential as a matter of protection to the public service and as a matter of fairness among veterans.)

Present Situation

At present in New York the only veterans entitled to a civil service preference are disabled veterans, who, if they pass a civil service examination for appointment or promotion, must be appointed ahead of all others, irrespective of relative examination marks. The Hampton-Devaney bill gives this same preference to non-disabled veterans, for five years after the war. It gives all veterans preference in retention over civilians in case of lay-offs in the civil service, irrespective of efficiency or seniority.

Pointing out that the Hampton-Devaney bill is unfair because it denies equal opportunity to all to compete for public positions, the Committee warns that it will shut out of the public service the younger generation, most women, and those who served the country during the war in agriculture and essential war industry. WACS and WAVES—even those doing civilian work—will be "veterans" and entitled to preference over wives, daughters and widows of disabled veterans. The bill is discriminatory even among veterans, since the man with an injury so slight as to give him a disability rating of 1 per cent or even 0 per cent from the Veterans' Administration is entitled to preference just as much as the

man with a 75 per cent disability rating.

The committee has established an office at 1140 Sixth Ave., New York City.

The cooperating organizations are:

- State Charities Aid Association
- American Association of University of Women
- New York League of Women Voters
- American Association of Social Workers, New York Chapter
- American Federation of State, County and Municipal Employees (A.F.L.), New York State
- City Club of New York
- Public Education Association
- Citizen's Union
- New York Academy of Medicine
- New York City Nursing Council for War Service, Inc.
- National Probation Association
- Brooklyn Bureau of Charities
- Association of State Civil Service Employees
- Women's City Club
- Civil Service Reform Association
- Prison Association of N. Y.
- New York State Teachers' Association

(The League of Women Voters and the Public Education Association regard any preference as incompatible with the merit system and therefore have not endorsed the alternative preferences suggested by the majority of the Committee.)

Dismissed Parole Officer Loses Court Decision

On June 4, 1943, Irving Lanzer was dismissed from his job as Parole Officer, working for the New York State Division of Parole. The dismissal was improper, Lanzer contended, and went to court to prove it.

In Special Term, Supreme Court, Justice Murray upheld Lanzer's contention. Murray ruled that the charges were not substantial and that the notice of intended disciplinary action was insufficient under the statutes. The court was also of the opinion that Lanzer should have been given a hearing on the charges.

The decision was appealed, and last week the Appellate Division reversed Murray's view. Without going into the facts of the case, the Appellate division ruled against Lanzer "on the law."

An Examination of the Group Plan Of Accident and Sickness Insurance

By C. A. CARLISLE, JR.

The following article concludes a series of four, whose purpose has been the clear, thorough explanation of the Group Plan of Accident and Sickness Insurance, available to State employees who are members of the Association of State Civil Service Employees.

Underwriting Accident and Sickness Insurance

When you are well and free from diseases and infirmities is the time to purchase Accident and Sickness Insurance. Under the Group Plan of the State Association, every attempt is made to write a policy for anybody in State service who applies for it. Sometimes policies can be written even where an employee has only one eye, only one arm, or has undergone a serious illness or disability. This is done oftentimes by putting a rider on the policy eliminating any further claim for that particular disability. Such a procedure, of course, does not apply to anyone who is already insured. It merely refers to persons who are not insured. However, if you have ever had any serious disability and have not yet taken out the insurance, try and see if the Company will write it for you, by completing an application and answering each question honestly and truthfully and giving all possible facts.

The chances are that if you have ever had rheumatism of any degree, heart disease, high or low blood pressure, cancer or tumors of any kind, tuberculosis, ulcers of the stomach, etc., diseases of bladder or any really chronic diseases, the Company will not be able to cover you. And if you are over 59 years, insurance for you won't be issued. However, if you come into the plan before you are 59 and keep up your premiums, you may continue the insurance until you are 70 years of age. Remember, the Company will make every attempt to write this insurance for you if it is at all possible to do so, even with a rider eliminating a chronic disability or loss of a member, etc.

This plan is a co-operative plan, and in order to keep it going many hundreds of new applications should be received every month from employees now in the service and new employees coming into the service.

Remember, too, that any person in the employ of the State who is on a permanent State payroll may apply for this insurance and become a member of the As-

sociation.

Special Advantages

The Group Plan covers disabilities caused by any mental diseases, while the majority of insurance policies, you will find, excludes such disability.

After your policy has been in force ten consecutive months, this policy pays for pregnancy or childbirth, not to exceed four weeks indemnity for any one confinement.

Tuberculosis claims are paid for twelve months in the aggregate; if your disability for sickness exceeds twelve months and if you continue your premiums during your period of disability, your policy may be automatically reinstated provided you apply for such reinstatement within 30 days from the date you return to State service.

The policy covers hernia, which you usually will find excluded in a great many policies. It covers aerial navigation as long as you are a regular transport passenger. It covers sexual diseases and female complaints which are excluded in most policies.

It does not exclude accidents occurring while intoxicated or under the influence of liquor.

The Company is a stock company and you can not be required to pay additional assessments in case of excessive losses.

Servicemen who carried this insurance previous to leaving State service may have their policy automatically reinstated by application to Ter Bush & Powell, Inc., within 30 days after their return to State service.

Paying the Premiums

The method of paying your premiums is simple. Each pay day a small premium will be automatically deducted as long as you are on the payroll, but you may order this stopped at any time and thereby terminate your insurance. Your insurance cannot be terminated, however, except in accordance with the conditions mentioned under renewal conditions.

The Insuring Clause in any policy is what determines the scope

of your protection. It actually is the backbone of your coverage. Our Insuring Clause covers accidental bodily injury while most policies require that bodily injury be sustained through accidental means, which, in the opinion of the accident and health experts and in a great many courts, limits the policy coverage considerably. For example, you might seriously injure your back while shifting a heavy piece of furniture. As you obviously intended to lift that furniture, there would be no accidental cause (or means) involved, thus you would not be covered under any policy which requires that the means or the cause of the injury be accidental. Notice, we consider the results rather than the cause of the injury and we would pay you under a condition as enumerated above because our policy does not call for accidental means.

Consider Your Future

You are not immune from accident and sickness. Perhaps you have never had a serious illness. That does not mean that you will not have it in the next month or in the next six months. Just answer this one question for yourself. Supposing your doctor told you yesterday that you had tuberculosis, ulcers, arthritis or some other serious disease. Are your finances ready for the obligations incurred by disability which might extend over a long period of time? Would you have to rob your savings that you have been making to buy a car, to take a vacation, to make payments on a home, or would you have to depend upon charity? Why not join today with those other thousands of State employees who have had foresight enough to protect their salaries through the Association's Group Plan of Accident and Sickness Insurance. Consider this fact and do it now. If you have any questions whatever, write at once to C. A. Carlisle, Jr., care of Ter Bush & Powell, Inc., 423 State Street, Schenectady 1, New York, and all questions will be gladly answered and answered in full as quickly as possible. Encourage your associates in State service to read these articles and encourage them to insure today so that they may enjoy cash and not sympathy in the future should the need occur.



Here Evelyn Lane, secretary of the NYC Chapter, Association of State Civil Service Employees, is shown in a typical pose, with Chapter treasurer, Joseph Byrnes. The photo was taken by James J. Chiarvalle in Room 905, State Building, 80 Center Street, New York City, where the office is open daily from noon till 4 p.m.

NEWS ABOUT STATE EMPLOYEES

Craig Colony

Mary Love is the new secretary of the local State Assn. Chapter, replacing Margaret Jones, who resigned from the service. . . Helen Carr and Germaine Mannix recuperating very nicely after major operations. . . Edna Carney back on duty after a seige of mumps. . . Joseph Coniglio and John Whitcher former employees have been reinstated and are on duty in Letchworth Division. . . Harold Redance is a new employee in the Village Green Division. . . Supervisor and Mrs. Little spent a recent weekend in Seneca Falls. . . Nurse John McNulty recently had the misfortune to lose his father. . . Willard Brooks is the new clerk in the Business Office. . . Joe Melville planning a busy season officiating at basketball games in area. . . Mr. and Mrs. Lester Carlson spent a recent weekend in Chautauqua County. . . Local hunters bagged several deer during the recent season. . . The Groveland Country Club has reorganized for the coming year with the following officers: President, Dr. Bonafede; Vice-President, Howard Greene; Secretary and Treasurer, Ed Whitcher, and Sgt. at Arms, H. Bill. . . J. W. Mamir is President of the Craig Colony Chapter. . .

Syracuse

THE SYRACUSE CHAPTER of the State Association has received word that Corp. Edward J. Killen, of the State College of Forestry, has been wounded in France and is now recuperating; friends wishing to write him, may reach him at Hospital Plant No. 4179, Det. of Patients No. 12199900, APO 121B, c/of Postmaster, New York City. . . Joseph A. Mercurio, of the State Tax & Finance Dept., Syracuse, is now in Camp Wheeler, Ga.; he was chairman of our last annual dinner. All the members of the Chapter extend to him their best wishes, and only wish that he could have joined them at the Annual Dinner, December 4.

Central Islip

MASON GENERAL Hospital held a dance for soldiers. Nurses who attended report an enjoyable time and urge others to attend. . . Ensign Alma Florio was heard on Sardi's Program from Hollywood, Cal. . . A letter from Thomas Kamerad, former attendant, informs friends that he's stationed in France. . . Sgt. Joseph Batvinis, formerly of the Electrical Department of the hospital, received a nice write-up in a local paper of his activities abroad. . . Lt. Flo Hesse former graduate of CISH, is expected home for Christmas — she was injured in line of duty overseas. . . Bob McGeorge, of Admission Building, is on vacation, having a grand time! . . . Glad to see Mrs. James Bothwell back on duty in Admission 3. . . Best wishes and hopes that Mrs. McLamb of the clinic will soon return to duty—she is attending her mother who is ill. . . Dr. Moore received a bouquet of flowers from the Student body on his birthday, Nov. 14. Hope it will cheer him on his road to recovery. . . First Lt. Esther McCourt is in town visiting husband and friends. This is her last furlough before reporting for overseas duty. Good luck, Lt. McCourt! . . . Another serviceman in town recently was W.T. I/c Mi-

chael Murdock of the U. S. Coast Guard. Mrs. Agnes Tauer of the Clerk's Office is on vacation and is spending the time between Northport and New York City. . . On vacation, also, is Patrolman Ryan, enjoying a rest up in Massachusetts. . . Sorry to report Owen McGovern very sick in "J." Speedy recovery, Owen! One of a group of visitors at this hospital recently was Dr. Newton Bigelow, Asst. Commissioner and Chairman of the Tem. Sal. Stand'n Board. . . An encouraging meeting of the local Chapter of the ASCSE was held in Robbins Hall, November 17th. . . Employees are beginning to appreciate efforts being put forth by their officers. . . Chairman of Central Islip Chapter's enterprising Publicity Committee is Michael Murphy. . .

Industry

FROM THE State Agricultural and Industrial School, Industry, N. Y., comes the following report: The ladies have been devoting more time to the American Red Cross. Besides sewing at the regular meeting held at Cayuga recently, neighbors have met at Mrs. James Clancy's cottage to hasten the completion of kits intended to be used as Christmas gifts for the boys in service. . . Mrs. Fred Brooks and Mrs. Walter Chapin were hostesses at the last Red Cross meeting. . . Mr. and Mrs. Walter Chapin are now enjoying their annual vacation. They are planning to spend a week with Mr. and Mrs. Kenneth Lawrence who live in Gerry. Jimmy Badger, son of Harold Badger, who was an employee here some time ago, and who is now serving the Red Cross somewhere off the Atlantic, is going to be Mr. Chapin's guest on deer hunting trips he plans to take while in Gerry. . . This bowling business at Industry is growing. A new team has been formed. Eugene Barker, Florence, Barker, Arthur Hackney, Frank Latucca, and John Murphy, enjoyed playing several games at Caledonia. The teams which play at the State Hospital are still strong. Grace Barker nets an envious score among the ladies. Jesse Funt and Walter Chapin are doing their best to outdo each other. Both are new at the game. . . Mr. and Mrs. Charles Butsch were dinner guests of Mr. and Mrs. Clifford Scott recently. Mrs. John Murphy, Mrs. Robert Noble, Florence and Grace Barker, and Mrs. Harold Van Volkenburgh called on them too, not so long ago. Mrs. Scott is now employed at the State Hospital in Rochester. . . Mrs. Royce Leaton spent several days in La Rue, Ohio, visiting Mrs. Myron Wood. . . The "Old Timers' Party" held at Cayuga Recreation Cottage last month, was sponsored by the veteran employees of the institution, whom Superintendent Clinton W. Areson chose to conduct the Sixth War Loan Drive. A short period was devoted to explain the plans for the campaign. Refreshments and amusements followed. . . Walter Cushman's son, James, was married recently. . . Mrs. Isaac Chapel has been confined to a hospital with her recent illness. Mrs. Don Manning has been ill, too. . . Grace May Smith was in New York. Jesse Funt had occasion to go there, too. . . Mr. and Mrs. Robert Noble had ten days off recently. Mrs. Noble visited her sister in Rome, and Mr. Noble went deer hunting. . .

A SPECIAL LOW COST GROUP PLAN Health & Accident Insurance

Read the four articles in The LEADER, November 14, 21, 28 and December 5, for the complete story on this amazing insurance offered to you.

Sponsored by The Association of State Civil Service Employees of the State of New York, Inc.

Offered By **TER BUSH & POWELL, INC.** 423 State St., Schenectady, N. Y. Written Through **COMMERCIAL CASUALTY INSURANCE CO.** 10 Park Pl., Newark, New Jersey

Here's What This Good, Low-Cost, Accident and Health Insurance Will Do For You

1. IT WILL PROVIDE YOU WITH READY CASH when illness or accidental injury comes your way.
2. IT WILL RELIEVE YOUR MIND OF FINANCIAL WORRY—the kind of worry that eats at a man's heart when he is prevented from working . . . when his income stops . . . when bills keep piling up.
3. BY RELIEVING FINANCIAL WORRY IT WILL HELP HURRY YOUR RECOVERY—and when a man's mind is at ease . . . when he knows that his bills are being taken care of—nature and medicine can work wonders.
4. IT WILL HELP PROTECT YOUR FAMILY by giving them that extra protection they need if misfortune should befall you.

\$1,500,000.00 BENEFITS PAID TO STATE EMPLOYEES SINCE 1936

INSURE NOW!

AT PRESENT LOW RATES

MAIL POSTAL CARD TODAY FOR FULL INFORMATION

C. A. CARLISLE, Jr.
TER BUSH & POWELL, Inc.

423 State Street

Schenectady, N. Y.

PUBLIC ADMINISTRATION

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

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

Planning Hints For Small Cities

By RUSSELL VAN NEST BLACK
Planning Consultant

HUNDREDS of cities are now doing good over-all planning jobs—preparing for post-war eventualities and laying the groundwork for improvement and development through later years. Thousands of municipal officials and leading citizens in other hundreds of towns and cities want to plan but don't quite know how to go about it. No article of this brevity can completely set the pattern for effective planning. It can perhaps emphasize a few of the more important guide-posts.

Although directed primarily toward helping the smaller city, the following suggestions are, for the most part, equally applicable irrespective of size of city. The planning process is much the same for a small city as for a large one. Although sometimes less pronounced and less complex, the same problems are met in one place as in another.

Organization Is Important

While the per capita cost of planning is likely to be somewhat higher in the small city than in the large one, the actual cost of the most thorough over-all planning job is never large in proportion to potential savings in municipal expenditures—never large enough to be a real obstacle in itself. The only difficulties peculiar to the smaller place are those growing out of its relatively inadequate organization for doing the work.

The best procedure is through a planning board or commission created and empowered under the state enabling legislation now available in practically all the states. Where permissible, the

planning board should include representation from the governing body. Its citizen members should be representative of all major community interests, should be people of integrity and good judgement, well recognized and highly respected. Half the planning battle is won or lost in making appointments to the planning board.

Public Interest

Public interest in and support of the planning idea are essential to best results. For wider representation and to get more people interested in community problems, the planning board may do well to enlist the help of one or more advisory committees. But committees should not be created until there is clear-cut work for them to do.

Must Have Funds

Nothing is gained by creating a planning board without staff or funds sufficient to do a proper job. The un-serviced board must resort to conversation, and conversation never produced a plan. A lay board is not qualified to do technical planning work nor should it be expected to undertake such work. The true function of the board is rather to evolve ideas and policy and to exercise its judgement upon plans and other material produced by technically-equipped helpers.

Without experienced guidance a planning board usually does the wrong thing or nothing. Guidance and direction of technical work may be supplied by a full-time trained planning staff supplemented as may be neces-

sary by more experienced outside help and advice. But for a small city, maintenance of a competent full-time staff may be impracticable and reliance must be placed upon an outside consultant and his office for doing most of the technical work. In such cases, the town engineer and whatever staff he may have should be tied closely with the work. And the continuation services of the outside consultant should be engaged to help with the follow-up work of plan adjustment and plan administration. No city plan is ever finished. Every city plan should be subject to continuous study and periodic adjustment as changing conditions may require. No city plan is automatically effective. The city planning board must keep the plan continuously under observation and somebody at city hall must be specifically charged with keeping the plan alive and operative.

Plans Must Be Realistic

Cities have been admonished to "make no little plans." But plans must be realistic and practicable if they are to come to anything. They should be imaginative enough to lift the community out of old ruts and to lift the sights of the community to all things reasonably within its resources, and they may at times extend into the realms of the somewhat improbable. But always they must be sufficiently down to earth not to be laughed out of court by sensible men.

Finally, unless a governing body is willing to use its planning board not only for initial plan making but also for subsequent help and advice in planning matters, it is better not to create a planning board and better perhaps to leave planning alone.

Central Heating Saves Money for Community

Escanaba's city council is considering a plan which, if adopted, will make the Michigan community the second city in the nation to heat all of its homes, stores, schools and churches from one central heating plant. It is a plan which may well be followed with interest by other cities.

The Michigan city of 15,000 population already has made a start in this direction, constructing a small central heating plant in 1937 to serve a limited number of customers in the downtown area, the International City Managers Association reports.

Local interest in the municipal service led the city council recently to ask for a survey and recommendations by the city manager with regard to expansion of the central heating system to include the entire community.

Virginia, Minn., early this year became the first city in the country to go on complete central heating, using a municipally-owned heating plant operated on a non-profit basis.

The Costs

The Escanaba survey showed that community-wide heating by the central unit was feasible from economic and engineering standpoints, and that such a system could meet operating and maintenance costs, taxes and depreciation. To supply the entire system with heat would require a capital outlay of \$3,190,000, about a third of this amount for plant and two thirds for distributing mains.

The Savings

Operating costs for the enlarged system are estimated at \$240,000 yearly compared to present expenditures of about \$300,000 by individuals and private concerns for coal for individual

heating units. Annual revenue from steam at 78 cents per 1,000 pounds and sale of electricity generated by the steam turbines would total \$531,000, but the net profit would be small because annual capital costs—taxes, depreciation and interest on investments—total more than \$240,000. Capital costs would be reduced materially if the project is financed in part by special assessment.

Unfavorable Factor

Most unfavorable factor in carrying out the plan is the high initial cost of the underground system plus the cost of converting individual heating equipment to steam heating which would range from \$200 to \$500 per dwelling unit.

Recommendations to the city council were that the present plant be extended up to a capacity of 50,000 pounds of steam per hour on a pay-as-you-go basis sufficient to serve the downtown area; that plans be made and an assessment and financial policy be established to enable the city to expand the plant as rapidly as economic conditions make subsidies available; that no expansion be made beyond the downtown area unless at least 80 per cent of the consumers in the area to be served agree to convert their heating systems and purchase heat from the central municipal system.

"Teen Town" Hotel

Towanda, Pa., has purchased a three-story hotel building and converted it into a Teen House equipped and operated under supervision of an adult board and

Recording Device For Fire Alarms Effects Savings

Herbert A. Friede, Superintendent of Fire Alarm Headquarters, District of Columbia, has found from experience that firemen can't always rely on messages coming in by telephone. "When the human element enters into the transmission of an alarm of fire too much dependence cannot be placed upon the human voice and upon the ability of the ear to differentiate between names and numbers . . ."

So Supt. Friede recommends a means of recording incoming fire alarms. Washington has had such recording machines since 1938, and they have been successful, Friede reports.

He described it: "This recording device is a dual recording machine. Each cylinder has a recording time of ten minutes, with an overlap of 20 seconds during the changeover period. These machines use the same recording medium that is used in commercial recording machines [Dictaphone K-142 Recorder.—Editor.]

The records can be shaved and used several times over. The cost, according to the Washington Fire Superintendent, is about 4½ cents a day.

"The Washington Fire Department has saved thousands of dollars in erroneous runs," Friede says, as a result of using the recording device.

a young people's council. The old building was remodeled to provide rooms for reading, playing games, dancing and other recreation. The local government does most of the repair work and heats the building. Funds needed for operation are raised by appeals in the local newspaper and an occasional tag day.

Next Week

A SPECIAL ENLARGED SECTION of The Civil Service LEADER next week will be devoted to the newest ideas and developments in Public Administration. There will be a variety of articles about what communities throughout the nation are doing in post-war planning, fire, sanitation, park work, hospital, health, and similar activities. In addition, there will be many special articles, among them:

NEW DEVELOPMENTS IN FIRE FIGHTING

By George W. Booth

Chief Engineer, National Board of Fire Underwriters

NEW YORK CITY'S MUNICIPAL CANNERY A Unique Experiment in Cooperative Administration

By Albert Pleydell

Commissioner of Purchase, NYC

and Peter F. Amoroso, M.D.

Commissioner of Correction, NYC

A WORKABLE POST-WAR PROGRAM FOR AMERICA

By Frances Perkins

United States Secretary of Labor

SETTING UP A MUNICIPAL RESEARCH BUREAU

By David King Rothstein

Economist, U.S. War Labor Board

Information

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

140. ASPHALT MIXING PLANTS

An asphalt mixing plant for an expensive mix and the Cleaver Tank Car Heater are described in illustrated literature of the Cleaver-Brooks Co., 3112 West Center St., Milwaukee, Wis.

141. CHEMICAL SUPPLIES

Chemicals for municipal use are available from the Dow Chemical Co., Midland, Mich. Ferric chloride for sewage treatment, calcium chloride for control of dust and ice, caustic soda and insecticides are listed in the catalog.

142. FOR EMERGENCY ROAD REPAIRS

The "Speed Scoop," a small scraper, designed for emergency repairs is fully described in an illustrated booklet of the Huber Manufacturing Co., Marion, Ohio.

143. CALCIUM CHLORIDE FOR ROAD TREATMENT

Complete charts, tables and the advantages of road surface stabilization with calcium chloride are explained in an interesting book made available by the Solvay Sales Corporation, 49 Rector St., New York City.

144. CHLORINE WATER CONTROL

"Taste and Odor Control by Reservoir Control Blanket," an article by Gordon L. O'Brien, Designing Engineer, Bureau of Water Supply, Baltimore, Md., is now being distributed by the Wallace and Tiernan Co., Newark, N. J.

145. TO CLEAN WATER MAINS

Restoration to 95 per cent of original capacity of clogged water mains is claimed by the National Water Main Cleaning Co., 30 Church St., New York City. Service takes only 5 to 7 hours. A description of their service may be obtained.

146. TANK GAUGES.

One hundred per cent automatic tank gauges, approved by the Underwriters Laboratories, are made by the Liquidometer Co., 38-13 Skillman Ave., Long Island City, N. Y. Other features stressed by the manufacturer: No pumps or valves needed; models available for remote or direct readings, accuracy unaffected by specific gravity of the liquid.

147. ELECTRON MICROSCOPE

The new RCA Electron Microscope is the latest development in laboratory equipment. By turning a knob,

the operator may enlarge an image through 40 steps of magnification from 100 diameters to 20,000. Detailed descriptions of the new apparatus are contained in a booklet prepared by the Radio Corporation of America, Camden, N. J.

148. FIRE EXTINGUISHED IN 20 SECONDS

The Cardox carbon dioxide fire extinguishers bring burning gasoline under control in twenty seconds. Use of Cardox equipment is outlined in Bulletin No. 2384 of the Cardox Corporation, Bell Building, Chicago, Ill.

149. AFTER-WORK CLEANSING

"No factory hands," even after work, is the boast of the makers of pH10 Skin Cleanser. Convenient, economical dispensing methods are available to fit all types of wash-room equipment. Samples and circular are available. The Stepan Chemical Co., 1353 North Branch St., Chicago, Ill.

150. CONCRETE SEWERS

Concrete sewers provide minimum infiltration and leakage; maximum hydraulic capacity and the strength to serve for generations at lowest annual cost, says the Portland Cement Association, 33 West Grand Ave., Chicago 10, Ill. Free literature to aid in planning concrete sewer construction is available.

151. SEWAGE DISPOSAL GATES

Everdur, a copper silicon alloy is especially adapted for use on gates of sewage disposal plants. It is rustproof and highly resistant to corrosion, can be fabricated economically by all common methods. A complete explanation is found in Anaconda Publication E-11. Made by the American Brass Co., Waterbury 88, Conn.

152. HOIST BUCKETS

Brownhoist Buckets handle ore, gravel, coal or dirt and do a better job, say the makers, because larger sheaves reduce rope wear, heavy carbon steel digging lips take deep clean bites, extra sturdy construction insures long life. Described in literature of the Brownhoist Corporation, Bay City, Mich.

153. FOR CONCRETE MIXING

A complete highway portable batching plant is described in bulletins of the C. S. Johnson Co., Champaign, Ill. Data is also available on bulk cement handling equipment, cement storage bins, concrete buckets, batchers.

Public Administration Editor
Civil Service Leader, 97 Duane Street, New York City

Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

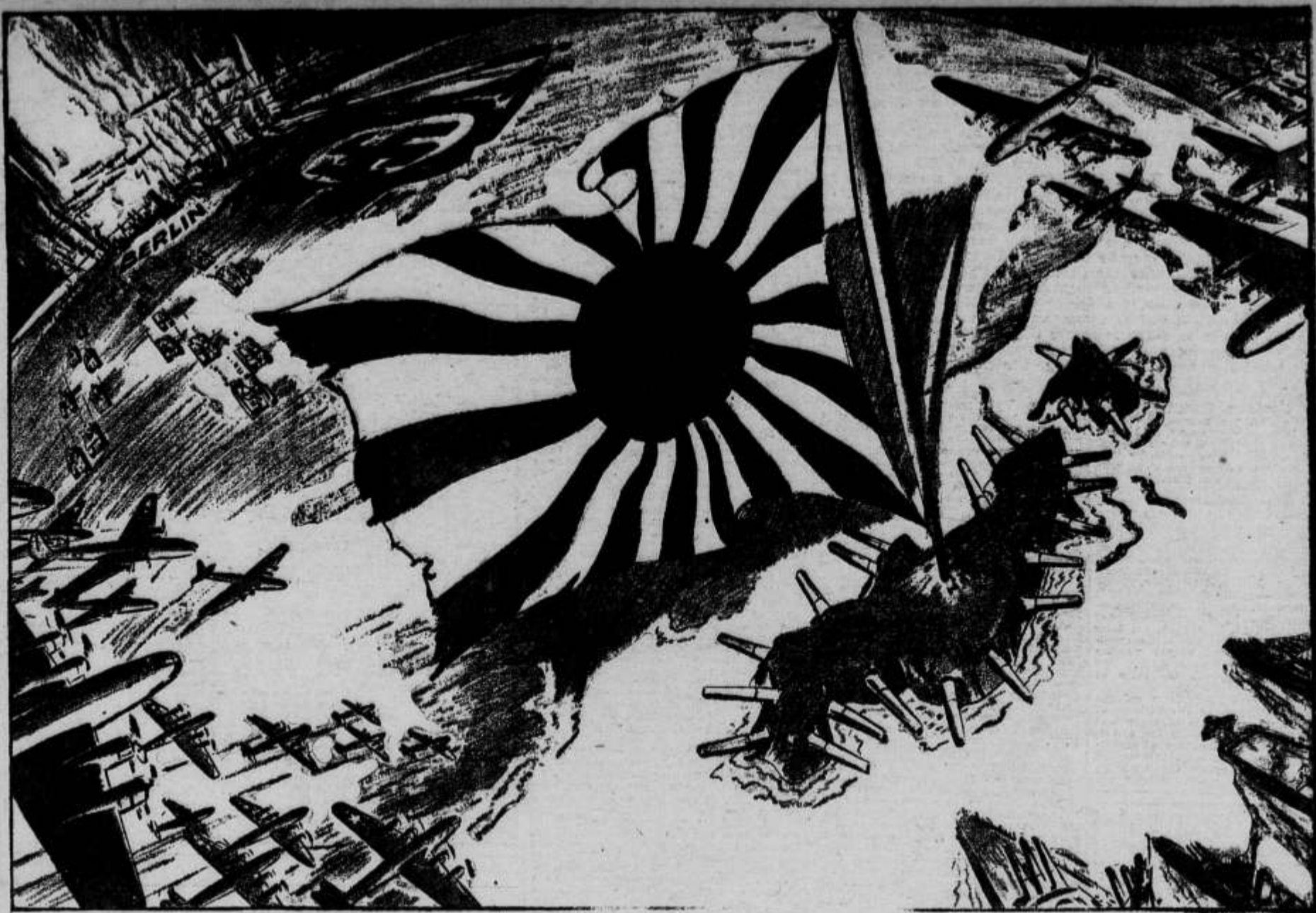
Name _____

Title _____

Organization or Agency _____

Address _____

Numbers of Items _____



BERLIN IS ONLY A WHISTLE STOP

Yeah, that was Berlin we just passed.

Seemed like we'd never get there, didn't it? And now that we made it, anybody feel like a stopover? Little celebration or something like that?

Forget it, friend. This is a through train we're on. And before we get to where we're going, Berlin will seem like a whistle stop. A dot on the map, once removed.

Tokyo's our destination. Half a world and billions of bucks away and one thing is sure! If you're going our

way, you pay your own freight.

That means you keep on buying more and more bonds until you've bought every bond you can dig up the dough for. And then you buy *another* one!

Remember, you *might* be making this trip the hard way. From island to island. Through the jungle. In a B-29. In a submarine.

So don't feel too sorry for yourself. Get that *first* extra bond today . . . right now . . . this minute!

KEEP ON BUYING BONDS TILL IT'S OVER, OVER THERE!

This advertisement is a contribution to America's war effort by

Pflugfelder Bampton and Rust

M. Itzkowitz & Sons, Inc.

Superior Reed & Rattan Furniture Co.

B & B Auto Spring Co.

Kulka Electric Mfg. Co.

Lite Manufacturing Co.

Leather Trading Corp.

Carol Textile Co.

Harry Brody

J. Durando & Sons

Abel's Bakery

Dave Pickholz

Mary Jane Lee, Inc.

Ace Lacquer & Chemical Co., Inc.

Kollner's Pork & Meat Products

Minwax Company, Inc.

Posteraro Brothers

Peerless Paint & Varnish Corp.

Julius Tantleff

Edwin Flower, Inc.—Electrotype

Louis Shiffman—Lighting Fixtures

La Marina Bar & Grill

Samuel Dubin

Shields Manufacturing Co., Inc.

Aqua Proof Coat Co.

Kodish & Zwick

Cutting Room Appliances Corp.

John T. Stanley Co.

John B. Salterini Co.

Chelsea Finishing & Dyeing Co., Inc.

Triple Novelty Footwear Co., Inc.

Ideal Knit Goods Processing Co.

H. E. Knaup Sons, Inc.

New York Underwear Co.

Kern Moss Optical Co., Inc.

Abendschein & Hoeller

Tri-Boro Pontiac Company

Stump & Walter Co.

General Carloading Co., Inc.

Roure-DuPont, Inc.

Woerner & Nelson, Inc.

Cohen & Ganbaum Co., Inc.

Royal Frocks, Inc.

Reichard Bros.

Cochaud Wire Die Corp.

Impero Dye & Finishing

Palace Frocks, Inc.

P. Markoff & Sons

Fisk Co.

V. La Corte

Miller Refrigeration Service

Superior Manufacturing Co., Inc.

U.S. Jobs

(Continued from page 12)

- ACCOUNTANT (Requires constant travel) \$3200.
ADVISER (\$3200 to \$3800, Incl.): Technical Cataloging (Gasoline and Diesel Engine).
AGENT (\$4000): Plant.
ANALYSTS (\$1800 to \$4000 Inc.): Principal Cost, Industrial Marketing, Management, Cost, Marketing, Repair Cost, Freight Space.
APPRAISER (\$4000): Repair Cost.
ASSISTANT (\$2000 to \$3800, Incl.): Production (Elec.), In-Service Training (Administrative & Clerical), Training, Property Identification.
AUDITORS (\$3200):
CHEMIST (\$2000 to \$3200 Inclusive): Laboratory Technician.
CHIEF'S (\$4000): Communication Center.
ECONOMIST (\$2000):
DIRECTOR (\$4000): Civilian Training.
ENGINEERS (\$2000 to \$4000 Inclusive): Electrical, Specification Writer, Marine, Studio Control, Maintenance, Hydraulic, Aeronautical, Radio, Mechanical, Associate Marine, Hydrologist, Industrial, Soils Mechanical, Safety, Architectural, Welding, Sanitary, Field Materials.
ENTOMOLOGIST (\$3800):
EXPERT (\$2000 to \$3200, Inclusive): Packaging, Maintenance or Lubrication.
INSPECTORS (\$2000 to \$3500, Inclusive): Plant Quarantine, Rail, Veterinary.
INSTRUCTOR (\$3800): Training.
METALLURGIST (\$2000):
METEOROLOGIST (\$2000):
MYCOLOGIST (\$3800):
NEGOTIATOR (\$3800):
OFFICERS (\$3200 to \$4000 Inclusive): Property Disposal, Purchasing (Textiles), Property & Supply.
PHYSICISTS (\$2000 to \$3800, Inclusive):
SPECIALISTS (\$2200 to \$5000 Inc.): Procurement, Training, Technological (Russian, French & Spanish), Production, Marketing, Information, Industrial, Defense Securities Promotion.
STATISTICIAN (\$2000 to \$3200, Incl.):
SUPERINTENDENT (\$4000): Stevedore (Overseas Assignment), Warehouse.
SUPERVISOR (\$3200): Payroll.
SURVEYOR (\$3200): Marine.
TRANSLATOR (\$1800 to \$3200, Incl.): Technical Spanish, Italian, French.
Attendant, \$1200-\$1440 p.a.; 67c-78c per hr.; \$23.60-\$26.00 per wk.
Chauffeur, \$1320-\$1650 p.a.; 55c-67c hr.
Carpenter, \$1800 p.a.; \$6.24 per diem; \$1.14-\$1.26 per hr.
Radio City Music Hall: Showplace of the Nation.
'Irene Dunne' and 'Charles Boyer' in 'Together Again' with Charles Coburn.
'A Lavish Musical Show!' at the ROXY.
Humphrey Bogart in 'To Have and Have Not' with Walter Brennan, Dolores Moran, Lauren Bacall, Hoagy Carmichael.
Dennis Morgan, Eleanor Parker, Dane Clark, Faye Emerson in 'The Very Thought of You' with Abe Lyman and His Californians.
Alma's Tea Room.
Pappas Restaurant.
Hickey's Blarney Castle Bar and Cabaret.

- Engineering Aide, \$1800-\$2600 p.a.
Technical Consultant, Trainee, \$2000 p.a.
Negative Cutter, \$2000-\$3000 p.a.
Clothing Designer, \$3800 p.a.
Draftsman, \$1320-\$2900 p.a.
Illustrator, \$1620-\$3000 p.a.
Allowance Aide (Electrical), \$30000 p.m.
Physical Science Aide, \$1800 p.a.
Tool Designer, \$3000 p.a.
Inspector:
Motion Picture Technician, \$2000 p.a.
Motion Picture Printer, \$1820 p.a.
Property Man, Ungr., \$2000 p.a.
Projectionist, \$3200 p.a.
Photograph Specialist, \$2200 p.a.
Photographer, \$1800 p.a.
Fire Prevention Inspector, \$2000 p.a.
Inspector of Radio, \$1440-\$2000 p.a.
Inspector Ordnance Materials, \$1440-\$2600 p.a.
Inspector Engineering Materials, \$1020-\$1800 p.a.
Inspector, S.C.M., \$1440 p.a.
Und. Insp. A-C Supplies, \$1500 p.m.
Shipbuilding Inspector, \$3200 p.a.
Ammunition Inspector, \$2000 p.a.
Motion Picture Technician, \$2000-\$2000 p.a.
Laundry Superintendent, \$2000 p.m.
Watch Expert, \$2000 p.a.
(Continued on Page 16)

Amusement

By J. RICHARD BURSTIN



DOLORES MORAN
Currently on the screen of the Hollywood Theater in "To Have and Have Not" which stars Humphrey Bogart and Lauren Bacall.

DENNIS MORGAN
Co-stars with Eleanor Parker and Dane Clark in Warner Bros. "The Very Thought of You" now at the Strand Theater.

The current Strand show is now in its third week with Abe Lyman and his Californians heading the in-person show and Dennis Morgan, Eleanor Parker and Dane Clark featured on the screen in Warner Bros. "The Very Thought of You."
"Meet Me in St. Louis" now at the Astor Theater, is a definite "must." Judy Garland and winsome little Margaret O'Brien are at their best. Ditto for Mary Astor, Tom Drake, Marjorie Main and Lucile Bremer.
The Radio City Music Hall show has been held over for a second week. "Together Again" is the screen presentation and Irene Dunne and Charles Boyer star.
"Mexican Hayride" will move out of the Winter Garden Theater and down to the Majestic on December 18 to make room for the latest Olsen and Johnson comedy, "Laughing Room" which will have its premiere on the night of December 23.
Frances Reid, Susana Garnett,

Margot Stevenson and Mary Welch will appear in the revival of "Little Women" which comes to the City Center on December 12.
Two new plays are scheduled to have their openings this week. "A Bell For Adano" will open at the Cort Theater on December 6 with Frederick March in the starring role. Billy Rose's new production, "The Seven Lively Arts" will open at the Ziegfeld Theater on the eve of December 7.
Civic Center Operetta
"Gypsy Baron," New York Civic Center Opera Company's latest arrival at 55th Street, presents William Home Polyna Stoska and Marguerita Piazza in an English adaptation of Johann Strauss' famous operetta.
The story of a Transylvanian Baron who is given title to his lands only to find them occupied by a prosperous big raiser with a beautiful daughter and a swarm of gypsies sheltering the unknown daughter of a late Pasha, presents unusual opportunities for typical light opera complications. With beautiful settings borrowed from the St. Louis Grand Opera Association and music that will set Strauss' lovers' hearts tingling.

H.Y. CITY CENTER OPERA CO
"A POPULAR SUCCESS!" -OSCAR THOMPSON, "Sun"
NOW thru DEC. 10. JOHANN STRAUSS' THE GYPSY BARON
"An melodious a show as there is on Broadway. I loved it." -GARLAND, "Jour-Amor."
90c, \$1.20, \$1.80, \$2.40
Evenings including Sunday, \$1.30
Mats, Sat. & Sun. 2:30: 90c, 1.20, 1.80 Tax Incl.
Seats at Box Office Only. No Mon. Perf.
N. Y. CITY CENTER, 131 W. 55th St.
MAYOR F. H. LA GUARDIA, Pres.

M-G-M's Technicolor Joy-Film!
Here Judy Sing the Hit Parade Tune "THE TROLLEY SONG"
Starring JUDY GARLAND with MARGARET O'BRIEN
'Meet Me in St. Louis'
ASTOR
Doors open 10 A.M. Continuous Popular prices Broadway & 45th Street

? Planning a Vacation ?
ARDEL TRAVEL BUREAU CAN HELP YOU!
251 W. 57th St. Cir. 7-8158 Room 714

FOR VACATION FUN AND REST
55 Miles from New York a vacation "heaven," breath-takingly beautiful countryside...
plum point
"YEAR-ROUND VACATION RESORT" New Windsor, N.Y. Newburgh 4370

MALIBU RANCH
MILFORD, PA.
"A Western Ranch in the Heart of the Poconos"
75 Miles from Manhattan
Best Horses & Food
Open All Year
N.Y. Office - WO. 2-5947
MANNY MONT - 75 Duane St.
Make reservations now for Christmas and New Years

LEARN TO DANCE PRIVATELY
taught by expertly trained teachers
Waltz, Foxtrot, Rumba \$5
Samba, Lindy, Tango
Complete GUARANTEED Course
LEARN EASILY | PRIVATE \$1 IN 3 HOURS LESSON
Miss Virginia Beginner's Specialist DANCE STUDIOS
FIELDS NOW AT 375 Columbus Circle (West 64th Street)
Near all subways - In heart of the City

COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appetizing salads. Tea Leaf Readings an entertainment feature.
Alma's TEA ROOM
773 Lexington Ave. N. Y. C.

PAPPAS RESTAURANT
Famous for Steaks and Sea Food for Over 30 Years
And now a very modern, up-to-date cocktail lounge!
Served from 12 to 9 P. M.
WINES, LIQUORS
254 WEST 14th STREET
WA. 9-9421, 9143

MICHAEL TODD presents Critics Award America's Funniest Man BOBBY CLARK MEXICAN HAYRIDE
By HERBERT & DOROTHY FIELDS • Staged by HASSARD SHORT
Songs by COLE PORTER
WINTER GARDEN Broadway and 50th Street :: CI 7-5161
EVES, 8:30--MATINEES WEDNESDAY and SATURDAY 2:30

DANCE SATURDAY NIGHT--DEC. 2nd
GRAND BALLROOM CITY CENTER CASINO \$1.00
135 WEST 55th ST. OFF 7th AVE. HAL KADER & ORCHESTRA ADM: plus tax
OPEN HOUSE! SERVICEMEN INVITED. SPONSORED BY WELFARE COMMITTEE
UNITED VETERANS OF SECOND WORLD WAR, Inc.

Plymouth RESTAURANT
103 HENRY STREET
FORTIFY YOURSELF to meet the hardships of war with good wholesome vitamin-bursting food at sensible prices. Regular Luncheon and Dinner, Bar and Cafe. Also a La Carte. Air Conditioned.

DELICIOUS FOOD
Southern Fried Chicken Our Specialty • A LA CARTE • WINES AND LIQUORS • \$5 COURT ST.
N E BORO INN BAR AND GRILL
GEORGE J. HERMANN

Zimmerman's Hungarian AMERICAN HUNGARIAN
163 West 46th St., East of Broadway.

Nationally famous for its quality food. Dinner from \$1.25 served till closing. Excellent Floor Shows. Gypsy and Dance Orchestras. No cover ever, minimum charge on Saturdays only. Tops for parties. LONGACRE 3-0115.

Bar and Grill... Serving the Finest In THIRD AVENUE RENDEZVOUS (Formerly B & K Bar & Grill)
Wines - Liquors - Beers
Your Genial Hosts - C. HOOPER and A. WEEKS
5377 THIRD AVENUE, Cor. 160th Street NEW YORK CITY

ELSIE'S DINING ROOM
975 ST. NICHOLAS AVE.
ELSIE TAYLOR, Proprietor

For the FINEST FOODS... Strictly Home Cooking - Special Catering to Clubs - For Reservations Tel. WADSWORTH 3-9543
Bet. 159TH & 160TH STREETS

CAFE WIENECKE Manhattan's Most Intimate Spot
207 EAST 86th ST., NEW YORK
• Afternoon Tea • Luncheon • Dinner • Supper • Concert
Famous for FRENCH and DANISH PASTRIES
Special Dining Room for Weddings, Banquets and Private Parties
For Reservations Call ATwater 9-8230
Open From 10 A.M. to 3 A.M.

HICKEY'S BLARNEY CASTLE
MUSIC AND ENTERTAINMENT by and his Irish Orch.
1643 CASTLE HILL AVE., BRONX Talmadge-2-8755
GET YOUR SHARE OF FUN "FRIVOLITY"

RADIO CITY MUSIC HALL
Showplace of the Nation
ROCKEFELLER CENTER
"A lot of fun... heartily recommended to anyone in need of a relaxing laugh." -KATE CAMERON, "NEWS"
Irene Dunne Charles Boyer
'TOGETHER AGAIN' with Charles COBURN
A Columbia Picture
ON THE GREAT STAGE
"CURTAIN TIME" - A bright revue, produced by Russell Markert, featuring the Rockettes, Glee Club, Corps de Ballet, Music Hall Symphony Orchestra, direction of Erno Rapee.
PHONE CIRCLE 6-4600

"A LAVISH MUSICAL SHOW!" -Hole, Daily News
ON STAGE
Cafe Society UPTOWN presents
JIMMY SAVO MILORED BAILEY Extra PEARL PRIMUS
SOMETHING FOR THE BOYS in Technicolor!
20c
Doors Open 10 A.M. 7th Ave. & 50th St. ROXY
Buy a War Bond at the Box

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

Dennis Morgan - Eleanor Parker - Dane Clark - Faye Emerson
IN WARNER BROS HIT "THE VERY THOUGHT OF YOU" IN PERSON
Abe Lyman and HIS CALIFORNIANS
LOW, HITE & STANLEY • BOB DU PONT
Buy Bonds! STRAND B'way & 47th St.

