

PATROLMAN EXAM REOPEN TO JAN. 29 ON O'DWYER ORDER

Accumulated Overtime Pay Urged on State

All Employees Would Be Included on Straight-Pay Basis—under State Assn. Proposal—Money Asked for Unused Vacations, Future Time-and-A-Half Scale; 'Clean Slate' Asked

By C. L. FENTON
Special to The LEADER

ALBANY, Jan. 22—Payment for past overtime and unused vacations at straight rates, and time and a half for future overtime, were asked today by the Association of State Civil Service Employees.

The extra pay problem was considered by the Association as 3-fold:

1. Payment for unused vacation and overtime.
2. Covering such accumulated overtime as is now outside legal requirements.
3. Setting future overtime rates at time and a half.

As an overall proposition, the Association wants the State to wipe the slate clean, and start anew with no unpaid backlog. The clean-slate idea, proposed by John T. DeGraff, Counsel to the Association, was received with enthusiasm by Association leaders.

The proposal is to be submitted to Governor Dewey.

Objections Removed

Objections from other quarters to paying overtime to depart-

mental employees has been that the privilege would be abused by department heads giving favorite employees an opportunity to do overtime work. If, however, the

(Continued on Page 5)

MAYOR GIVES VETS A BREAK; CIVILIANS MAY ALSO APPLY

The Patrolman (P.D.) examination has been reopened by the NYC Civil Service Commission on orders from Mayor William O'Dwyer. Application blanks may be obtained at offices of the City Collector in the 5 boroughs and filled-in forms may be filed until 3 p.m. on Tuesday, Jan. 29 by veterans and non-veterans.

The Commission's official amended notice of examination retained the provision limiting the total eligible list to 3,000.

The Mayor's action came after the Commissioners had held several discussions about re-opening the examination, but without reaching any decision.

Veteran organizations wanted the examination re-opened because provisions of the civil service law that age or physical condition, short of preventing proper performance of duty, shall not be a barrier to a veteran. Also, a new Local Law specifically allowed deduction from actual age of time spent in the armed forces,

benefiting those veterans over the 29-year age limit, applicable to non-veterans.

The Commission had intended to let the 19,000 applications suffice, and hold the written test on Feb. 16, but now that date is off, and none other has yet been sub-

stituted. The last "final date" for applying was Dec. 28.

Following is the official amended notice of examination:

PATROLMAN, POLICE DEPARTMENT AMENDED NOTICE

Candidates who filed applications in December, 1945, need not file again but may, if they wish, make amendments or additions thereto.

Salary: \$2,000 with mandatory increases up to and including \$3,000 per annum the 6th year.

Applications and Fees: Applications are issued and received from 9 a.m. to 3 p.m. on weekdays, and from 9 a.m. to 12 noon, on Saturdays from January 16, 1946 to January 29, 1946, in the borough of residence of the applicant at the City Collector's office, as follows:

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

Brooklyn—Municipal Building, Court and Joralemon Streets.

Bronx—Bergen Building, Tre-

(Continued on Page 13)

FIRST REVISED LISTS SHOW BIG EFFECT OF PREFERENCE IN NYC

The first eligible lists, revised by the Municipal Civil Service Commission to carry out the provisions of the veteran preference amendment, were completed today. As some of the lists are long, the completion of the entire task will take an extra week or so.

Promotion to Captain, Police Department, was the first fully revised list. No disabled veterans are on the list, so the preference applies only to non-disabled veterans.

An idea of the effect of preference is given by the following instance:

Lieut. John M. Bateman, No. 89 on the original list, would have been next in line for appointment. Now, however, 26 veterans take precedence over him. Instead of being in first position he's in 27th place.

The second position on the original list was held by Lieut.

Monroe M. Block, and he now is 28th in line.

Lieut. Abraham Braveman, who was third originally, now heads the list because of veteran preference.

(Continued on Page 10)

Hundreds of Jobs In UNO Due Soon

Special to The LEADER

WASHINGTON, Jan. 22.—State Department experts say that the new United Nations Organization, when it begins operating, probably will employ 5,000 to 7,500 persons.

The majority of the employees probably will come from foreign countries. The United States will get only its proportionate share—a few hundred jobs.

In its personnel system, UNO

is expected to pick the best from Civil Service systems of all countries. That's what the International United Nations Relief and Rehabilitation Administration did. UNRRA has a salary scale which roughly parallels the U. S. Civil Service scale in the lower brackets. But at the top, it goes higher. UNRRA also has its own retirement system. Leave rules are much the same as those in the U. S. government.

More State News

PP. 2, 3, 4, 5, 6, 8, 9.

Pay Liberality Shown In House

Special to The LEADER

WASHINGTON, Jan. 22.—The House is certain to pass a Federal pay raise bill, but hardly the one that the Senate voted, because there is a strong sentiment in the House for more liberal pay. The Senate bill is now before the House Civil Service Committee.

President Truman has again called for speedy legislative action on pay raises.

The Senate formula provides

for a 36 per cent increase as of June, 1945, of salaries up to the first \$1,200, an 18 per cent increase on the next \$3,400 and a 9 per cent increase on the excess over \$4,000 under the old base pay rates. The suggestion has been made that there might be considerable support for a movement to change this 36-18-9 formula to a 40-20-10 per cent formula, which would mean a new increase

(Continued on Page 7)

McDonough Hails Move Toward Up-Grading Of Basic Pay Scales

Addressing the Brooklyn State Hospital Chapter of the Association of State Civil Service Employees, William F. McDonough, Executive Representative of the Association, said that the Association wants a proper restudy and revision of State salaries under the Feld-Hamilton schedule. He said that the Association was well fitted for this task, because it wrote the Feld-Hamilton law and devised the scales contained therein.

President William Farrell and Secretary Katherine Collins of the Chapter greeted Mr. McDonough, who expressed pleasure at the opportunity of joining again with the Chapter members in furthering the cause of State employees. Mr. McDonough received a great ovation. So did Leo S. Gurry, President of the Mental Hygiene Association, who likewise spoke on salaries.

Discusses Dewey's Pay Plan
In discussing Governor Dewey's proposal for upward adjustment of the emergency increases as contained in the Governor's message to the Legislature, Mr. McDonough said that the employees now have had time to glean those proposals. They give from 4 to 10 per cent raises, and, the speaker

pointed out, while the Association had asked for more, the total emergency increases over the basic scales now amount to from 14 to 30 per cent. The additions that make these totals possible will have to be passed by the Legislature, he pointed out, as action on the budget bill is submitted.

The salary adjustments cover a large group who have been reclassified or reallocated since 1942, the Governor cited in collective bargaining conferences with representatives of the Association, said Mr. McDonough.

Vigorous Efforts
The speaker then quoted from the Governor's message, in which Mr. Dewey said he looked upon the proposed increases as the continuation of the temporary adjustments, which should be made permanent, and from the Governor's favorable reference to a general review of basic scales and his outspoken request for increased administrative appropriations for the Salary Standardization Board in line with salary review. These matters, said Mr. McDonough, are "an indication of administrative intent to deal constructively with the future basic scales."

The proposed review, Mr. McDonough believed, indicated that a "most helpful approach to sound wage structures" is now open to the Association, which will "continue its vigorous efforts for such basic salary adjustments as will maintain the leadership of N. Y. State in its salary laws and attention to classification and salary allocations generally."

Pensions to the Fore
He reported that the Executive Committee of the Association feels that liberalization of the State retirement laws will constitute one of the most important matters with which the Legislature will have to deal. He expected the State, which was among the first to establish a retirement system, see that the system maintains its position of pre-eminence in line with present-day social security concepts.

50 Bills by the Association
The Association, he revealed, will present about 50 bills to the Legislature. Three of the important topics that will be covered by these bills he listed as:
1. Tenure increments (otherwise known as the longevity plan);
2. A cost-of-living salary adjustment, the Association plan for insurance against the disastrous effects on State employees of any possible inflation; and
3. Strengthening, from an employee viewpoint, of civil service laws relating to dismissals and demotions.

Association Going Strong
Speaking of how the Association itself is getting along, he stated that its growth has been steady, that the Association was never so strong as it is now, and that the loyalty of State employees to the Association is evidenced by the Association membership of more than 28,000, and that all comparative analysis shows that the Association is ahead of last year.

"Renewals of membership dues," he declared, "are being made at double the rate of any previous year."
Mr. Gurry's remarks were in line with those he gave at Craig colony. [See Craig Colony report under "News About State Employees," on this page.]

RAY BROOK
Ray Brook Chapter held a meeting on Tuesday, January 8th, 1946, we were happy to have with us as a guest, Mr. Robert Noel, who is a member of the State A.B.C. Board of Essex County.

A Sick Committee has been formed composed of the following members: Helene Savage, Chairman, Mary Toohey, Clara Holt, Elizabeth Rule, Florence Kirche and Loretta Bala.

The Publicity Department has been reorganized with Margaret M. Oriss remaining as Chairman, the following members appointed for this committee are: James Monahan, Clarice Horsington, John Fogarty and Elizabeth Rule.

We all wish Elizabeth Murray and Carl Girard a very speedy recovery.

The Rev. J. M. Blais, Chaplain, is recuperating at home after spending some time confined to the Saranac General Hospital, Saranac Lake, N. Y. Father Blais paid us a surprise visit a few days ago and it was very good to see him around with us again.

The Rev. Henry Ezelke is confined to our hospital, we all wish him a very speedy recovery.

We are happy to welcome back Royal Perry, recently discharged from the U. S. Army, as our chef in the Infirmary Building. Also Helen Duba, to our nursing staff, after her discharge from the U. S. Navy.

Skaters and spectators of Ray Brook are enjoying the benefits of the Ice Skating Rink, also the tunes emanating from our Radio Room.

FOR N. Y. STATE EXAMS
INSURANCE COURSE
Starts Tues., Feb. 5 for
Brokers Examination in June
REAL ESTATE COURSE
Starts Mon., Feb. 4 for
Brokers Examination in May
Write, phone or call for Booklet
POHS INSTITUTE OF INSURANCE
154 Nassau Street, New York 7, N. Y.
Opposite City Hall
Telephone COrtlandt 7-5250
Approved by NY State Dept. of Education

LEARN TO BE A FINGER PRINT EXPERT
MODERNLY EQUIPPED SCHOOL
Convenient to all Transportation
FAUROT FINGER PRINT SCHOOL
299 Broadway, New York City
(N. Chamber St.) BE 3-3170
(Licensed by State of N. Y.)

ALL STATE WORKERS INVITED TO RALLY OF NYC CHAPTER

One of the greatest opportunities ever afforded to State employees to acquaint themselves with the inside workings of the State Government will be afforded on Thursday evening, Jan. 24, at Washington Irving High School Auditorium, 40 Irving Place, off 14th Street, Manhattan, when the NYC Chapter of the Association of State Civil Service Employees holds a Town Hall open meeting. All State employees are invited to attend. The meeting is being held in response to the many requests from members for an open meeting.

The list of speakers, released by William K. Hopkins, of the Law Department, chairman for the occasion, includes Deputy Comptroller Edwin B. Kennigott; Joseph Schechter, Counsel to the State Civil Service Commission; Wm. F. McDonough, Executive Representative of the Association of State Civil Service Employees; Charles A. Carlisle, representing the insurance organization of Ter, Bush and Powell; J. Earl Kelly, Director of Classification, and H. J. Bernard, Executive Editor of The LEADER.

Sequence of Events
The meeting will be opened promptly at 8 p.m. by Chapter President Charles R. Culyer, who will then turn the meeting over to Mr. Hopkins.

The first part of the evening will consist of talks, by the invited speakers, based on questions submitted to Mr. Hopkins by Association members. The remainder of the evening will be devoted to answering pertinent questions, submitted from the floor. The questions will be directed to Mr. Hopkins, who will refer them to the specialist on the platform in that field.

To assure perfection in organization plans for the evening, the members of the committee will hold a meeting this (Tuesday) evening at Room 905, 80 Centre Street.

Serving on the committee with Mr. Hopkins are the following

NYC Chapter members. In addition to their excellent work in preparing for the event, the committee members will serve as a floor committee on the 24th, and assist in the conduct of the meeting: William Teitelbaum and James A. Rowley, DPUI; Kenneth A. Valentine, Public Service Commission; Eva R. Heller, Housing; Elizabeth Eastman, Education; Mae Frazee, Service for the Blind; Joseph Pittari, Income Tax, John F. Powers, State Insurance Fund, and George Fischer, of the Armory Employees Association, affiliated with the Association of State Civil Service Employees.

Invitation to All
Mr. Hopkins and President Culyer join in a request to all State employees to attend. They say that the important explanations of present and future salary plans of the State and the Association are of vital interest to every State employee. Attendance at this meeting will afford the audience an opportunity to fully acquaint themselves with a wide scope of problems and indicated solutions, they said.

APTITUDE TESTS
REVEALS the job you are best suited for. The trade you should learn. The profession you should follow. LEARN your aptitudes and capitalize on them.

REESEN
APTITUDE TESTING
LABORATORIES
130 W. 42nd St., NYC
WI 7-3281

NEWS ABOUT STATE EMPLOYEES

PUBLIC WORKS
The following is the list of officers of the Public Works District 8 Chapter of the Association for the year 1946:

President, W. Hurlhe; Vice-president, W. Glock; Treasurer, F. Fetter; Secretary, H. Walsh, and Official Delegate, C. Vogt.

PSYCHIATRIC INSTITUTE
The Stenographer's and Technician's New Year's Party went off with a bang. Everybody enjoyed himself.

Congratulations to Mr. and Mrs. Sidney Alexander on their fifth wedding anniversary. To Mr. and Mrs. Phillip Feigenson on their ninth wedding anniversary. We extend our best wishes to Miss Margaret Neubart on her birthday.

The Association was sorry to hear of Mrs. Anna Calvanese's recent illness. May her recovery be speedy.

Glad to have back with us once more Milan Jackson, R.N., and Matthew J. Ustas, R.N.

Occupational Therapist Margaret Middleton has resigned. We shall miss her.

Thomas Ford, Clerk, away on military leave, has sent in his resignation. Lots of luck, Thos.!

NYC CHAPTER

Employees of the NYC office of the Public Service Commission are hoping for a quick recovery for two of its employees, Gordon Courduff, who was recently operated on at the Physicians Hospital, and Mrs. Ethel W. Youngblood, who has been ill with pneumonia at the Norwegian Hospital.

CRAIG COLONY

Leo S. Gurry, President of the Mental Hygiene Employees Association, addressed a dinner meeting of the Local Chapter at the Moose Club in Dansville on Jan. 9.

In his address Mr. Gurry pointed out that on the surface it would appear that the administration had made a large concession in recommending an increase in the cost of living bonus for all State employees, but that after analyzing it thoroughly the employee gains but little and there is no guarantee of permanency of any part of the so-called cost of living bonus, a feature that Mental Hygiene Association has been fighting for.

Mr. Gurry also stated that the Mental Hygiene Association in the past had never been a pressure group, but that it was becoming apparent that it might be necessary to become one in order to gain more favorable legislation for State employees.

Other speakers at the meeting were Dr. W. H. Veeder, Director; John McDonald, Past President Mental Hygiene Association and Gerald Zugelder, President Rochester State Hospital Chapter of the Association of State Civil Service Employees.

J. Walter Mannix, President of the local chapter acted as Master of Ceremonies and introduced the speakers.

Edward J. Hally, Hanna Houston, William Herman, Edward O'Mara, Gail McNamara, Mildred

Carlson and Cora Andrews have been ill.

Excellent Xmas dinners were served to officers, employees and patients.

Phil Dean, former employee, now at Letchworth Village, was a recent visitor.

Peter Barone of Mr. Morris is a new attendant at the West group.

James Feathers and Bert Tresscott, recently discharged from the armed forces, are back on their old jobs.

Beatrice Wright has been ill.

INDUSTRY

The following attended some of the sessions of the State Conference of Social Work in Syracuse recently: Herbert Olson, Edward McRoberts, Sydney Spector, Peter Damiano and Miss Helen Goddard.

The Industry Chapter of the American Red Cross met at Cayuga Recreation Center on Jan. 9 to discuss plans for its future program.

Charles Butsch and Mrs. Della Clancy received sunshine baskets from some of their friends during their convalescence last month.

Recovering from recent illnesses are Mr. and Mrs. O. D. Bullis, at home in Essex, N. Y. Mrs. B. Heaganey is back to work after several days illness. Miss Mabel Coomber is convalescing after several days of hospital care.

Mrs. Harold Van Volkenburgh entertained her sister, Miss Helen E. Rimkus of Clinton, N. Y., during the Christmas holiday season.

Miss Helen Goddard went home for her vacation during the holidays. Mr. Sydney Spector spent a few days in Buffalo.

Mr. and Mrs. Arthur Beaton had the pleasure of visits from their sons Arthur and Victor at Christmas time. Both of the boys are of the U. S. Navy.

Harold Van Volkenburgh, Jr., S 2/c, U.S.N.R., had a ten-day leave the latter part of December. He returned to Camp Peary, Williamsburg, Va., for reassignment.

CIVIL SERVICE LEADER

Published every Tuesday by

CIVIL SERVICE PUBLICATIONS, Inc.

97 Duane St., New York 7, N. Y.

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.

Subscription Price \$2 per Year

Individual Copies, 5c

Our office at

51 Chambers St.

remains open until

6 p.m.

Mondays & Fridays

CITY, STATE AND FEDERAL PAY CHECKS
CASHED WITHOUT CHARGE

EMIGRANT
INDUSTRIAL SAVINGS BANK

MEMBER FEDERAL DEPOSIT
INSURANCE CORPORATION

51 Chambers St.
Right at City Hall

Uptown Branch:
5 East 42nd St.

A SYMBOL OF SECURITY SINCE 1850

The State Employee

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



THE LABORER IS WORTHY OF HIS HIRE

IN THE PUBLIC SERVICE salaries are fixed by fiat rather than by reason. They are thus very sticky and usually represent rates of two or five years past—rather than fair pay for today and tomorrow. In industry wages are supposedly fixed by over-the-table wage conferences. This means that an acceptable compromise is agreed to between the demands of the workers and the best offers of management. Such agreements are strictly limited in time and are subject to renegotiation.

For the unorganized white collar worker the wages are generally about what the employer is willing to pay. The same is true for the most part of the "company union" worker.

The experts, engineers and executives in industry are said largely to fix their own salaries. Intimate knowledge of what the traffic will bear sets a ceiling to salaries in this area.

Cooperatives have their chief advantage over private industry in lower salary costs. Cooperatives are able to obtain talent at moderate prices because of the appeal of the principle of cooperation to many of the best minds. Such able managers do not feel wholly content in a world of ruthless competition and seek contentment in the new economic plan for efficient non-profit production or distribution.

SOUND SALARY POLICY

It is difficult to state briefly the way salaries are determined in cooperative enterprise, including government. It is evident first that all wages paid must be fully earned or the "coop" fails.

If, as frequently happens there are recurring surpluses, wages may be raised, but usually only after a fair dividend to members, and provision for sane expansion of the business.

In government, New York State leads in having a sound salary policy. In most states and cities, salaries are fixed by the civil service commission on a hit or miss basis. The Commission writes a job specification which must go to the printer tomorrow and suddenly is confronted by the problem of what to pay for the particular job. Whatever figure is pulled from the hat, it is hardly a scientific determination of a proper salary.

5 FOUNDATION PILLARS

The 5 foundation pillars on which the wage structure of New York State rests are the following principles which form the official salary policy of the State.

1. Equal pay for equal work.
2. Career opportunities for all State employees.
3. The same rates be paid all employees doing essentially similar jobs.
4. Salary scales attractive enough to draw unusual ability to the State service, particularly in key positions.
5. Economy in Government to be assured the taxpayers and to business by the resulting high efficiency in State administration.

PROPOSED NEW PAY SCALES

As I have frequently pointed out, the present salaries paid State employees are obsolete and inadequate. The temporary adjustments proposed by Governor Dewey in his message to the Legislature are not to be considered as anything more than a stop-gap. As such, I think it will serve in some measure the purpose of relieving hardships and suffering which thousands of State employees would otherwise face from skyrocketing prices. It will, as far as one can now foresee, help tide us over until the big job of establishing fair permanent basic salaries can be completed. For this the State employee is much indebted to the Governor.

The Association plans to introduce a cost-of-living adjustment bill, a time service increment bill for extra increments after 5, 10, 15, 20 and 25 years' service at the maximum salary, a time and a half for overtime bill, an equal pay for equal work bill, and bills for adequate pay for Registered Nurses, Matrons and Attendants at hospitals for the insane, etc.

SCIENTIFIC JOB LATER

The big advantage in the situation is that the Association now has the opportunity to do a thorough job in the scientific determination of a basic salary plan. This means a revision of the Feld-Hamilton schedules. Those schedules were originally written by the Association. The major amendments to the original schedules were written by the Association. Because of its intimate knowledge and through the continued work of its expert Salary Committee, the new proposed Feld-Hamilton schedules should be largely the work of the Association.

Fish and Game Projects Listed For Early Start

Special to The LEADER

ALBANY, Jan. 22—Conservation Commissioner Perry B. Duryea announced today that scores of new projects would get under way within the next few months. In his annual message, Mr. Duryea said, "Governor Dewey paved the way for what we believe will be the largest single conservation program—aggregating \$20,000,000 in construction and labor costs alone—ever undertaken by any State at one time."

Fish and game projects due to start soon, it was explained, include the western New York game farm, the giant new muskellunge hatchery on Chautauque Lake, the construction of new game propagation facilities on six game farms, building of more ponds and structures on 2 fish hatcheries, the improvement of 350 miles of the 555 miles of the public trout streams operated by the State, construction of chains of waterfowl breeding ponds through the State, and several others.

Dickinson Named Putnam Prosecutor

Special to The LEADER

ALBANY, Jan. 22—Governor Dewey appointed Fred A. Dickinson of Carmel as District Attorney of Putnam County. Mr. Dickinson succeeds John P. Donohoe, who resigned recently to accept the appointment by the Governor as County Judge of Putnam County.

Pension Liberalization Stressed at State Assn. Executive Board Meeting

Pay, Classification, Hazardous Jobs And Attendance and Leave Rules Discussed—Annual Dinner to Be Held

Special to The LEADER

ALBANY, Jan. 22—Salaries, retirement, classification, hazardous and arduous positions, attendance and leave rules and a score of other State employment problems were discussed at the monthly meeting of the Executive Committee of the Association of State Civil Service Employees, held at the De Witt Clinton Hotel.

The following were present: Dr. Frank L. Tolman, President of the State Association, presiding; Vice-presidents, Jesse B. McFarland, Social Welfare Department; Leo F. Gurry, Marcy State Hospital; John F. Powers, State Insurance Fund, NYC; Janet Macfarlane, Mental Hygiene Department secretary; Earl P. Pfannebecker, Taxation and Finance, Treasurer; Mildred O. Meskil, Agriculture and Markets; Martin P. Lanahan, Audit and Control; Joseph J. Horan, Commerce; William M. Foss, Conservation; Leo M. Britt, Correction; Wayne W. Soper, Education; Charles H. Foster, Executive; Charlotte Clapper, Health; Harry S. Deevey, Insurance; Francis C. Maher, Law; Gordon S. Carille, Harlem Valley State Hospital, Mental Hygiene; Kenneth A. Valentine, Public Service Department, NYC.

Schwartz a Guest

Harry B. Schwartz, President of the Buffalo State Hospital, attended as a guest representative of the Western New York Conference of Association Chapters, Buffalo, John T. DeGraff, Counsel, John E. Holt-Harris, Assistant Counsel, W. F. McDonough, Executive Secretary, all of the Association headquarters staff, were also present.

Dr. Tolman reviewed the conferences held with Governor Dewey and his advisers relative to salary increases as recommended to the Legislature by the Governor, stressing the splendid work done by the Association's Salary Committee, headed by Charles M. Armstrong of the Education Department, in supplying comprehensive data useful at all stages of the salary conferences.

Dewey Got Full Facts

Dr. Tolman indicated that the Governor was given a very thorough picture of the State employee's plight during the long period of wartime prices and the great need for bringing state

salaries into line with living costs, general advances in wages in industry and with increased efficiency. Dr. Tolman stated that while the recommendations of the Governor did not meet fully the requests, he felt the Association had gained substantial relief for workers and that the way was open for revision upward of the basic scales. He expressed confidence that emergency scales would be made permanent and cited inclusion for pension purposes as indicative of administrative purposes.

Mr. DeGraff outlined the bills carrying out the Association's program adopted at the annual meeting. He stated that the Association would follow its usual successful procedure of careful attention to preparation of legislation, contacts with executive and legislative leaders helpful to passage of the bills presented, and reliance upon chapters and upon members generally for support with individual legislators throughout the session.

Pension Matters Weighed

The Executive Committee gave particular attention to Association measures for liberalization of the retirement law. Retirement after 25 years of service, increasing the allowances to low paid employees on retirement, doubling the death benefit, providing for separation benefits, and lower interest rate on loans, were declared to be so fair and so greatly needed to bring the State's retirement system into line with advancing social concepts that they were definitely "must" legislation from the employees' standpoint.

It is expected that the retirement legislation being urged by the Association will appeal strongly to the municipal groups that are a part of the System and that they will join in appeals to their representatives in the legislature for support of the bills.

Tenure increments at 5, 10, 15 and 20 year intervals to overcome dead-end jobs, a bill to establish insurance against inflation through salary increases matching advancing prices of the future, strengthening of protection of employees in appeals on dismissals or demotions, and time and one-half for overtime, were described by committee members as of paramount importance if the state service is to be improved and

made attractive to capable citizens.

Delays Denounced

Delays in decisions on many cases of institutional employee classification were denounced and a demand that the Civil Service Commission act to hear the various appeals which have been pending for long periods was voiced unanimously. "The classification board of the Commission has failed to settle some cases of over two years' standing" and "The Classification Board is not a complete board and has not been such a board for over two years" were complaints filed with the President of the Association with direct requests that an appeal be made to Governor Dewey to act to correct the situation.

Satisfaction was expressed with the ruling of United States Commissioner of Internal Revenue Joseph D. Nunan, announced in a letter to the Association assuring that employees of institutions will be permitted to deduct the value of maintenance for income tax purposes.

Address by Schwartz

A further report was received covering regional conference organization and as to proposed changes in the Constitution to permit the setting up of such conferences and also as to chapter organizational improvement. Mr. Schwartz addressed the Committee, outlining the successful bringing together of a number of Association chapters in Western New York with apparent good results as to interest in Association affairs and support of the broad program of the Association. He stated that the conference had united over two thousand state employees into a block devoted to a greater understanding of employment problems from all angles and the settlement of grievances in a more prompt manner.

The Executive Committee pledged full service to the thousands of returning veterans and approved a resolution providing for the appointment of a special committee to aid standing committees in matters relating to legislation and placement matters of veterans. A measure will be fostered to secure for returning veterans the payment by the State of the veterans' contributions to the retirement fund for the years spent in armed service.

Annual Dinner Voted

The Committee voted to hold the annual dinner which was dispensed with during the war period. Following the meeting, Dr. Tolman announced the appointment of the following Social Committee, one of whose duties will be to set the date of the dinner and make necessary hotel and other arrangements. Committee: Charles H. Foster, Janet Macfarlane, John Herring, Hazel Ford, Thomas C. Stowell and Jesse B. McFarland.

The Association's annual dinner was for years the largest function of its kind in the city of Albany and the Governor is a traditional guest of State employees on that occasion.

Petitions from groups of State employees in the Department of Health and from employees in the Civil Service Department, Albany were approved. Several other chapter groups in Albany are in process of formation.

WELCOME BACK!

State Troopers

E. F. Anderson, J. S. Cole, H. E. Hackett, I. P. Hicker, J. M. O'Shea, D. C. Mauro, F. H. Guyle, G. R. Smith, J. J. Lockman, H. F. Myers, J. T. Linehan, R. M. McCoy, M. B. O'Hara, A. C. Fecher, H. C. Blanding, E. J. Baniak, A. J. Robson, C. M. Moot, D. W. Kaestle, J. C. Mahony, E. J. O'Connor, M. Handville, C. E. Walburgh, C. E. Sheer, C. J. Rieth, J. H. Smith, W. F. Becker, L. J. Stoneham and J. F. McCarthy.

rule would be applicable in the cases of non-disabled veterans where there are no disabled veterans on the list. However, so long as one disabled veteran or one non-disabled veteran is on an open-competitive or promotion eligible list and is willing to accept appointment no non-veteran on the list may be appointed.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By THEODORE BECKER

Limited Skipping of Eligibles' Names Is Permitted

A RECENT INQUIRY from a reader regarding the matter of skipping the names of eligibles in the making of appointments draws attention to the procedure in effect in the State service.

In the absence of a preferred eligible on a list, an appointing officer is entitled to choose from among the three highest eligibles on a list who are willing to accept appointment.

A State law passed at the turn of the century calling for appointments in 1-2-3 order right down the list was declared unconstitutional as applied to a list for a local position and was repealed.

The Rule of Three

In its stead, the present provisions of Section 14 of the Civil Service law were enacted.

They provide that appointments shall be made "from among those graded highest" in the examination. A rule provide that the appointing officer may select one of the first three on the list has been held reasonable and consistent with the present statute.

Skiping Two Names

Under the 1-out-of-3 rule, it is obvious that an appointing officer may skip eligible No. 1 and eligible No. 2 and appoint eligible No. 3 on the list.

In other words he can skip two eligibles in making an appointment. Hence, in making a second

appointment from the list, the appointing officer can again skip the first two eligibles and appoint No. 4.

This process can be continued and the last eligible appointed while eligibles 1 and 2 remain unappointed. However, it is equally clear that regardless of the number of eligibles appointed or of the length of the list only two eligibles can be completely disregarded. This was not always the case.

Three Strikes And Out

Under a rule, repealed in 1938, it was provided that "no person shall be certified from an eligible list more than three times to the same appointing officer for the same or similar position at the same rate of compensation, except at the request of said officer."

An exception was made in the case of a veteran entitled to disabled veterans preference, who had to remain on the list so long as it continued in existence.

The special rights of preferred eligibles generally will be discussed below. First, however, attention should be called to another instance in which eligibles may be skipped. This is the case of eligibles who are performing military duty.

Military Law Provisions

Under the provisions of the Military Law such eligibles need not be considered by appointing

officers when making appointments. Such skipped eligibles are, however, assured of at least two years of eligibility after the termination of their military duty provided they make demand for what is known as "special eligible list status" during the period of ninety days following the termination of their military duty.

Preferred Eligibles

There are two types of preferred eligibles—those who are laid off due to lack of work or funds and placed on preferred eligible lists, and those who are war veterans (whether disabled or not).

The first group must be reinstated from the preferred eligible list in one-two-three order.

The second group must be appointed before non-veterans may be appointed from open competitive or promotion eligible lists. As among the war veterans, all disabled veterans must be appointed before any non-disabled war veterans may be appointed.

Option as to Veterans

However, within each class (disabled war veterans or non-disabled war veterans) the usual one-out-of-three rule prevails. Therefore, if there are two or more disabled veterans on a list, the appointing officer can select either one of the first two (if only two are on the list) or any one of the first three (if more than two are on the list) who are willing to accept appointment. A similar

Dr. Tolman Urges Action on Appeal Of Attendants

ALBANY, Jan. 22—Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, appealed to the Salary Standardization Board for an early decision on the appeal for salary adjustments presented on Nov. 13 last by the Attendant group in the State Hospitals.

"The granting of requests for salary adjustments made at that hearing is of vital importance, not only to the employees but to the establishment of adequate hospital service to the patients of the State," he wrote.

"Recruitment of sufficient help at the prevailing salary scales is obviously impossible, and impossible because the salary scales are inadequate."

"I urge immediate favorable decision by the Board on the appeals of the Attendant group."

On Jan. 16, Dr. Newton J. T. Bigelow, Chairman of the Board, advised Dr. Tolman:

"This is to acknowledge receipt of your letter of Jan. 15, 1946. The Board will announce its determination relative to proposed hospital employees' salary reallocations just as soon as our investigation and consideration can be completed."

Westchester to Have Mental Hygiene Clinics

The Westchester County Board of Supervisors has authorized an appropriation of \$66,000 for mental hygiene clinics throughout the county. The service will be under the jurisdiction of the County Health Department and will consist of a traveling unit of two psychiatrists, one psychologist and a supervising psychiatric social worker.

Case workers from social agencies in the county will assist.

Full List of State Promotion Exams Open to Veterans

Following is a continuation of the listing of State Civil Service Commission promotion examinations which have been given during the war. Veterans who would have been eligible for any of these tests if they had not been in service are entitled to a special military examination. They should apply to the Civil Service Commission within 60 days of their return to their job.

The first portion of this list appeared in the Jan. 8 LEADER. It will be continued next week.

EXECUTIVE

Exam. No.	Title	Division or Bureau	Date Held
7196	Senior Statistics Clerk—Albany Office.....		11-20-43
7263	Sen. Parole Officer—N. Y. Region, Div. of Parole....		2-26-44
7268	Senior Stenographer—Div. of Housing.....		2-26-44
7270	Home Management Adviser—Div. of Housing.....		3-21-44
7283	Junior Budget Examiner—Div. of the Budget.....		3-25-44
9070	Prin. Stat. Clerk—Albany Dist., Div. of Parole.....		7- 8-44
9072	Parole Dist. Supervisor—Buffalo Dist., Div. of Parole..		12-16-44
9088	Stenographer—Albany Office, St. Liquor Auth.....		8-26-44
9092	Stenographer (3-1b)—N. Y. Office, St. Liquor Auth.....		8-26-44
9094	Off. Mach. Operator (Key Punch)—Albany Office, State Liquor Authority.....		10-31-44
9098	Stenographer—Buffalo Dist., Div. of Parole.....		8-26-44
9113	Typist—N. Y. Office, St. Liquor Auth.....		10-28-44
9131	Sen. Account Clerk—Albany Office, St. Liquor Auth.....		10-28-44
9144	Sen. Stenographer—N. Y. Office, St. Liquor Auth.....		Cancelled
9145	Sen. Stenographer—N. Y. Dist., Div. of Parole.....		12- 9-44
9154	Housing Management Supervisor—Div. of Housing.....		10-28-44
9178	Stores Clerk—Div. of Standards & Purchase.....		10-28-44
9180	Sen. Stores Clerk—Div. of Standards & Purchase.....		No list
9191	Supervising Bev. Control Inv.—State Liquor Auth.....		3-24-45
9197	Clerk (3-1b)—Div. of Standards & Purchase.....		12- 9-44
9242	Sen. Account Clerk—Div. of Housing.....		3- 3-45
9271	Stenographer (3-1b)—Albany Dist., St. Liquor Auth.....		3-24-45
9307	Parole Dist. Sup.—N. Y. Reg. or Dist., Div. of Parole..		4-21-45
1070	Sen. Stenographer—Albany Dist., Div. of Parole.....		7-28-45
1071	Stenographer (3-1b)—N. Y. Dist., Div. of Parole.....		8-31-45
1075	Sen. Stenographer—Div. of Standards & Purchase.....		8-31-45
1076	Sen. Mail & Supply Clerk—Div. of Standards & Pur.....		8-31-45
1079	Prin. File Clerk—Albany Office, St. Liquor Auth.....		9-10-45
1082	Sen. Stenographer—Buffalo Dist., Div. of Parole.....		8-31-45
1083	Head Clerk—Albany Office, St. Liquor Auth.....		9-10-45
1084	Senior Clerk—Albany Office, St. Liquor Auth.....		9-10-45
1085	Sen. Stenographer—Buffalo, St. Liquor Auth.....		8-30-45

Exam. No.	Title	Division or Bureau	Date Held
1086	Sen. Hearing Stenographer—Albany, St. Liquor Auth.....		Wa
1088	Sen. Dic. Mach. Transcriber—Buffalo, Div. of Parole..		8-31-45
1090	Assoc. Housing Control Architect—Div. of Housing.....		9-15-45
1092	Pur. Specifications Writer—Div. Standards & Purchase..		9-15-45
1099	Prin. Stenographer—Buffalo, Div. of Parole.....		8-31-45
1111	Sen. Stat. Clerk—Albany Dist., Div. of Parole.....		9-15-45
1117	Sen. Dic. Mach. Trans.—Albany Dist., Div. of Parole..		9-15-45
1118	Sen. Typist—Albany Dist., Div. of Parole.....		9-15-45
1119	Stenographer (3-1b)—Buffalo Dist., Div. of Parole.....		Cancelled
1126	Sen. Typist, Albany Office, St. Liquor Auth.....		9-15-45

HEALTH DEPARTMENT

3197	Asst. Stenographer (medical)—State Inst. for Study of Malignant Disease.....		10-18-41
1250	Sen. Medical Steno.—Hermann M. Biggs Mem. Hospital..		1-18-41
5143	Senior Account Clerk—Homer Folks TBC Hospital.....		7-18-42
3023	Asst. File Clerk—Div. of Labs & Research.....		3-22-41
3149	Junior Bacteriologist—Div. of Labs & Research.....		10-18-41
3207	Sen. Lab. Tech. (Serology)—Div. of Labs & Research.....		10-18-41
3211	Sen. Lab. Tech. (Vivology)—Div. of Labst & Research.....		10-18-41
5070	Assistant Stenographer—Div. of Labs & Research.....		4-18-42
5209	Sen. Lab. Tech. (Biochemistry)—Div. Labs & Research..		9-19-42
1159	Dist. Health Officer—Open to whole Department.....		10- 5-40
1168	Supervising Public Health Nurse—Open to whole Dept..		9-28-40
1259	Asst. Director of Syphilis Control—Whole Dept. (excl. of institutes and Div. Labs. & Research).....		3- 1-41
3014	Asst. Office Appliance Operator—Whole Dept. (incl. Dist. Offices, excl. Insts. & Lab. & Res.).....		Cancelled
3054	Asst. Stenographer—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		5-24-41
3099	Asst. Clerk—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		6-21-41
3107	Asst. Comm. for Med. Administration—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		7-19-41
3136	Senior Clerk—Whole Department (excl. Insts. and Div. of Lab. & Research).....		7-19-41
3165	Asst. Milk Sanitarian—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		10-18-41
3166	Senior Milk Sanitarian—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		10-18-41
3222	Asst. Tabulating Clerk—Whole Dept. (excl. Insts. and Div. of Lab. & Research).....		12-13-41
3249	Associate Physician (TB)—Div. of T.B. (incl. Hosp. & Inst. but excl. Labs. & Research).....		11-27-41
5010	Asst. Account Clerk—Whole Department (excl. Hosp. & Inst. and Div. of Lab. & Research).....		3-28-42
5236	Senior Personnel Administrator—Open to whole Dept. (excl. Div. Lab. & Research & Inst.).....		2-27-43
5270	Asst. Clk.—Whole Dept. (ex. Div. Lab. & Res. & Inst.)		2-27-43
3132	Junior Stenographer—Whole Dept. (excl. Div. Lab. & Research & Inst.).....		7-19-41
7009	Sen. Clerk—Whole Dept. (excl. Div. Lab. & Res.).....		2-27-43
7013	Prin. Print. Clk.—Whole Dept. (excl. Div. Lab. & Res.)		2-27-43
7031	Sen. Steno.—Whole Dept. (excl. Div. Lab. & Res.).....		6-12-43
7039	Sen. Lab. Technician (Serology)—Div. Lab. & Res.....		6-12-43
7092	Stenographer (3-1b)—Whole Dept. (excl. Lab. & Research & Inst.).....		6-12-43
7094	Stenographer (3-1b)—Div. of Labs. & Res.....		6-12-43
7147	Clerk (3-1b)—St. Inst. Study Malign. Dis.....		8-13-43
7150	Stores Clerk (3-1b)—N. Y. S. Recon. Home.....		9-18-43
7168	Sen. Printing Clerk—Whole Dept. (excl. Labs. & Res.)		9-18-43
7170	Sen. Stenographer—St. Inst. for Study Malign. Dis.....		9-18-43
7174	Supervising Surgical Nurse—Homer Folks TB Hospital		9-18-43
7175	Head Clerk (Local Health Records)—Whole Dept. (excl. Labs. & Research).....		10-16-43
7204	Super. Nurse (Orthopedics)—N. Y. S. Recon. Home.....		11-20-43
7227	File Clerk (3-1b)—Inst. Study of Malign. Dis. Buf.....		12-11-43
7261	Superintendent of TB Hospitals—Div. of TB.....		2- 5-44
7265	Sen. Lab. Tech. (Bacteriology)—Div. of Labs. & Res.....		2-26-44
7269	Steno.—Whole Dept. (excl. Inst. & Div. Lab. & Res.)...		2-26-44
9006	Stenographer—Div. of Labs. & Research.....		4-22-44
9010	Statistics Clerk—Whole Dept. (excl. of Inst. & Div. Labs. & Research).....		6-10-44
9012	Head Account Clerk (Div. of Accts.)—Whole Dept. (excl. Hos. & Div. Labs. & Research).....		4-12-44
9036	File Clk.—Albany Office (ex. Div. Labs. & Res. & Inst.)		6-24-44
9037	Clerk—Albany Office (excl. Div. Labs. & Res. & Inst.)...		6-24-44
9047	Senior Lab. Tech. (Pathology)—Div. of Labs. & Res.....		6-10-44
9048	Senior Bacteriologist—Div. of Labs. & Research.....		6-10-44
9066	Typist—Div. of Lab. & Research.....		7- 8-44
9071	Typist—Whole Dept. (excl. Inst. & Div. of Lab. & Res.)		7- 8-44
9089	Asst. Director of Labs for Sanitary and Analytical Chemistry—Div. of Lab. & Research.....		Unwritten
9100	Junior Bacteriologist—Div. of Lab. & Research.....		9- 9-44
9101	Sen. Lab. Technician (Serology)—Div. of Lab. & Res. 9-		9-44
9103	Asst. Director of Health Dept. Accounts—Whole Dept. (excl. Div. Lab. & Research & Hospitals).....		8-23-44
9147	Asst. in Public Health Education—Open to whole Dept.		10-28-44
9176	Telephone Operator—Div. of Labs. & Research.....		10-28-44
9201	Stenographer (Med.)—St. Inst. for Study Malign. Dis..		12- 9-44
9202	Stenographer (3-1b)—Div. of Labs. & Research.....		12- 9-44
9203	Mail & Supply Clerk—Div. of Labs. & Research.....		12- 9-44
9222	Sen. Stenographer (Medical)—Homer Folks TB Hosp.		1-20-45

"
RUN ALONG, WOLF
—YOU'RE WASTING
YOUR TIME!"



Oh, I admit it, there was a time when you could send cold shivers down my back... a few times when I literally didn't eat!

But you can't scare me now, wolfy! And here's why...

Ever since I got my war job, I've been buying War Bonds—and holding them.

Furthermore, as soon as my husband went overseas, I started putting his allotment into War Bonds, too! He doesn't know it yet, but he's not going to be afraid of you, either!

Oh sure, the gals make fun of me at times.

Call me a tightwad when I won't loosen up for expensive clothes, or trinkets, or parties. But I don't care.

I like that "I've-got-money-back-of-me" feeling!

So run along, wolfy, and sniff at somebody else's door, 'cause we've got one of the very best nest eggs a family can have—War Bonds.

Yes indeed, buying and holding series "E" Victory Bonds is the easiest and safest way there is to turn every \$3 into \$4 in 10 years!

FURS REJUVENATED

Cleaning - Electrifying - Repairing
Your old coat will look like new.
Special Consideration given to Civil Service Employees.

Associated Fur Process

295 SEVENTH AVE., NEW YORK
Corner 27th St. WI 7-0058

Brooklyn Custom Hatters

9 Willoughby Street

BROOKLYN, N. Y.

STETSON
KNOX
DOBBS
MALLORY, Etc.

As Low as Half Price

OTHER FAMOUS BRANDS \$2.45 UP

2 DOORS FROM AUTOMAT
TEL. MA. 5-9575

Buy
Victory Bonds

SEEK TO CONFER WITH INDIVIDUALS ADVERSELY AFFECTED BY PASSAGE OF CONSTITUTIONAL AMENDMENT (Veteran's Preference) particularly those on existing lists prior to January 1, 1946. There is grave doubt whether this amendment is retroactive, and we are seeking a sufficient group to test interpretation. Box 527, Civil Service Leader.

Church Announcements FOR CIVIL SERVICE EMPLOYEES

Holy Innocents
120 WEST 37th STREET
NEW YORK CITY

St. Francis of Assisi
(National Shrine of St. Anthony)
135 WEST 31st STREET
NEW YORK CITY

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

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 2:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—5, 6, 4:10, 7, 8, 8:30, 9, 10, 11:00
(11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 8:30 A.M. to 10 P.M.

VICTORY BONDS...TO HAVE AND TO HOLD!

P. R. DREYER, Inc.

YECKES & EICHENBAUM

FRENCH VEILING CORP.

TRIFARI KRUSSMAN & FISHEL, Inc.

JOAN KENLEY

This is an official U. S. Treasury advertisement—prepared under auspices of Treasury Department and War Advertising Council

Additional Retirement Contributions Favored As Option for Employees

The fifth instalment of a serial article on the N. Y. State Retirement System, with proposals for its liberalization as made by the Association of State Civil Service Employees, is published this week. It deals with Additional Contributions. The first instalment, dealing with minimum pensions, was published in the Dec. 25, 1945, issue of The LEADER. The second, relating to increased ordinary death benefits, appeared in the Jan. 1 issue. The third in the Jan. 8 issue, concerned optional retirement at 55. The fourth dealt with Vesting of Pension. It was not completed, but the added data will be found following the fifth instalment herewith:

ADDITIONAL CONTRIBUTIONS

Additional contributions by employees were permitted up to July 1, 1939, but have since been prohibited by Section 58 (1), presumably because it was felt that the employees were using the system as a savings account in order to obtain 4 per cent interest. Since then the interest rate has been fixed by the Comptroller from time to time. The prohibition arose more by reason of the abuse of the privilege than any conclusion that the system was not a proper depository for additional contributions. Actually the privilege of additional contributions still exists through the right of each employee to contribute on the basis of retirement at 55. According to the information leaflet published by the Comptroller the following illustrates what the normal and increased contributions (as a proportion of salary) would be for a male in the clerical and administrative group entering on or before June 30, 1943:

Age at Entry	For Retirement at 55 per cent	For Retirement at 60 per cent	Difference per cent
20	9.44	4.20	5.15
25	9.57	4.37	5.20
30	9.80	4.53	5.33
35	10.38	4.80	5.58
40	11.12	5.17	5.95

For Old Members Too

The same privilege of extra contributions exists for old members but because the contributions must produce the same retirement allowance at 55 as if the member worked to 60 the cost is prohibitive in most cases. The Committee feels that the objective of enabling employees to obtain a more adequate retirement allowance is worthy and that the above should not be the sole basis for determining extra contributions and that certain flexibility should be permitted. After all, the System is adequately protected by reason of the provision that the rate of interest may be fixed by the Comptroller. The only question might be as to how to accomplish this objective with a minimum of accounting cost. The Committee feels that reasonable rules could be prepared along such lines. To illustrate, a member might be allowed:

- To pay an increased regular contribution of 1 per cent of salary or any multiple thereof; or
- To make single payments from time to time of \$25 or any multiple thereof.

A limitation as to the maximum contributions which could be paid by any member in any year would be necessary. Such a privilege would be particularly important during the post-war period when the war effort no longer requires salary deductions for war savings bonds. There is somewhat of a precedent for the above in the right of members under Section 10 of the United States Civil Service Retirement Act and in Section B3-15.0 of Administrative Code of City of New York relating to City Employees Retirement System. The privilege of making additional contributions should be considered with the recommendation of the Committee for Optional Retirement at 55—members pay share of extra cost.

Option After 35 Years

At the present time the normal retirement age is 60. However, in the New York State Teachers Retirement System, New York City Employees Retirement System and Board of Education Retirement System, the privilege exists of retirement after 35 years of service. This gives recognition to the fact that employees after such a long period, particularly female employees, may find it necessary or desirable to retire. Naturally the benefit would affect only employees entering state service prior to age 25. It is conservatively estimated that the addition to the normal contribution of the State would be less

than 15/100 of 1 per cent of payroll or about \$120,000 and actually might only be one-half of this amount.

Option After 25 Years

(Members Share in Extra Cost) Over and beyond the benefits and the preceding recommendation in the present Retirement Law by this Committee, there has been a very insistent demand by State employees for the privilege of optional retirement after 25 years and with the employee paying a share of the extra cost. This demand in most part has come from Institutional employees. It is pointed out in their behalf that they are subject to long hours and adverse working conditions which makes employment in institutions far less attractive than in other fields and explains to some extent why the State has not been able to retain this class of employees. It has not been possible at this time to make any studies of the additional cost to the State if such a privilege were granted. It is believed that this demand should be carefully considered from the viewpoint of the better stability of employment which would result.

Illustrative Table

The following table illustrates the approximate contributions (as a proportion of salary) for Optional Retirement after 25 years with a retirement allowance of 1/50 of final average salary times the number of years of service.

Clerical and Administrative Class—Male (entering prior to June 30, 1943)

Entry Age	Percentage Salary Deduction for Optional Retirement after 25 years
20	19.61%
25	15.99
30	12.48

The above figures assume that the employee pays the entire additional cost involved from date of entry. If the State shared in the additional cost, the deductions would be only a little more than 50 per cent of the amounts shown above, depending upon the percentage of contribution made by the State. Different scales of rates would apply to employees with prior service and such rates might be very high depending upon the number of years remaining to complete 25 years of service.

Vesting in Private Industry

The conclusion of last week's instalment on vesting pensions follows:

5. At present life insurance companies in New York have a very substantial volume of group annuity contracts outstanding, purchased by employers for the benefit of employees. The Metropolitan Life, which holds reserves of over \$525,000,000 for its Group Annuity Branch, advised the Insurance Department some time ago that all employer contracts vested the employer's contributions after service by the employee of ten years or more. This is substantiated by pension booklets supplied through the Prudential. Table 26 of the recent pamphlet, "Trends in Company Pension Plans," prepared by the National Industrial Conference Board, 247 Park Avenue, NYC, shows that approximately three-fourths of 200 large employers vest the employer contributions after 15 years of service. It will be noted that this table includes trust fund plans handled by the employer and independent of any insurance company. Enlightened employers in private industries are more and more accepting the idea that a pension is something which is earned annually and which the employee under certain safeguards should be entitled to take with him upon resignation rather than a reward for continuance of service with the employer until retirement.

6. The examiners of the Insurance Department in their last report on examination of the State Employees' Retirement System recommended that the law be changed to vest the share of the pension purchased by the State with an employee who has served fifteen or twenty years and who later withdrew from State service.

7. Section 7 of the United States Civil Service Retirement Act provides for a separation benefit after 5 years of service along similar lines such as the above. In the event of involuntary separation, the Act provides that the employee may elect to receive a retirement allowance to commence immediately.

Next week, final instalment: Reduction in Interest Rates.

Normal Economy Asked By Tolman in Analysis Of Dewey's Message

Special to The LEADER

ALBANY, Jan. 22—Commenting on other phases of Governor Dewey's message to the Legislature than those concerning pay scales, Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, discussed finances, taxes, construction, conservation, education, public safety and veterans. He also said that the State employees face a busy year. His remarks follow:

The Governor first notes that 1946-7 will be the first full year of the peace. War restrictions should be relaxed promptly, except in such fields as housing and veterans' affairs, where controls are still needed. We should begin rebuilding a normal economy. We

should as a State reconvert promptly.

State Finances

Our State is now in the strongest financial condition it has ever known. The Public Works Reconstruction fund including the current year surplus of 165 million dollars will aggregate about 485 million dollars. The public debt of the State has been reduced about 100 million dollars and by April 1, 1946, will amount to 388 million dollars. The State is not in the "Red."

Taxes

The fiscal program for 1946-47 is not wholly completed, but—I can recommend substantial tax reduction. Tax decreases will aggregate 120 million dollars. The

personal income tax will be reduced by one-half.

Post War Construction

The State Highway System must be largely reconstructed and brought up-to-date. This includes feeder and market roads as well as through-ways. A great new through-way from New York to Buffalo will soon be begun and 46 grade crossings should be eliminated.

Obsolete and fire trap public buildings must be eliminated or reconstructed. Overcrowding in State hospitals is chronic. "We cannot, we must not permit these conditions to continue."

Conservation

Additional fish hatcheries to provide more fish, the development of some 350 miles of trout streams, a new game farm for Western New York, a wild life conservation project in Bronx Park, camp sites in the forest preserves, reforestation, the development of State parks—these are the chief recommendations in the conservation field. A gigantic program for the expansion of State parks and parkways is well advanced.

Rent control should be continued for another year. Housing will be the subject of a special message. The State Mediation Board should be enlarged.

Education

The State Aid program should be completed by including or amending aid to central rural schools, bus transportation, delinquency classes under suitable formulas. The Technical Institute programs should be forwarded. More aid should go to higher education by increasing both the number and the value of the Regents Scholarships.

We should examine the need for a State University, including professional schools in order to equalize educational opportunities throughout the State.

Child care centers should be continued through 1946 and funds should be provided for Migrant Labor Camps next summer.

Public Safety

A State-wide Safety conference representative of all groups interested in safety will be called this Spring to organize an integrated State safety program.

Veterans

New York is leading the nation in consideration of the needs of the veteran for employment, housing and education. We have the finest veterans' rest-center at Mt. McGregor. A separate bipartisan joint committee should advise the legislature and its various regular committees on all legislation affecting veterans.

We have today both tasks and opportunities almost without parallel in the history of the State—We have created a solid foundation and now stand in a position, with God's help, to erect upon it a substantial structure of well being, material and spiritual for the people of the State of New York.

It looks like a busy year for the State employee.

PAYMENT IS ASKED FOR PAST OVERTIME

(Continued from Page 1)

state were wiped clean of accumulated overtime for departmental, as well as institutions employees, this objection would not prevail.

Any department employee, who has accumulated overtime in the past few years, has done so because he had to—not because he was being favored, for nobody has promised compensation for such overtime. Many departmental employees have hundreds of hours of overtime and, while the shortages there were not as critical as in institutions, certain units, such as Audit and Control, Tax, Budget, Civil Service and many others, have simply had to pile up overtime to get the work out. No valid objection has yet been encountered to paying overtime for the past overtime work already performed by these departments, as well as institutional employees.

The State Association's proposals, and reasons therefor, may be summarized as follows:

I.

Payment for Unused Vacation and Overtime

Last year, for the first time in the history of the State, the Association obtained the passage of a bill which provided that any employee, who failed to get the full holidays or vacation allowance to which he was entitled during the fiscal year ending March 31, 1945, should be paid compensation for the time he was not permitted to use. This covered only overtime for this one year. It did not authorize payment for unused vacation or holidays accumulated prior to April 1, 1944. The law expressly provided that it was applicable to employees who work on an 8-hour day by law and by administrative rule or regulation. It is not applicable to higher ranking officers.

While many institution employees have benefited from this law during the past year, various inequalities and inequities in its administration have been reported to the Association. For example, the employees at Albion and Westfield have failed to receive the benefits provided by the law. It is reported that Sergeants and Lieutenants in the prisons have likewise been excluded, although they are on an 8-hour day the same as Prison Guards. In some Mental Hygiene institutions farm employees have been paid while, in others, payment has been refused. The Association promptly called this matter to the attention of Budget Director, John E. Burton, who has just requested President J. Edward Conway of the State Civil Service Commission to take such steps as may be necessary to correct inequities that may have slipped by.

Judge Conway said:

"This is a new law and it is not surprising that some misunderstanding has arisen on the part of both administrators and employees. I plan to take the matter up immediately with the heads of the various departments affected and attempt to work out a policy under which this law will be fairly and uniformly administered with respect to all institution employees."

Dr. Tolman said:

"I am pleased that Judge Conway is taking action to

bring about a uniform policy of administration. The Association is seeking not only to adjust the difficulties that have arisen during the past year, but will also propose whatever amendments to the law may be necessary to bring about a uniform policy of administration when the renewal legislation is enacted for the coming year."

II.

Covering Accumulated Overtime

For the past 3 years, overtime compensation has been authorized by temporary law, renewed from year to year for employees who work in excess of eight hours. This law has enabled the institutions to keep running during the war period when it was impossible to secure sufficient personnel to fully staff the institutions. Thousands of employees have loyally worked long hours to keep State institutions running. While most of these employees have received payment for the overtime they worked, there are many employees who were denied payment because the law contained a provision authorizing overtime compensation only when there were unfilled positions in the budget.

Consequently, if an employee was required to work overtime, but there was no vacant item from which he could be paid, his overtime accumulated and he could be paid only through additional time off. During the labor shortage, it was impossible in many cases to give these employees the additional time off to which they were entitled.

Throughout our institutions, there are many cases where employees are entitled to additional time off, ranging up to 100 days or more.

While there has been recruiting of additional personnel during recent months, it is obvious that the critical shortage will exist for many months. Employees who have accumulated all this additional overtime without being paid for it, see little hope for additional time off during the coming year.

The Association has, therefore, proposed to the Administration that new legislation be adopted this year to pay all employees for all overtime that has been accumulated to their credit in the past. The Association intends, of course, to seek the renewal of the present laws which have to be re-enacted each year, but it insists that the present laws are inadequate and that steps should be taken immediately to authorize payment of all accumulated overtime so that the institutions can start the coming year with a clean slate.

While temporary emphasis may have been placed upon the needs of institutional employees, because of special obstacles encountered, the Association's broad plan for a clean slate actually includes also departmental employees.

III.

Time and a Half

Although time and a half for overtime and double time on holidays is a universal practice in private industry, State employees have loyally put their shoulder to the wheel and have worked long hours of overtime at straight time rates. The Association believes that the only permanent solution to the overtime problem is the adoption of legislation authorizing payment at time and a half to State employees for the future.

250 Rooms Available Day or Night
SINGLE OR COUPLES
RATES \$2.00 DAY
313 West 127th Street
(N.E. Corner St. Nicholas Ave. 8th Ave. Subway at Door)
271-75 West 127th Street
(Near 8th Ave. and All Transportation Facilities)
The HARRIET HOTELS
UNIVERSITY 4-9053 • 4-8248
Owned and Operated by Colored E. T. RHODES, Prop.

WHITESTONE
8-03 Clintonville St. Detached frame 4 rooms, fireplace, steam, oil unit, Electric range, Plot 48x103, Irregular \$7,500. By appointment.
Egbert at Whitestone
FLushing 3-7707

SPRUIELL BROS.
MOVING and TRUCKING
New and Used Furniture Bought and Sold
Day & Night—MA 2-2714
359 NOSTRAND AVE. B'KLYN



Civil Service LEADER

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations
Published every Tuesday by

CIVIL SERVICE PUBLICATIONS, Inc.

97 Duane Street, New York 7, N. Y. COrtlandt 7-5665
Jerry Finkelstein, Publisher
Maxwell Lehman, Editor H. J. Bernard, Executive Editor
Brig. Gen. John J. Bradley (Ret.), Military Editor
N. H. Mager, Business Manager

TUESDAY, JANUARY 22, 1946

U. S. Employees With Status Deserve a Deferred Preference

A VERY serious problem exists in the Federal civil service in the loss of jobs by employees with classified competitive status. Both the Congressional blunder in reducing the U. S. Civil Service Commission's funds when the commission's tasks are increasing, and the legal necessity of giving jobs to veterans who are former U. S. employees, without regard to seniority, are costing Federal workers their jobs, which were once considered secure.

There is need of a tertiary preference. The Federal law establishes primary preference to disabled veterans, secondary preference to non-disabled veterans, but non-veteran employees with status have no preference over other non-veterans. They should have. The Commission has the power to accomplish this by regulation, or President Truman could issue an executive order.

It is quite likely that regulations will be drawn up so that persons with civil service status, but without veteran preference, who are being forced out of the Government service by returning veterans, will have opportunity to be selected from reemployment lists. It also seems probable that these reemployment lists will last a considerable length of time, to give the greatest opportunity to loyal, efficient and experienced workers.

It also appears equitable that regulations should be prescribed which will curb some of the former peacetime prerogatives of the appointing officer. Formerly an appointing officer could fill any position by four different means if he chose: from an open-competitive register (which would include reemployment lists if maintained by the Civil Service Commission); by transfer; by reinstatement; or by internal promotion. Undoubtedly, in the interest of protecting displaced career employees to the fullest extent, no appointing officer should be permitted to fill vacancies through reinstatement or transfer so long as there are qualified status persons available and willing to accept appointment.

Hazardous and Arduous Pay

THE matter of additional pay for hazardous or arduous employment, as provided in Chapter 302 of the Laws of 1945, is important to many State workers. The Association of State Civil Service Employees urged the placing of this provision in the statute. Recently John E. Burton, Director of the Budget, announced that action was being taken to accord additional pay to workers in the tubercular wards of the various State Hospitals and indicated that such awards, when made, and any awards to other groups, would be retroactive to October 1, 1945.

Doctor Frank L. Tolman, President of the State Association, addressed a special request to Director Burton on Jan. 14, requesting a hearing on behalf of the various civilian employees of the Department of Correction. Mr. Burton replied that it would be impossible to hold such a hearing prior to Feb. 1.

It is assumed that hearings will be held by the Director of the Budget at a later date. The Association will pursue the subject for final settlement of the hazardous and arduous pay problem and it is to be sincerely hoped that the hearings will result in the deserved favorable dispositions. The Budget Director is known to be extremely busy now, and the fact that he can not hold hearings immediately, while disappointing, is not indicative of any attitude on the merits.

NYC Employees Hopeful

NYC employees are looking to the O'Dwyer administration, hopeful that they will receive more consideration than they did during the past 12 years.

One of the first acts of the new administration was to start action to eliminate the unpopular periodic 24-hour tour of duty in the Fire Department. Employees generally view that as an augury that the new Mayor and Commissioners are aware of the problems of the municipal employees and will act to remedy them.

The Board of Estimate action on teachers' and engineers' pay is further encouragement to employees generally.

These problems, as well as many others, were left by the former administration for solution by its successor. There is no disposition shown by the O'Dwyer administration to temporize. Quite the opposite! Only the fact that the city is hard-pressed for operating funds no doubt defers the immediate solution of many another employee problem.

Merit Man



RAYMOND F. RYAN

"How would you like to have a job in which three billion dollars pass through your hands in a year? It must be sensational just to get the feel of that much dough, even in checks.

Well, Raymond F. Ryan is used to it by this time, wouldn't swap jobs with you, no matter how well you're placed, and is undisturbed by the possible anguish that parting with so much money may cause the taxpayers.

He finds that taxpayers are good losers and are always consoled by the thought that their lives don't go with it. This is bold borrowing of race track talk, not altogether suitable perhaps in discussing such a serious matter as the collection of taxes for Uncle Sam, especially the income taxes that make up the bulk of the take at Assistant Collector Ryan's window. (Beg pardon again!) Fortunately, there is no "breakage."

Boosts Working for U. S.

There's not a scintilla of gamble in anything he does. He's known as a methodical and highly successful administrator and as the one man in the office who can find the missing cent when the books don't balance. If they ever don't. He ain't sayin'. He's a whizz of an accountant and auditor himself, came out of the business to enter the Federal employ, and thinks a lot of the opportunities now presented by working for the Government.

"The promotion opportunities are greater in the Federal employ today than at any time in the past 10 years," he said. "Working for the Federal Government is an ambition that enterprising people may well entertain. Also, salaries are better than they were, and show signs of keeping apace of the times. Deterrents that may have existed in the past no longer exist, and, with the careful rating system that prevails, good work is rewarded, and public employees rise to positions of responsibility and increased income. Also, they do work that satisfies them, because it is important and constructive. A career in the Federal service is something that anybody would be justified in hoping to attain, and that attainment is not too difficult for qualified applicants."

Enjoys a Joke

Assistant Collector Ryan knows a lot about it. There are some 700 employees in the Internal Revenue Collector's office in the Custom House, NYC, of whom about 250 are in the field, 50 are auditors and the remainder clerks and stenographers.

He got a kick out of the joke on the Fred Allen radio show about the man who entered the Collectors' office, said: "I'm a taxpayer," and was told, "All right; start lying."

As a soldier Mr. Ryan helped to chase the elusive Villa in Mexico. Though Pershing was there, too, Villa escaped. But a taxpayer is not a Villa and Villa was never a taxpayer. Nobody should take too much for granted with Mr. Ryan. He knows how to handle the tricky ones, as he proved against the enemy on Flanders field, as an officer in World War I.

He stands square-shouldered and erect, in true soldierly style, at 53; has all the energy of a man 33; enjoys a joke like a lad of 23. But definitely not on the joke list is his huge task, day in, day out, for which his training as Comptroller of Internal Revenue fitted him snugly. Four years in his present post have taught him, he says, this outstanding lesson: "Taxpayers always should enclose the bill with their remittance."

Don't

Repeat This!

PENALTY FOR GOOD WORK

A NYC exterminator exterminated himself from a job. There was one exterminator on the payroll of the NYC Housing Authority, Louis Gabe.

Last week he was laid off. Reason—"Lack of work."

QUILL'S POSITION

Pay scales are eliminated by Councilman Michael J. Quill, international President of the Transport Workers Union, from the issues of his threatened NYC transit strike. And for a reason. The salaries of graded employees are limited by law. A suit for a declaratory judgment, started by the TWU in 1940, to determine if the right to strike existed, was side tracked because of the war. So Mr. Quill is relying solely on op-

position to any sale of power plants by the city to a utility company.

COURT ACTION SOON

Civil Service attorneys are looking forward to a return of the "good old days" when court calendars reflected much Civil Service litigation. A group of suits are expected to test the veteran preference amendment. Wartime employees (such as the temporary NYC Patrolmen) are planning legal action aiming at permanent jobs.

New private industry rates will induce scores of prevailing wage rate cases. That means plenty of work for the NYC Corporation Counsel's lawyers, perhaps at least a numerical increase in the legal staff.

Comment, Please

Address Editor, The LEADER, 97 Duane St., New York 7, N. Y.

Federal Pension Aims

Editor, The LEADER:

Federal civil service employees were pleased to note in a recent issue of The LEADER that your grand fighting paper is being given recognition in Washington and other Governmental circles as being authoritative in civil service problems. You represent the vast thousands of employees in Federal civil service in voicing their views and hopes.

It would indeed be a blessing if, in that direction, you could come to make yourself heard in responsible circles on the Retirement question. This perennial question never seems to get settled, bills by the score get introduced and pigeonholed in committees, every Congress, but never does a concrete settlement get made. Meanwhile, Time Marches On heavily for the poor old-timers, who are getting infirm with age and its sicknesses, awaiting a break.

Why don't you militantly sponsor a 30-year-service, regardless-of-age Retirement for Federal employees? Many are even 35 or more years in service, yet that old devil, "Age-Factor" keeps them from getting out and thus making vacancies for younger folks, or for returning veterans. Veterans organizations ought to really get behind this, too. What with the Government cutting expenses, reducing the force, abolishing functions, and entire departments being abolished, it should be a true miracle if some one could point out how to CREATE, (not abolish) JOBS! Well, this 30-year-service retirement, age-factor removed, will do just that! The appeal here is very broad—to the prospective retirees, to the young war time appointee, to the veterans, etc. We suggest you propose a bill to read, and to be earmarked thus: "Bill to Create Jobs for Veterans of Military Service by 30-Year-Retirement,

Regardless-of-Age, of Federal Employees."

Thanking you for past efforts, and for taking up the banner here in a good fight, I am,

JOHN T. SEDGEWICK.

Permanent U. S. Jobs

Editor The LEADER

It has been suggested in your paper that all Federal employees now may have the opportunity of becoming permanent. This is very fine. Employees who are now permanent should get a break.

The "war service indefinite" employees have held higher paying positions, which have made permanent employees look on enviously, but with one consolation, that after the war they would still have their jobs. For this reason and others the following should be taken into consideration:

1. All married women holding good positions or owning businesses should be weeded out and given their notice. Veterans, employees with families to support and employees who are self-supporting should be given these jobs.

2. All employees with permanent status should be considered first for the higher-paying positions and given preference if they are qualified. Are they not entitled to a little more than the war-time employee, since they have worked longer with the Government?

3. All war-time employees should be reduced in grade to give veterans, needy employees and permanent employees an opportunity for advancement. The war-time employee can feel very lucky if he is given a permanent status.

4. As much favoritism and red-tape as possible should be cut out. Too much favoritism has been the basis of promotions and efficiency ratings.

DOROTHY RYAN

Question, Please

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

U. S. Steno Test

What is the purpose of the qualifying test in the competitive U. S. examination for Stenographer and Typist? What are the Steno details?—E. B.

This test is designed to test the competitors' ability to perform quickly and intelligently various kinds of clerical work. A practice test will be given before the examination to acquaint competitors with the types of questions and the methods of answering them.

The subject of Stenography is

required of stenographic competitors only; it will not be rated unless the competitor qualifies as a typist (\$1,704 grade).

The dictation will be at the rate of 80 words a minute. Any system of making notes, including the use of shorthand-writing machines, is acceptable, provided the notes are given to the examiner after being transcribed. The use of typewriters for making notes is not permitted, however, because the noise of the machines would interfere with the dictation.

Time required: About two hours will be required for the entire examination.

3 Commissionership Changes Are Made

The following changes in civil service commissions in New York State have been reported by the Municipal Civil Service Bulletin:

Harrison J. Luce has been appointed a member of the Olean Civil Service Commission. He will serve as Secretary to the Commission.

Michael Barrett has been appointed to the Lackawanna Civil Service Commission. He succeeds Joseph Mahoney, who recently resigned.

Harvey M. Parka replaces Donald Anderson, who resigned as a member of the Jamestown Civil Service Commission.

Mrs. Louise H. Eaton has resigned as Secretary to the Columbia County Civil Service Commission. Mrs. Florence S. Thomas has been named to the position.

The offices of Monroe County Civil Service Commission have been moved to the Terminal Building, 65 Broad Street, Rochester. The telephone number, Main 1047, will be the same.

Pension Merger Opposed

Special to The LEADER

WASHINGTON, Jan. 22.—The attempt to merge the Federal Employees Retirement System with the Social Security System was said by a Civil Service official to lack sense.

The proposed merger was submitted to the House Ways and Means Committee by a special subcommittee which recently was voted \$50,000 to investigate the whole field of Social Security.

With the single exception of the CIO United Federal Workers union, major Federal employee groups immediately opposed the merger. UFWA reserved judgment.

The viewpoint of its opponents was expressed by the Civil Service official, who said:

"I can't see that it adds up and makes sense."

Under the merger, U. S. employees would retain part of their present benefits under the Federal Retirement System.

Details of Provisions

More specifically, here is how it would work out:

Government workers would continue, as at present, to pay 5 percent of their salary into a pension fund. However, instead of all of this going to the Federal System, 1½ percent of the first \$3,000 of an employee's salary would go to Social Security. (Industrial workers, incidentally, pay only 1 percent and get as many benefits as those proposed for U. S. employees.)

Retired employees would draw both a Federal System pension and a Social Security pension. However, for workers in the lower brackets and those in the upper brackets, the amount would be less than the present Federal pensions.

Survivors' Benefits

To make up for this reduction in pensions, dependents of employees who died would get Social Security's survivors' benefits. These give a continuing pension to the widow and to any under-age children. By contrast under the Federal System, survivors get only a lump-sum check for such money as the employee actually paid into the System, plus interest.

The merger proposal also specifies that U. S. employees' retirement would continue to be administered, as at present, by the Civil Service Commission.

Opponents See Threat

However, opponents, who have long feared Social Security's repeated attempts to take over the Federal System, think Civil Service inevitably would be forced to yield a large share of its control.

Incidentally, opponents also point out that there is no reason why the important survivors' benefit plan cannot soon become part of the Federal Retirement System. They insist this could be done without increasing the present 5 per cent retirement deductions.

Employee unions are certain to make a vigorous fight against the plan.

Pay Raise for 200,000 Navy Per-Diem Men Is Believed Imminent

Special to The LEADER

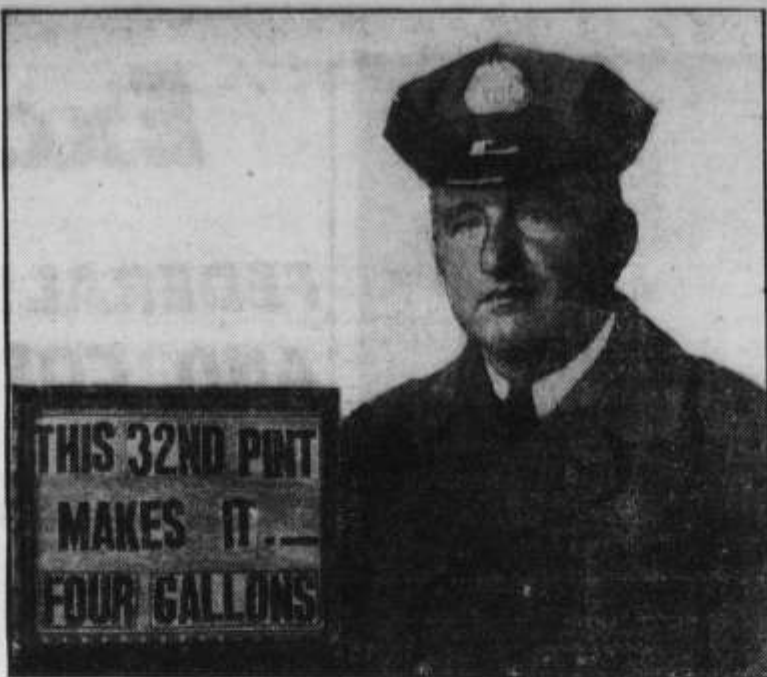
WASHINGTON, Jan. 22.—Pay raises for 200,000 per diem employees of Navy Department very definitely are in the offing.

Navy Secretary James Forrestal said that the Navy is prepared to go along with any increases recommended by the Shipbuilding Wage Stabilization Conference.

And the conference definitely is expected to recommend pay boosts—though how much is still a subject of dispute.

Mr. Forrestal's statement came after a conference here with leaders of the AFL metal trades unions, which have asked for a 33 per cent increase to meet increased cost of living.

Under the law, pay of Navy per diem employees—unlike that of per annum employees—is fixed by a departmental wage board. Mr. Forrestal's statement was assurance that the Navy's wage board will meet any increases authorized by the Shipbuilding Conference.



SIMON H. SCHNEIDER, Times Square Post Office letter carrier, giving his 32nd pint of blood at Halloran Hospital. He has been active organizing blood donors among letter carriers, aiding bond, clothing and book drives. He says he is the first man in America to be a 4-gallon blood donor.

Board Wants Change In Classification Law

Special to The LEADER

WASHINGTON, Jan. 22.—Inside word here is that the Civil Service Commission soon will ask Congress to authorize a major change in the Government's method of job classification.

That, at least, is the present idea of the Commission's planners. And there's every reason to believe the Commission itself will approve.

At present, the Commission individually classifies every job in the departmental service (Washington), and then makes sure that Federal agencies fit the right

job to the right classification. The law requires that.

Under the proposed change, the Commission would continue to classify jobs—set duties and qualifications, but it will leave it to the agencies to see that the job is properly fitted into the classification.

This is the system now being followed by the Commission in setting up standards for jobs outside Washington. Until recently, most of these positions had never been classified by the Commission. But it has now classified approximately 600 types of jobs, and is classifying others at the rate of 15 or 20 per week.

Single File May Follow Employee Wherever He Goes

Special to The LEADER

WASHINGTON, Jan. 23.—An important short-cut in Government record-keeping is now in the making here.

The Council of Personnel Administration is working on a plan whereby there would be only one personnel file for each U. S. employee. And that file would follow the employee wherever he might work in Government.

At present, every time a Fed-

eral worker transfers to a new job, his new agency sets up a new personnel folder for him. Some workers—those who have transferred most often—actually have a dozen or more of these folders scattered throughout the Government.

The new plan would eliminate this duplication. And at the same time bring about a substantial saving in bookkeeping.

Navy Dept. Layoff Policy Under Fire

Special to The LEADER

WASHINGTON, Jan. 22.—The American Federation of Government Employees (AFL) is dissatisfied with the Navy Department's layoff procedure.

James G. Burns, national President of the union, said he had evidence that Navy is laying off qualified civilians, while offering promotions as bait to encourage uniformed personnel to stay on the job—in uniform.

He also said that in many Navy stations outside Washington, civilian jobs are being "dolled up" with phoney duties, and then assigned to former officers.

Navy officials deny both charges. However, they have promised an investigation.

The Navy Department has orders to lay off an additional 16,000 civilian per annum employees within the next three months.

Navy officials describe the cut as a "most serious" one. They explain that the department has only 138,000 per annum workers on its rolls now.

STOREKEEPER TEST

The Municipal Civil Service Commission today announced that the promotion examination to Senior Storekeeper (Knowledge of Automotive Parts), ordered on December 12, 1944, has been cancelled and that an open-competitive examination for the job will be held.

House To Tackle Pay Bill Feb. 1; Eyes Industry

Raises Granted in Strike Settlements Expected to Affect U. S. Workers' Salaries — General Motors Seen as Yardstick

By CHARLES SULLIVAN

Special to The LEADER

WASHINGTON, Jan. 22.—Keep an eye on current industrial disputes for a key to the probable fate of U. S. pay raises.

That's the inside word in Washington today. And it appears to be the correct word.

In a sentence: If General Motors and other firms accept the 18 per cent pay raise formula that seems to be gaining favor in industry, then chances will be good for more generous U. S. raises. More generous, that is, than the average boost of 11 per cent provided in the pay bill recently approved by the Senate.

G. M. as Yardstick

Sponsors of the Government pay bill think the General Motors case, particularly, is extremely important. If G. M. accepts the 17.4 per cent increase recommended by Mr. Truman's fact-finders, then they think prospects are very bright indeed that the House will see fit to go considerably farther than the Senate on the Federal salary bill.

Specifically, they think there's a good chance the House will approve more adequate raises for U. S. workers in the middle and upper pay brackets.

What Senate Bill Provides

To review for a moment: The Senate-approved pay bill takes pre-war salary rates as a base.

Then it grants a 36 per cent increase on the first \$1,200 of the pre-war salary.

An 18 per cent increase on all pay between \$1,200 and \$4,600.

And a 9 per cent increase on all above \$4,600.

That averages out at 11 per cent. And combined with the average 15.9 per cent increase which went into effect July 1, it would give Federal workers an

average boost (over pre-war rates) of 26.9 per cent.

By contrast, General Motors employees already have received a 15 per cent boost under the wartime Little Steel formula. And if they get an additional 17.4 per cent now, their total increase will stand at 32.4 per cent.

As the approaching pay bill debate in the House draws closer, it is evident that Federal employees will concentrate practically all their efforts on winning better pay boosts for middle and upper bracket workers. The feeling is that these brackets offer the best opportunity to win the ear of the House. And a good many insiders think they may be successful.

That, however, is only an estimate. It is a bit on the optimistic side. As it looks now, there may be an increase of a few percentage points in the middle and upper-brackets. But it probably will be a very small increase—or worse still, none at all.

House Has Feb. 1 Date

The House is now slated to get down to work on the pay bill about Feb. 1. At least that is the tentative date on which Representative Jennings Randolph (D., W. Va.), new chairman of the House Civil Service Committee, plans to call hearings.

Indications are that the hearings will be rather extensive. Also—and this is an extremely important factor at this time—even the proponents of the bill are now inclined to urge the House to take its time.

Reason: They feel fairly certain that private industry is going to go down the line with increases of approximately 18 per cent for industrial workers. And they're anxious to see as many industries as possible on record before the Government bill comes to a showdown.

HOUSE LIBERALITY EXPECTED

Continued from Page 1

of exactly the same amounts that were provided in the pay law that became effective on July 1, 1945.

Example Cited

The way it would work out is this: Taking a base salary of \$5,000 as of last June, because it involves the entire formula, the present law gives a \$240 increase on the first \$1,200, a \$340 increase on the next \$3,400, and a \$20 increase on the remaining \$400 of salary, a total of \$600 more; raising the base pay as of today to \$5,600. Under the Senate bill formula, increases would be based, not on the present \$5,600 but on the former \$5,000, and the amounts added would be \$432 on the first \$1,200, \$612 on the next \$3,400, and \$36 on the remaining \$400, or \$1,080 all told, so the base pay would be increased to \$6,080. If the formula were increased to the 40-20-10 per cent

basis, the total increase would be \$1,200 and the new base pay \$6,200.

Reduced Leave Suggested

Some members of Congress are initiating an attack on the annual leave system of Government employees. This movement began to develop when the five-day week went into effect, and suggestions have been made that the 26 days leave be reduced to 20 or 15.

During the debate in the Senate on the pay bill two members criticized the hours of Government employees, on the ground that they were working a five-day week and had 26 days leave. It was not mentioned, says the American Federation of Government Employees (AFL), that they are working as many hours a week, or more, than they did under the five-and-a-half day week in effect before the war, or that annual leave was formerly at the rate of 30 days a year.

Truman Warns Against Bias

Special to The LEADER

WASHINGTON, Jan. 22.—The danger of discrimination, that has always existed in some branches of the Federal civil service, is recognized by President Truman, who in talks to cabinet members, as well as in public utterances, keeps mentioning the fact. He talks of the need of precautions against any possibility of discrimination because of race or creed.

President Truman, in signing the bill giving the U. S. Veteran Administration power to hire doctors, dentists, nurses and certain technicians, again warned against discrimination, although not in the sense that the V.A. had been an offender.

The reduction in funds of the U. S. Civil Service Commission is regarded in some quarters as increasing the danger of discrimina-

tion. The Commission has been the main barrier against its practice. Direct hiring, which reduced Civil Service Commission staffs, will render necessary in more and more Government offices, has usually resulted in increased discrimination.

The bill permits the V.A. to appoint the doctors, dentists, nurses and certain technicians without regard to civil service procedures. The Civil Service Commission and the Bureau of the Budget asked that it be vetoed, and last-minute objections developed among veterans' organizations, which felt that the bill did not sufficiently protect veteran preference.

On signing the bill, the President addressed a letter to General Omar Bradley, Veterans' Administrator, directing him to administer it in such a way as to meet the objections raised by the Com-

mission, the Budget Bureau and the veterans' groups. He called particularly for observance of veteran preference and for administration without discrimination on racial or religious grounds.

President's Letter

The text of the President's letter follows:

"I have today given my approval to H. R. 4717, an enactment to establish a department of medicine and surgery in the Veterans' Administration.

"I recognize the emergency situation which confronts the Veterans' Administration at the present time in the recruiting of physicians, dentists, and nurses.

"It is my desire that, in carrying out the provisions of this law, you develop a system of recruitment and placement which will grant priority to qualified veterans and which will also provide against

any possibility of discrimination because of race or creed.

"I hope that this legislation will enable you and your associates to move forward in your determination to provide the veterans of this country with a progressive up-to-date department of medicine and surgery. Much progress has been made in this direction, and I shall watch with real interest any additional steps which will be taken by you under this new law."

The Civil Service Commission has some check on discrimination in entrance appointments, because the job certificates pass through its office, but transfers and reinstatements are often made directly by the departments and agencies. A warning against discrimination, and of vigorous investigation of charges, has been sent by the Commission to the departments and agencies.



Baby looks puzzled as NYC Hospital doctor listens.

V.A. Positions for Doctors Are Popular With Vets

Considerable interest is being shown by local medical men in the opportunities offered by the Veterans Administration facility on Kingsbridge Road, The Bronx. Under revised hiring regulations established by General Omar N. Bradley, head of the V.A., the hospital is allowed to interview and hire physicians on the spot, without going through civil service.

Col. Hyland Flower, at Building D at the hospital, is in charge of recruitment of medical men to fill vacancies, and regularly in-

terviews doctors interested in the positions, which pay \$4,300 a year and up. Information may also be obtained by phoning him at RAYmond 9-3200.

Veterans Get First Crack

Both veterans and non-veteran applicants are interviewed for the medical posts. However, veterans are given first preference and the number of veteran applicants is expected to meet the demand to fill vacancies which occur regularly, for several months.

For the \$4,300 positions, the hospital puts acceptable doctors

to work and notifies the Civil Service Commission on standard forms that they have been hired. For higher graded posts, the hospital is required to send a "Letter of Transmittal" to Washington asking permission to make the appointment. In cases where specially qualified physicians apply and there are no local posts available, the doctor's qualifications are wired to Central Headquarters of the V.A. to determine if there are any vacancies in other hospitals for him. Medical positions in the Administration pay up to \$11,000 a year.

WHAT APPLICANT SHOULD KNOW

The following general information applies to examinations for jobs with the Federal government:

1. Appointments will be known as War Service appointments. Such appointments generally will be for the duration of the war and in no case will extend more than six months beyond the end of the war. Persons receiving War Service appointments do not thereby acquire a classified (competitive) civil service status.
2. Apply directly to a Civil Service Office. The NYC office is at 641 Washington Street, New York 14, N. Y.
3. There are no age limits for examinations, unless expressly stated otherwise.
4. Applicants must be citizens of or owe allegiance to the United States.

5. Physical requirements—Applicants must be physically capable of performing the duties of the position.
6. The department or office requesting list of eligibles has the legal right to specify the sex desired.
7. Preference in appointment (including the addition of extra points to earned ratings) is given under certain conditions to: Ex-service men and women, unmarried widows of deceased ex-service men, and wives of such disabled ex-service men as are disqualified for appointment because of service-connected disability. In rating the experience of a preference applicant, the time spent in the military service will be regarded as an extension of time spent in the position the applicant held when he entered

such service. The veteran on whose service a preference claim is based must have been honorably discharged from active military service.

8. If no written test is required, Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of sworn statements as to their experience, and on corroborative evidence secured by the Commission.

9. Investigation: Competitors who attain an eligible rating may be investigated with the object of securing additional evidence as to their qualifications and fitness for this position; also, to secure evidence as to their honesty, integrity, habits, loyalty to the United States, and general character. The investigation may include a personal interview.

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$4,300	\$792 44 hours \$5,092	\$5,696
\$4,300	\$821 44 hours \$5,061	\$5,483
\$4,300	\$843 44 hours \$5,483	\$5,483

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

DUTIES

Under general direction of the manager of a Veterans Administration Facility the Personnel Officer is responsible for the administration and supervision of all phases of the personnel management program. In the \$4,300 position, he may personally perform the more responsible duties in connection therewith; in the \$3,640 position, he personally performs the responsible duties in

Exams for Public Jobs

FEDERAL PERSONNEL JOBS UP TO \$4,300 AND CORRECTIONAL OFFICER OPENINGS

A notice of examination for Personnel Officer, at base pay of \$3,640 and \$4,300 for two grades, was issued today by James E. Rossell, Director, Second U. S. Civil Service Region. Applications must be submitted by mail, but the necessary forms may be obtained in person or by mail from the Commission's regional office at 641 Washington Street, New York 14, N. Y. The office is in the Federal Building, Christopher and Washington Streets. The Seventh Avenue local station at Christopher Street is the nearest rapid transit station.

The examination is open to veterans and non-veterans. Candidates will be rated on their training and experience. There will be no written examination.

Correctional officers are also needed by U. S., at about \$2,400. [See separate story below.]

Official Exam Notice

The official notice of examination follows:
Announcement No. 2-65
(Unassembled)
Forms: 574/4007-ABC/4008/4719

PERSONNEL OFFICER

\$4,300 and \$3,640 a Year, Plus Overtime Pay

Places of Employment: U. S. Veterans' Administration facilities located at: Batavia, Bath, Northport, Saratoga Springs and Sunmount, N. Y.

Closing Date: Approximately 100 applications are necessary to meet the needs of the service. When that number has been received no further applications will be accepted other than from veterans who are eligible to have the examination reopened. Applications will only be accepted when submitted by mail.

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

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$4,300	\$792 44 hours \$5,092	\$5,696
\$4,300	\$821 44 hours \$5,061	\$5,483
\$4,300	\$843 44 hours \$5,483	\$5,483

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

DUTIES

Under general direction of the manager of a Veterans Administration Facility the Personnel Officer is responsible for the administration and supervision of all phases of the personnel management program. In the \$4,300 position, he may personally perform the more responsible duties in connection therewith; in the \$3,640 position, he personally performs the responsible duties in

connection with classification and utilization of personnel. Specifically, he is responsible for the following functions:

- (1) **Recruitment and Placement**—Directs, coordinates and supervises all activities in connection with employment, recruitment, and placement of personnel, involving appointments, placements, promotions, separations, transfers, etc.; authorizes new and additional positions within current regulations, etc.
 - (2) **Employee Relations**—Supervises the allocation of positions, job analyses, standardization of duties of positions, etc., and acts as chairman of the Efficiency Rating Committee.
 - (3) **Personnel Management Improvement**—Directs the personnel utilization and training programs, analyzing management practices, coordinating training activities, determining training needs, and organizing and directing training programs.
- In addition the Personnel Officer acts as representative of the Central Office in special inquiries, etc., and maintains liaison with the Civil Service Commission.

MINIMUM QUALIFICATIONS

Experience: Applicants must have had for the \$4,300 grade at least five years and for the \$3,640 grade at least four years or progressively responsible personnel or administrative experience in a public or business organization which has a comprehensive program of personnel administration. A substantial part of this experience for the \$4,300 grade, must have involved participation in or close familiarity with one or more of the specialized fields of personnel administration. One year of the required experience, for the \$3,640 grade, must have been in the analysis and evaluation of jobs for the purpose of allocating them to salary levels.

The experience must have been of a scope and level of responsibility sufficient to demonstrate the ability to plan and administer a program to an extent comparable with the duties of the position. Applicants must have demonstrated the ability to deal satisfactorily with associates and the public.

Substitution of Education for Experience: Applicants may substitute study in a college or university of recognized standing for the experience requirement on the basis of one year of education for six months of experience up to a maximum of four years of education for two years of experience. Education may not be substituted for the special experience requirements of the \$3,640 grade.

Types of Employment, in which Qualifying Experience may have been obtained:

1. Personnel Officer in a Federal agency or field establishment whose duties have involved participation in broad phases of a personnel program.
2. Head of, or in a responsible position in, a State or municipal personnel agency.
3. Personnel director or assistant in a large business or industrial establishment having a comprehensive program of personnel administration and using modern techniques.

trial establishment having a comprehensive program of personnel administration and using modern techniques.

4. Personnel specialist in a Federal agency, or in a State or local government, or in a large business or industrial concern having a comprehensive program of personnel administration, who has been responsible for one or more of the main phases of personnel work, e.g., classification, placement, etc.
5. Administrative officer or assistant in a Federal agency, or in a State or local governmental agency, or in a large business or industrial concern having a comprehensive program of personnel administration, who is familiar with modern techniques of personnel administration.
6. Administrative analyst in a Federal agency with experience in the design and installation of personnel systems or methods, and responsibility for conducting surveys or investigations and preparing constructive recommendations for improvement or personnel procedures.

7. Consultant or staff member of a research, survey, management engineering, or similar organization whose duties have included the performance of work of the type described above.

8. Head of, or in a responsible position in, an employment service which has a program of extensive qualifications analysis.
9. College teacher of public administration, with experience as a personnel consultant, who has also had responsible administrative experience.
10. Military experience which has involved responsibility for civilian personnel activities.

Types of Employment in which Qualifying Specialized Experience Required for the \$3,640 grade may have been obtained:

1. Position classifier in an operational personnel agency of a Federal, State, or local Government.
2. Position classifier in an operational agency of a Federal, State, or Local Government.
3. Wage rate analyst in an agency of the Federal Government who has been engaged in the analysis and evaluation of jobs for the purpose of allocating them to salary levels.

4. Personnel specialist in a large scale private organization who has been engaged in the analysis and evaluation of jobs for the purpose of allocating them to salaries or levels.

5. Military experience which has involved the analysis and evaluation of civilian jobs for the purpose of allocating them to salaries or levels.

How to Apply:

1. Applicants must file the forms and material listed below, by mail, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Bldg., Christopher Street, New York 14, N. Y.
2. Applicants who have had military service should file Form 4719 (Veteran Supplemental Form).

B. Card Form 4007-ABC.

C. Form 4008.

D. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.

2. The necessary forms may be obtained from the Director, Second U. S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., or at any first- or second-class post office in which this notice is posted.

FEDERAL

Jobs in 6 different titles offer real job opportunities to veterans and non-veterans to enter the Federal service. A seventh job—Vocational Adviser—is restricted to veterans only.

The 7 titles and the agencies: **Veterans Administration:** (a) Training Officer, (b) Vocational Adviser, limited to veterans only, and (c) Attendant (Mess), (c) Attendant (Hospital) and Doctor. **Civil Aeronautics Administration:** Aircraft Communicator. **Various departments and agencies:** (a) Stenographer, (b) Typist, and (c) Messenger.

Where to Apply

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

Details About the Jobs

Here are details of the 9 Federal positions:

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

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

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

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

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

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

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

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



A Laboratory Technician in a hospital takes over at feeding time.

sonnel work. (Veterans only.)

Doctors. \$4,300 to \$11,000, at Veterans Administration hospitals, including The Bronx. Apply to Col. Hyland Flower, Building D, c/o V.A., Kingsbridge Road, The Bronx.

STATE

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms, write to the State Civil Service Commission, State Office Building, Albany, N. Y., or to the Commission at 80 Centre Street, NYC. Enclose a 9-inch 3-cent stamped envelope. Refer to the title and number listed below.

PROMOTION

No. 1200. Chief Aquatic Biologist, Department of Conservation, Salary \$4,000 to \$5,000 plus bonus. Closes Jan. 31.

NYC

Six open-competitive, 10 promotion and one change of title exam are listed in the NYC service. The last date for filing is 4 p.m., Jan. 23. There are at least 64 entrance vacancies.

OPEN-COMPETITIVE

Patrolman P.D.

See Page 1 story for details. **Buyer (Mechanical Equipment).** Salary: \$3,500 to but not including \$5,000 per annum. Applications: Issued and received from 9 a.m. January 8 to 4 p.m. Jan. 23.

Fee: \$3. **Vacancies:** One in the Department of Purchase.

Dental Hygienist

Salary: Appointments are presently made at \$1,260 (basic rate),

\$1,500 (bonus rate). This is an ungraded position.

Applications: Issued and received from 9 a.m. Jan. 8 to 4 p.m. Jan. 23.

Fee: \$1. **Vacancies:** 60 at present. Others occur from time to time.

Horseshoer

Salary: Prevailing rate. At present \$9.50 a day (basic rate), \$10.50 a day (bonus rate).

Age Requirements: Open only to persons who have not passed their fiftieth birthday on the last date for the filing of applications. This position requires extraordinary physical ability. **Applications:** Issued and received from 9 a.m. January 8 to 4 p.m. January 23.

Fee: 50 cents. **Vacancies:** Three at present in the Police Department.

Low Pressure Fireman

Salary: At present \$1,500 per annum (basic rate), \$1,620 per annum (bonus rate).

Applications: Issued and received from 9 a.m. Jan. 8 to 4 p.m. Jan. 23.

Fee: \$1. **Vacancies:** Approximately 75 and two military vacancies.

Senior Maintainer (Bookkeeping Machines)

Salary: \$2,401 and over. **Applications:** Issued and received from 9 a.m. Jan. 8 to 4 p.m. Jan. 23.

Fee: \$2. **Vacancies:** One in the Department of Finance. **Requirements:** Candidates must have had at least three years' experience as repairman on bookkeeping machines.

Technician X-Ray

Salary: Appointments are presently being made at \$1,500 (basic

rate), \$1,740 (bonus rate). This is an ungraded position.

Applications: Received and issued from 9 a.m. Jan. 8 to 4 p.m. Jan. 23.

Fee: \$1. **Vacancies:** Thirty at present, others occur from time to time.

PROMOTION

Promotion Titles Listed
File from 9 a.m. Jan. 8 to 4 p.m. Jan. 23

Administrative Assistant, Municipal Broadcasting System, \$3,000 to \$5,000. Test to be held Feb. 5. Captain (Women), Department of Correction, \$2,880 and \$3,240. Test to be held March 13, 1946.

Director of Recreation, Parks Department, \$5,000 a year and over. Test to be held April 10. Elevator Mechanic's Helper, NYC Housing Authority, \$1,800 (\$1,920) a year. Test to be held Feb. 26.

Examiner, Grade 4, Teachers' Retirement System, \$2,401 to \$3,000. Test to be held Feb. 5.

Inspector of Fuel, Grade 4, \$3,000 a year and over, Comptroller. Test to be held Feb. 27.

Inspector of Steel (Construction), Triborough Bridge Authority, \$3,000 a year and over. Test to be held March 12.

Low Pressure Fireman, NYC Housing Authority, \$1,500 (\$1,620) a year. Test to be held Mar. 12.

Supervisor of Recreation, Parks Department, \$3,600 to \$5,000. Test to be held April 10.

Transcribing Typist, Welfare, \$1,201 to \$1,800. Test to be held March 2.

Change of Titles

Transfer and Change of Title to Laborer (Labor Class), Comptroller and Public Works, \$1,560 (subject to budget). Test to be held Feb. 18.

Lifeguards Are Needed by NYC; Free Training Course Given

CORRECTIONAL OFFICER JOBS OPEN TO VETS

Collector of Internal Revenue Needs Office Machine Operators

The Department of Parks announced today the opening on Feb. 4 of the Municipal Lifeguard Training Course conducted each year to train young men for the position of lifeguard at New York City's municipal pools and beaches. Pay of lifeguard was \$3.30 a day last summer.

The course, consisting of practical and theoretical instruction in lifeguard procedure and practice, will be divided into five parts: lifesaving; water safety; resuscitation and inhalator opera-

tion; beach control; care of lifesaving equipment and boat and surf rescue technique.

Executive and staff members of the Park Department will act as instructors.

Each candidate will be required to attend one 2-hour session a week, beginning Feb. 4. Sessions will be held every afternoon and evening, except Sundays, and candidates will be given their choice of class periods.

Who Are Eligible

This training course is open to

any young man citizen of the United States, who will reach his 17th birthday on or before July 1, and who can pass a non-competitive swimming test of 50 yards in 40 seconds and who can also pass a qualifying medical and physical test to be given at the time of enrollment. Registration will be by written application on forms provided by the Department of Parks.

Application forms are obtainable at all public, parochial and Hebrew High Schools, university and college placement offices, as well as at YMCA, YMHA and

Park Department facilities. Tuition is free.

All classes will be held at the Park Department East 54th Street Pool, 342 East 54th Street, Manhattan. This pool can be easily reached from any part of the city via the municipal transit system.

In addition to becoming eligible for appointment as a Municipal Lifeguard for the summer season, successful candidates will receive a Senior Red Cross Life Saving Certificate as well as a Certificate of Qualification from the Department of Parks.

Competition for the position of Correctional Officer in the Bureau of Prisons, Department of Justice, has been restricted by executive order to persons entitled to veteran preference.

Veterans interested in this type of work could prepare for it while in military service through a course in "Prison Work" produced by the Bureau of Prisons and given through the U. S. Armed Forces Institute. The Civil Service Commission agreed, when the course was begun, to give additional credit in examinations for

Correctional Officer for successful completion of the course.

The Bureau of Prisons plans to recruit more than 1,000 Correctional Officers, to work in Federal penitentiaries, at around \$2,400. The Civil Service Commission believes a sufficient number of qualified veterans will apply to fill the need.

The recruitment from the New York-New Jersey area is made through the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Official notices are expected to be ready soon.

Fifty adding machine and calculating machine operators are needed now, and 50 more will be needed on Feb. 1 by the Collector of Internal Revenue, U. S. Treasury Department, in the Custom House, Manhattan. These positions are under Federal civil service, are in the CAF-2 grade, paying \$1,704, and are obtained by application to the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Applications may be obtained and

filled-in forms filed by mail, but time is saved by obtaining the necessary forms in person.

The positions are of a temporary nature. However, many of these employees who were hired as temporaries last year are still on the job, and so are some who were hired several years ago.

The experience gained in the temporary work may count in examinations in the Federal service for a permanent job, and also seniority is built up by temporary service.

Each candidate is investigated. Evidence secured, during the course of investigation, of possession of such personal characteristics as want of judgment, lack of physical or mental vigor, or inability to cooperate with others, or of such habits of intemperance, which in the judgment of the Commission would render the applicant unfit or undesirable for this position, will be considered sufficient ground for the rejection of his application, or for his separation from the service if already on duty.

Area Preference

Preference in certification will be given to eligibles residing in the area served by the office for which vacancies exist.

DOCTORS AND DENTISTS ASK ANNUAL PAY IN HEALTH DEPT.

Stating that their treatment by the LaGuardia administration set a precedent which threatens the whole structure of civil service, a group of Health Department physicians and dentists are appealing to Mayor O'Dwyer to put them back on a per-annum basis in the 1946-7 Budget.

The Chairman of the group, Dr. Maurice Wollin, recalled that until July, 1940, the doctors and dentists were employed on a regular per annum basis, earning between \$1,800 and \$2,400 a year. Then, although they had taken written and oral civil service ex-

aminations and had been appointed from competitive eligible lists, they were changed to a per-session fee basis. This cut their earnings down to between \$1,000 and \$1,200 a year. This, Dr. Wollin added, affected some 300 doctors and 60 or 70 dentists. In addition, they also lost sick leave and vacation time and a substantial portion of their pension rights.

Many Now Over 50

At present many of the doctors and dentists in this group are over 50 years old and face retirement on a very small annuity, he

added. Most of them have seen from 18 to 30 years' service with the City.

Even if it were necessary, for financial reasons, to cut down the amount paid to doctors and dentists, Dr. Wollin says, new entrants only should have been put on a per-session basis. Those already in the civil service posts should have retained their rights, he insisted.

A mass meeting to which all civil service employees are invited will be held tomorrow (Wednesday) at Pythian Temple, 135 West 70th Street, Manhattan, at 8:30 p.m.

P.B.A. Votes Down Popular Election; Issue Pressed

The move to install popular balloting in the Patrolmen's Benevolent Association failed at the last meeting by a voice vote, but the issue is still very much alive in P.B.A. circles.

At the next meeting of the organization, scheduled for Monday, Feb. 11, it is expected that a new resolution will be introduced, eliminating features of the defeated measures which met with objection.

Among the features which were opposed from the floor were:

1. An outside organization to conduct elections. This, some felt, reflected on the internal honesty of the P.B.A.

2. Death of an officer would necessitate a new election. Some felt that it was sound parliamentary procedure to allow the president to make an interim appointment in such cases.

The meeting was attended by about 280 delegates. Proponents of the direct vote felt certain that an amended resolution would pass at the next meeting. A two-thirds vote is necessary.

Appointments

TUNNEL AUTHORITY Preferred List Civil Engineer (Tunnel)

- 1 Coombe, Sydney H. . . . \$ (5880)
- 2 Daniels, Abraham (4260)
- 3 Jacobsen, Hans R. . . . (5160)
- 4 Harp, George H. . . . (4260)
- 5 Wall, Charles A. . . . (4260)
- 6 Reuter, Ernest (4080)
- 7 Diamond, Arthur (3840)
- 8 Levy, Roaz S. . . . (4260)

DOMESTIC RELATIONS

A Typist Gr. 1
Evelyn S. Jacobs.

YMCA Accepts 43% Applying for Course

To prevent unqualified applicants from spending time and money in preparation for the NYC Patrolman examination, the Civil Service Institute of the YMCA, 5 West 63rd Street, Manhattan, gives a preliminary screening test to all prospective students for the course.

The Institute reports that 43 per cent of the applicants have been accepted for the course. The other 57 per cent are advised to consider other civil service jobs or to obtain more preliminary mental or physical training.

Nine More Titles In Transportation Are 'Emergency'

The Municipal Civil Service Commission today announced that 9 additional titles in the Board of Transportation had been approved for temporary appointments under emergency rules. However, this does not mean that the jobs are open. In all cases, provisional incumbents will be reclassified as "emergency" appointees.

The titles are:

Telephone Maintainer.
Foreman (Turnstiles).
Structure Maintainer, Group D.
Asst. Supervisor (Stores, Materials and Supplies).
Supervisor (Stores, Materials and supplies).
Light Maintainer.
Assistant Superintendent (Cars and Shops).
Foreman (Line Equipment).
Structure Maintainer, Group E.

Bronx County DAV Meeting Tonight

The Bronx County Chapter of the D.A.V., headed by Robert I. Queen, will hold its next meeting at the County Courthouse Building, 850 Walton Avenue, near 161st Street, Bronx, at 8 tonight (Tuesday).

The nation-wide service office organization of the Disabled American Veterans has been praised by General Omar N. Bradley, Administrator of the Veterans Administration.

Speaking at a meeting here in NYC, General Bradley said:

"To provide every possible kind of help, every imaginable sort of opportunity, every last ounce of assistance that is possible to give—that, as you are aware, is a national task.

"It is a job for every man and woman in the United States. It is a nation-wide job. It is an American job.

"In sharing that job, the Disabled American Veterans has been doing a splendid and purposeful work. I refer particularly to the D.A.V. Service Officers, all of whom disabled, all of whom have been through the experience of rehabilitation. If anyone can render useful help to a veteran by providing understanding and sympathetic assistance beyond the lawful scope of the Veterans Administration, it is the Service Officers of the D.A.V."

Attention

TEMPORARY PATROLMEN

There will be a very important Meeting on Friday, Jan. 25th, 7:45 p.m. Urban League, 204 West 136th St., Manhattan

BE PROMPT—Don't Fail to Attend

UNIFORMS

BOUGHT — SOLD

Police, Firemen, Conductors, Etc.

JOE LEITNER'S

CLOTHES SHOP

43 BAYARD ST., NEW YORK CITY

CO 7-8710

FIRE ARMS

BOUGHT - SOLD - EXCHANGED

Guns with or without Permits

John Jovino Co.

5 CENTRE MARKET, N. Y. C.

Ret. Grande & Broome. Canal 9-9755

Manufacturing & Dealing in
POLICE AND MILITARY
EQUIPMENT
EUGENE DeMAYO & SON
376 E. 147th St., Bronx, NY
Experts since 1913

White Collar Exams Considered by Board

The Municipal Civil Service Commission has held discussions on the popular series of white-collar NYC examination first announced in The LEADER last week. When filing periods and requirements are announced, this information will appear promptly in The LEADER.

The examinations are:

Clerk, Grade 2, \$1,201 to \$1,800.

Stenographer, Grade 2, \$1,201 to \$1,800.

Transcribing Typist, Grade 2, \$1,201 to \$1,800.

Social Investigator, Grade 1, minimum \$1,500.

Probation Officer, \$1,680.

Housing Assistant, \$2,400 to \$3,000.

Medical Social Worker, Grade 2, \$2,101 to \$2,700.

Workers Under Compensation

The New York District of the State, County and Municipal Workers of America (CIO) wants the Workmen's Compensation Law amended to cover all NYC employees.

President James V. King stated that Assemblymen Bernard Austin and Fred G. Moritt introduced a measure extending the coverage. Mr. King claimed that there are thousands of NYC employees not presently protected by the law.

Unlike employers in private industry, the city is not compelled to cover its employees, unless they are engaged in so-called hazardous occupations, Mr. King stated. Every year hundreds of employees suffer accidents and disabilities on the job which would normally be covered by workmen's compensation in private industry, he said.

He announced that efforts would be made to have the NYC Council adopt the necessary resolutions under the home rule provisions of the State constitution.

TWO EXAMS ORDERED

An open-competitive examination for Tax Counsel, Grade 4, and a promotion test to Assistant Mechanical Engineer, Board of Transportation and Board of Education have been ordered by the NYC Civil Service Commission.

2 TESTS PROPOSED

Two proposed NYC Civil Service examinations have been submitted by the City Civil Service Commission to the Budget Bureau for approval. They are Promotion to Car Inspector, BMT and IRT, and Occupational Aide (open-competitive).

Vet Preference Effect Is Large

(Continued from Page 1)

erence. Hence he passed over only two eligibles.

Lieut. Michael Brown, who was the last on the list of 63 as it existed before preference revision, moved to 26th position. He passed over 37 non-veterans.

All persons on NYC promotion lists are affected by the amendment, which grants preference to non-disabled veterans second to the retained preference previously granted to disabled veterans.

The Commission is re-arranging its eligible lists after canvassing 40,000 eligibles.

The Captain list was promulgated on February 9, 1943, expires on February 8, 1947.

On the rearranged list, first come the veterans, in their order of rating, then the non-veterans. The first number preceding a name is the new relative position. The second number gives the position before preference revision. The last number is that on the list as promulgated. The first 88 names on the list had been reached for promotion before the amendment went into effect on Jan. 1 last.

PROMOTION TO CAPT. (P.D.) Veterans

- (1, 3) 91 Abraham Bravemen
- (2, 4) 92 Daniel M. O'Sullivan
- (3, 5) 93 Martin L. Hayes
- (4, 8) 95-a Herbert Golden
- (5, 9) 96 Ralph V. Trotta
- (6, 11) 98 John L. Sullivan
- (7, 13) 700 Edward F. Byrne
- (8, 14) 102 Robert F. McNeil
- (9, 15) 103 Louis J. Michaels
- (10, 17) 105 Hugh P. Sheridan
- (11, 18) 106 John W. Graham
- (12, 19) 106-a Michael L. Casey
- (13, 20) 107 James J. Morrissey
- (14, 25) 113 Robt. F. McAllister
- (15, 29) 116 Merle E. Frydenberg
- (16, 36) 112 Daniel T. Moynihan
- (17, 40) 128 John J. McCoy
- (18, 41) 129 Herbert R. O'Brien
- (19, 42) 130 Walter H. Kuntzman
- (20, 43) 132 W. R. Winterhalder
- (21, 47) 136 James P. Diamond
- (22, 48) 137 Daniel G. Oliva
- (23, 54) 143 James Nidds
- (24, 55) 144 Theodore Raphael
- (25, 57) 146 John J. Guano
- (26, 63) 152 Michael Brown

- (27, 1) 89 John M. Bateman
- (28, 2) 90 Monroe M. Block
- (29, 6) 94 Daniel J. Daly
- (30, 7) 95 Henry Krantz, Jr.
- (31, 10) 97 John E. Godfrey
- (32, 12) 99 Thomas G. Glennon

- (33, 16) 104 Frederick W. Egen
- (34, 21) 108 Daniel J. Berberich
- (35, 22) 109 Daniel D. Shannon
- (36, 23) 110 George O. Burpeau
- (37, 84) 111 Charles F. Sellmann
- (38, 26) 114 Charles E. Newman
- (39, 27) 114-a Martin T. Donelon
- (40, 28) 115 Joseph C. Bosch
- (41, 30) 117 John E. Flynn
- (42, 31) 118 Otto A. Kafka, Jr.
- (43, 32) 119 John J. Jones
- (44, 33) 129 Charles R. Michie
- (45, 34) 121 Edward F. Metz
- (46, 35) 122 Henry V. Seward
- (47, 37) 125 Thomas J. O'Grady
- (48, 38) 126 Charles J. Graf
- (49, 39) 127 John D. Goodliff, Jr.
- (50, 44) 133 Patrick Curley
- (51, 45) 134 William J. Reilly
- (52, 46) 135 John J. McAvoy
- (53, 49) 138 Joseph Considine
- (54, 50) 139 John A. Mitchell
- (55, 51) 140 James O'Sullivan
- (56, 52) 141 Daniel A. Mooney
- (57, 53) 142 John P. Egert
- (58, 56) 145 James P. Dermody
- (59, 58) 147 John J. Zipp
- (60, 59) 148 Terrance B. Donelon
- (61, 60) 149 James B. Leggett
- (62, 61) 150 Eugene B. Gardiner
- (63, 62) 151 John J. King

Another revised list is the open-competitive one for Trackman in the Board of Transportation.

One hundred and thirty-five veterans were moved up out of 162 on the list. Thus there were 27 non-veterans.

Following are the first 25 eligibles. The asterisk (*) indicates the veteran has filed a claim for disabled veteran preference.

Veterans

- 1 Illiano, George A. . . . 97.496
- 2 Munk, John G. . . . 97.398
- 3 Jordan, Farnley S. . . . 96.596
- 4 Lofredo, Leonard P. . . . 96.200
- * 5 Jakubowski, H. V. . . . 96.098
- 6 O'Boyle, John J. . . . 95.300
- * 7 Carl, Ralph A. . . . 94.528
- 8 Goldman, Theodore . . . 94.598
- * 9 Beszcek, Frank 94.496
- 10 Alonzo, Joseph P. . . . 94.298
- 11 Fortunato, Rocco 94.296
- 12 Facey, Aldine F. . . . 94.096
- 13 Massimino, P. F. . . . 94.096
- 14 Kull, John A. . . . 94.000
- 15 Kahn, Charles 93.900
- 16 Rapoli, Charles 93.696
- 17 Versheck, John 93.398
- 18 Milo, Vincent J. . . . 93.300
- * 19 Plunkett, Ed. J. . . . 92.600
- 20 Adamek, John F. . . . 92.200
- 21 Greene, Chas. M. . . . 92.198
- 22 Buonomo, John 92.098
- 23 Scarpa, Joseph J. . . . 91.998
- 24 Winslow, Vincent A. . . . 91.798
- 25 Curtin, Maurice 91.798

CIVIL SERVICE INSTITUTE

(YMCA Schools of the City of New York)

Offers You These ADVANTAGES

SMALL CLASSES • INDIVIDUAL ATTENTION
DIAGNOSTIC TESTS • UNEXCELLED PHYSICAL FACILITIES • PERSONALIZED INSTRUCTION and COACHING

Classes Now Starting

PATROLMAN

FIREMAN

New Classes Start First Week of Each Month

WRITE, PHONE OR CALL

YMCA SCHOOLS (N'r B'way) 5B West 63rd St. SU 7-4400

Have your bills marked

PAID

WITH MONEY
YOU CAN
EASILY BORROW

LOANS FROM \$50 to \$3,500

CAN BE ARRANGED

BY MAIL OR PHONE TO

CIVIL SERVICE EMPLOYEES

LOW BANK RATES • QUICK SERVICE

Bronx County Trust Company

NINE CONVENIENT OFFICES

MAIN OFFICE: THIRD AVENUE AT 140th STREET

THIRD AVENUE at 137th Street	E. TREMONT AVE. at Boston Road	E. TREMONT AVE. at Bruckner Blvd.	FORDHAM ROAD at Jerome Avenue
THIRD AVENUE at Boston Road	ODDEN AVENUE at University Ave.	WHITE PLAINS AV. at 233rd Street	HUGH GRANT CIRCLE at Parkchester

Organized 1888

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

PATROLMAN

Applications Reopened Jan. 16; Close Jan. 29
Veterans and Non-Veterans May File

The 5,000 who pass highest in the written test will be permitted to compete in the physical. If 3,000 pass both phases, their names will be placed on the eligible list.

● **IMPORTANT**—An applicant may pass the written test with a good percentage and still not be in the first 5,000. One or two incorrect answers may be the cause of failure. The same applies to the physical which is a severe test, the most difficult features of which are the Mile Run, High Jump and Dumbbell Lifts. A man may pass all other phases of the test but if he fails to run the Mile within 7½ minutes, all of his efforts have been in vain.

● **OUR TRAINING**—Our course of preparation consists of lectures and physical classes meeting six days weekly at day and evening hours to suit the convenience of the student. The student receives the advantage of instruction by men who have been training Civil Service candidates for years.

90% OF THE PRESENT POLICE FORCE ARE GRADUATES OF THIS INSTITUTE

● **FREE MEDICAL EXAMINATION**—We invite anyone who has filed an application to call any day from 10 a.m. to 8 p.m. for a free medical examination by our physicians in order to determine whether he meets the medical requirements or whether he suffers from some minor defects that may be easily remedied.

● **FEE**—The fee for the Patrolman course is \$25.00 for three months' training including lectures and physical classes. This fee may be paid in installments.

● **VETERANS**—We are approved by both the New York State Department of Education and the Veterans Administration and our training is therefore available under the provisions of the GI Bill. However, we discourage any veteran (particularly those who are entitled to two, three or four years of education) to use these rights for a short inexpensive course such as Patrolman. The regulations specify that having concluded one course, no matter how short, the veteran is not entitled to any future educational benefits.

FIREMAN

EXAMINATION ORDERED

Mental and Physical Preparation Now Given for
Coming Popular Examination

POST OFFICE CLERK-CARRIER RAILWAY MAIL CLERK

CLASSES WEDNESDAY and FRIDAY

Drafting—Mechanical | Architectural Blueprint
and Architectural | Reading & Estimating

Radio Service and Repair
Radio F-M and Television

Day and Evening—Men and Women—Expert Instruction

CITY EXAMINATIONS ORDERED

Clerk, Grade 2 | Probation Officer
Stenographer, Gr. 2 | Social Investigator
Transcribing Typist, Gr. 2

CLASSES FORM WEEK OF MARCH 4

For Further Details See Page 10 of The LEADER

HIGH SCHOOL TRAINING

Accredited by Board of Regents

90-14 Sutphin Boulevard | Jamaica, N. Y.
Phone: Jamaica 6-8200

For Complete Information Concerning Any of Our Courses
VISIT, PHONE OR WRITE

THE DELEHANTY INSTITUTE

115 EAST 15th ST., NEW YORK CITY | STuyvesant 9-6900
Office open Monday to Friday 9 A.M. to 9 P.M. Saturday 9 A.M. to 1 P.M.

BOWERS

Shorthand beginners or review.
Individual instruction. Speed
dictation. Court reporting. Day
and evening.
233 West 42 St. BRyant 9-9092

MEDICAL LABORATORY TRAINING

Qualified technicians in demand!
Day or Evening courses. Write for
free booklet "C." Register now!
ST. SIMMONDS SCHOOL
2 East 54th St., N.Y.C. El 5-3688

ERON *prepares for all COLLEGES*
SAVES TIME!
REGENTS CREDIT
COLLEGE ENTRANCE
DAY - EVE. CO-ED.
Expert Faculty
Chartered by State Board of Regents (40th Year)
G.I. APPROVED FOR VETS. Consult Dean Tolk
ERON PREPARATORY SCHOOL
853 B'way at 14 St., N. Y. C. AL 4-4882

Training for CIVIL SERVICE EXAMS For POLICEMAN and FIREMAN

Complete mental and physical
preparation given by experts.
Veterans eligible under
the G. I. Bill of Rights
DAY AND EVENING
CLASSES START
MONDAY, FEB. 4, 1946

Enroll now at Education Dept.
**BROOKLYN CENTRAL
Y. M. C. A.**
55 Hanson Pl., B'klyn 17, N. Y.
Phone STerling 3-7000

INTENSIVE BUSINESS TRAINING for PEACETIME POSITIONS

SECRETARIAL — JOURNALISM
DRAFTING — ACCOUNTING
DAY; NIGHT; AFTER BUSINESS
DRAKES 154 Nassau St.
88ekman 3-4840
SCHOOLS IN ALL BOROUGHES

BECOME AN OPTICIAN

Short training course (Day or Eve.) prepares MEN
and WOMEN for immediate employment in this dis-
tinguished profession. VETERANS INVITED. Free Place-
ment Service. Start now. REQUEST CATALOG 18
SCHOOL of OPTICS
182 HENRY ST. (Cor. Montague St.)
Brooklyn 2, N. Y. MAIn 4-4211

... NO TUITION FEE ... SECRETARIAL COURSE

Progressive method! Office training
combined with studies. Steno. Typing.
Comptometry. Office pays full tuition!
Registration fee \$5 (only cost to
student).
BUSINESS TRAINING EXCHANGE
5 BEEKMAN ST. (at Nassau St.), NYC
RE 2-3979

Law Stenography and Shorthand Reporting

STUDY AT PACE—Law Steno-
graphy . . . Court Reporting . . .
Conference Reporting . . . High
Speed Technical Business Dicta-
tion . . . Preparation for all these
and other fields of advanced
shorthand work can be made at
Pace Institute. Classes taught by
reporters. Separate classes for
Gregg and Pitman.

Veterans Eligible

EVENING CLASSES—Begin in
February. Details upon request.
Telephone: BRa clay 7-8200

PACE INSTITUTE
225 BROADWAY NEW YORK 7
Downtown—Opp. City Hall Park

DRAFTING

Mechanical, aeronautical, electrical,
architectural, tool and die design, ma-
chine designs. If qualified under GI
Bill, this training is available under
Government auspices.

New York Drafting Institute
105 W. 46th (cor. Bway) WI 7-6630
FREE TRIAL TO TEST APTITUDE

R-A-D-I-O

Radio Technician—Communication
And Radio Service Courses
Day and Evening Classes

American Radio Institute
101 W. 63d St., New York 23, N. Y.
Approved under G.I. Bill of Rights

CIVIL SERVICE COACHING

All City, State, Federal & Prom. Exams
DRAFTING
Architectural, Mechanical, Electr., Struc.
Design, Building Engrg., Estimating.
Veterans Accepted Under GI Bill

MATHEMATICS
Civil Service Arithmetic, Algebra, Geom.
Trigonometry, Calculus, Physics.

LICENSE EXAMS
Prof. Engineer, Architect, Surveyor,
Plumber, Electrician, Stationary Marine,
Refrig., Oil Burner, Portable, Engr.

MONDELL INSTITUTE
230 W. 41. Call 9 to 9, WI 7-3088

STENOGRAPHY

TYPEWRITING • BOOKKEEPING
Special 4 Months Course • Day or Eve.
CALCULATING OR COMPTOMETRY
Intensive 2 Months Course
BORO HALL ACADEMY
427 FLATBUSH AVENUE EXTENSION
Cor. Fulton St., B'klyn. MAIn 2-2447

Be a Technician in

MED. LAB. & X-RAY

Dental Assist'g Course, 8 Weeks
MEN and WOMEN urgently needed in
hospitals, laboratories and doctors' of-
fices. Qualify NOW for these fine posi-
tions. Call or write. Get Book B.
Morn., aftn., evg. classes now forming!
Training Available Under G.I. Bill

MANHATTAN ASSISTS'
SCHOOL
Licensed by the State of New York
60 E. 42d St. (Opp. Grand Cent.)
HU 2-6234

Evening High School

58th Yr. Co-Ed'n'l. Regents, ALL Colleges,
W. Point, Annapolis, Accelerated Program
Spring Terms Opens February 6

New York Preparatory

(Evening Dept. of Dwight School)
72 Park Av., NY 10, Nr. 38 St. CAI 5-5544

Save Your
Bonds

FIRE PROMOTION COURSE

Class now forming. Enroll now. 500 pages of
home study material consisting of Administra-
tion, Laws, Rules of B. S. & A., Labor Law,
Multiple Dwellings Law, Hydraulics, Rules and
Regulations, Action Guide, etc. Review questions.

School Approved by State Department of Education and
Veterans Administration under G.I. Rights Bill

SCHWARTZ SCHOOL

147 FOURTH Ave. at 14th St., N.Y. ALgonquin 4-1236

INVENTORS

WE CAN HELP YOU
DEVELOP — PATENT —
SELL YOUR IDEAS
ATEN-DAVIS
45 JOHN ST., N. Y.
REctor 2-1811

APTITUDE TESTS

REVEALS the trade you should learn.
The job you are best suited for. The
profession you should follow.

LEARN your aptitudes and capitalize
on them.

**REESSEN Aptitude Testing
LABORATORIES**
130 W. 42nd St., N.Y.C. WI 7-3261

STAMMERING AND OTHER SPEECH DEFECTS CORRECTED

Adults and Children. Through voice de-
velopment and mental hygiene; producing
poise and normal cultured speech. Therapy
for children includes parental guidance.
Individual and class instruction—afternoon
and evening. Free consultation 3 to 5—
7 to 9. Phone or write for appointment.
CHARLES PELLMAN
78 West 55th St., Rm. 5—CIrcle 7-3559

RADIO-TELEVISION ELECTRONICS

Prepare now for post-war opportunities. Day
& Eve. Sessions. Enroll now for new classes.
Consideration given to Veterans eli-
gible for training under the G. I. Bill.
RADIO-TELEVISION INSTITUTE
480 Lexington Ave., N. Y. 17 (46th St.)
PLaza 3-4585 Licensed by N. Y. State

SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOL

Academic and Commercial—College Preparatory

BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regent. MA 2-2447,
114d. MA 2-2447

Auto Driving

A. L. B. DRIVING SCHOOL—Expert instructors. 620 Lenox Ave., AUdubon 3-1438.
HILL'S AUTO SCHOOL, 171 Worth St., N. Y. C.—Notary, all types of photos for civil
service examinations. Worth 2-6090.

ABBY AUTO SCHOOL—815 Amsterdam Ave. (100 St.) Day-Eve. Cars rented for
tests. AC 2-0403.

PARKER AUTO SCHOOL. Dual control cars. Expert instructors. Open evenings.
1084A Broadway (53d St.) CI 6-1707.

Beauty Culture

BEAUTY SCHOOL—Weber Academy of Beauty Culture. Days. Evenings—Terms.
2545 Webster Ave., Bx. SE 3-0483.

Business Schools

MERCHANTS & BANKERS'. Coed. 57th Year—220 East 42nd St., New York City.
MU 2-0986.

Business and Foreign Service

LATIN AMERICAN INSTITUTE—11 W. 42 St. All secretarial and business subjects
in English, Spanish, Portuguese. Special courses in international administration
and foreign service. LA 4-2836.

Civil Service

1946 GOVERNMENT JOBS! Commence \$125—\$270 month. MEN-WOMEN. Pre-
pare now at home for examinations. FREE Write today. Franklin Institute,
Dept. M21, Rochester 4, N. Y.

Cultural and Professional School

THE WOLTER SCHOOL of Speech and Drama—Est. over 35 years in Carnegie Hall.
Cultured speech, a strong, modulated voice, charm of manner, personality, thorough
training in acting for stage, screen and radio, etc. CIrcle 7-4253.

Dance Studio

BOAS SCHOOL—323 W. 31st St., NYC. Modern Dance for Professionals, Amateurs
and Children. Reg. Daily 11-5 P.M. Call for interview. CH 3-7531.

Diesel Engines & Power Plants

HERMILL DIESEL SCHOOLS, 31-04 Queens Blvd., L. I. C. ST 4-4791. Veterans
eligible.

Detective Inst.

DETECTIVE INSTITUTE—Instruction for those who wish to learn the detective pro-
fession, 507 5th Ave. MU 2-3455.

Drafting

NATIONAL TECHNICAL INSTITUTE, 55 W. 42nd St.; LA 4-2929—Mechanical,
Architectural. Day, evenings. Moderate rates. Veterans qualified invited.

General Instruction

GEORGE WASHINGTON CARVER SCHOOL. Evening classes. Cultural courses, register
now. Winter term begins January 14. 57 West 125th St., NY. ATwater 9-6069.

Elementary Courses for Adults

THE COOPER SCHOOL—316 W. 139th St., N.Y.C. specializing in adult education.
Mathematics, Spanish, French-Latin Grammar. Afternoons, evenings AU 3-5470.

English and Arithmetic

EASTERN INSTITUTE, 140 W. 42 St.; WI 7-2957.—All branches. Our private lessons
teach you quickly.

Knitting School

HAITI SHOP CO., 1815 Amsterdam Ave., cor. 159th St.—Free classes for children
and adults. Crocheting and Knitting School. Monday-Wednesday 1-7 P.M.,
Thursday-Saturday 1-9 P.M. ED 4-9576.

Languages

LEARN & PRACTICE—Spanish, French, Russian, Italian, German. Language Club,
113 West 57th St. CI 5-6270.

Motion Picture Operating

BROOKLYN YMCA TRADE SCHOOL—1119 Bedford Ave. (Gaits), Bklyn., MA 3-1100.
Eves.

Music

NEW YORK COLLEGE OF MUSIC (Chartered 1875). All branches. Day and evening
instruction. 114 East 85 St. BUTterfield 8-9377. N. Y. 28, N. Y.

Public Speaking

WALTER O. ROBINSON, Ltd.—Est. 30 yrs. in Carnegie Hall, N. Y. C. CIrcle 7-
4353. Private and class lessons. Self-confidence, public speaking, platform
delivery, effective, cultured speech, strong, pleasing voice, etc.

Radio Communications

MELVILLE RADIO INSTITUTE, 45 West 45th St., N. Y. C.—A radio school man-
aged by radio men. Training available to qualified veterans.

Radio Television

RADIO-TELEVISION INSTITUTE, 480 Lexington Ave. (46th St.), N. Y. C. Day and
evening. PL 3-4585.

Refrigeration

N. Y. TECHNICAL INSTITUTE, 108 6th Ave. (16). Day, Eve. classes now forming.
Veterans invited.

Secretarial

COMBINATION BUSINESS SCHOOL, 139 W. 125 St. UN 4-9170 Sec'l. Adult Edu.
Grammar, High School, Music, Fingerprinting Office Mach.

DRAKE'S, 154 NASSAU STREET. Secretarial, Accounting, Drafting, Journalism,
Day-Night. Write for catalog. BE 3-4840.

GOTHAM SCHOOL OF BUSINESS. Secretarial, Accounting, Office Machine Courses,
Day-Evening Classes. Co-ed. Enroll for Fall term. Booklet, 505 Fifth Avenue
(at 42nd St.) VA6-0334.

HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor. Flatbush,
Brooklyn 17. NEvins 3-2041. Day and evening.

MANHATTAN BUSINESS INSTITUTE, 147 West 42nd St.—Secretarial and Book-
keeping, Typing, Comptometer Oper., Shorthand Stenotype, BR 9-4181. Open evgs.

WESTCHESTER COMMERCIAL SCHOOL, 529 Main St., New Rochelle, N. Y. Account-
ing, Stenographic Secretarial. Day & Eve Sessions. Enroll now Send for booklet.

Tutoring

PERSONAL TUTORING, high and elementary subjects by regular teacher. JE 7-3077.

Vocational Guidance

Individual scientific psychological methods. Educational advice. Aptitude testing.
Interviews. Referrals. Phone for appointments. Emily Burr, Ph.D. CIrcle 3-8009.
Extension 159.

Watchmaking

STANDARD WATCHMAKERS INSTITUTE—2061 Broadway (72nd), TR 7-8330.
Lifetime paying trade. Veterans invited.

PATROLMAN STUDY AID

The LEADER publishes this week the sixth consecutive installment of study material for the coming NYC Patrolman examination. These questions are from the last previous Patrolman examination and are official. At the end of this article are the official key answers to the questions.

Question 77

Suppose that a police officer asked a man: "Did you see Jones snatch the pocketbook from Mrs. Smith?" Of the following, the reply which the police officer may most reasonably interpret as an evasion of the question is

(A) "Yes"; (B) "No"; (C) "Yes, if the man's name is Jones"; (D) "What do you mean by 'see Jones snatch the pocketbook?'"; (E) "No, if this lady's name is Mrs. Smith."

Question 78

Clothes to the value of about \$200, as well as \$171 in cash, were stolen from the home of one of the residents of a patrolman's post. The patrolman learns that Albert Jones, a man 27 years old and not known ever to possess more than a few dollars at one time has, shortly after the occasion of the robbery, displayed what seemed to be a large roll of bills. The patrolman may most profitably take as the basis for first action the position that

(A) Among the more plausible explanations for Albert Jones' "wealth" is the possibility that certain debts were repaid to him; (B) despite the fact that the clothing is valued at \$200, a considerably smaller sum is likely to be realized when the clothing is sold to a second hand dealer; (C) Albert Jones may recently have obtained a job; (D) reputation must be distinguished from character; (E) a large roll of bills is sometimes obtained as the result of a burglary.

Question 79

Suppose you heard a complainant say, "I know that these people are criminals inasmuch as they are professional gamblers." The statement made by the complainant assumes most nearly that

(A) No person who is law abiding is either a professional gambler or an amateur gambler; (B) some people who are professional gamblers are not criminals; (C) all professional gamblers and

some criminals are either gamblers or criminals, but not both gamblers and criminals; (D) all persons who are professional gamblers are criminals; (E) all persons who are criminals are professional gamblers.

Question 80

As an officer of the law you sometimes have to record the identities of witnesses. You arrive at the scene of an accident and you ask that all persons who witnessed the accident give you their names and addresses. A group of eight persons step up to do so. The group is of mixed racial composition and includes several women. In appraising the credibility of these witnesses you should take the position that

(A) Race is quite surely related to credibility, though sex may be unrelated; (B) sex is quite surely related to credibility, though race may be unrelated; (C) both race and sex are quite surely related to credibility; (D) neither race nor sex is likely to be related to the issue of credibility unless the accident involved either very young or very old persons; (E) both race and sex are probably unrelated to the issue of credibility.

Question 81

A police officer finds a man dying in one of the city parks. There are several stab wounds in the man's chest and his skull is fractured. Just before dying the man manages to say that he was the victim of an assault and robbery. Upon investigation by the officer, a bloodstained shoemaker's awl is found nearby. Of the following, the most useful assumption to make first in attempting to solve the crime is that

(A) For some reason the man lied so that, tentatively, his statement ought to be disregarded; (B) there were no witnesses to the possible crime; (C) the awl was deliberately placed near the scene of the crime to mislead the police; (D) the murderer had access to shoemaker's tools; (E) the blood was present on the awl prior to the commission of the alleged crime.

Question 82

Suppose that a patrolman knows one of the residents on his post to be a drug addict. The addict has served several prison terms but has, for the past few days, been telling his acquaintances that he has reformed. The addict is 47 years old and has just been married for the second time. The most intelligent position for the patrolman to take under these circumstances is that the addict will probably

(A) Continue to have difficulties with the law; (B) reform; (C) be a law abiding citizen if his wife has sufficient respect for the law; (D) lapse into crime unless adequate recreational facilities are provided for him; (E) substitute another vice for his drug addiction.

Question 83

"Standards of law enforcement must be made to conform closely to popular attitudes, and the rank and file of the police, who enjoy an unusual degree of personal and official security, must be made responsive to civic influences." On the basis of this statement, it may most accurately be said that

(A) The police should be the servants of the public; (B) standards of law enforcement fluctuate with the degree of police activity exhibited; (C) the unusual degree of personal and official security enjoyed by law enforcement officers is responsible for the high standards of law enforcement formulated; (D) civic influences misrepresent popular attitudes; (E) none of the foregoing is even remotely implied by the quotation given above.

Question 84

A police officer on traffic duty on a parkway stops a motorist for speeding at 45 miles per hour. The

officer tells the motorist that he is guilty not only of violating a city ordinance but also of not cooperating in the drive to reduce speeding. The chief reason for this drive is, briefly,

(A) "Manpower"; (B) "traffic police"; (C) "morale"; (D) "air-raids"; (E) "rubber."

Question 85

A patrolman, off duty, is asked by a storekeeper on his post, "What do you suppose is the purpose to be served by having frequent bombings over Germany by thousands of planes?" The patrolman under these circumstances may well emphasize as the objective of the bombings

(A) Supplies; (B) fifth column; (C) second front; (D) sixth column; (E) censorship.

Question 86

One of the duties of a patrolman may be to enforce dimout regulations. "If in doubt, put it out" is a slogan advanced by the Second Army Corps to aid in the campaign to reduce sky glow over New York City. Of the following, the chief assumption upon which this slogan is based is that

(A) Some lights should usually be left burning; (B) ships at sea are usually blacked out; (C) some civilians are uncertain whether their lights contribute to sky glow; (D) experience has demonstrated that the public will not cooperate in a system of voluntary blackouts; (E) many regulations concerning dimout procedures are in the nature of military secrets.

Question 87

Suppose that one of the residents on his post complains to a patrolman, "The government's rationing program is entirely unnecessary. I think that we have enough materials. There is no sense in worrying about the future." The patrolman's reply may most effectively emphasize as the chief reason for the rationing program

(A) Aluminum; (B) blackout; (C) conservation; (D) sugar; (E) mechanization.

Question 88

Suppose that a patrolman is asked, "What is the name of the governmental agency which is administering the rationing program." The patrolman should reply

(A) OCD; (B) OPA; (C) OEW; (D) OEM; (E) WAAC.

Question 89

Suppose the Police Department were to conduct a survey of the extent to which motorists are making improper use of gasoline rationing cards. Automobiles leaving the city by an important highway are being stopped on a Saturday afternoon and the drivers are being questioned. The police officer may most reasonably assume improper use of rationing cards where the motorist states that he holds

(A) An "X" card and is on his way home from work in a New York City defense plant; (B) an "X" card and is taking his family for a two-week tour through New England; (C) an "A" card and is returning to his home in Poughkeepsie; (D) an "A" card and is taking his convalescent mother to Saratoga Springs for a rest; (E) an "A" card and is taking his children home from the hospital.

Question 90

A resident on your post informs you that a valuable diamond clip has been stolen from her apartment. About two weeks later, a boy gives you what appears to be a diamond clip which he says he found on the street. Of the following, the question the answer to which is least significant in this situation is

(A) Did the boy actually find the clip on the street; (B) Is this the same clip of which the resident informed you; (C) Was the clip really stolen; (D) Did the resident wait for more or for less than two hours before reporting the theft of the clip; (E) Is it probable that a clip will lie un-

WHAT A PATROLMAN MUST BUY AND HOW MUCH IT WILL COST

Many of the new men who enter the Police Department are surprised to learn that they have to spend about \$160 for uniforms and equipment—although the cost can be financed. However, they start at \$2,420 total a year. Formerly, new cops began at \$1,320—for a while at \$1,200 and had the same initial outlay.

What the new appointee is supposed to get is an overcoat at \$55 to \$60; pants at \$15; and a gun and holster which cost about \$30 to \$40, but can't be readily gotten, either.

There's a brisk market in second-hand uniforms. Many of the new cops follow the Police retirements and try to buy uniforms and equipment from men who are leaving the job.

The not-new outfits at second-hand clothes stores cost approximately: coat, \$20 and up; pants, \$6 and up; dress blouse, \$14 and

up; summer uniforms, \$15 and up.

Here are other items of police equipment which must be purchased and can be obtained at the Equipment Bureau of the Department at 400 Broome Street, Manhattan.

Caps	\$2.35
Shirt	2.75
Gloves	lined 2.75
unlined	2.25
white	.40
Traffic Gloves	1.25
Black tie50
Raincoats	size 52 11.35
size 46	10.45
Belts75 and 1.25
Memo book cover	1.40
Night stick	1.00
Nippers75
Whistle50
Recruit shirt	2.25
Recruit trousers	2.25
Socks	pair .35
Tie clasp55

seen in the street for about two weeks?

Question 91

Every intelligent patrolman should know that the New York City Council is primarily

(A) A coordinating body for the integration of the traditionally separated functions exercised by local government units; (B) a legislative body with authority extending over the entire city; (C) a judicial body with authority extending over all but certain portions of the city; (D) an executive body with authority extending over the entire city; (E) an executive body with authority extending over all but certain portions of the city.

Question 92

"This man will make a good patrolman because he is six feet tall and weighs 190 pounds." This statement assumes most nearly that

(A) All good patrolmen are about six feet tall and weigh 190 pounds; (B) unless a man is six feet tall and weighs 190 pounds he will not make a good patrolman; (C) a patrolman must be tall and well built; (D) a man who is six feet tall and weighs 170 pounds will not make a good patrolman; (E) any man who is six feet tall and weighs 190 pounds will make a good patrolman.

Question 93

Last year a particular group of patrolmen made a total of 2,143 arrests. A second group of patrol-

men averaged 39 arrests for each of its members. The total number of arrests made by both groups is

(A) 2,143 times the number of patrolmen in the second group; (B) 2,143 added to the product of 39 times the number of patrolmen in the first group; (C) 2,143 times 39; (D) ascertainable only if the number of patrolmen in the group making the 2,143 arrests is known; (E) ascertainable only by the use of a method different from any indicated in the foregoing options.

KEY ANSWERS

Official key answers to the above questions: 77-D; 78-E; 79-D; 80-E; 81-D; 82-A; 83-A; 84-E; 85-A or C; 86-C; 87-C; 88-D; 89-B; 90-D; 91-B; 92-E; 93-E.

HEARING ON BPM ENGINEER

The Municipal Civil Service Commission is holding a public hearing tomorrow (Wednesday), at 2:30 p.m. at 299 Broadway on a proposal to create the title of Chief Engineer of Construction in the Borough President of Manhattan's office.

Drive It Yourself!

Late Model Cars and Station Wagons

BONDED U DRIVE IT, Inc.

1696 BROADWAY, NEW YORK CITY

bet. 53rd & 54th Sts.

Phone Circle 6-5333

Strickland's Mountain Inn

Mt. Pocono, Penna.

Located in the heart of the Poconos.

Open all year.

(Every season has its own beauty) The Inn is modern throughout, excellent food, steam-heated rooms, all indoor and outdoor sports.

A paradise for vacationists, honeymooners, and servicemen and women.

E. A. STRICKLAND, Owner, Mgt.

Tel. Mt. Pocono 3081

INVITATION TO RELAX

Enjoy the serenity of Plum Point, Gorge country, swimming, fishing, boating, delicious food—and fun.

Only 55 miles from New York.

Make Reservations Early

plum point
ATTRACTIVE RATES
New Windsor, N.Y. FREE BOOKLET
Newburgh 4270

CEDAR REST

Tel. New York 968

R.F.D., Spring Valley

Beautiful country; best eats \$25

Booklet. Only one hour travel.

Resorts

ACE

FREE ADVICE ON

MEXICO-FLORIDA,

BERMUDA-CUBA,

CANADA CRUISES,

RANCHES, SKIING,

TOURS, SEASHORE, MOUNTAINS.

Hotels, Resorts, All Sections All Prices.

507 5TH AVE., N.Y.C. VAN. 6-2550-10-7

JUST OPENED

HOTEL MIDWAY

12 Story fireproof. All light outside rooms. Cross ventilation. Brand new furniture. Carpeted wall to wall. Running water. Adjoining bath.

Daily Rates:
Singles \$3.50. Doubles \$5

Large Rooms now available for Permanent, Weekly Rates.

100th St. (S.E. Cor. Broadway)

MO 2-6400

DUDE RANCH

CIRCLE S RANCH

MARCELLA, N.

R. F. D. Rockaway. Scenic trails through autumn splendor. Saddle horses, excellent cuisine. High altitude. Catholic and Protestant Churches nearby. Booklet. Rates from \$35. Trains met at Dover Station. Newfoundland 4452.

TRAINING FOR MILE TOLD BY EXPERT

By FRANCIS P. WALL

Professor, Physical Education, N. Y. University, and Special Consultant to the NYC Civil Service Commission

Training for mile run: After two weeks of distance running, try wind sprints. Jog quarter mile, sprint 100 yards (not too fast). Jog another quarter and sprint 100 yards. Short rest and repeat. Continue distance running and wind sprints on alternate days so

that you will get in condition for time trials to start during the sixth week.

It is not advisable to get timed until this period of training is reached.

[Next week: Best position for running and how to breathe most efficiently.]

TRIPS TO LAKEWOOD

GREENBERG'S Lakewood Line

Daily trips to Lakewood
Door to Door Service. 7 Passenger Cadillac cars for all occasions.

1911 Southern Blvd., Bronx, DAYTON 9-439.

Brooklyn Phone GLENNORE 2-7221. I.O.O. Carriers

LAKEWOOD EXPRESS SERVICE

Heated cars leave daily door to door. For reservations and information phone
BROOKLYN SKidmore 4-1596 NEW YORK and BRONX FOrdham 7-5194

SAM'S LAKEWOOD LINE

Manhattan, Brooklyn, Bronx and Lakewood, N. J.

Door to Door Service

Cars Leaving Daily

Brooklyn: BEnsonhurst 6-9264 Bronx & Manhattan: SEdwick 3-8367
Cars for All Occasions

THE De WITT CLINTON
Albany, N. Y.
Traditionally Chosen By Knowing Travelers
THEY ALL SPEAK WELL OF IT
A Knott Hotel
John J. Hyland, Manager
Garage and Parking Lot Adjacent

Albany Shopping Guide

Schools

STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bldg., Albany 3-0357.

Competent Stenotype Secretaries, Stenotypists for Conventions, Sales Conferences, Association Meetings. Dial 3-0357

Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00. Over 1,000 hats to select from. **THE MILLINERY MART**, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany. 126 Main St., Gloversville, N. Y.

Hair Removed

PERMANENTLY BY ELECTROLYSIS. Guaranteed no re-growth. No after-effects. Moderate fee. Consultation free. Ernest H. Swanson (Knee Graduate), Electrologist 123 State St. Open even. Albany 3-4985.

Jewelry

S. SHEINFELD, Manufacturing Jeweler. Diamond setting. Fine watch and jewelry repairing. 56 Columbia St. Just below N. Pearl. Albany, N.Y. Albany 3-8837

Hairdresser

EMILIE'S BEAUTY Salon offers a special 50% off on all permanents. Also \$30. Cold wave for \$15. All types of beauty treatments expertly done. Open Wednesday and Friday evenings by appointment. 265 Central Avenue. Albany 4-9994.

Corsets

MME. PIRIE Corset Shop. Expert fitting. Featuring "Famous" corsets, Corsets, corsets, brassieres, girdles. Appointments in your home. 194 So. Pearl St. Albany 4-3600.

Follow The Leader

HICKORY VALLEY FARM

HOME OF THE FAMED READY-TO-EAT

SMOKED TURKEY

(Under Government Inspection)

SIZES, 10 to 18 POUNDS, \$1.50 POUND

Delivery Charges Prepaid Anywhere in U. S. A.

Enclose Check for Size Desired

HICKORY SMOKED HAMS

READY TO EAT — SIZES, 10 POUNDS UP

Hams 37c lb. Bacon 33c lb. Sausage 58c lb.

Send \$2 Deposit With Each Order — Balance C.O.D.

Including Delivery Charges

HICKORY VALLEY FARM

LITTLE KUNKLETOWN

STROUDSBURG, PA.

CIGARS 6¢

Mild, hand made.
Trial box 50, \$5.00 and \$4.00. Clear Havana \$8.75 and \$6.50, plus 30c for mailing. Real good smokes at real good values. Money back guarantee. FREE wholesale and retail price list upon request.

L. ZIBAR CO., ROSELLE, New Jersey



Largest Selection of All Kinds of FRESH SAUSAGES, BOILED and SMOKED HAM and FRESH PROVISIONS

For the past 48 years we have produced only ONE quality—the BEST

HENRY KAST, Inc.

277 Greenwich Street
Bet. Murray and Warren Sts., N.Y.

7 Beach St., Stapleton, S. I.

FEET TIRED?

Are you on your feet all day? Genuine Air Tread insole cushions give immediate, lasting relief. Light, soft, warm. \$1.00 postpaid or C.O.D. Air Tread Co., 542 5th Ave. Dept. B. A comfortable pillow resting your entire feet. Money Back Guarantee.

INTRODUCTORY SPECIALS

PARIS BEAUTY SALON
Hair Styling
Tinting • Permanent Waving Specialists
We have our real Creme Permanent Wave regular \$10 for \$7.50 complete, others from \$4 up.

PARIS BEAUTY SALON

Distinctive Beauty Aids
2045 WEBSTER AVE., at Fordham Rd.
Tel. SEdwick 3-0483
Hours 10 a.m.-8:30 p.m. Closed Tuesdays

GUNS

You can find a large selection of modern and antique guns, rifles and pistols; also rods and reels and binoculars. Other items which make ideal gifts.
GENUINE U. S. Rangers Cutlase, blades only, brand new, never mounted, 29-inch curved blade 1 1/4 inch wide, of high quality tool steel, finely blued, handle has three holes for rivets. Makes fine knives, Machettes, etc. \$1.25 each. Sealed package of 10 for \$9.50. No C.O.D.

MORTON'S 40 Fulton St. New York 7, N. Y. Tel. BE 3-5154

Used Cars Wanted

LEARN TO DRIVE

THRU TRAFFIC
QUICKLY TAUGHT
Day and Night Classes
Cars for Hire for Road Tests
Tri-Boro Auto School
85 NASSAU AVE., BROOKLYN
Cor. Manhattan Ave.
Tel. EVERgreen 8-7117-8
Lic. N. Y. S.

WILL PAY LIMIT

FOR ANY YEAR CAR
BUYER WILL CALL WITH CASH
OR DRIVE TO FEINSMITH
12 EMPIRE BLVD.
NEAR FLATBUSH AVE.
BUck. 4-0480
Eves. Wind. 6-4594

MAPLETON

Live Poultry Markets
Specializing in Live
First Class Poultry

At the Best Prices
Kosher and Non-Kosher
Freshly Killed While You Wait
MARKETS LOCATED AT
1243 E. 14th St. ESplanade 7-9564
(Bet. Ave. L and Ave. M)
6224 17th Ave. BEnsonhurst 6-1080
(Corner 63rd St.)
both in Brooklyn

NEVINS FUR CO.

Fine Furs
Costs Made to Order
Repairing-Remodeling
30 NEVINS ST.
Bklyn. MA 4-8368
All Work Guaranteed

BACK AGAIN

BENCO SALES CO.

with
A SPLENDID ARRAY OF
FINE GIFT MERCHANDISE
Nationally Advertised
Tremendous Savings to Civil Service
Employees
VISIT OUR SHOWROOM AT
41 Maiden Lane HA 2-7727

SUITS

BUSINESS, SPORTS,
RAINCOATS, TOPCOATS,
OVERCOATS
RAIN COATS—TOP COATS
\$5.00 \$10.00 \$15.00
Priced originally from
\$45.00 to \$100.00
Full Line of Women's and
Children's Clothes
Complete Selection of Men's
Work Clothes
Ask for Catalog CB
BORO CLOTHING EXCHANGE
39 Myrtle Ave. Brooklyn, N. Y.

MURPHY'S HATS

EST. OVER 50 YEARS
STETSON-KNOX
DOBBS-MALLORY
Savings up to 50%
Special Discount to City Employees
4 MYRTLE AVE., Cor. Fulton St.
MAin 5-8848 Open Evenings

OFFICIAL NOTICE OF REOPENING OF PATROLMAN EXAM

(Continued from Page 1)

mont and Arthur Avenues.
Queens—Borough Hall, 120-55
Queens Boulevard, Kew Gardens.
Richmond—Borough Hall, St.
George, Staten Island.

Applications will NOT be issued or received through the mails.

No application will be accepted unless it is on the regular application form furnished by the Commission.

Applications must be signed by the applicant and notarized.

Applications are issued free but a fee of \$1 must be paid at the time of filing the application; no fees will be refunded.

NOTE: Any person who is in the military service during the regular filing period for this examination may receive an application and file therefor after the regular filing period, provided he appears at the offices of this Commission in person and files an application not later than 3 p.m. on the tenth calendar day prior to the date of the written test, bringing with him at that time proof of his identity and military service together with the prescribed filing and notarial fees. Such applications will be issued and received at the offices of the Commission from 9 a.m. to 3 p.m. on weekdays, and from 9 a.m. to 12 noon on Saturdays.

Requirements: The Administrative Code provides that no person may qualify for appointment to this position who has reached his 29th birthday at the time of filing is application. No person who has not reached his 20th birthday may file an application.

However, Local Law 51 for the year 1945, effective December 29, 1945, provides as follows: When the qualifications for any examination or test for, or appointment or election to any office, position or employment in the city, includes a maximum age limit, any person who heretofore and subsequent to July first, one thousand nine hundred and forty, entered or hereafter, in time of war, shall enter the active military or naval service of the United States, or the active service of the women's army corps, the women's reserve or the naval reserve or any similar organization authorized by the United States to serve with the army or navy, shall be deemed to meet such maximum age requirement if his actual age, less the period of such service, would meet such minimum age requirement.

Also, Section 21 of the Civil Service Law provides that disabled war veterans as classified therein "shall not be disqualified

from holding any position in the civil service on account of his age or by reason of any physical disability provided such age or disability does not render him incompetent to perform the duties of the position applied for."

At the time of investigation, applicants will be required to submit proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful material misstatement will be cause for disqualification.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment, candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least 3 years immediately preceding appointment. Service in the armed forces does not interrupt residence.

An auto operator's license will be required at the time of certification.

* Applicants must not be less than 5 feet 8 inches (bare feet) in height and must approximate normal weight for height.

Required vision—20/20 for each eye, separately, without glasses.

Proof of good character will be an absolute prerequisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the Uniformed Forces of the Police Department.

Medical and physical requirements hereafter posted on the Commission's bulletin board and published in THE CITY RECORD must be met. (These requirements appeared in the Jan. 8 issue of THE LEADER, page 8.) Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision, heart and lung diseases, hernia, paralysis and defective hearing. Candidates are warned to have teeth in perfect condition at the time of medical examination. Defective teeth are cause for rejection. Examination by a qualified dentist is a wise precaution in advance of this examination.

Duties: To enforce laws and ordinances; prevent crime; apprehend criminals; guard property; control traffic; perform in-

spectional, investigation or regulative duties incident to the protection of persons and property.

Tests: Written, weight 50; physical, weight 50, 70 per cent required.

The pass mark in the written test will be the score of the candidate who ranks 5,000 and the pass mark on the entire examination will be the score received by the candidate who ranks 3,000 in final average.

The written test will be held first and will be designed to reveal the aptitude, intelligence, initiative, reasoning ability, common sense and judgment of the candidates.

The competitive physical tests will be designed to test competitively the strength, ability, stamina, and endurance of candidates. Candidates will take the physical tests at their own risk of injury, although the Commission will make every effort to safeguard them. Medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical test any candidate who is found medically unfit.

Change of Address: Candidates for examination and eligibles on the lists must notify the Commission promptly of all changes of address between the time of filing the application and appointment to a permanent position from the list. Failure to do so may disqualify from any part or parts of the examination which have not already been held.

MUNICIPAL CIVIL SERVICE COMMISSION, Harry W. Marsh, President; Ferdinand Q. Morton and Esther Bromley, Commissioners.

Frank A. Schaefer, Secretary.

'Teen-Agers Lead In School Registry

Civilians and veterans, men and women, are registering for all types of commercial courses, said Dr. Robert Strobbridge, Director of the Heffley and Browne Secretarial School, 7 Lafayette Avenue, Brooklyn. Applicants now range in age from 17 to 40 years old, with the majority in the teen-age brackets. No longer willing to risk their futures, the new crop of teen-agers are going to be fully prepared before they embark on their careers, added Dr. Strobbridge, who has interviewed hundreds of them in recent months.

The Heffley and Browne School is a consolidation of two of the country's oldest schools, the former Heffley School and the former Browne's Business College. In addition to its regular Business and Secretarial Courses, the school offers specialized courses in Business Machines and Stenotype. Refresher courses in all subjects are also offered. The school will begin its spring semester in February. Flexible teaching schedules in both day and evening sessions make it possible for registrants to start any school day or school evening.

Naer Tormid to Hear Report on Tortures

The Naer Tormid Society, the Jewish fraternal organization of Firemen, in a special message to its members urges them to attend the next meeting of the organization on Wednesday, Feb. 6, at 8 p.m., at Riverside Synagogue, 310 W. 103d St. A report by Aaron Lurie, member of the Cultural Committee, on the findings of Chaplain Robert Marcus, recently returned from Europe, will be read. Captain Marcus visited Bergen, Belsen, Dauchau and was instrumental in the organization of relief for inmates of Buchenwald.

Members of the Fire Department of the Jewish faith are invited to attend.

MILITARY LEAVE GRANTED

The record of Marvin T. Faison, Railroad Clerk with the Board of Transportation, has been changed from absence without leave to "on military duty" by the Municipal Civil Service Commission.

USE OF LIST WIDENED

The preferred list for Assistant Civil Engineer was declared appropriate for appointment as Civil Service Examiner (Engineering) by the Municipal Civil Service Commission today, subject to possession of a NY State Professional Engineer's License.

MADAM: The War Is Over



Don't be imposed upon!

It's no longer patriotic to carry home your bundles. It's just plain silly! All restrictions on Department Store Deliveries were lifted last November 1st. Naturally the Stores won't tell you about it—since they charge you for delivery service, and pocket the difference when you don't get it. The mark-up for delivery is the same now as it was before the war... but the service isn't.

In December, 1941, exactly 3,325 men were employed to make deliveries for 375 stores throughout the city. This included Christmas help. In December, 1945, only 1,900 men were working—

including Christmas help. Deliveries were made and are still being made by half the number of men it takes to do the job as it was done before the war.

There is no manpower shortage. There are 800 experienced men waiting for these jobs. Yet the department stores still make you carry your own packages—and make you pay for the delivery service you don't get!

Madam, we repeat: the war is over. Don't be imposed upon! Get what you pay for. Demand pre-war delivery service. You deserve it!

Merchandise Delivery Drivers and Employees

Local 804, International Brotherhood of Teamsters

READER'S SERVICE GUIDE

AFTER HOURS



YOUR SOCIAL LIFE . . .
Make new friends and enrich your social life through **SOCIAL INTRODUCTION SERVICE**, New York's famous, exclusive personal and confidential service, designed to bring discriminating men and women together. Organization nationally publicized in leading magazines and newspapers. Send for circular, May Richardson, 111 W. 72nd St., N. Y., EN 2-2033, 10-7 Daily, 12-6 Sun.

ELITE MEN AND WOMEN MEET
At Irene's Service Bureau, with the purpose of enhancing social life, dignified, confidential, FO 4-5343. Appointments to 8:30.

FRIENDSHIP OPPORTUNITIES, Personal introductions. HELEN BROOKS, 100 W. 42nd St., N.Y.C. WI 7-3439. Room 902.

EVERYBODY'S BUY



Tires

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

Portraits

FINE PORTRAITS at popular prices. Special discount to civil service employees. Also all branches of the service. Adamo Studio, 231 Flatbush Ave., Brooklyn, N.Y., nr. Bergen St.

Wines and Liquors

LET FULTON Throat Wine & Liquor Store serve you as they have served our country. Choice of wines and liquors on hand. Just call us, 446 Throat Ave., Corner Fulton St., President 4-5890 (Lic. 1699).

Furs

WE MAKE YOUR old fur coat look like new. Special service to civil service employees. Samuel Riss, 1606 Kings Highway, Brooklyn, N. Y. DEWey 9-6800.

Fishing Equipment

FISHING TACKLE and Equipment. All kinds of bait, tackle, rods, repaired. Yacht and boat supplies. General Hard Supplies, 2127 Emmons Ave., Brooklyn, near, Ship Chandlers, Sheepshead Marine, N. Y. DE 6-8922.

Household Necessities

FOR YOUR HOME MAKING SHOPPING NEEDS
Furniture, appliances, gifts, etc. (at real savings). Municipal Employees Service, 41 Park Row, CO 7-5390, 147 Nassau Street, NYC.

Antiques

HIGHEST PRICES PAID for antiques, glassware, bric-a-brac, oriental rugs, pianos, C & R 847 Fulton St., Brooklyn, N. Y. NEVins 8-5574.

Autos for Hire

PACKARD LIMOUSINES for hire by the hour, day, week or mile. Uniformed chauffeurs. New System Garage, RE 7-0000.

Your Vacation

COMPLETELY MODERN, small hotel. Open fireplace, game room, skating, excellent cooking, \$40 week, \$7 daily. Call or write, Eli Goldfarb, Harris, N. Y. Tel. Monticello 88 3 R.

TRAVEL

CARS leaving daily—California, Texas, Florida. Share expense plan. Brown's Travel Bureau, 137 W. 45th St., LO 5-9750, St., New York.

Men's Clothing—New

UNCALLED for men's clothing. Custom tailor sacrifices odds and ends in men's fine quality suits and coats, own make, 177 Broadway, NYC, 3rd floor.

Lamps

TRY US. "We know you will find all we say is true." Harlem Lamp Exchange and Repair Service, 2794 8th Ave. (between 148-149 Sts.), EDGcombe 4-6325.

Postage Stamps

DON'T THROW THOSE STAMPS AWAY! They may have value. Send 3c for "Stamp Want List" showing prices we pay for U. S. stamps. Stampazine, 315 W. 42nd

MR. FIXIT



Sewer Cleaning

SEWERS OR DRAINS RAZOR-CLEANED. No digging—If no results, no charge. Electric Roto-Router Sewer Service, Phone JA 6-6444. NA 8-5588. TA 2-0123.

Clockwork

KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 169 Park Row, New York City. Telephone WOrth 2-2771.

Radio Repairs

FOR GUARANTEED RADIO REPAIR Service. Call GRam 3-3092. All makes. Limited quantity of all tubes now available. **CITY-WIDE RADIO SERVICE**, 50 University Pl., bet. 9th & 10th Sts.

ADVANCE RADIO SERVICE. We repair radios, phonographs, electric irons, electric clocks, hair dryers (two call and deliver). 50 Albany Ave., Brooklyn. President 4-2045.

Auto Repairs

COMPLETE AUTOMOTIVE SERVICE. Let Us Do Your Car Repairs. Body and Fender work. Auto painting, radiators repaired, brake service, Motor repairs, 24-hour towing service. **RITE-WAY AUTO SERVICE**, 923 Southern Blvd., Nr. 168th St., Bronx DAYton 8-3883.

GENERAL REPAIRS, COLLISION—Dino painting, welding. Specialists on bodies, fenders. Personal Service, 18th Avenue Body Works, Inc., 4509 18th Ave., Bklyn. WIndser 8-9417. J. Sheels and A. DeCassoli.

Plumbing and Heating

JOBING AND ALTERATIONS. Gas and oil heating installed, violations removed, authorized dealer. Brooklyn Union Gas Co. Orders taken for gas ranges, S. Gottlieb, 1318 Flatbush Avenue, Brooklyn, BU 4-1178.

Dog Training School
HALL'S TRAINING SCHOOL FOR DOGS. Teaching of obedience, tricks and house-breaking. Dogs boarded, clipped, plucked and bathed. Pets and supplies. 287 Flatbush Ave., Brooklyn, ST 3-4290.

Furniture
WE PAY TOP PRICES FOR USED FURNITURE. Turn your old or slightly used furniture into cash money. Call Riverside 9-5287, Harlem Furniture Exchange, 116 West 116th St., New York City.

Cleaners
CLEANERS & TAILORS—A trial will convince you of our efficient service. "King" The Tailor Special Design. P. & H. Cleaners & Tailors, 532 W. 145 St. (near Broadway). AUDubon 3-8850. P. Hale, Prop.

Typewriters
TYPEWRITERS, adding, calculating machines. Addressographs, mimeographs. Rented, Bought, Repaired, Sold, Serviced. Wormser Typewriter and Adding Machine Corp., 963 Broadway at 23 St., AL 4-1772.

BOUGHT, SOLD, RENTED. Exchanged. All repair work done immediately. Complete line adding machines. We buy very old typewriters. High prices paid. **ATLANTIC TYPEWRITER CO.**, 2367 90th St., Brooklyn, N. Y. ES 5-5610.

Firearms
AVAILABLE NOW new colt commando .38 calibre. Special \$26.00. All types rifles, shotguns, pistols, bought and sold. **METROPOLITAN FIREARMS CO.**, 155 Canal St., NYC. WA 8-8132.

Roofing
BRICK AND ASBESTOS SIDING Carpentry of all types. 3 years to pay. Ole T. Krenk, Building Constructors, 6115 5th Avenue, Brooklyn, N. Y. WI 9-7738.

MISS and MRS.

Hosiery
BUY AT A VETERAN'S STORE. Subway Hosiery Shops. Lingerie, hosiery, hankies, hair pomades, 2 stores, 334 St. Nicholas (subway entrance), 419 W. 125th St., NYC. Henry Sprauve, Prop. MO 2-8763.

Electrolysis
HAIR REMOVED PERMANENTLY by electrolysis. Reasonable rates. Phone for appointment. HELEN M. DE CESARE, 1659 10th Ave., B'klyn, N. Y. SO 8-2706.

SUPERFLUOUS HAIR PERMANENTLY removed, medically endorsed. Free trial treatment. Day and evening. Francine Lewis, 1506 Avenue J, Brooklyn, Avenue J Station, Brighton Beach Line. ESplanade 7-3302.

UNWANTED HAIR REMOVED PAINLESSLY. Our methods are endorsed by physicians. Perfect results guaranteed. Special men's department. Violet Fleckenman, 208 Flatbush Ave., Brooklyn, (Opp. Erasmus Hall High School.) BU 4-0337, 4-0337.

FLORENCE GILLMAN—Electrolysis Specialist; unwanted hair removed permanently; all work guaranteed; recommended by leading physicians. **BRONX PROFESSIONAL BLDG.**, 2021 GRAND CON-COURSE, N. Y. L'Edgewood 7-1384 and TR. 8-8000.

HAIR ON FACE or legs out for good by scientific multiple electrolysis. Strictly private. Consultation free. By appointment only. Nelly Engel, 2575 Jerome Ave. (192 St.), Bronx, EDGham 4-0038.

SUPERFLUOUS HAIR ON FACE, body and limb permanently removed by electrolysis. Results guaranteed. Privacy assured. Eyangelina McLoud, 21 Port Place, St. George, S.I. Bus. GI 7-4058. Home GI 7-3696.

Dresses
CLEARANCE SALE. Dresses and suits, 12 noon to 6 p.m. Monday to Friday. Adelaide F. Stoller, Suite 1194, 55 W. 42nd St., NYC.

DOROTHE'S EXCLUSIVE DRESS SHOPPE has the very newest in exquisite suits, street and cocktail dresses for Fall and Winter, 270 St. Nicholas Ave., Cor 124th St., RI 9-9621.

Reducing
LADIES REDUCE, RELAX. Massage and steam cabinets, 10 treatments \$15. Friedel Lachman, 174 W. 70th St., EDGcott 2-6309 for appointment.

Sportswear
SLACKS ALL-WOOL TWEEDS—For men and women. Sizes 28 to 42. Regular \$19.50—Now \$8.95. Lowest prices in the city. Universal Sportswear, 230 W. 42nd St., Room 701, Wisconsin 7-2634.

WHERE TO DINE

SCOOP! The place to eat in the Village! Calypso Restaurant, Creole and So. American dishes. Lunch 50c to 60c. Dinner 70c to 95c. 148 McDougal St. (Opp. Provincetown Theatre). GRamercy 5-0337.

HEALTH SERVICES

DURY NURSING HOME. Reg. to N. Y. Dept. of Hospitals. Chronic, invalids, elderly people, diabetes, special diet convalescents. N. Y. STATE REG. NURSE in attendance. Rates reasonable. 120-24 Farmers Blvd., St. Albans, L. I. VISitans 4-9504.

Druggists
NOTARY PUBLIC, 15c for Civil Service. Jay Drug Co., 393 Broadway, WO 2-4730.

Pawnbrokers
G. EDELSTEIN & CO.—Oldest established pawnbrokers in the Bronx, 2029 34 Ave., at 151st St., MO 9-1022.

LEGAL NOTICE

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

ROBERT T. BURNS, INC.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 20th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

1360 ST. NICHOLAS AVE. CORP.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 27th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

RUTLYN REALTIES, INC.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 29th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

ATOMIC LEASEHOLD CORPORATION
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 28th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

GOLDSEAL CLOTHING CORPORATION
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 14th day of January, 1946.
Thomas J. Curran, Secretary of State. By Ruth M. Miner, Deputy Secretary of State.

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

JUDY SPORTSWEAR CORP.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 20th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

BETHMAR, INC.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 9th day of January, 1946.
Thomas J. Curran, Secretary of State. By Ruth M. Miner, Deputy Secretary of State.

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

1245 PARK AVENUE CORPORATION
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 22nd day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

150 E. 40th STREET REALTY CORP.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 14th day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

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

CAMP ALPINE, INC.
has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 22nd day of December, 1945.
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State.

Help Wanted—Agencies
A BACKGROUND OF SATISFACTION in personnel service since 1910. Secretaries, Stenographers, File-Law Clerks, Switchboard Operators, Brody Agency (Henrietta Roden), 240 Broadway (Opp. City Hall), BRAdley 7-8133.

Stenotype For Sale
MODEL FF 316, 1 year old. Not used. \$50. Call SO 4-1700. Extensive files in or write G. Muehler, 42 W. 80 St., NYC.

STENOGRAPHY MACHINE, Model No. 4, with leather carrying case like new: \$50. Box 621, Civil Service Leader, 97 Duane St., NYC.

Morrisania Post To Unveil Plaque Honoring War Dead

The Rev. Mario Ciampi, O.F.M. of Our Lady of Pity Church, will preach the sermon, and the Rev. Ignatius Cirelli, pastor of St. Roch's R. C. Church and post chaplain, will give the benediction.

Morrisania Post 59, Catholic War Veterans Inc., will hold its tenth anniversary on Sunday, Jan. 27 at 4 p.m. A plaque will be blessed and unveiled at 734 East 150th Street to commemorate the memory of the men of our armed forces who made the supreme sacrifice.

Officers are: Louis Mazzulla,

commander; Peter Burke, Edward Ronaghan, Antonio Martini, Vice-Commanders; Fielding J. Daly, Treasurer; Edward J. Hall, Judge Advocate; John Valley, Welfare Officer; Pasquale Chavaro, Historian; John Hesselberg, Officer of the Day; Laddie Bialas, Adjutant; Edward J. Hall, James Touhey and James Middleton, Trustees.

Auxiliary: Mrs. Margie Robit, President; Mrs. Catherine Yager, Mrs. Mary Height, Mrs. Katherine Ehrmer, Vice-Presidents; Mrs. Helen Sullivan, Secretary; Mrs. Anastasia Canavan, Treasurer; Mrs. Mary Devery, Historian; Theresa Ehrmer, Officer of the Day; Mrs. Elizabeth Lecara, Mrs. Ruth Bowman and Mrs. Dorothy Graham, Trustees.

Help Wanted—Female

"PACKERS"

WOMEN — GIRLS

DO YOU NEED STEADY EMPLOYMENT?
IF SO APPLY AT ONCE

QUAKER MAID & CO., INC.

80 — 39th ST., BROOKLYN, N. Y.

Starting Rates 60c Per Hour
After 3 Months 62½c Per Hour
After 6 Months 65c Per Hour

Holiday Pay — Steady Employment
Group Insurance — Evening Shift Premium
Automatic Increases — Paid Vacations

UNIFORMS FURNISHED

Only those interested in steady full time jobs will be considered.

STENOGRAPHERS

WONDERFUL OPPORTUNITY

for high school graduates of good character, Permanent positions with a transatlantic airline. Good starting pay, regular advancement. Must have experience.

AMERICAN OVERSEAS AIRLINES
MARINE BASE LA GUARDIA FIELD

TYPISTS

GENERAL OFFICE WORK
Experience Not Essential
Permanent — 40 Hours
BOX 385

CIVIL SERVICE LEADER
97 DUANE STREET, NEW YORK CITY

Help Wanted—Male

EXPERIENCED MEN WANTED

Spring & wheel alignment
Renewing & Replacing Kneer Action
Welding
Chassis Straightening
Chance for Rapid Advancement
MANHATTAN SPRING & CHASSIS CO.
555 W. 131 St., N. Y. C. AU 8-8740

Modern Reducing Salon

Incorporated
Massages - Steam Cabinet
Exercising
1 DeKalb Ave. 793 Flatbush Ave.
Bklyn, MA 4-9733 Bklyn, IN 2-4707
Albee Bldg.

CHRONIC DISEASES

of NERVES, SKIN AND STOMACH
Kidneys, Bladder, General Weakness,
Lame Back, Swollen Glands.

PILES HEALED
Positive Proof? Former patients can tell you how I healed their piles without hospitals, knife or pain.

Consultation FREE, X-RAY Examination & AVAILABLE
Laboratory Test \$2

VARICOSE VEINS TREATED
FEES TO SUIT YOU

Dr. Burton Davis

415 Lexington Ave. Corner 43d St.
Hours: Mon.-Wed., Fri. 9 a.m. to 7 p.m.
Thurs. & Sat. 9 a.m. to 4 p.m.
Sundays & Holidays 10 a.m. to 12

EARN EXTRA MONEY!

Attention Veterans
We Buy War Souvenirs
Foreign uniforms, medals and antique fire arms, caps, insignias.

ROBERT ABELS

860 LEXINGTON AVE., N.Y.C.
Phone RE 4-5116

A NEW HOME BUDGET SYSTEM

Designed for salaried workers to control household expenses—a combined Budget System and Record Book. Easy to keep. Accurate. What YOU have been looking for. Order now. Postpaid \$1.00.

A. H. PALMATIER

Nyack, New York

GIRLS

Clerks - Typists - Stenos

Beginners—Cont. Sch.—Experienced
1946 H. S. Graduates Apply Now
5 Days, 35-Hour Week, Permanent
Pleasant Conditions, Advancement

Good Housekeeping Magazine

4th Fl. 950 8th Ave. (Cor. 57th St.), N.Y.

CIGAR CLERKS

Part time—11 a.m.—2 p.m.
No Saturdays or Sundays
Meals furnished

EXCHANGE BUFFET CIGAR DEPT.

15 Murray Street, N. Y. City

HAIR REMOVED PERMANENTLY!

BY ELECTROLYSIS
Hairline, Eyebrows Shaped
RESULTS ASSURED
Men also treated. Privately
Ernest V. Capaldo
140 W. 42d (Hours 1-8 p.m.) PE 6-1080

PIMPLES BLACKHEADS

FOAMY MEDICATION

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

USE 666 GOLD PREPARATIONS

LIQUID, TABLETS, SALVE, NOSE DROPS
CAUTION! USE ONLY AS DIRECTED!

ROBERT ABELS

860 LEXINGTON AVE., N.Y.C.

Phone RE 4-5116

NOSES RESHAPED

FACE LIFTING

Amusement

By J. RICHARD BURSTIN

One of the rare samples of true beauty in film has arrived at the Victoria Theatre. "A Walk in the Sun" is a tender and moving drama which gives Dana Andrews an opportunity to exhibit his considerable talent.

Only so-so is "Johnny Angel," the Globe showing which features George Raft and Claire Trevor.

One of the better war stories is still running on at the Capitol. It's "They Were Expendable."

On the 24th the Capitol will have a newcomer with the "Harvey Girl" arriving, bag and baggage. Happy news for Judy Garland fans. Ray Bolger will provide some fancy footwork and John Hodiak should handle romance ably enough from past performances.

Leave her to cause a sensation in any motion picture! Gene Tierney in "Leave Her to Heaven" at the Roxy is doing just that.

Comic Buddy Lester made a hit on the air a couple of seasons ago and we haven't forgotten it yet. Just to prove it he's causing Paramount audiences more than mild amusement where he's doing a stage stint just now. What with "Stork Club" on the screen you're in for a gay show.

The Bard on Broadway is big box office! Successful Shakespearean plays now on include "Hamlet" at the Columbus Circle Theatre, and "The Winter's Tale" at the Cort. Both are fine productions.

Madison Square Garden will play host to the nimble Norwegian Sonia Henie who'll show she's as good skate as every starling Jan. 19.

Maybe "She Wouldn't Say Yes"



SONIA HENIE

but audiences are saying it, because they like Rosalind Russell and this is a good comedy which the Criterion is housing.

"Saratoga Trunk" has now scored a ninth week of breaking records at the Hollywood Theatre. Credit should go to Edna Ferber for a good story and Bergman and Cooper for turning in performances worth noting.

NYC Job Policy Lags, Personnel Forum Is Told

A reclassification of the NYC jobs, on the basis of duties and responsibilities, and not on the mere basis of salaries, was recommended by Wallace S. Sayre, former NYC Civil Service Commissioner, and now connected with the U. S. Civil Service Commission in Washington, at a panel discussion under the auspices of the American Society of Public Administration, at the NYU Faculty Club, NYC.

The discussion topic was the future of personnel administration in the NYC government, in the light of changes that have taken place.

Mr. Sayre outlined the general problem of administration—fiscal control and management—and appealed to public-spirited citizens to show a greater interest in public administration.

Recommends Survey

He added that there ought to be a general survey of the NYC service, with emphasis on what are the real possibilities, and admitted that "it takes political courage to tackle it." He said, however, that such a task, properly done, would help the employees in their salary ambitions, and would ultimately save the city money. There are, he asserted, both sub-standard wages and unnecessary jobs. The low pay would have to be brought up to a decent level, he insisted, and the unnecessary jobs would have to go eventually, through transfers and retirements, the nonfilling of vacancies and the final abolition of the job line in from the budget.

At the very first opportunity there should be an inventory of the jobs really needed, he said.

He then cited the history of the Federal and State reclassifications and mentioned that there never had been any proper classification, much less reclassification, of NYC jobs, in least in 40 years. He described NYC as being behind the times in personnel matters.

Stronger Board Asked

He recommended strengthening the NYC Civil Service Commission, doubted the wisdom of a bipartisan board, and preferred a non-partisan one. He added that the method of obtaining recommendations for appointments to Commission membership from the deans of colleges, from judges, ministers, lawyers and bodies of public-spirited citizens, had produced a much higher type of Commissioner than the political appointment method. Mrs. Esther Bromley, one of the three NYC Commissioners, was present.

Talk by Kaplan

H. Eliot Kaplan, executive secretary of the Civil Service Reform

Association, another speaker, said that real personnel directors were not mere appointment clerks or liaison officers, but persons versed in the internal management of civil service.

He found the close effect of the budgetary officers upon the work of the NYC Civil Service Commissioners not a healthy one in NYC, and felt that the personnel matters should be solely under the practical jurisdiction of the Commission.

Budgetary interference causes poor conditions, he observed, because penny-pinching stifled real consideration of the personnel needs of the city. He thought that the NYC Commission does not have the examining staff of experts that it deserves and that much greater monetary inducements must be made, to attract the highest possible type of men and women. He said this did not reflect on the good work done by the existing staff under trying conditions, but did point up the need of the greatest city offering the greatest inducements to obtain the greatest minds in civil service.

to fill positions of responsibility and authority.

"The Commission has got to have more money," he added, "and it will be a good investment for the city."

He said that personnel was by far the biggest cost item in the NYC budget, but that you'd hardly think so, when you noted the relatively small amount of money appropriated for the Commission's work.

Training Program

He favored a well-devised training program and said that it was particularly necessary for the benefit of returning veterans, who have been away from the city, or from their city jobs, for long periods, because of military duty.

More co-operation is needed between the city departments and the Commission, and all aloofness must end, he insisted.

He agreed, up to a point, with comment by Mr. Sayre about lack of co-ordination in the management of the city, due to diffused and scattered functions. Mr. Sayre wanted the Mayor's office to be an overall management center. Some changes in this direction already have been made by Mayor O'Dwyer, although not nearly to the extent recommended by Mr. Sayre, who also suggested that the City Council's functions are so slight that they could be taken over by the Board of Estimate, and the Council abolished.

AGE LIMIT STUDIED

The interpretation of Local Law 51, which waives age limits for veterans on NYC tests, is being studied by the Municipal Civil Service Commission.

OTHER JOBS ARE OPEN TO ORAL TEST LOSERS

Candidates who pass other parts of an examination than the oral test are not necessarily foreclosed from getting a U. S. job. They may be certified for other jobs. The following notice, applicable to Special Agent, shows how this works out generally:

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

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

Oral Examination: Competitors who attain a tentative eligible rating may be required to report for oral examination, which examination will be held at points as convenient for competitors as conditions will permit. The purpose of the oral examination is to determine whether the competitor possesses the following qualifications which will be required in the performance of the duties of the position:

- Ability to plan and carry through lines of action in conformity with general instructions and in cooperation with others.
- Ability to adjust to new situations, conditions, or environment.
- Ability to secure facts through observation, interview, and investigation without friction, and under difficult conditions.
- Comprehension, self-expression, presence, and other such observable personal characteristics.

Although competitors who fail to pass the oral examination will not be eligible for appointment as special agent in the Bureau of Internal Revenue, Treasury Department, they will be given every proper consideration for any other positions for which they are qualified and within reach for certification. Competitors will be notified, in advance, of the date and place of the oral examination. Traveling expenses incurred by an applicant in connection with an oral examination cannot be borne by the Government.

For a BANQUET
DINNER • SUPPER
or CELEBRATION
ONE COST COVERS EVERYTHING

COMPLETE DINNER • DANCING
and exciting SHOW starring
MARTHA RAYE

WICKY BLAKE'S
CARNIVAL

NO PARTY TOO SMALL UP TO 500 PERSONS

IN HOTEL CAPITOL • 51st at 8th • CI 6-4122

Hempstead Elks Restaurant
Fulton & Bennett Ave., Hempstead
Phone Hemp. 1485

WELCOME CIVIL SERVICE FRIENDS

- we cater to parties and banquets—facilities for up to 500 guests.
- under the management of Johnny Lynch & Eddie Kole.

Luncheon — Dinner
Served Daily

SPECIAL SUNDAY DINNER

PRIVATE DINING ROOM
AVAILABLE FOR
PARTIES • BANQUETS
MEETINGS

MUSIC & DANCING FACILITIES
MODERN BAR

STREIFER'S RESTAURANT
143 West 44th St.
BRYANT 9-3682

In Heart of Times Square

Standing of Teams In Bowling League

The standing of the teams in the Ladies' Municipal Bowling League follows:

	Won	Lost
Comptroller "B"	33	9
Public Works "A"	30	12
Purchase "A"	29	13
Board of Estimate	28	14
Finance	27	15
Comptroller "A"	26	16
Purchase "B"	26	16
Education "B"	22	20
Transportation	22	20
Police Department	17	25
Dept. of Pub. Works "B"	17	25
Education "A"	16	26
Housing and Buildings	16	26
Civil Service Com.	13	29
Corporation Counsel	11	31
Sanitation	5	37

DARRYL F. ZANUCK presents Leave Her To Heaven

By BEN AMES WILLIAMS

in Technicolor

GALA STAGE SHOW

A 20th Century Fox Picture

Tony and Sally DE MARCO

ROXY

CARL RAVAZZA

7th Ave. & 50th St.

Extral

PAUL WINCHELL

LEWIS MILESTONE'S

A WALK IN THE SUN

20th Century Fox **VICTORIA** BROADWAY & 46th ST.

in Person **WOODY HERMAN**
AND HIS ORCHESTRA
DOROTHY KELLER
BUDDY LESTER

BETTY HUTTON
STORK CLUB
BARRY FITZGERALD
DON D. FORE
ANDY RUSSELL

PARAMOUNT

Gary Cooper • Ingrid Bergman

EDNA FERBER'S

"SARATOGA TRUNK"

WARNER'S BIGGEST with FLORA ROBSON

A HAL B. WALLIS PRODUCTION

Continuous
POP. PRICES

HOLLYWOOD

BROADWAY
at 51st STREET

ERROL FLYNN • ALEXIS SMITH

IN WARNER BROS. TECHNICOLOR HIT

"SAN ANTONIO"

★ IN PERSON ★

LIONEL HAMPTON and His Orchestra

—EXTRA—

Pops and Louie • Canfield and Lewis

BROADWAY AT 47th STREET **STRAND**

Zimmerman's Hungaria

AMERICAN HUNGARIAN

165 West 46th St. East of Bway.

BAL TABARIN

Famous for its superb food, distinguished for its Gypsy Music. Dinner from \$1.25. Daily from 5 P.M. Sunday from 4 P.M. Sparkling Floor Shows, Two Orchestras. No Cover Ever. Tips for Parties. L.O. 6-9115.

3 Reverses Nightly. 2 Orchs. Dancing No cover 225 W. 40th St. "GAY PARER IN N.Y." CI 6-9949 DeLuxe French Dinner \$1.25

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

MICHAEL TODD presents



MAURICE EVANS

in his new production of SHAKESPEARE'S

"HAMLET"

COLUMBUS CIRCLE THEATRE
Broadway at 59th St. Columbus 5-1173
Eves. 8:30—Mats. Thurs. & Sat. 2:30

Dine Week-End Vaation
Honeymoon

— AT —
House of Hawkins

372 Beach Street

WEST HAVEN, CONN.

On Long Island Sound

PHONE NEW HAVEN 9-2340

Bar & Grill • Home Cooking

Including Shore Dinners

Comfortable Rooms

Private Dining

OPEN THE YEAR ROUND

(Special Winter Rates)

For Reservations write or

Phone New Haven 9-2340

COME IN AND PARTAKE OF OUR
DAILY SPECIALS. Delicious Chow Mein,
fasty sandwiches, appetizing salads, tea
Leaf Readings an entertainment feature

Alma's TEA ROOM

773 Lexington Ave. N. Y. C.

NEW SCHEDULE OF HOURS FOR FIREMEN, ELIMINATING "LONG DAY"

JANUARY APRIL AND MAY	FEBRUARY AND JUNE	MARCH	JULY	AUGUST	SEPTEMBER AND OCTOBER	NOVEMBER AND DECEMBER	GROUP'S WORKING		GROUPS OFF	
							9 A.M. - 6 P.M.	6 P.M. - 9 A.M.	24 HOURS STARTING 9 A.M.	48 HOURS STARTING 6 P.M.
6-16-26	5-15-25	7-17-27	5-15-25	4-14-24	3-13-23	2-12-22	3 5 6 9	1 4 8 10	2	3
7-17-27	6-16-26	8-18-28	6-16-26	5-15-25	4-14-24	3-13-23	2 5 6 9	1 4 7 10	8	9
8-18-28	7-17-27	9-19-29	7-17-27	6-16-26	5-15-25	4-14-24	2 5 6 8	1 3 7 10	4	5
9-19-29	8-18-28	10-20-30	8-18-28	7-17-27	6-16-26	5-15-25	2 4 6 8	1 3 7 9	10	6
10-20-30	9-19-29	1-11-21-31	9-19-29	8-18-28	7-17-27	6-16-26	2 4 8 10	3 5 7 9	1	2
1-11-21-31	10-20-30	2-12-22	10-20-30	9-19-29	8-18-28	7-17-27	1 4 8 10	3 5 6 9	7	8
2-12-22	1-11-21	3-13-23	1-11-21-31	10-20-30	9-19-29	8-18-28	1 4 7 10	2 5 6 9	3	4
3-13-23	2-12-22	4-14-24	2-12-22	1-11-21-31	10-20-30	9-19-29	1 3 7 10	2 5 6 8	9	10
4-14-24	3-13-23	5-15-25	3-13-23	2-12-22	1-11-21-31	10-20-30	1 3 7 9	2 4 8 8	5	1
5-15-25	4-14-24	6-16-26	4-14-24	3-13-23	2-12-22	1-11-21-31	3 5 7 9	2 4 8 10	6	7

This chart explains the operations of the 2-Platoon, 10-Group (Elimination) System which will go into effect for NYC Firemen on Feb. 1 and end the unpopular 24-hour tours. The first 7 columns list the days of the month. The eighth column lists the groups of Firemen who work from 6 a.m. to 9 p.m. on

those days; the ninth, those who work from 6 p.m. to 9 a.m. In the tenth column are the groups which go off duty for 24 hours, starting at 9 a.m. on the days indicated in the first seven columns. The last column indicates those who go off duty at 6 p.m. for 48 hours.

SHORTER HOURS FOR FIREMEN TO TAKE EFFECT ON FEB. 1st UNDER 'ELIMINATION' PLAN

Officers Benefited By Added Change

Mayor O'Dwyer is slated to announce any day a change in the tour of duty for both Firemen and Fire Officers. The Firemen now on the 2-platoon system, to which they had been objecting a long while in vain, will be put on the Elimination System, ending the 24-hour tour or "long day." The Officers will all have the 8-hour, added-duty system, excepting on Staten Island, and when promotions are made Staten Island is to have the same benefits, thus establishing universal hours for Officers as well as for Firemen.

The changes pending, all arranged within 2½ weeks by Fire Commissioner Frank J. Quayle—he had been Commissioner only

that length of time—will be effective Feb. 1 and will be included in official Fire orders a few days before.

President John P. Crane of the Uniformed Firemen's Association, in a message to the membership, said:

"After extensive discussion with Fire Commissioner Quayle and Acting Chief of Department Frank Murphy, your Executive Board is happy to announce that both the Fire Commissioner and the Acting Chief of Department agree that it will be quite possible to put the Elimination System into effect in the present 2-platoon companies on or about February 1, 1946.

"This, of course, will entail numerous transfers, and in order

to obtain this relief by reducing working hours some temporary inconvenience may be caused for our members; but everything will be done to adjust this situation.

"The question of shorter working hours for the greatest number of men, however, is of paramount importance to us at this time."

Prospect Under O'Dwyer

City employees can look forward to a square deal from Mayor O'Dwyer on pay and all other matters, said Louis Cohen, Assistant to the Mayor, a new \$12,000 job. Also Mr. Cohen has a word of advice about gaining advancement in city employ.

From \$300 a year to \$12,000. From clerk (office boy) in the NYC Health Department to Assistant to the Mayor. Briefly, that's the story of Louis Cohen of the Bronx, who now has an office across the corridor from Mayor O'Dwyer and who is liaison officer for the Mayor with the Commissioners.

How does one dart from a low entrance pay level to 40 times that amount? What's the secret?

Slow Progress at First

Well, one doesn't dart, Mr. Cohen finds. He started on Oct. 10, 1908, in that competitive Health Department job, got a \$180 raise 9 months later (he was

AMBULANCE DRIVERS' GRIEVANCES CITED

Lack of promotion, inadequate salary, and unfavorable working conditions are listed as among grievances of the 250 ambulance drivers in the NYC Hospitals Department. In a memo to its members, Local 896 of the American Federation of State County and Municipal Employees (AFLE) reported the following conditions:

"Unfortunately the title of Auto Engineman is a dead end title. It would seem to be logical and profitable for all parties concerned if

promotional opportunities were also created from Auto Engineman to Ambulance Inspector and Mechanic, from these two titles to Mechanic Foreman, then from Mechanic Foreman and Garage Foreman to Superintendent of the Division of Transportation. Such a step-up system would develop incentive and ambition to perform satisfactorily with opportunity for advancement, and would be in line with the creation of a merit and career system in that division of the Department of Hospitals.

"We call attention primarily to the inequities of salary ranges among the men doing Auto Enginemen work. It seems to be clear that morale and loyalty of a group of employees cannot be built when for similar work and exactly the same responsibilities salaries range from \$1,860 to \$2,520. In addition to that there seems to be no known basis on which periodical increases are recommended. In such cases there is always suspicion of favoritism and patronage. The Union is in full agreement that merit should be recognized and rewarded but good personnel practice dictates that increases be granted on the basis of (a) length of service, and (b) starting with the men in lowest brackets.

"The employees of Harbor and Coney Island Hospitals do not get their checks in time to be able to have them cashed before bank-closing time. Before the war provision was made for the delivery of these checks earlier in the day. For good reasons the practice has been discontinued. The union is asking for a resumption of that practice, so that checks will be delivered there at the same time of day as it is being done in other hospitals."



LOUIS COHEN

a bright lad), but had to wait three long years before he got another increase, and only \$60 at that! He became a Clerk Grade 2 at \$60 more three weeks later, as the result of a promotion examination. He got \$750 a year for 5 years, to 1918. He had served with the 58th Artillery in France in World War I. On May 1, 1926, after nearly 18 years of service in the same department, he was earning \$2,750, or about \$53 a week. Too long a wait! But—

He became Secretary to City Court Justice William S. Evans at \$4,500, Deputy Commissioner of Health at \$7,000, then at \$8,000, and later was Superintendent of Highways in The Bronx and City Councilman, being Chairman or Acting Chairman of various Council committees.

What does it all mean? "I've only been able to see this world with one pair of eyes," Mr. Cohen said, "those of a municipal government employee. I never

realized in 1908 that I was destined to spend the rest of my life working for the City of New York. Had I realized it, I might have done more studying after hours, to expedite advancement. A competitive employee's future lies in promotion examinations. He should specially equip himself not only to pass them but to pass them with high marks."

The Only Way

He has known of politics in civil service, as a victim. He sees civil service operating with more and more freedom from political and personal favoritism.

"It's the only way, if the system is to work perfectly," he observed, and made this declaration:

"You will find that during the O'Dwyer administration the merit system will be administered with complete impartiality and independence. Moreover, the throes that I suffered as an employee struggling to attain even a subsistence wage will not have to be endured in the future. Fair pay for work done is one of Mayor O'Dwyer's cardinal principles. No miracle can be worked overnight, but what first comes from the heart finally comes from the hand. The NYC employees can count on Mayor O'Dwyer for a square deal all around. Remember, the Mayor, too, was a competitive employee of NYC, so the city workers have a friend at court."



**Help Yourself
To A Civil
Service Career**
**Civil Service
LEADER**

Home Study Guide
for

PATROLMAN \$1.50

by

LIUTENANT BERTRAND P. WRAY
New York City Police Department (Retired)

and

EUGENE B. SCHWARTZ, Esq.
Civil Service Author and Lecturer

Clerk, Grade 1 \$1.00
Railway Postal Clerk \$1.10
Junior and Senior Steno-Typing \$1.10
Post Office Clerk and Carrier 25c & \$1.10
Patrolman-Fireman \$1.50
Stationary Engineer and Fireman \$1.50
Home Training for Civil Service
Physical Exams \$1.00
Oil Burner Handbooks
(Starbuck—\$2.00) (Whelan—\$2.50)
Plumbing Code \$1.50

[No. C.O.D.'s]

THE LEADER BOOKSTORE

97 DUANE STREET

NEW YORK CITY

PLAN NOW FOR THE FUTURE!

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

THE EVERGREENS CEMETERY

(Non-Sectarian)
Bushwick, Cooper & Central Aves.
Brooklyn 7, New York
Glenmore 5-5300

WHEN FRIENDS DROP IN

TREAT CRISPS
GOLDEN BROWN POTATO CHIPS

Always Fresh . . . At Your Delicatessen