# Civil Service

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Tuesday, October 17, 1944

Price Five Cents

### **EXCLUSIVE**

Senator Wagner, Tom Curran **Debate Civil Service Issues** See page 6

# APPLY NOW NY STATE OPENS POST-WAR CAREER JOBS

See Details on Page 16

## Federal Pay Raise Chances Getting Better Every Day

WASHINGTON—Chances of Federal employees get-| should get more money. ng a raise soon are looking better every day.

Latest advance in the raise sector is an announcenent by Ohio Senator Harold Burton, ranking Republican hember of the Senate Civil Service Committee, that he would ask for a complete review of the whole Federal wage situation.

He said Congress would be forced ernment workers. to do something to help the Government employee before expira-tion of the War Overtime Pay Act next June.

Sen. Burton's announcement comes on the heels of statements oivil service committees, that they even if there was no change in intend to support raises for Gov- the formula, Federal employees

Salaries Up To Par

Rep. Ramspeck said that in lieu of a relaxation of the "Little Steel" formula Congress could bring the salaries of Federal workers up to a par with employees both chairmen of Congress's in private industry. He said that

Sen. Downey was even more generous in announcing his aims. He stated flatly that when Congress reconvenes after elections he would ask for a blanket 15 per cent raise for government workers, 90-day severance pay, and true time and one half pay for all overtime work. He said he wanted most of the provisions of the War Overtime Pay Act incorprated into the permanent statutes.

For the past six months the whole subject of raises for Federal employees has been avoided because Congress considered it politically obnoxious. As soon as elections are over the lawmakers

will be willing to take up the mat-

#### No Matter Who Wins

In light of such a strong Re-publican like Burton favoring a wage adjustment, it appears that no matter which party is successful at the polls, Federal employees are due for more money.

Bills already before Congress that would give Federal employees more money include:

A 15 percent basic raise based on a cost of living index.

Extension of the War Overtime Pay Act.

Establishment of a uniform night differential rate. True time and one-half for hol-

iday work. The Scanlon resolution to set up a wage adjustment board.

Allow Civil Service Commission to establish new pay classes within grades and permit entrance into the service at above a grade mini-

Speed up Ramspeck promotions.

The President has just signed a bill which will take care of Federal employees if Government goes back to 40 hours before expiration of the Overtime Pay Act. It was originally designed to aid 850 Customs employees, but, in fact, will give all persons making \$2000 or less extra pay at the rate of \$300 per year and 15 percent extra on

## **SCHOLARSHIPS** FOR VETS GEN. BRADLEY

see page 4

## Poll Shows Employees Strong for Change In Present System of Promotion by Test

Employees in many New York City Departments tion and certification of eligibles forming behind the proposal to substitute a new setup for for positions. the present City method of promotions by examinations. The idea most favored is for automatic promotions to be based on satisfactory service, as hown by service ratings.

A recent poll taken among 62 haspectors of the Manhattan office of the Bureau of Water Register produced the following results:

54 approved the change opposed any change were doubtful

the staff members was as follows:

-Entrance into the City job would still be by open-competive examination, in order to fill City jobs with the best avail-able candidates. The Municipal

-All promotion examinations would be eliminated except for a few higher administrative positions which would be filled by

-To provide for regular advancement, after three years in a City position—provided that satisfactory work is shown by the annual service rating reportsable candidates. The Municipal which would continue under the ployees of other departments. The new setup as presented to Civil Service Commission would supervision of the Civil Service Among the hurdles which the plan continue to handle the examina- Commission; the employee to re-

ceive annual increases of \$120, until he reaches the maximum salary for his grade. At present, many new City employees are covered by the McCarthy Law which provides three increments.

4-The Civil Service Commission should conduct in-service training courses to prepare ployees for advancement to higher positions, with extra servicecredits on satisfactory completion of a course

To help bring this change about, the Water Supply, Gas and Elec-tricity employees have laid their plan before the American Federa-tion of Labor local in the department for study. Future plans call for joint action together with em-ployees of other departments.

Council and Board of Estimate and the Mayor, to make neces-sary changes in City laws; approval by the State Civil Service Commission.

Another department in which employee sentiment is strong for such a change is Sanitation.

## meson MEMO manage TO OFFICIALS

Important!

THE PUBLIC ADMINIS-TRATOR and the employee of a government agency require more than a weekly resume of civil service rules, regulations, lists, complaints, and personnel changes. They will be better public servants, better governmental techni-cians, if they know what new things are being planned in their depart-ments, and in others; if they know what new devices and methods are becoming available in transportation. sanitation, health, police, education, welfare, hospital, sewage, and fire work.

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

## State Employees Queried on Important Civil Service Questions

sentiment of State employees and go back to the old system. on vital State matters, The LEADER asked various delegates to the annual meeting of the State Association in Albany how they felt about these issues.

questions which The LEADER asked appear of page 8. The answers appear below.

#### Harlem Valley

From Harlem Valley come the ollowing answers, prepared by Sordon Carlile, President of the Harlem Valley chapter.

1. If these changes proposed by he Budget Director come to pass

2. The activities of the Salary Standardization Board indicate that the Budget Director has been dominating the Board. The law intended that the Board shall be allowed to function independently but Mr. Burton apparently has his own ideas. The Classification Board has done a pretty good job to date.

3. A few employees feel that their present salary is adequate for the duties performed. But most feel that their salaries set up at 1937 level, might have been satisfactory then but seven years have elapsed and the present scales are obsolete and inadequate.

best plan to care for the advances but the Hampton-Devaney pro-

Association. If the cost of living went up the bonus would advance and if the cost of living went down the bonus would decrease. This is fair both to employer and employee.

5. With the exception of wartime measures the merit system is about the same. However, the fact that Civil Service workers are frozen in their jobs might suggest that the merit system itself is in a state of hibernation.

6. The Hampton-Devaney Veterans' preference bill is a form of class legislation. It means a merit system for veterans only. We are in sympathy with the present law 4. Our employees feel that the regarding veterans in civil service,

In order to determine the we might as well hang up the law in the cost of living would be the posal would turn over to the veterans the whole merit system lock, stck and barrel.

Grievances

7. The 48-hour week has become obsolete. The work week in the Mental Hygiene institutions should be limited to 40 hours. Employees working on the wards should be allowed to take their meals at home at the institution or wherever they might choose, a liberal retirement after 25 years

(Continued on Page 8)

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

### 39-Hour Week, **Longer Lunches** For Post-War

Federal employees, with their minds on post-war working con-ditions, would like changes in their lunch periods and working hours.

The half-hour lunch period is unpopular with the workers, who find that the scramble for lunch is undignified and injurious to health. They'd want the one-hour lunch period enjoyed by most other workers.

As to working hours: Before the war, many U. S. offices oper-ated on a 39-, rather than a 40hour week. But most official pro-nouncements seem to indicate that officials are going ahead on the assumption that the post-war work-week will be one of 40 hours. The American Federation of

Government Employees is opposed to any lengthening of the working schedule. In fact, the AFGE has a final goal, a 35-hour week.

## Union Head **Force Reduction**

"Reductions of the government civilian staff, after the war, must be made in orderly manner, not on the basis of indiscriminate firings, which seems to be the de-sire of some critics of "bureaucracy," said James R. Burns, president of the American Fed-eration of Government Employees,

Listing the "reduction" goals of his organization, Mr. Burns included the following:

1. Insist that reductions be made on a basis of justice, with due regard for the rights of veterans and of men and women who have made the Government service a career.

Renew and maintain the fight for suitable protection of those who are slated for dismissal, through extending the unemployment insurance coverage to Government employees.

3. Work vigorously for base pay increases and for shortening of hours so that the economic welfare of Government employees may be maintained and the number retained in service be greater.

4. Make reduction-in-force an opportunity for vigorous sponsorship of the plan for optional re-tirement after 30 years service, regardless of age.

### **Vet Agency** Pays \$34 Weekly To Stenos

Hundreds of stenographers and typists are needed at once by the Veterans Administration, at 346 Broadway, New York City. The positions pay \$1,752 per year for a 48-hour week, and are open to men and women who are citizens, at least 16 years of age and able to pass a qualifying examination.

The additional personnel is needed because of the constantly increasing work load of this branch of the Veterans Adminis-tration which is responsible for all the functions related to National Service Life Insurance. Servicemen of this war and veterans of World War I now have over 15,000,000 insurance accounts in force with the Veterans Administration.

Those interested in these positions should go directly to the Veterans Administration, 346 Broadway, New York City, where the Civil Service Commission has made provisions for interviewing, examining and appointing applicants with a minimum of delay.

All appointments in the Federal service are made in accordance with War Manpower Commission regulations.

### Arithmetic Clerk Rate Is Set Up

The following new Federal civil service eligible lists have been set by the United States Civil Service Commission:

Arithmetical Clerk

Estab. Anne, & Yr. A-322, 1944 A-322, 1944 \$1620 \$1800 9-25-44 Clerical

#### CIVIL SERVICE LEADER

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## What Opportunities Will There Be For Government Girls After the War

WASHINGTON—There will be plenty of jobs for Government portunity," she said. after the war—if they make good use of their experience and "The Selective Service Act progirls after the war—if they make good use of their experience and can adapt themselves. This comes from Miss Margaret A. Hickey, chairman of Women's Advisory Committee of the War Manpower Commission.

She claims that the job of getting the nation back on a peacetime basis will be as big as it was to build the war machine and the demand will still be there for wo-

"But even if we wisely and effectively make sure of such a pro-gram, millions of people nevertheless will have to transfer from types of work which are required by war, but which are not adopted to peacetime. This tremendous shift of job opportunities will present serious problems for women as well as men," she points out.

More Working Women

The trend before the war was

for more women to be working outside of the home and although the situation was aggravated by the war it will continue in peacetime, Miss Hickey claims. If there hadn't been a war the number of women on the labor market would have increased to 15,000,000 but through impetus of the manpower shortage 19,000,000 women are now holding jobs.

"In the post-war, workers are likely to face keen competition in a world of rapidly changing values.

vides for giving back jobs to men of the armed forces. But returning veterans cannot be counted upon for the support of all femini-e members of their respective houscholds. Regardless of marital status, the wages of the great majority of working women are not casual nor supplemental sources of family support. They are essential.

"Danger signals are appearing on the horizon of post-war planning now. Some are discussing the demobilization of women as though But for those who have training, the object were to deny them em-initiative and courage, I believe there will not be a shortage of op-to earn a living," she said.

### Attempt Made To Speed Up Retirement Funds

WASHINGTON - Civil Service Commission is making a test to speed up payment of retirement refunds.

It has given War Department authority to pay persons leaving, the service all the money they paid into the Retirement System with the last check. This, of course, only applies only to persons who have worked for Government less than five years. Moreover, to get the money immediately, the em-ployee must have worked continuously in the same department.

Several months ago the Retirement Division of the Commission was more than a year behind in paying refunds but after a shakeup it has started to catch up. But it is still a slow process getting paid after leaving the service.

If the test proves successful, and gets the approval of General Accounting Office, all agencies will be instructed to follow the same procedure.

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## Outlines Plan for Here's a Chance to Earn \$44 a Week While Studying for a Lifetime Career

### THAT IS, IF YOU CAN MEET REQUIREMENTS | tions, engineering, physical science,

Trainees are urgently needed for Aircraft Communicator positions with the Civil Aeronautics Administration, Department of Commerce. Men and women who are citizens between the ages of 18 and 40 may apply for these positions, which pay \$2,190 a year to start.

Trainees will first enter on duty at the Aircraft Communicator Training Center in New York City where they will undergo an in-tensive period of training for ap-proximately six months. Transportation from the training school to the field assignment will be at government expense, and consideration will be given to placing employees at stations of their choice within C.A.A. Region I comprising the States of Maine to Virginia,

ience in radio or aeronautical communications, or experience as an aeronautical dispatcher or traffic controller or flying experience may qualify for these positions. Other acceptable background: Possession of a valid commercial (or higher) pilot's certificate is also qualifying, as is the completion of a six months course in aeronautical meteorology or navigation at an approved school. Successful com-The Requirements

Applicants who have had expersuly in the field of communications.

auditing, accounting or business administration may be substituted in full for the required experience.

In addition, applicants must pass a written test designed to measure their aptitude for the position.

#### Where To Apply

Those interested should apply at once at Room 624, Federal Bldg., Christopher Street, New York City. All appointments in the Federal service are made in accordance with War Manpower Commission Regulations.





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#### Federal Emloyees Get Time Off to Vote WASHINGTON-The White House has made it easier for Fed-

eral employees to vote this year.

All Federal agencies and field offices have been notified by

the President that employees must be given from two hours to a full day-depending on how much time is needed-to vote.

The order says that the normal time is two hours off, but in view of the many persons who live farther than normal commuting distance, up to a full day-with pay and no time charged to leave-

must be given.

If it takes more than a day, agencies are instructed to give the time off but charge time in excess of one day to annual leave. According to a White House spokesman this is the same policy that was intended for agencies to follow in the last Congressional

election. He said, however, that many agencies misinterpreted the regulation two years ago and gave only two hours. This prohibited thousands of Federal employees from exercising their voting privilege in person.

Many persons, principally residents of New York and Pennsylvania, responded to the announcement by signifying their intentions to take advantage of the order and go home to vote.

FCR FEDERAL EMPLOYEES

### All the Answers to Your **Retirement Queries**

(Continued from preceding issues)

IV. Annuity Computations

83. How are annuities computed?

There methods are provided in the law for computing annuities For simplicity, they are referred to by the Civil Service Commission as Plans I, II, and III. Generally speaking, whichever of the three plans will produce the highest annuity is used in each particular case.

What is Plan I? Under this method, the annuity is composed of two parts: (1) A sum equal to \$30 for each year of service not exceeding 30 years and (2) the amount purchaseable with the sum (including interest) credited to the employee's individual account in the retirement fund. Two qualifications are placed on the first portion of the annuity, namely, the total sum under (1) may not exceed three-fourths of the employee's average basic salary for the highest 5 consecutive years, and this portion must be at least as large as the life annuity purchaseable

by the employee's account under (2).

85. How is part (2) of the annuity under Plan I determined?

By multiplying the employee's individual account (including

interest) at retirement by the proper actuarial factor based on his or her age and sex

When is this Plan used?

Plan I is always used where the employee's applicable average salary is \$1,200 a year or less. It is also generally operative at the present time when this average salary is as high as \$1,500. In the future, however, when employees' individual accounts will materially increase, this method may operate in any salary bracket.

87. What is the so-called "matching provision".

This operates under Plan I when an employee's individual account is sufficiently large to purchase annuity in excess of the amount which the Government would otherwise contribute. In other words, the

the Government would otherwise contribute. In other words, the Government's share of the annuity (\$30 for each year of service up to 30) will be raised in applicable cases to "match" the sum which the employee's individual account with interest will buy.

88. How does Plan II operate?

The employee's average annual basic salary for the highest 5 consecutive years, not to exceed \$1,600, is multiplied by the number of years of service not exceeding 30 years, and the total so obtained divided by 40. (To Be Continued)

### /m. F. Carey lystery eepens

At press time, the mysterious se of William F. Carey, Com-ssioner of Sanitation for New rk City, was the cause of much externation at the NYC Civil Ser-e Commission. Last week Comssioner Carey, who earns a tidy lary of \$10,000 a year as Sanitan Commissioner, asked to have name restored to the eligible for the job of Superintendent Landfills in his department, nich pays "over \$5,000."

Later, his name and those of arles M. Cavanagh, number 4 the list, and John W. Nagle, mber 5, were certified to make apointment at \$5.350, probably rmanent," to the position. arey, incidentally, is number 1 on the list.

What had the people puzzled: 1. There is no vacancy to be

2. Albert Lizee is holding down the job now.

3. The Payroll Bureau manner received any change in status notification for any of the men in-The Payroll Bureau hadn't volved in this mix-up.

4. No one could figure out what Carey had to gain by getting on tige list, which died on October 16. (Read Commissioner Carey's

own article about the NYC Sani-tation Department, page 10.— Editor.)

### Court Doesn't **Want Cops** For Attendants

The NYC Domestic Relations Gourt doesn't like the idea of hav-ing the names of men on eligible lists for patrolman sent in to make appointments as court attendant.

Last week, court officials wrote to the City Civil Service Commis-sion, protesting against this prac-ice, and asked that they be allowed to make provisional ap-pointments to temporary and permanent vacancies until a test is given, and a list of eligibles

promulgated. Men on the list don't like the dea of taking lower-paying court jobs after they have passed a test

Among men recently suggested to the courts for such jobs were Patrolmen Walter J. Carlson and Frank J. Murray, both of whom are members of the Police Department, who were ruled not qualified for cops' jobs after they returned from Army service with returned from Army service with medical discharges

### It's Easy to Get Job as a Fireman; Pays \$40 a Week

If you'd like a job as a tempo-rary fireman with New York City, at \$2,000 a year, for the duration, the way is open.
Under the new setup, you apply

at the firehouse nearest your home. The officer in charge will take your name and all the de-tails of your experience and send it to Fire Headquarters. Then you will be called in for a physical examination, and be given inter-views and a character investiga-

If you pass, you'll get the ap-pointment, be given a training course and be put to work alongside the regular firemen.

### NYC Civil Service Outlines Steps a Vet Riggers Stay Must TakeBe fore Getting His Job Back DEMANDS REASONS FOR EVERY SERVICE DISCHARGE

By FRANCIS KELLY

Of interest to every New York City employee, and those on eligible lists, serving in the armed forces, is the recent action of the NYC Civil Service Commission, which set up procedures to handle returning service men.

To protect their rights, veterans should call at the office of the Commission, 299 Broadway, Manhattan, within 60 days of their discharge from service.

The major points of the Com-

mission's actions are these:

#### Certificate of Disibility Discharge or Convenience of Government Discharge

If the veteran is released with a C.D.D. or for the Convenience of the Government, his name shall be restored to the list subject to medical investigation. The Certification Bureau is to withhold such names from certification until appropriate action has been taken by the Commission. If the results of investigation and medical are not favorable, the eligible will be marked "Not Qualified." If they are favorable, the eligible will be certified as soon as practicable.

#### Blue or Dishonorable Discharges

If the veteran is released with a blue or dishonorable discharge, the Certification Bureau will note along side his name on the list that he has returned from military service and mark him N.Q. on the

list.

If the list is an active one the memorandum shall be marked or parts so taken.
"Special Attention". The Certification Bureau will withhold the under the provision names of such eligibles from cer-tification and will await notice from the Commission as to the result of action in such cases and note on the list such action ac-cordingly. If the results of the in-vestigation are not favorable, the N.Q. mark will remain; and if they are favorable the eligible will be certified as soon as practicable.

#### **Promotion Examinations**

from the armed forces should report to the Commission within 60 days of his reinstatement to his position. An employee who reports after the 60-day period, is not eligible to compete in any promotion examination he may have missed because of military service. The Service Rating Bureau checks the person's eligibility. If he is eligible, the Service Rating Bur-eau will issue an application to him. The applicant shall fill in the application form and file it with the Service Rating Bureau at that time. The applicant may also be required to sign a register in the Service Rating Buerau.

### Option For Special Promotion

A permanent city employee honorably discharged from the armed forces, who is eligible for a regularly scheduled promotion examination which is to be given within 60 days of the date of his discharge, need not participate in this regular examination. He may elect to take the special promotion examination. If he takes the regular promotion examination, he shall not be entitled to a special pro-motion examination for the part

Any employee who is entitled under the provisions of military law to a special promotion examination, and who wishes to take such an examination, is required to take the first regular promotion examination held after the expiration of 60 days from the date of his military discharge; or may take a regular promotion examination held at any earlier date.

The Investigation Bureau shall

the eligible does not have evidence of the reason for his discharge, he will be requested to sign a release so that the proper authorities will forward the facts and diagnosis relating to his discharge. If it is determined that the eligible was released because of a physical disability, an appoint-ment will be made with the medical examiner of the Commission to check whether he will be able to perform the duties of the position. If, on the other hand, the release was for mental reasons, an appointment will be made with the Commission's psychiatrist. The doctor or psychiatrist, on completion of his examinations, will send his findings and recommendations to the Investigation Bureau. The Investigation Bureau shall send a report to the Commission for its Calendar and notify the Certification Bureau whether or not the eligible is qualified.

#### Honorable Discharge

All permanent city employees who have been honorably discharged from military duty as defined in Section 246 of the State Mili-tary Law should appear within sixty days of their discharge to the offices of the Municipal Civil Service Commission, 299 Broadway, Information Unit, with a copy of their discharge papers. At the time of this appearance at the Commission's offices, they may determine their eligibility in pro-motion examinations which they have missed, and file applications They may also make applications, to have their names restored to eligible lists in accordance with New York State Military Law and the Rules and Regulations of the Civil Service Commission. Persons who have already been honorably discharged from the armed forces and who have not appeared to check their eligibilty and file applications for promotion examina-tions should do so as soon as possible. The Military Law provides A permanent city employee who determine the actual reasons for that such requests be made withhas been honorably discharged the discharge of the veteran. If in 60 days of the date of discharge

## On Job, But At Less Money

This is the finale to the story of the two riggers in the NYC De partment of Housing and Buildings who first were granted an increase to \$12.56 a day by the Comptroller's Office, than faced dismissal by their department because the budget appropriation for their jobs would only allow them to work four days a week at the new rate of pay. (They were carried in the budget at \$2,280 a

Last week, a compromise was worked out. The men will work five and a half days a week. They will earn \$3,000 a year, which is less than they should be getting at the rate of \$12.56 a day, but they've accepted the offer to keep their jobs.

### Columbus' Countrymen **Get Day Off**

Columbus Day was a 5-hour working day for employees of the NYC Department of Sanitation. Officers, sweepers, garagemen, in-cinerator workers, other employees who had to put in a full 8-hour day were granted credit for three hours' time-off.

But countrymen of Columbus got a special break. For them the holiday order read: "Members of the Department of Italian extraction who wish to participate in the Columbus Day parade, will be excused with pay. Proof of attendance must be submitted before pay is allowed."

### Checks Future **Employees for** Mental Disease

A new procedure has recently been adopted by the NYC Civil Service Commission in investigating candidates for City positions.

Formerly the names of job-applicants with the City were checked with the records of State Mental Hygiene Hospitals to determine if there was any record of their treatment for mental diseases. Now the Commission is also checking these names against the books at Bellevue and Kings County City hospitals.

### **Promotion Tests** In the Making

Here's the latest report on new promotion examinations which are going through the works at the NYC Civil Service Commission:

Advertisements of these examinations were sent to the Budget Bureau for approval:

Senior Probation Officer, Magis-

trates' Courts. Battery Constructor, Depart-ment of Sanitation.

These examinations were or dered: Pipe Caulker, Department of

Water Supply, Gas and Electricity. Senior Sewage, Treatment Worker, Department of Public Works.

### Recent N. Y. C. **Eligible Lists**

Open-Competitive, Office Appliance Operator, Grade 2.

Open-Competitive, Office Appliance
Operator, Grade 2.

1 Pauline Prisman 8 Gertrude Sperged 9 Catherine Spirsee 10 Rosella Badea 10 Borothy Stein 11 E. Rabinowits 5 Buth Sutin 12 S. A. McDermont 6 Gloria Rosenthal 13 Jessie Eritandor 7 Caroline DiCarlo Open-Competitive, Historian, Medical Records 1 C. W. Marelli 10 Helen Purmont 2 J. E. Rycheski 11 Linda B. Harris 3 D. A. McFadden 12 Grace M. L. Koop 4 Anna Sidorial 13 Sivia Polep 5 A. Isabel Boyd 14 Mag. U. Kens 6 Evelyn Bunting 15 Sivia Polep 5 A. Isabel Boyd 14 Mag. U. Kens 6 Evelyn Bunting 15 Sivia Albeit 17 Mag. D. Lyons 16 R. Eichenberger 8 Ann D. Shea 17 M. G. Harrington 9 Sadice E. Steen Promotion to Assistant Supervisor, Signals, New York City Transit System Ind. Division 1 A. J. Monninger 2 Ken. C. Gucker Promotion to Assistant Supervisor, Signals, New York City Transit System Ind. Division 1 Rud. Nickolas 4 Henry Feiler 2 Wm. C. Youns 5 Wilbur M. Finan 3 James Gouldreau Promotion to Assistant Supervisor, Signals, New York City Transit System IRT Division 1 Edw. F. Knowles 3 L. H. Gartelman 1 Lewis W. Walker Promotion, Foreman, Signals, Ind. Division, N. Y. C. Transit System 1 J. Ehrenzweig 4 Wm. F. Plotts 9 F. E. Williams 5 H. A. Swinton 3 John H. Gill 6 V. J. Schwartz Promotion, Foreman, Signals, IMT Division, N. Y. C. Transit System 1 John J. O'Britgs, A Thos. J. Lubenan 2 J. W. Richardson 5 F. V. Kinsella 8 James O'Brien 4 J. C. Pattorous

delay in settling their claims for back pay and salary adjustments, 201 City employees have started legal action to compel quick action on their claims.

The employees are maintenance men employed by the City, who verified complaint." are entitled under Section 220 of the State Labor Law to receive the same rate of pay as men doing similar work in private industry.

All of these men have been employed in the Hospital Department since 1938. On April 30, 1943, they filed claims with the Comp-troller asking that a survey be made to decide the proper rate for their work, and that adjust-ments be made in their earnings.

As pointed out in papers prepared by David Savage, attorney for the men, the law says, "such officer shall make an order or de-termination not later than six k along- months after the ning or

#### No Action Taken

But no action has been taken on their claim. The failure, the papers say, is due to the fact that the Comptroller's staff assigned to such work is inadequate because the Board of Estimate and the Budget Director have failed to appropriate enough money to hire sufficient workers. In addition, there are 40 other claims on file with the Comptroller from other employee groups, and at the pre-sent rate, it will take two years before it will be possible for the Comptroller to begin work on their

#### To Straighten It Out

In order to straighten out this just come through to hire another situation, the papers were served half dozen.

Charging New York City's administration with illegal | last week on: Comptroller Joseph D. McGoldrick, Mayor LaGuardia Budget Director Thomas J. Patterson, and other members of the Board of Estimate. The Supreme Court action asks the Court to or-

1-That the Comptroller be ordered to follow the law and take immediate action to settle the case;

2-That the Board of Estimate immediately appropriate enough money to hire a sufficient staff of investigators, and other help, to complete the necessary investiga-

3—That the Budget Director do whatever is necessary to speed up the process.

It is estimated, at the Comptrol-ler's Office, that it would take about 400 investigators, 10 supervisors, 30 clerks and stenographers to carry out this obligation. At present, five investigators are performing this job. Approval has

## Fire Dept. Glamour Boys **Get Rescue Company Jobs**

The NYC Fire Department last week was considering applications from men who want to transfer to the Rescue Companies. These glamour boys of the department are referred to around the Commissioner's office as the "paratroopers."

They are picked for top physical condition and excellent service records. They don't get any extra pay, work the same 84-hour week as others on the two-platoon system, but it's still a sought-after assignment.

#### Special Training

The men get special training in the use of many diffent types of aparatus. They carry complete equipment on their trucks for any aparatus. They carry complete equipment on their trucks for any emergency. Acetylene torches to get at persons trapped in build-pability fits them for the job will ings or smashed cars; gas masks

to get into dangerous spots; inhalation apparatus to revive smoke or gas poisoned victims, are all part of their tools.

Only firemen with more than three, less than twelve years of service, are eligible. Lieutenants with less than 15 years in service, and previous experience in a Res-

NYC Comptroller Joseph D. McGoldrick, shown here with his tall colleague, Newbold Morris, president of the City Council, is having his troubles. Legal action has been brought to compel him to speed up action on back-wage claims by many City employeed.

### General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

### Scholarships for World Wars I and II Vets, Practically for the Asking



Reversing a previous ruling, the New York State Education Department has revealed that State war veteran scholarships will now be available to part-time and night school students who

With more than half the 1,200 scholarships authorized by the 1944 Legislature still available, the Education Department on December 2 will conduct another State-wide series of competitive

examinations for veterans.

In August, when the department conducted its first examination, only 450 veterans throughout the State competed. Awards were made in virtually all cases, regardless of mark because so

few competed. But only 310 men have accepted the scholarships.

#### 750 Scholarships

The department has now appealed to schools and colleges to bend every effort to interest veterans in the new competitions when more than 750 scholarships will become avilable. This will provide alert veterans with a golden opportunity. The scholarship is good for \$350 a year for four years at any college, trade, professional, technical or business school. Any veteran resident in school. Any veteran, resident in the State at the time of induction and now resident, is eligible, pro-vided he is a high school graduate. The length of military servis immaterial and the scholarships are open both to veterans of World

Wars I and II.

Veterans who are interested are urged to write immediately to Dr. H. G. Thompson, Director of Examinations, State Education Building, Albany.

#### Why So Few Takers

Education authorities are frank-ly baffled why all 1,200 scholar-ships were not snapped up by veterans on the occasion of the first test in August. One reason prob-ably is that the department had ruled that only full-time students would get the award. This elimi-nated veterans who wanted to work and attend night school or part-time classes. More than 50 complaints against this ruling

reached a high State official. The department now has reversed it-self and all the scholarships are now available for attendance at night or part-time schools. The results of the August exams were so disastrous, since so little in-terest was displayed by veterans, that the Education Department, in urging school authorities to steam up vets for the next exams, said: "It is a matter of serious concern that these scholarships be allocated as completely as pos-

The department wants to see them distributed fully and widely. Every Assembly District in the State is entitled to eight scholarships, but in the August competitions no county produced the maximum number of candidates to which it was entitled. Indeed, some counties didn't have a single veteran competing.

#### Easy Test

The tip-off on how liberal the examination wil be on December 2 is contained in a sentence from the Education Department declaring: "Veterans who apply will take a general examination in the common school subjects."

It was pointed out that veterans will not be allowed to accept any other scholarship. The veteran who wants to take a G.I. Federal scholarship, which provides main-tenance, cannot accept a State scholarship, which supplies nothing but tuition, paid directly to the school or college.

## Why Public Employees Borrow Money THEY WANT HOMES, MEDICAL CARE, AND PAYMENT OF DEBTS

By JEROME YALE
Every year, the Municipal Credit Union in New York City lends about \$4,000,000 to City, State and County employees. These employees are allowed to borrow up to \$3,500—though the great majority of the loans are for smaller amounts—and the reasons why these public workers come to borrow makes interesting reading.

It's Tough to Be a Woman

"Have I a gripe!" complains Anna Ebbets, who used

In Brooklyn Navy Yard

to work at the Brooklyn Navy Yard, and she proceeds to

tell about the hard life faced by women employees at the

Within the last few years, an increasing percentage of the money loaned out is for the purchase of real estate or homes. It eems that the employees have their eyes on retirement and want a home of their own in which to spend the years of their retirement. Almost 30 per cent of the money loaned by the Municipal Credit Union last year was ear-marked for such purchases.

#### Medical Care

Next largest item is for payment of medical, hospital, dental care, with 40 per cent of the borrowers giving that as their reason, and a large number of the loans which are made to enable employees to clear up old loans had their be-

Women are given the messiest

a woman gets a chance to learn anything, she'll be around after

the war and offer to work at a

a girl concentrates on the job, she's told that you have to be

friendly to get ahead. If she tries

to explain anything to an officer or personnel manager, she runs into a "just another woman" at-

"Many women in the Yard are really interested in their work. They are anxious to do everything

It's a vicious circle, she says. If

Yard.

lower salary.

ginnings in medical expenses. Another reason given by may of the employees who need money is to pay debts, mortgage payments or interest on their prop-erty, or taxes on real estate.

#### Vacation Money

During the months of July and August, vacation and travel account for a good part of the loan business; but all during the year there are employees who take vacations and need some cash to finance themselves.

Education used to account for a good share of the loans, but that has dropped since the start

take a City job to finance their education can now do better in private industry. Others of the younger men who would be studying are in service.

Purchase of furniture was another leading item that has dropped way down the list. Now, Federal law requires a purchaser to have at least one-third of the purchase price before he can borrow any money with which to buy furniture.

Many of the loans in previous years used to be for the purchase of items like refrigerators or automobiles which are now on the "waiting for victory" list.

### Bonus Didn't Reduce Loans

The cost-of-living bonus hasn't made much difference in the business of the Credit Union. Rising costs seem to have absorbed the extra money received by the City employees, and when any special expense comes along, they have to

### **Patten Suggests** Civil Service Improvements.

employee running for State Assembly in the 9th Assembly District, Queens, last week came out for a program of civil service improvement including:

1. Protection of the Feld-Ham-

2. Abolition of the 84-hour eek in the New York City Fire

3. Establishment of appeals boards to hear grievances of employees.

Mr. Patten is running as a Democrat with American Labor Party endorsement. Formerly a correction officer in New York City, he has held positions as land title examiner for Queens County, assistant to the Queens County Register, and is now chief of the Complaint Bureau of the Queens County District Attorney's Office. He is a member of the County Bar Association and the Catholic Lawyers Guild.

## School Employees

came to a group of employees of the NYC Board of Education's

Luncheon Helpers, 50 to 60 cents an hour; Cooks, 60 to 75 cents an hour; Senior Luncheon Assistants, \$1 to \$1.10 an hour.

Jersey Postmen Swing Into Pay Rise Campaign

A State Salary Campaign Week will start for postal employees of New Jersey on Sundey, October 22, 2:30 p.m., when the New Jersey Affiliated Postal Employees Legislative Committee, representing all postal organizations in the State, will hold a mass meeting in Newark, at the Central High School.

Among the objectives are: to make the present bonus a perma-nent increase, to increase the overtime rate to a full time-and-a

The Committee consists of Tho-mas Smith, executive member of the New Jersey State Board of the

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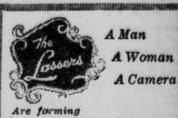
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possible to end this war and bring and most unpleasant jobs around the place, she adds, and all because the men are afraid that if once their men get back," she asserts.

Her Tale of Woe She tells her own tale of woe. She was repairing gun sights and heard the men complaining to the supervisor that she was learning too much (for a woman). Other workers argued with the man who was teaching her. Then everything she did brought complaint from her masculine co-workers. Finally she was taken off gun-sight re-pairs and handed the messiest as-

The work was too hard, so she wanted to resign. They wouldn't give her a release or transfer her to another job. So she had to quit.

signments around.

Now she's home, "sweating out" 60-day vacation that she has to take before she can go back work. She's angry with the Yard, the War Manpower Commission, but mostly at men.

TRANSIT ST. GEORGE GROUP PLANS ENTERTAINMENT Plans have been completed for

the entertainment and dance of the St. George Association, NYC Transit System. The affair will be held at the Manhattan Center on October 28. Tickets are priced at \$1.20 general admission, \$1.80 for boxes, and may be obtained from members of the organization.

Bernard M. Patten, a county

ilton law against change.

## Gain Pay Increase A belated cost-of-living bonus

School Lunch Service last week. The Board of Education granted the following increases, effective back to August 23, 1944:

## ost-War Employment Opportunities n NYC Public Works Department

Persons interested in permanent jobs with New York City, espe-ally those with some background in building construction, painting, maintenance work should, should keep an eye on the Department Public Works. Priorities on materials have slowed down the present activities of the Department, but \$243,000,000 of post-war plans, which are already in blueprint form, means an ample number of

Jobs in the future. Right now the department is one of the few which isn't looking for help; the only current vacancies are for a number of laborers at \$1,620 a year, but many techni-cians and skilled workers now in the armed forces, or in war work, will find a future in DPW.

#### Many Types of Work

Many office workers will be needed to keep track of the ac-tivities of the department. The upper-bracket accounting and administrative jobs, filled by promotion, attain salaries up to \$5,000

All branches of engineering are represented in the various bureaus of the department. Civil engineers earn as much as \$7,500 a year; mechanical engineers, and electri-cal engineers are also in the higher pay brackets; chemists are em-ployed in the sewage treatment works. The promotion setup offers chance for the young engineer to start at the bottom as a junior engineer at \$2,400 and work his way up.

Architects, superintendent of construction and repairs, inspec-tors' jobs of many kinds all give a good opportunity for men who

### **Jobs Now Open** With NYC's School System

A number of examinations for positions with the NYC Board of Education have been announced by the Board of Examiners.

Following are some details of the positions for which tests will given. For complete information, write or call, Board of Examiners, 110 Livingston Street, Brooklyn 2, New York. If you send by mail, enclose a large return envelope with 6 cents post-

First Assistant in Day High Schools Shop Subjects; Automo-tive Trades, Aviation Trades, Beauty Culture, Building Trades, Electrical Trades, Metal Trades, Meedle Trades, Filing closes Oc-tober 25, 1944. Assistant School Social Case

Worker. Filing closes November 2, 1944.

First Assistant in Mechanic Arts (Industrial Arts) in Day High Schools, Filing closes Oc-tober 25, 1944.

Regular Teacher and Substitute Teacher of Related Technical Subjects in Day High Schools: (1) mechanical structural and electrical, (2) biological and chemical, (3) textiles. Filing closes October

have a knowledge of building

work. The Bridge Operation service of the department offers opportuni-ties for both unskilled men and skilled workers. Bridge tenders and operators, laborers and foreand operators, laborers and fore- the department is staffing the men, bridge painters and foremen City buildings. Cleaners, mainte-

are all found here, as are watchmen, messengers, attendants, ele-vator operators, other workers.

Even seamen are on the rolls of the Public Works employees, Cap-tains earn \$300 a month. First and Second Mates, marine engineers, ollers, able-bodied seamen, cooks and messmen make up the watergoing force. Keeps City Buildings

Another important function of



This "shot" of a candidate for a New York City job tackling a written test at the Municipal Civil Service Commission shows the first step in getting on the payroll. Many tests are due as soon as wartime restrictions on construction materials are lifted, for candidates who would like jobs in the Public Works Department.

### Candidate for NYC Job May Be **Probed Anytime**

The time when a candidate for a New York City job is investiof the Civil Service Commission doesn't matter. He may be investigated before his appointment (the normal procedure), or the investigation may take place after the appointment. In either case, he may be ruled "not qualified," if investigation discloses facts which bar him from the job.

In the case of McInerny vs Valentine, described in a recent issue, the fact that investigations had been delayed was not the issue which came before the

In the event of a lay-off, a veteran of World War I is entitled to be transferred to a vacancy to any other position in the service that is similar to the one from which he is laid off. This right is a New York City job is investi-gated by the Investigation Bureau of the Civil Service Commission erans of the present war. In addition, veterans of World War I are entitled to a hearing on charges of incompetency and misconduct before they can be removed. This right again is not granted to veterans of the present war. No doubt there will be legislation introduced in 1945 to give veterans of the present war the same rights and privileges which are granted to veterans of World

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How to Gct into DPW

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nouncements of civil service examinations for permanent jobs, From time to time, the Depart-ment asks The LEADER to announce temporary vacancies which are filled without a civil service test, but which give the worker a chance to gain experience that will help him when the examina-

tion is given.

Much of the work done by the
Public Works Department has had to be curtailed during wartime, because of lack of materials and manpower. When peace comes again, the quantity of work to be done, both in maintenance and new construction, will provide jobs for hundreds.

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Politics, Inc.

Want a couple of items about the debators on our editorial page this week? O. K. . . . Few people know how close was the people know how close was the life-long friendship between Senator Robert F. Wagner and Al Smith. In fact, Wagner's signature witnessed the will of Mrs. Smith. . . . LaGuardia scheduled to come out for Wagner this week. . . . Political bank home are tiguring that it Wagner this week... Political think-boys are figuring that it will be possible for Tom Curran to emerge a bigger man than his boss Tom Dewey. Here's the mental cogitation on this. If New York State goes GOP in the election, and if, nevertheless, Dewey loses the nation, but Curran wins the Senatorship, then Curran will be in for a 6-year term on a job whose prestige is at least the equal of the Governorship. And as it looks now, with NY State a dead-heat between FDR and Dewey, it could happen that Curran might win, Dewey lose. What's more, the Governorship fight comes up in two years, and Dewey would two years, and Dewey would have another big battle on his hands, while Curran would be safely ensconced in Washington as Senator. And if (this complicated argument continues) Denou years to less the tinues), Dewey were to lose the Presidential election and then lose the gubernatorial election too, Tom Curran emerges as top Republican in the entire State. Whew! Don't repeat this! . . . Senator Ball's friends this!... Senator Ball's friends are telling him that if he handles himself right, he can ultimately fill Willkie's shoes. The pressure in his State for him to endorse Dewey is tremendous, but his friends say he's an old-the idealist and providendorse. time idealist, and won't endorse the New Yorker unless he's completely convinced about the Governor's stand on foreign re-lations. Ball's enemies say he's lations. Ball's enemies say he's
just a smart politician. Ball is
a Stassen man. So, say Ball's
detractors, the Minnesota Senator figures that if Dewey wins,
Stassen will never be president. If Dewey loses, they claim Ball feels that Stassen is a cinch to clinch the '48 nomination. . . .

More Politics, Inc. The important civil service directives that come down from the White House are often written by Arthur S. Flemming, U. S. Civil Service Commissioner. Flemming is a friend of Tom Dewey's and if Dewey should win the Presidency, Flemming would probably continue doing the same thing. He would also become top man in the Federal Commission, a post now held by Harry B. Mit-chell. Incidentally, when Dewey was searching for a man to head the New York State Civil Service Commission, he offered the job to Flemming, who pre-ferred to stay in Washington. . . . When Tom Dewey left as Manhattan District Attorney, graphed photos, inscribed in three different manners: . To those toward whom Dewey felt lukewarm, he wrote "With per-sonal regards"; those toward whom he had a warmer feel-ing received "With warm personal regards": and those who held his special affection were vouchsafed extra - personal statements. Harold Keller, who since became State Deputy Commissioner of Commerce, received the most extravagant inscription. . . . Too bad about young Gene Hines, son of former Tammany leader Jimmy Hines. Gene was killed in France, leaves a wife and two children. . . . Selective Service headquarters in New York City and the Municipal Civil Service Commission due for a showdown fight over City treatment of returning vets. Selective Service doesn't like the City's harsh attitude toward the ex- GI's. . . Arthur Schwartz, Dewey campaign manager, was close to Wendell Wilkie, whom he met through his work for ASCAP and the movie people. . . .

## Sen. Wagner, Curran Fight It Out On Civil Service

The Civil Service LEADER this week relinguishes most of its usual editorial page features to provide an opportunity for the two candidates for United States Senate— Sen. Robert F. Wagner and Thomas J.

Curran—to present their views on current issues affecting civil employees. The ma terial is presented just as received from the candidates. The articles were written exclusively for The LEADER.

### By Robert F. Wagner

United States Senator, State of New York Democratic and ALP Candidate for Re-election



U. S. Senator Robert F. Wagner

PUBLIC EMPLOYEES -it's important that you know this! I'll tell you frankly what I think. I think that civil service workers are Americans, not "bureaucrats." They should be treated as good, patriotic human beings, not pushed around as Mr. Bricker and other Republicans are doing.

Everyone knows that Government—Federal, State and local—will play a highly important role in planning and maintaining prosperity and peace. But too many people seem to think of Government as an abstract force rather than in terms of the patriotic hardworking mailmen, teachers, inspectors, clerks, firemen, attendants, policemen, and all

tendants, policemen, and all the other civil employees who carry out the daily tasks of public administration. It is my conviction that no post-war planning can be effective without a vigorous and constantly-improving civil service.

Always Fought for Merit System All my life I have fought for the extension of the merit system. I have always opposed those who, for one excuse or another, have attempted to exempt special positions or special agencies from civil service requirements.

I have always maintained that Government employment should offer full opportunities for individual advancement on a merit basis. That is the only way to encourage and develop the initiative and imagination that are needed for the successful solution of America's post-war problems.

Higher Salary Levels Needed

The first means of achieving this objective is more adequate salary levels, all up and down the line, but particularly in the lower categories. In this connection, only a few months ago, my colleague, Senator Mead, introduced legislation in Congress for a permanent increase in the basic salaries of postal employees. Together with Senator Mead, I actively supported this measure before the Senate Committee on Post Offices and Post Roads. This is only one of the many things we have done—and will continue to do—for all public

employees.

The second is a fully-developed system of pay raises and promotions from within.

Special Rewards for Special Performance
The third is a system of special rewards or bonuses for outstanding performance or for particularly constructive suggestions. This has recently been developed in the Federal service. It should be widely extended to State and local government as well. I propose that all agencies of Government be required to solicit advice from their employees upon means of improving efficiency and that employee suggestions be carefully studied by committees on which the employees themselves are represented.

Unemployment Insurance Imperative

Above all, the provision of unemployment insurance for Government workers is imperative. A sound civil service structure demands that the employees of government be given the same protection that has long been provided for the employees of private

When I first introduced the Social Security Act, and guided it to enactment in Washington, it had been my hope that Federal workers would be covered by unemployment insurance. Since then, I have never faltered in my efforts to give them this coverage.

Today, many public employees are pessimistic about the chances of obtaining unemployment insurance. I can well understand why.

They have seen the Republicans in the House of Representatives kill this protection for Federal employees by a 2 to 1 vote. They have seen the Republican Administration of New York State hold up action on various bills that had been submitted to provide unem-

ployment protection for State and municipal employees.

Yet there is no cause for pessimism. We can obtain unemployment compensation for public employees—and obtain it during the coming year.

We can improve salary scales and promotion plans and develop better incentives to increased efficiency—and we can do it during the coming year.

What the Democrats Did All these things can be done if the civil employees remember that their welfare is in issue in the coming election. Every vote for the Democratic administration will be a vote for continued progress in improving the Civil Service. The public employees—Federal, State, and municipal—of New York State will remember it was under the Democratic Administrations of Al Smith, Governor Roosevelt, and Governor Lehman that their greatest progress was

What the GOP Didn't Do in the State It is disappointing to the friends of the merit system to note a tendency in Governor Dewey's administration to break down the merit system by failure to respect the basic requirements of open competition for jobs; failure to adjust salaries of the employees in State institutions; failure to enact unemployment insurance and other aids; attack upon the Feld-Hamilton law, which is one of the best protections civil service employees have in any State—a law enacted during a Democratic administration and considered by employees to be the backbone of good employment practice. The GOP record in the State is bad. We don't want that kind of "civil service" in the Federal Government.

### By Thomas J. Curran

Secretary of State of the State of New York Honorary Chairman of the Dongan Guild of State Civil Service Employees, and Republican Candidate for U. S. Senator



Thomas J. Curran

WITH THE THEORY of the merit principle in the Federal service, every student of government is in hearty accord. That there is room for improvement in its application, few will deny. It would be presumptious for me to attempt to appraise its operations in detail, especially under war time conditions. That the Federal Civil Service has been able to meet the unprecedented problems of the last few years without being com-pletely swept aside is evidence of its firm position in our gov-ernmental structure and a tribute to the faith of our people in the merit system as a democratic process.

#### War Made Direct Recruitment Necessary

Many of its normal procedures have, of necessity, given way to more direct methods of recruitment, to less restraint on appointing officers, to rapid and, in some cases, to unwarranted overstaffing and salary promotions, Decentralization, essential to greater flexibility, has at times resulted in confusion of effort, to ineffective utilization of resources and the usurpation of authority. Most of this cannot, I am convinced, be used as an argument against the merit principle under proper control in more normal times.

#### Fundamentals of Merit Must Be Restored

I do not mean that the Federal Civil Service should go back to I do not mean that the Federal Civil Service should go back to the policies and procedure in effect before the war. But there does lie ahead in the post-war days a challenge and a test to all friends of the merit system to reverse certain "spoils" practices that have crept in. Undoubtedly many new and better ways of doing things, developed under war-time stress, have demonstrated their effectiveness and should be retained and developed further. But where fundamentals of the merit system have been relaxed or abrogated they must be restored and strengthened. Creation and protection of career opportunities are vital steps in this process. Resumption of appointment from established eligible lists under sound rules is essential. A logical system for promotion should be developed. Modernization and improvement of the classification plan and basic salary rates is long overdue. salary rates is long overdue.

The time to begin planning the re-establishment and strengthening of a true merit system in the Federal Service is now. Reconversion in government is just as important as reconversion in industry. Congressional committees have already indicated the need for correcting some of the most obvious faults that have grown up under the war emergency.

#### The "Dewey System" Successful

I am firmly convinced that the "Dewey System"—the system used in dealing with employees in the State of New York, is ap admirable one, and marks the State Administration as sympathetic

to such workers. Gov. Dewey has been able to streamline Civil Service in New York State. He will do so on a larger scale when elected on November 7th next. He will do so because he will not apply the political "spoils" system to the Federal Civil Service.

#### Demobilization Should Be Just

Demobilization of a part of the army of Federal employees is inevitable; it should be on a just basis, and should not mean a repetition of what happened after the last war. Then, many Civil Service employees, suddenly discharged from service, found themselves with insufficient funds with which to pay their railroad fares home. In fact, old-timers will recall how Mr. Bernard Baruch paid from his own pocket the fares of stranded employees from his War Industries Board and some of the other agencies which he headed or with which he was connected. Let's not have that happen again. Let's protect the "little people" in Civil Service when demobilization comes. I am for that. If elected, I will work toward that end.

Moreover, there should be a restoration of jobs to many who left to enter the military; provision for entrance into public service of veterans.

of veterans—these and many other problems lie ahead. The best thinking of many career officers and employees of government, executive management, and of Congress, will be needed to put the Federal Civil Service on a sound merit basis and make it what the people of this country want it to be—the cornerstone of our democracy. If I am elected to the United States Senate it will be my privilege to contribute in every possible way to that end.

#### EDITORIAL

### Talk Back to the Politicians!

ONLY THREE WEEKS to election. Of all times in the year, this is when the politician running for office must have his ear most keenly cocked for your sentiments. Tell him what you as a civil service employee want! Make sure you know where he stands. Don't let him pussyfoot. This is one time he must listen to you.

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

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## The State **Employee**

By CLIFFORD C. SHORO

President, The Association of State Civil Service Employees

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

#### Progress Comes Through Unity

THIS OCTOBER 17th, as this issue of The Civil Service LEADER is being distributed to thousands of State civil service employees, the 35th Annual Meeting of the Association of State Civil Service Employees is convened in Albany. This is a significant event for many reasons. It would be well to note all of these reasons but space confines us to a single one—the truly progressive character of this labor organization.

Man does not advance except by unity with his fellowmen. It is inherent in human nature to form close social ties. Events may hasten unity of effort. Times of danger call for the strength that comes from the intellect and the energy of the many. The lone traveler or adventurer is the exception. It is from the comradeship of camp and trench and ship that the heroism and valor of fighting men is drawn. It is from the quiet councils of workers, from the comradeship of office, workshop and field that the wisdom and courage to press forward along lines of human welfare are derived.

#### Day of Strong Unions Ahead

unions is ahead. Today we have numbers in the great industrial unions—tomorrow we shall have self-discipline and wise, unwasteful cooperation. Constructive cooperation is the first product of unity. For employers—public or private—not to join in constructive cooperation would be the height of economic folly as well as a serious threat to THE DAY of large labor unions is here, but the day of strong bour democracy.

Today, some of the great industrial unions are struggling with the internal dissension common to selfish individual and group conflicts for power and money. Human hates and rivalries have all too often overshadowed union ideals and purposes and made thousands upon thousands of human beings and their long-time best interests secondary to the selfish battles of selfish men.

#### Workers Must Choose Their Leaders

OUTSTANDING as a cause of lack of constructive achievement on the part of unionism has been the lack of cooperation on the part of employer. The workers must have the right to choose their own leaders from their own ranks because only such leadership can have a wholly intelligent conception of the needs of the work and of the

workers.

And if this important truth is recognized, then, of course, it must be plain that such leaders must be wholly free to speak with authority in the councils of management to the point of appealing for, urging and obtaining adequate pay, fair hours and leaves, career service opportunities, and superannuation and disability safeguards. These representatives of labor must have time to meet and time to present labor's problems. They must not be the object of retaliation by the council of the employer. They must be free bargaining agents. With such an employee set-up, union dues may be kept at such a low level that they will be neither a burden nor a corrupting influence.

#### How the State Association Is Organized

THE ASSOCIATION of State Civil Service Employees is organized along such lines. With 27,000 members and sixty-two chapters spread all over the great Empire State, it is a strong body of citizens indeed and so recognized by progressive groups in social, economic, givic and political fields. It is not the only workers' organization that has fought for and won the battle for independence of action and kept itself free from the present shortcomings of certain other large organizations. There are many other independent labor organizations throughout the United States. Membership raiding by other organizathroughout the United States, Membership raiding by other organizations among the already successfully-organized State civil service employees must be looked upon by State employees and disinterested observers alike as being of no service to the employees, since these organizations can offer no benefits and no services that the State Civil service employees are not better able to plan for and obtain through their own, strong, independent organization.

Thirty-five years of successful organization and accomplishment find the product of the p

finds the Association strong in membership and financial resources with interest and activity at its peak, with a history of rich achievement on behalf of the State and the employees, and with enthusiasm and faith and a program that marks it as one of the leading progressive workers' organizations of the world.

## Commerce Publicity Job Goes Into Exempt Class

ALBANY .- In a little difference of opinion about the classification of a job, Governor Dewey has overruled the State Civil Service Commission which disagreed with the State Commerce Department. It was the first time the Governor ever did so.

When Commissioner M. P. Catherwood and Harold Keller, director of state publicity, were transforming the Commerce division into a department, they decided to revamp the publicity bureau under Mr. Keller's direcpublicity

One of the jobs created was that of assistant director of publicity which Commissioner Catherwood filled by the appointment of J. Davis Romine, who had been the department's regional representative in Syracuse.

But the Civil Service Commission by formal resolution decided the position should be placed in the non-competitive classification, "It having been determined that

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competitive examination is practicable for filling this sition.

#### Job Becomes Exempt

The resolution went to Governor Dewey for executive action where all such resolutions must go. The Governor disapproved the action of the Civil Service Commission and the job went into the exempt

"There was no clash," said Mr. Keller. "We felt that this was no ordinary publicity position to be filled from a list. It is a policymaking position and as such we believe it should be in the exempt classification."

For a complete account of the activities at the annual meeting of the State Association this week—Don't Miss Next Tuesday's Civil Servce LEADER!

## State Assn. Outlines a Plan for Increase In Ordinary Death Benefits to Workers

ALBANY—Below follows the recommendation of the Association of State Civil Service Employees with respect to increase in ordinary death benefits. It is part of 11 recommendations for simplifying the whole retirement system in New York State.

At the present time the retire-

ment system provides an ordinary death benefit in the event of death while in active service, of one month's final average salary for each year of service not exceeding six years. The Committee feels that the maximum benefit is inadequate and should be increased to 1½ to 2 years with possibly some graduation according to the length of service at the time of death. In that connecting the Committee urges that consideration be given to the modern trends in pension plans of many large employers, of other state and municipal pension plans and to the equities of the situation. These points are enlarged upon

(1) More liberal death benefits (excluding the return of the member's own contribution) are now provided by two large New York City retirement plans, as follows:

(a) Teachers Retirement System of the City of New York—
5 per cent of salary multiplied by the number of years of service (with a minimum of 6 months;

years, and 12 months' salary for service exceeding 10 years.

(2) It is a usual rule in the case of group life insurance which supplements a pension plan of employers to provide death bene-fits equal to one or two years' salary. The Manager of the Group Annuity Division of the largest life insurance company in the United States has furnished the Insurance Department with a detailed letter as to the primary specifications of up-to-date group retirement plans with death bene-fits, in which he makes the following statements:

"It is quite usual at present to have in addition to a retirement plan some arrangement for death benefits to an employee's bene-ficiary beyond the return of the employee's contributions with interest. If this is provided under group life insurance, the benefit may be related to salary as is the retirement plan. The amount of the death benefit varies considerably as between different plans, salary and a maximum of 12 but generally speaking a death months' salary).

(b) New York City Employees Retirement System — 6 months' salary for service of less than 10 supplied by the Prudential,

show approximately the following death benefits (to the cost of which the employees contribute) for the specified employers: U. S. Steel-1 year's salary; Anglo California National Bank—1 to 1½ year's salary; Tidewater Associated Oil Co.,—1 to 1½ year's salary; General Aniline—2 years' salary; Prudential Insurance Company Persion Plan for Production salary; Prudential Insurance Company Pension Plan for Employees—2 years' salary; Carrier Group—1 to 1½ year's salary; Guaranty Trust Company of N. Y.—2 year's salary; Pullman Company—1 to 1½ year's salary, and North American Cyanide, Ltd.—1 to 1½ year's salary. year's salary.

(3) The death benefit in a retirement system should not be viewed solely as a separate gratuity but should have in mind the broad purpose for which a retigement system exists: namely to enable an employee to make provision for his old age and for his dependents, if any. This broad purpose is illustrated by the fact that according to the actuary's report as of June 30, 1940, there were 3,869 persons receiving superannuation retirement benefits. Of these 2,027 were being paid under option 0 while the remaining 1,842 persons were being paid under options 1, 2, 3 and 4. It is the latter set of options which

(Continued on page 9)

### Mental Hygiene **Delegates** Meet in Albany

Employees of the Department of Hygiene of the State of New York held their annual meeting at the State Building in Albany, on Monday, October 16, just one day before the meeting of the State Association of Civil Service Em-

Many of the delegates who came to the State Association meeting arrived a day earlier for the departmental get-together.

#### Heavy Program

The Hospital employees had a heavy program laid out for them. Following are the matters which came before the meeting:

1. Election of Officers.

2. Revision of the Constitution. 3. Open discussion of current

4. Feld-Hamilton classifications and salary allocations

5. High cost of living adjust-

6. Protection of salary allocations in the post-war era.

The meeting had originally been planned for September, but was postponed to limit the use of transportation facilities by allow-ing delegates to make one trip to Albany for both the Hygiene and

### Requests for **Promotion Tests**

ALBANY-Under the provisions of the Civil Service Law, notice of a request to hold an open-competitive rather than a promotion examination for a particular position must be posted for fif-teen days in the office of the appointing officer making the request and in the office of the Civil Service Commission before action can be taken on such requests, except in those cases where the Civil Service Commission finds that there are less than three persons eligible for promotion to the vacancy involved.

This notice gives an opportunity to employees who believe a promo-tion examination should be held to file their protests against open - competitive examination with their department heads.

Notices of requests to fill the following State positions have been posted in the office of the State Civil Service Commission on the dates given:

September 30th Junior Physician, Auburn Prison

October 4th Senior X-Ray Technician, Department of Health

October 6th Chief, Bureau of Home Economics, Department of Education.

### STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

#### Are You Intersted In a New York State Government Career?

IF YOU ARE interested in en-tering the New York State gov-ernment service or in changing to different occupational service than the one in which you are now employed in the State service, then you should obtain and carefully read the second in the series of career bulletins just issued by the State Department of Civil Service. This bulletin, which consists of forty-eight pages in the form of a handbook for conven-ience in carrying around for ready reference, may be obtained from that Department without charge.

Published by the State Depart-ment of Civil Service in line with its policy of bringing to the attention of qualified people the opportunities for appointment and advancement in the State service, the bulletin is a valuable supple ment to the first bulletin in the Career Series issued in 1942. The latter bulletin dealt only with professional positions. The new bulletin covers the more popular of the non-professional careers, describing the salary ranges, examples of work, minimum qualification requirements, scope of examinations and sample questions for sixteen different types of popular posi-

#### Sixteen Popular Positions Covered

The following positions are covered in the bulletin: Dairy and Food Inspector (\$2,100 to \$2,500); Game Protector (\$1,500 to \$2,000); Elevator Operator (\$1,500 \$1,900); Janitor in counties, cities, towns, villages and school districts (\$1,300 to \$1,700); Steam Fire-(\$1,500a to \$2,000); man (\$1,200 to \$1,700); Stores Clerk (\$1,200 to \$1,700); Telephone Operator (\$1,200 to \$1,700); Hos-pital Attendant (\$1,200 to \$1,600, recently reallocated to \$1,300 to \$1,700); X-ray Technician (\$1,650 to \$2,150); Employment Interviewer (\$1,800 to \$2,300); Factory Inspector (\$1,680 to \$3,000); Fireman in cities, towns and villages (\$1.700 to \$2.300); Guard (\$2.000 to \$2.600); Motor Vehicle License Examiner (\$2,100 to \$2,600); Patrolman in towns, villages and special districts (\$1,800 to \$2,500).

The State Civil Service Department conducts examinations for some counties, cities, towns, villages and school districts, which explains why some non-State positions are inluded in the career bulletin.

### Questions and Answers on the Merit System

In addition to describing the job opportunities, the bulletin contains pertinent information on the merit system in question and answer form, covering matters such as advertisement of vacancies, announcement, of examina-

tions, preparation for examina-tions, examples of various types of written examinations, appeal procedures, how appointments and promotions are made, and what retirement rights are provided. For example, in answer o a question regarding the types of questions asked on written exami-nations, the following answer appears:

"Examination papers may be written in several different forms or in variations of these forms. The three main forms are-short answer, controlled free answer, and essay type questions. Exami-nations may include one or more of these types of questions. Short answer questions are those for which the candidate selects the one best answer from among alternatives which are presented to him. Controlled free answer questions require that the candidate furnish the answer although the nature of the answer is quite definitely indicated by the material given. Essay questions require the complete preparation of answers by the candidate either in outline or descriptive detail. The forms of questions included in an examination are determined primarily by the nature of the knowledges, abilities, and skills required in the performance of the duties of the position.'

### How to Get Your Copy

If you are interested in any of the positions described or in information regarding civil service examinations and promotions, then you may obtain your free copy, through the mails by writing to the State Department of Civil Service, Albany, New York, and requesting "Career Series Bulleting No. 2, 1944)," or personally by calling at the New York City office of the Commission at 80 Centre Street, Manhattan, or at the Buffalo office of the Commission in the offices of Commissioner How-G. E. Smith, 560 Ellicott Square.

Copies of the bulletin have al-ready been distributed to every public library in the State and may be consulted there.

The State Department of Civil Service closes the bulletin with the following admonitions:

Watch for announcements of civit service examinations.

Pile an application for the next civit service examination for which you are qualified.

Remember that the written examination will test all candidates equally and that questions will be desirned to test the ability of each candidate to successfully perform the duties of the position; they are not intended to be "tricky."

fully perform they are not intended to "tricky."

Read all instructions on the question papers and be sure you understand them before proceeding with the examination.

Follow carefully the directions for answering short-answer questions in order to determine what is required, and then prepare complete answers. Enjoy the benefits which will be yours as an employee of NEW YORK STATE.

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one trace he xount listen to you.

## State Employees Queried for Opinions On Important Civil Service Questions

(Continued from Page 1) of service, the right of all employees to purchase foods or mer-chandise in the hospital stores. If a Department requires uniforms, the State should bear the expense or at least make the uniforms available to the employees at reduced cost.

Present vacation and sick leave regulations are fair and satisfactory.

9. We favor unemployment insurance for State employees. When an employee leaves the service he has nothing on which to lean during days of unemploy-

Would Like Merit Awards 10. We would like a system of merit awards. The awards might be in the form of extra record, or the form of money, or promotion.

11. Insufficient incentives for

the average worker.

12. The promotion system is satisfactory, except that no rec-ognition is given to loyalty and time service.

13. The payment for overtime work should be the same as in private industry. Time and one-half with double time for holidays. Open Door Policy

14. We do not have a council for the settling of grievances. We

think the idea is excellent. We at this institution have be n fortunate in having a fair, understanding administration, with the open door policy, and we pride ourselves in the employer-em-ployee relationship. We wish the same feeling would predominate throughout the State.

#### Craig Colony

Glenn M. Green, Treasurer of the Craig Colony chapter, sub-mits a terse set of answers.

1. It is too arbitrary. Extremely inefficient, worked as an agent of the Budget Direc-tor instead of independently.

3. Those who have not received either re-allocation or reclassifi-

cation are dissatisfied.

4. A flexible plan adjusted promptly to meet increased cost of living.

5. About the same.

6. I am not acquainted with the Hampton-Devaney bill. To numerous to list here.

9. No. 10. No.

11. No.

13. Time and a half.

#### Elmira Reformatory

Edward J. Looney. President and Delegate from the Elmira Reformatory chapter, presents the

following views:

1. Not good. We don't trust Mr.
Burton, that is, we don't question his integrity; we just don't think is experienced enough for his

2. What activities? They are so slow we didn't even know that they were active.

Guards, Teachers, Instructors in Elmira are quite satisfied—if Mr. Burton leaves them alone. Certain non-uniformed employees -backed by the guards, etc., are trying to get a flat \$300 added

like Minneapolis.

5 and 6. With unlimited veterpreference and wounded world-war veterans' promotion. there is no "merit system." The Hampton-Devaney finished it off.

b. Give veterans 5 points on original examination. That is an awfully big head start. It may mean a jump up the list of over

c. For a different type of veterans' preference I would give all non-civil service jobs (political appointments) absolute veterans' preference. If the politicians are going to be so big-hearted, let them give away something.

7. 48-hour week is decidedly below par when the rest of labor is based on a 40-hour week.

8. No. Sick leaves aren't bad, but after the war, when Albany goes back to 4 weeks, we'll want the same.

10. No. They sound good but actually I don't believe that they

would amount to much. 11. Sufficient incentives? Name

12. We guards who are neither

### The LEADER Used This Query To Determine Employee Opinion

1. WHAT DO YOU THINK about the changes in the Feld-Hamilton Law proposed by Budget Director John E. Burton?

HAVE YOU any comment to make upon the activities of the Salary Standardization Board? The Classification Board?

HOW DO EMPLOYEES feel about their present salary

WHAT PLAN do you feel would be best to care for emergency advances in cost-of-living?

DO YOU THINK the merit system is better administered now than in the past decade? Worse? About the same?

IN YOUR OPINION, what would be the effect of the Hampton-Devaney veteran proposed constitutional amendment upon the operations of the merit system? Would a limited form of veteran preference be desirable for the State? Have you any suggestion for a different type of veteran preference levislation? eran preference legislation?

WHAT EMPLOYMENT conditions would you consider as being below par? How would you suggest these conditions be improved?

8. ARE YOU SATISFIED with present vacation and sick leave regulations?

DO YOU FAVOR unemployment insurance for State em-

WOULD YOU LIKE to see a system of merit awards intro-duced into the State Service for meritorious or outstanding service or for employee suggestions which improve the effi-ciency of public service? If your answer is yes, what should merit awards be? DO YOU FEEL that there are sufficient incentives for the

average State employee?
IS THE PROMOTION system satisfactory?
WHAT SHOULD BE the payment for overtime work in State service? Time and a half? Or equivalent time off?

DO YOU HAVE in your institution or office an employer-employee council for the settling of minor disputes or griev-ances? What do you suggest in this respect?

one explain how we could possi-bly get promoted? No, Mr. Editor, we've got a job and that's all.

13. Time and a half. If industry is forced to pay it, is a sovereign State too poor to do so?

14. Here in Elmira we have an excellent system. Whenever we have any local trouble, grievance or misunderstanding, we notify the Superintendent—get our Committee-and settle it. To date it has been 100 per cent satisfac-

### Letchworth Village

From Letchworth Village, in Rockland County, comes the following set of answers over the signature of George Watts, Presi-dent of the Letchworth chapter of the State Association:

1. Unnecessary. Cost-of-living bonuses could cover economic "booms." A sly way of breaking Feld-Hamilton. Bad effect on employee morale, making efficient administration now difficult.

2. No. Their job is exceedingly difficult. Let's be fair and show good sportsmanship. They are

most everyone. Many employees are justly dissatisfied with the original salary ranges—but give Mr. Kelly a chance.

revisions which will satisfy al-

4. The cost-of-living bonus bills proposed by the Association -also overtime pay.

5. Always thought it the best on the continent and have been here 10 years. See no change. Has been too penurious, however, during past year. Must be more generous in times like these.

6. Would ruin merit system and institutional morale, since any veteran, no matter how poor an employee, could get a job and it would be practically impossible to dismiss him. Limited veteran preference is fair.

7. All we need here is a costof-living bonus sufficient to bring real wages in line. Living conditions, meals, etc., here are as good as could be expected.

9. Can't say. Don't know. No. Creates jealousies. Gives too much leeway to hot-air artist.

11. There are not. A doctor seems to have a good chance of doing as well as anyone could .o.

3. Can't say yet. Dissatisfied advancing. The male attendants found this system to work are hardest hit. Among our male has some very sensible upward attendants there are only about ployees and administration.



Pretty, popular Janet Macfarlane, of Albany will participate in the annual meeting of the State Association, in Albany.

### State Jobs In **Non-Competitive** Classification

The Civil Service Commission has taken action, it was learned this week, increasing the number of associate counsels from two to three positions in the State Division of Alcoholic Beverage Con-trol and has also added to the pay roll another non-competitive job described in the resolution as "Investigator — Negro." A posi-tion as "Senior Launderer" was also placed in the non-competitive class at the State Institution for the Study of Malignant Dis-eases at Buffalo.

12 jobs above attendant. If job advances are necessarily limited, some form of service pay beginning after 10 years of service should be established. The older attendants are the "forgotten men" of the institutions and they are the most dependable and valuable employees.

12. Alright, only for certain classes of employee (see 11).

13. Present pay is pretty good. All employees want time and a half, of course.

14. No, not exactly. The president of the Chapter takes all grievances to the superintendent. If the employee is not satisfied he can go to the superintendent himself. Some employees get angry if their every wish is not granted. No matter what is done it will not be satisfactory to malcontents. On the whole, we have found this system to work well and to advantage of both em-

Possibly the maximum death benefit should be limited to \$10,-

000 or six months' salary, which-

ever was the higher, since this would tend to avoid the criticism against the building up of a large

estate by employees, particularly

an increase in the accrued lia-

bility for ordinary death benefits

which would need to be taken care of by the continuance of the

present deficiency contributions by the State for a certain period of years. The Committee has felt

that the increased death benefit at

the older ages in some cases might

tend to encourage the continu-

ance of employment until age 70

which would not be entirely sat-

isfactory, so that some reduction

in the maximum insurance bene-

fits might be made at the older ages. The Prudential's pension plan for employees provides that following the attainment of age 65

for males and age 60 for females, an employee's death benefit will

be reduced one-fifth at each suc-

ceeding anniversary, but in no event below \$500. If such a reduc-

yon were followed by the Retire-

ment System, although not below a benefit of 6 months' salary, the cost would be somewhat reduced.

if there were no dependents,

In addition there would

### State Institution Bowlers-Attention, Please!

Bowling is the big winter sport at most of the mental hygiene institutions, but there is very little competition between the different institutions.

Leo F. Gurry, of Marcy State Hospital, has some ideas for a mail-order tournament that sound pretty good.

His proposed scheme-which is open to suggestions-follows:

Those institutions desiring would enter a team composed of 5 regu-lars and 2 substitutes. The score to be used would be that of the five regular men's scores of the league competition, and in case of an absentee, the score of the first substitute would be used and if two absentees, use both first and second substitutes. Each team would have a different opponent each week. As soon as the number of entrants is known a schedule would be prepared.

The captain of each institution team would submit by mail to the secretary of the league his team's scores and the secretary would in turn advise all teams of the results each week, or possibly use the Leader as the source of information for results.

Of course, some institutions would have much beter teams than others, thereore, a handicap system must be used. To start, it would have much better teams own league averages and after three weeks of bowling, allow say, two-thirds of the difference to the team with the lower average.

Each team would be required to send say, one dollar twenty five cents (\$1.25) per week to defray expenses such as, secretaria salaries, stationery and postage. Such an amount would allow a considerable balance at the end of the season.

Now, what happens at the end of the season? Get together for a tournament at some central point and have one big time which will always be remembered by each participant? This would not be an expensive trip as we should have a substantial cash balance accumulated by that time for banquet and prizes.

Advise Leo F. Gurry, Marcy State Hospital, Marcy, N. Y., if you'd like to enter a team, have ideas, or want more information.

## Buy By Mail

Books for Sale

SMALL BOOKS — Good reading: Bible study: 10c each, 3 for 25c; Stamps accepted; no catalog. A. Pfeiffer, 1421 W. Adams St., Chicago, Ill.

Photography SOLD, sound film rented, machines re-paired, Dime brings list, Anchor Supply Service 482, Ithaca, N. Y.

Sporting Goods
REVOLVERS, AUTOMATICS, SHOT
GUNS, Rifles Reblued, Durlite process,
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INEXPENSIVE HOBBIES
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KREASERITE KEEPS TROUSERS CREASED month. Year supply \$1.00. Peerless Products, Phoenixville, Pa.

CHRISTMAS IS NOW! nen in the Armed Services

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

FRESH PROVISIONS or the past 48 years we have pro-uced only ONE quality—the BEST HENRY KAST, Inc.

277 Greenwich Street Bot. Murray and Warren Sts., 1

Beach St., Stapleton, S.

## Assn. Death Benefit Plan Outlined retirement on account of age or

36

(Continued from page 7)

make provision for their dependents. Probably, this ratio would be even higher if the rependents. tirement allowance in many in-stances produced more than a bare subsistence allowance.

#### In Line With Contributions

In a general way the amount the death benefit should be of the somewhat representative of the amount of the pension contributions made by the State up to the time of death; otherwise there is a wide disparity between the value of benefits paid to a member who happens to die shortly prior to age 60 as compared with the value of the pension benefits paid to a of the pension benefits paid to a member who survives to that age and retires. To illustrate, the present value of a pension at age 60 to a member with 35 years of service, is approximately equiva-lent to two and one-half years' salary. This would be the cost to the State where the member re-tires; whereas if death should oc-cur at age 60 while in active service, only a death benefit equal to six months' salary would be paid. More liberal death benefits would 12. We guards who are neither tend to remove the constant criti-veterans nor wounded world war cism by members of the thirty-day waiting period necessary fir

to their salaries.

4. Cost-of-living bonus to fluctuate with conditions as proposed by our Association — something ing members found it necessary disability. Of course it may be argued that the purpose of the death benefit is to provide a minimum estate for the member and that a lower death benefit is warranted when the members' contributions become substantial. This overlooks the fact that a member's accumulated contribu-tions-increase but slowly. Not until after twenty years of service does the accumulation approximate one year's salary. Further, a decreasing death benefit would mean that no recognition or rewas and faithful service.

two possible scales of death benefits as a reasonable answer to the above, as follows: Scale -One month for each year of service up to twelve years, plus one month for each two years thereafter but not exceeding twenty-four months in the aggregate.

Scale 2-One month for each year of service up to six years, plus one month for each two years thereafter but not exceeding twenty-four months in the aggregate.

Number of Months Salary Paid Years of as Death Benefit Service Scale 1 Scale 2 12 15

being given for long

The Committee has suggested

## Petty Larceny Racket Discovered by NEWS ABOUT STATE EMPLOYEES State Comptroller Leads to Swift Action

WANTS RETIREMENT FORMS EVERYBODY CAN UNDERSTAND

ALBANY-Discovery of a "petty larceny" racket, which might . have been serious, in connection with loans from the State Retirement System was about the last straw which finally led State Comptroller Moore to demand a new method of auditing and reporting individual accounts to the members of the system.

The State Comptroller, long an advocate of "humanizing the state retirement system," speaks October 17th before the Associa-tion of State Civil Service Employees at their annual meeting in Albany, His speech, on the retirement system, has been eagerly awaited by members of the Association.

Recently, the Comptroller re-vealed he had directed his aides to develop a new method of annual report to the more than 100, 000 members of the system. Heretofore members of the Retirement System have received once a year a slip of paper showing what they were supposed to have in the fund. The information was deemed in-adequate and often unintelligible to many members.

"I want a report that everybody can understand and I want it in that everybody can understand," he told his assistants.
"What good is a report on one's finances if it doesn't mean anything? There's no secret about the money that belongs to members of the retirement system. They

ought to know exactly how they stand, to the last penny and I want that kind of report prepared

May Disclose Details

He rejected several proposals and finally has fixed upon one that he believes will answer every feature he demanded. He may disclose the details in his speech October 17th or he may wait until he has the plan fully polished, which shouldn't be too long, he indicated.

One of the things that prompted his speedy decision to revise the method of reporting was a discovery showing how the old form was inadequate.

In the office of a state depart-ment located outside Albany, one of the employees had offered to take care of loan requests by members of the retirement system. This person offered to do the paperwork as a matter of courtesy and help ,without pay, for fellow workers, many of whom were unfamiliar with making out forms and

A fellow-worker would come in

and say he wanted to make a loan of \$100 from his retirement reserve, or \$200, or \$50. The office-helper would make out the necessary request and send it through. The employee in due time would get his loan check, but always for an amount a few dollars more than he had requested as a loan. The office-helper in such cases advised the fellow employee to cash the check and hand over the unrequested and unneeded balance which, he said, would be returned to the Retirement System in Albany. This was done and in the course of time the odds and ends turned back to the office-helper amounted to quite a tidy sum. None of the money was ever sent to Albany.

#### Borrowers Didn't Know It

But the borrower's didn't know it. They never could tell from the old annual report to them where they stood. So the petty-larceny went on undiscovered until a check-up of some of the accounts

convinced Comptroller Moore a revised reporting system was neces-

Harlem Valley

Reported from Harlem Valley: Popular State Association chap-ter secretary, Mrs. Mildred Adamiec has been promoted to Chief Female Supervisor. Con-gratulations! . . . Plans are being made to enter a bowling team in the Mental Hygiene Association matches. Dr. Arthur Sullivan is contacting the bowlers. The H. V. League got under way Monday night with President Carlile topping the others with an average of 187 for 3 games bowled. . . . The Chapter is mourning the death of former Governor Alfred E. Smith, who did much to advance the Department of Mental Hygiene while his Administration was in office. Holy Mass was of-fered by the Rev. Albert Pincney the hospital Chapel, Alfred E. Smith Hall, Sunday, October 15. President Carlile wrote a letter of condolence to the family. There is a great deal of dissatis-faction and disappointment over the Standardization Board's cent decisions. Nurses, Staff At-(Continued on page 15)

### STATE EMPLOYEES

New York State Employees Federal Credit Union 80 Center Street New York City

LUMINOUS

LUMINOUS FLOWERS RELIGIOUS FIXTURES National System Studios 54 CENTRAL AVE., ALBANY, N. Y.

### WANTED

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directed, that on and ater the 15th day of November, 1944, the petitioner shall be known by the name of FRANK HENRY BROWN, and by no other name, Enter, JOHN A. BYRNES, C. J. C. C.

In the Matter of the Application of PAUL RICHARD REBENSCHIED, for his name to PAUL

On reading and filing the petition of PAUL RICHARD REBENSCHIED, verified

ORDERED, that the said PAUL RICHARD REBENSCHIED be and he hereby is authorized to assume the name of PAUL RICHARD RICH in place and stead of his present name, on the 16th day of November, 1944, upon his complying with the provisions of Article 6 of the Civil Rights Law and the terms of this order, namely; that the petitioner cause this order and the napers upon which it was granted to be filed in the office of the Clerk of the City Court of the City of New York within ten (10) days from the date hereof, and within ten (10) days from the entry of this order the petitioner cause a copy thereof to be published in CIVIL SER-VICE LEADER, a newspaper published in the County of New York, and within iwenty (20) days from the entry of this order, petitioner cause a copy thereof and the relationer cause a copy thereof and the petitioner cause a copy the petiti ORDERED, that the said PAUL RICHtwenty (20) days from the entry of this order, petitioner cause a copy thereof and the purpers upon which it was granted to be served upon a member of Local Board No. 20 at 331 Madison Avenue. New York City, and within forty (40) days after the making of this order an affidavit of such publication and proof of service upon a member of the Local Board above named, to be filed and recorded in the office of the Clerk of the City Court of the City of New York; after such requirements are complied with, the said petitioner, PAUL RICHARD REBENSCHIED, shall on and after the 16th day of November, 1944, be known as and by the name of PAUL RICHARD RICH. PAUL RICHARD RICH,

### Albany Shopping Guide

COMPTOMETER—Burroughs or Monroe Machines, Combination typing and cal-Machines. Combination typing and cal-culating. Brush-up courses. Day or eve-ning classes. HURLBURT OFFICE SERVICE, 196 Lark St. Albany 4-5931. Mrs. Edward J. Hurlburt, Director.

TENOTYPE SECRETARIAL STUDIOrapidly growing machine method of stenography. Evening classes every Mon-day and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace The-ater Bidg., Albany 3-0357.

ALBERT'S FLOWER SHOP—Bridal bou-quets, funeral designs, beautiful corsages, fresh cut flowers; high quality, low prices, 58 Columbia St. (off N. Pearl), Albany

CUSTOM AND READY MADE FUR COATS, Good work OUR HOBBY, Re-modeling, Repairing, Cleaning, Insured cold storage, A complete for service on pro-ises, BECK FURS, 111 Clinton Ave. Albany 5-1764.

#### Hobbies

AIRPLANES, Stamps, Boats, Raliroads, Bought and sold, Idyde Wylde Hobby Shop, 11 Stenben Street, Albany,

Optician

CHARLES LEVY, OPTICIAN—Modern eyeglasses 67 State St. (cor. James), State Bank Building, Albany, N. Y. Dial 3-8127.

#### For The Ladies

TRIXY POUNDATIONS and Realth Sup-ports. Free figure analysis at your con-venience. CAROLYN H. VAN ALLEN, 45 Maiden Lane, Albany, N. Y. Albany 3,7000

HELEN'S BEAUTY SALON, 123 North Pearl St. (1 flight up), features permanent waving of the best at resemble prices. Special courtesy to civil service personnel. Evenings. Dial 5-9433 for

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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.

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PAT'S SERVICE STATION, 667 Central
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BICYCLES, TRI-CYCLES repaired, baby carriage whoels repaired and re-tired; toys, rames, skis, sleds, skates, tobar-gans, snow shoes. Charles Klarsfeld, 67 Hudson Ave. ALbany 3-7392.

Varicose Veins

TWO WAY STRETCH SHEERTEX Invisible Elastic Hosiery, Gives you beautiful lers. Thinnest Made, Safest, Lasts Longer, 86.49 a pair. Sold only at CANDINO'S PHARMACY, 138 S. Pearl St., ALbany 3-8834, N. Y.

TAKE NOTICE that Segall Window Shade Cleaning Co., Inc., New York City, filed its Trade Mark, Lustre-Buff Cleaning Process, with the Secretary of State of New York,

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PEERLESS JEWELRY, INC., has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 8th day of September, 1944,

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State,

BOEKELMAN, BERNARDUS. - CITA-BOEKELMAN, BERNARDUS, — CITATION —The People of the State of New
York by the grace of God free and independent, to: CLODIA BOEKELMAN
SAMPLE, GISELA BOEKELMAN KUENZEL, CLODIA SCHOENRICH, CLODIA
BOEKELMAN SAYER, ALFRED SAMPLE,
an infant over 14 years of age, MARY
ROSE SAMPLE, an infant under 14 years
of age, EDMUND SAYER, ROSA HOEKELMAN, AUGUST FREDRICK WILHELM
KUENZEL, HENRY J. BOEKELMAN,
Alien Froperty Custodian pursuant to vest-Alien Property Custodian pursuant to vesting order No. 1904, being the persons interested as creditors, beneficiaries or otherwise, in the trusts created under the Last Will and Testament of BERNARDUS BOEKELMAN, deceased, who at the time of his death was a resident of the City, County and State of New York, send greating.

greeting:
Upon the petition of Alfred W. Sims, as
Executor of the Last Will and Testament
of Alfred V. Sims, deceased Trustee, residing at 145 Hadson Street, New York City,
and Central Hanover Bank and Trust Company, having its principal office and place
of business at No. 70 Broadway, New
York, New York.

pany, having it of business at No. 70 Broadway, New York, New York,
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hail of Records in the County of New York, on the 5th day of December, 1944, at haif past ten o'clock in the forencon of that day, why the accounts of proceedings of Alfred W. Sims as Executor of the Last Will and Testament of Alfred V. Sims, deceased Trustee, and Central Hancover Back and Trust Company, as sole aurylving Trustee of the trusts created aurylving Trustee of the trusts created surviving Trustee of the frusts created under Articles TENTH, ELEVENTH and FIFTEENTH of the Last Will and Testa-ment of Bernardus Bockelman, decreased, should not be judicially settled, and for such other and further relief as to this Court may seem into our recover.

(SEAL) Witness, Honorable James A. Foler, a Surrogale of our said County at the County of New York on the Ind day of October 1944.

GEORGE LOESCH Clerk of the Surrogate's Court-

### State Labor Dept. Employees Protest Exempt Job, Lack of Promotion Tests lows "duration plus 6 months"

Employees of the New York City offices of the State Labor Department, can't see eye to eye on a number of recent actions taken by the State Civil Service Commission. The employees have protested to the Commission, have won one minor victory; have asked the Association of State Civil Service Employees to take up the situation in

Albany. One cause of conflict between the employees and the Commission came last March. At that time, a notice appeared on the bulletin board that the Commission was considering holding an open-competitive examination for Junior Administrative Assista: t in the Labor Department, at a salary of \$2,500 to \$3,100. The notice stated that protests could be filed within 15 days, and a strong protest was sent to the Commis-

Wanted Promotion Test

The employees pointed out that a promotion examination for the position of Junior Administrative Assistant in the Civil Service Department had been announced in April, 1944, and there was no reason why a similar process could not be followed to fill the Labor Department posts—by promotion. The Commissioners held a public hearing on the complaint in May, 1944. Labor employees presented their arguments to substantlate the request for a promotion test. They heard nothing further, until on July 29, the Commission went ahead and O.K.'d the open-competitive test.

The complaining Labor Department employees say they consider this as an attempt to freeze incumbents who are now serving in the jobs, by temporary appointment, into the position. If a promotion examination were ordered. the incumbents would be ineli-

The Civil Service Commission has the right, under the law to determine which manner is best

SOLEMN NOVENA CHRIST THE KING Oct. 21 to Oct. 29 St. Leo's Church 9 EAST 28th STREET, NEW YORK OPENING OF NOVENA Solemn High Mass 10 A.M.—Saturday, Oct. 21 Sermon by Rev. Nicholas Higgins, O.F.M.Cap.

Sermons at Novena Services Each Day at 5:15 P.M. Saturday, Oct. 21 Rev. John P. Delaney, S.J. Sunday, Oct. 22 Rev. John J. Dougherty Right Rev. Msgr. John Fearns Tuesday, Oct. 24 Rev. Cyril Meyer, C.M. Rev. John S. Middleton

Thursday, Oct. 20 Very Rev. Msgr. William Kelly Friday, Oct. 27 Rev. Cosmas Shaughnessy, C.P. Saturday, Oct. 28
Rev. Edward M. Hetowski
Sunday, Oct. 29
Very Rev. Magr. Philip J. Furlong for filling the jobs. In answering communications on this dispute, the Commission explained that similar promotion examinations had been held and proved unsatisfactory. Holding an open-competitive examination allows "new blood," with experience from outside the agency, to compete with those in the agency. Many officials favor this process.

"Exempt" to "Duration"

The second recent dispute followed action at the last session of the Legislature in setting up a Medical Practice Committee, which had a staff of six investigators. These were listed by the State Commission as exempt jobs and filled by appointment. Three were filled in the \$1,800 to \$2,300 bracket; three in the \$2,400 to \$3,000 range. \$3,000 range. An immediate pro-test from Labor Department employees was made to the Commission, and this time, Charles L. Cambell, answered the request for a promotion examination by announcing that the positions had been changed from "exempt" to "duration" appointments under Rule VIII-A-1. It would be impracticable to hold an examina-tion, Mr. Cambell said, because of war conditions.

This time, too, the employees had a quick reply. They pointed out that section VIII-A-1 only al-

HIRSCH, RICHARD.—Citation, P2471. 1944.—The People of the State of New York, by the Grace of God free and In-dependent: to Paula Friedheim, Erna Hirsch, Valeska Limbers-Hirsch, Beate Gautier, Johanna Meyer, the next of kin and heirs at law of Richard Hirsch, deceased, send

Whereas, Settie Hirsch, who resides at 160 Central Park South, Borough of Man-hattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 14th day of June, 1943, relating to both real and personal property, duly proved as the last will and testament of Richard Hirsch, deceased, who was at the time of his death a resident of the Borough of Manhatian, City and State of New York, the County of New York,

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 20th day of November, one thousand nine hundred and forty-four, at half-past ten o dock in the forenoon of that day, why the said will and testament be admitted to probate as will of real and personal property.

In testimony whereof, we have caused initing whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Foley, Surrogate of our said County of New York, at said county, the 15th day of October in the year of our Lord one thousand nine hundred and forty-four, York Surrogate's Seal.) fork Surrogate's Seal.)
Clerk of the Surrogate's Court
GEORGE LOESCH.

revealed the situation . That was one of the things that

appointment under certain conditions. These conditions are when a job calls for special physical, technical or educational qualifications, and candidates are not available because of wartime conditions In the case of these investiga-

jobs, they argued there were no such requirements. Further, twenty investigators of the Office of the Medical Registrar had been doing exactly the type of work as would be performed by the new appointees, and at a top salary of \$2,300; they should be the logi-cal candidates for the new and higher-paid jobs, and by promo-tion. This was the employee view.

Old Employee Instructs New In addition, it was pointed out to the Commission that one of the (Continued on page 15)

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at its Court House, Borough of Manhattan, City of New York, on the 6th day of October,

Present; Hon. JOHN A. BYRNES, Chief

In the Matter of the Application of FRANZ BRAUN for leave to assume the name of FRANK HENRY BROWN.

name of FRANK HENRY BROWN.

Upon reading and filing the petition of FRANZ BRAUN, duly verified the 28th day of September, 1944, and entitled as above, praying for leave to assume the name of FRANK HENRY BROWN, in place and stead of his present name; and it appearing that the said petitioner pursuant to the provisions of the Selective Training and Service Act of 1940 has submitted to registration as therein provided, and the Court heing satisfied thereby that the averments contained in said petition are true, and that there is no reasonable objection to the change of name proposed, Now, on motion of JOHN R, JONES,

Now, on motion of JOHN R. JONES, attorney for the petitioner, it is ORDERED, that said FRANZ BRAUN be and he is hereby authorized to assume

be and he is hereby authorized to assume the name of FRANK HENRY BROWN on and after the 15th day of November. 1944, upon condition, however, that he shall comply with the further provisions of this order; and it is further of the description of the order; and it is further provisions of this order; and it is further of the aforementioned petition be filled within ten days from the date hereof, in the office of the Cherk of this Court, and that a copy of this order shall, within ten days from the entry thereof, he published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication thereof and service upon local board shall be filed with the Clerk of this Court, in the County of New York; and it is further.

of this Court, in the County of New 10.0.

of this Court, in the County of this order and it is further

ORDEREED, that a copy of this order and the papers upon which it is based shall be served by mail upon a member of Local Board No. 25, of the United States Selective Service, at which the petitioner submitted to registration at 100 West 82nd Street, New York County, within 20 days after entry hereof; and upon the District Director of Immigration and Naturalization Service on the United States, at Alien Registration Division, 1501 Chestnut Street, Philadelphia, Pa., and upon the tion Service on the United States, at Alien Registration Division, 1501 Chesimut Street, Philadelphia, Pa., and upon the Federal Bureau of Investigation at New York, N. Y., within 20 days after this order is filled and that proof of such service shall be filed with the Clerk of this Court in the County of New York, within ten days after such service, and it is further.

ORDERED, that following the filling of ORDERED. ORDERED, that following the filing of

the petition and order as hereinbefore di-rected, and the publication of such publica-and the filing of proof of such publica-tion and of the service of a copy of said gapere and of the order as hereinbefore the

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York at the Courthouse thereof at City Hall Park, in the Borough of Manbattan, City of New York, on the 7th day of October, 1944.

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

RICHARD RICH, Order,

the 3rd day of October, 1944, praying for leave to assume the name of PAUL RICH-ARD RICH in place and stead of his pres-ent name, and the Court being satisfied that said petition is true and that there is no reasonable objection to the change of the name proposed. of the name proposed:

NOW, THEREFORE, on motion of EMMET, MARVIN & MARTIN, attorneys for the said petitioner, it is

of November, 1944, the name of PAU which he is hereby and by no other na

JOHN A. BYRNES, Q. J. Q. C.

### PUBLIC ADMINISTRATION

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

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

## Buying Together: An Important Lesson to Communities

By JOSEPH E. NICHOLSON

Vice-, resident, National Institute of Government Purchasing, City Purchasing Agent, Milwaukee, Wis.

JUST AS separate city departments benefit through grouping purchases in centralized purso separate taxing chasing, units, towns, vilages, counties and city governments realize savings not only in price, but in obtaining suitable articles for their purposes. Being suited, they do the job better and last longer. Consequently, pooling of knowledge of commodities effects savings as well as the pocling of orders. However, in the State of Wisconsin, legal restrictions prevent municipalities prom delegating their pruchasing authority to others. Each Wis-consin municipality must issue its own purchase orders and contracts and pay its own bills di-rect to suppliers. This is also true in many other states. Not-withstanding these legal difficulties, groups of State and local units of government, educational institutions, hospitals, prisons, and other tax-supported organizations conduct informal cooperative buying.
The First Organization

The first organization of this type of record was formed many years ago by the City of Cin-cinnati, the County of Hamilton (in which Cincinnati is located), the University of Cincinnati, the Public School Board, and the Public Library. This organization meets as a cooperative group, discusses prices, discounts and purchasing methods and policies. When the opportunity arises,

they make joint purchases. Thus a carload of paper towels is pur-chased outright on behalf of the organization and each unit issues its individual purchase orders to the vendor who has agreed to this arrangement. The sum of these orders equals the entire contents of the car. Several cities on the shore of Lake Michigan, north of Chicago, purchase their liquid chlorine together on a similar basis.

In Milwauke County we have a voluntary group of eighteen agencies representing the county government, cities, towns, vil-lages, schools and the Metropoli-tan Sewerage Commission. We meet in the same manner as the Cincinnati group and have realized similar advantages. have saved money in making joint purchases and in addition, have solved many problems which have grown out of the war effort. Most of these problems related to priorities and to rationing. We have saved many hours and headaches by pooling our knowledge of these matters. Some member agencies, including the County, purchase elec-tric lamps on the City of Mil-waukee contract, thereby obtaining the maximum discount based on \$65,000 net purchases of lamps per annum, or much more than they receive when purchasing independently. Many dealers also extend extra discounts to members of our group by virtue of their membership. These special

discounts relate chiefly to office supplies such as carbon paper, typewriter ribbons, stencils and mimeograph supplies. Even though purchasing is a part-time function of some of our members, they realize the benefits of full-time buying through

this cooperative arrangement. We also hold meetings for the purpose of increasing our knowledge of purchasing procedures, techniques, and market condi-tions, for we realize that no mat-ter how little may be spent individually, a diligent and con-sistent application of the funda-mental business principles of purchasing results in the purchase of goods better suited to the needs of our municipal de-partments and at lower prices.

> National Institute of Government Purchasing

Purchasing agents from vari-ous parts of the nation recently formed a national organization of Federal, State and local public purchasing agencies, includ-ing publicly-owned utilities, port authorities, schools, prisons and other tax-supported organizations. It is known as the National Institute of Government Purchasing, Chief purpose is to improve public purchasing pro-cedures. We propose to do this through:

a) A regular and systematic interchange of information and experience among governmental agencies.

b) Consultation with legisla-tive bodies, departments of government and others on legislation and problems effecting governmental purchasing. (For example: assisting in the formula-

headaches to communities today. One of the nation's oustanding purchasing experts outlines the history of cooperative buying by municipalities, a movement which has shown that it can help solve many of the important problems involved. This is recommended reading for all who have to do with municipal purchasing.

Purchasing problems present formidable

tion of national policies in the handling of Federal War Surpluses.)

c) Recomending "in-service training" programs for employees of public purchasing depart-ments and suplying materials and lecturers.

d) Development and promo-tion of governmental buying standards and specifications. Example: Tires and fire appa-ratus and the revision of the National Dictionary of Specs.

e) Issuance of certificates and awards for merit and proficiency in governmental buying.

f) Continuous research in the organization and administration of centralized governmental agencies.

g) Promoting centralized public purchasing, including the de-veloping and furnishing of information regarding uniform laws and procedures for governmental buying, and for the ex-change or disposal of surplus or obsolete supplies, materials and

#### Removing Politics

We hope to accomplish the Herculean task of separating politics from public buying, wher-ever it may exist, and to place the spending of tax dollars on the basis of full competition, so that quality, service and price shall be the only considerations for the placing of public con-tracts for supplies and equip-ment. Those who have knowl-edge of the way public funds are expended in many cities, espe-cially in the average small town, where the local merchants have considerable representation on boards of aldermen, can readily appreciate what an ambitious program we have laid out.

## Nation's Greatest Sanitation Dept. How It Performs Its Job in Time of War

By WILLIAM F. CAREY

Commissioner of Sanitation, City of New York

WE HEAR a great deal these days about the necessity for adequate preparation, sufficient supplies, reconversion and complete coordination for our fighting forces. For the New York City Sanitation Department to do an effective job, it, too, must have all the factors required by a victorious army. Wartime restrictions, however, have deprived us of many of them.

#### Why We Must Look Ahead

Our daily task is to sweep and clean 4,000 miles of streets; to collect 3.400 truckloads (51,000 cupic yards-this varies) of garbage, ashes and rubbish; to collect scrap paper and tin cans separately to help the war effortthis work being done on Wednesday of each week. Another requirement is the removal of snow and ice in season. To do this ; b we employ 14,000 people in normal times, have the use of some 3,500 pieces of motor equipment for snow and for daily use. We use emergency labor and trucks to supplement our regular forces and equipment for snow removal work when the fall is heavy.

This year emergency labor and emergency equipment is not available. Our scientifically-dedust-proof collection signed bodies with entirely trucks. closed, have a lift of only 391/2 inches from the ground, as against 7 feet in the old type unsanitary open trucks. The low

lift eliminates hernia, rupture and other injuries. We operate 7 incinerators, burning 4,000 tons every 24 hours, and use 30 steel well-barges to tow materials to marine unloading plants.

The daily collection of street sweepings, garbage, ashes and rubbish is either disposed of, by incineration, or used for landfill purposes. Our modern landfill operation, which eliminates fires and rodents, is approximately one-third the cost of incineration, and we reclaim hundreds of acres of worthless mosquito-infested, disease-breeding marsh and swamp lands, thereby eliminating unsightly land and thus creating usable and taxable property. The city uses much reclaimed property for park, recre-ational and other purposes.

The annual budget of the Department is approximately \$30,-000,000, not including construction items which vary from year to year.

#### Post-War Program

Our post-war program, as submitted to the City Planning Commission, is comprehensive. When put into operation, it will enable us to do the type job the citizens of the greatest city in the world are entitled to. It will make possible the maintenance of cleaner streets and a more efficient collection of all materials.

The program costs approxi-mately \$10.000,000. It includes such paramount projects; as new

waterfront disposal stations, new garages, a new central repair shop for our plant and buildings maintenance forces, and for etensive alterations to existing incinerators and waterfront dis-posal stations.

### The Human Element

Another factor is just as important, and that is the "human element." The employer's responsibility to this employees does not stop at the blow of the whistle. With a personnel as large as we have, emergencies

other than departmental arise constantly and require assistance. We have established a Welfare Fund to help in financial contingencies; a human relations bureau to help straighten out personal problems, such as un-lawful garnishees, guarding against claims of unscrupulous vendors and money lenders. We made arrangements with a financial institution to loan money to our employees at a low interest rate. Three years ago we pur-chased and nave largely devel-oped a 1,200-acre estate for use as a summer resort for our employees and their families. This enterprise is functioning splen-didly and as development con-tinues an increasing number of our employees and their families are enabled to enjoy the camp privileges during their vacation periods at rates in keeping with their ability to pay.



Commissioner William F. Carey, head of the NYC Sanitation Department, is one of the nation's outstanding experts in his field.

## **Bidders Who Make Errors** Are Protected in NY State

New York are protected against an honest error which led them to underestimate their price. So states an opinion of Attorney General Nathaniel L. Goldstein, issued last week. Public Law Number 14: Where a bidder has made an honest or unintentional mistake in arriving at his bid, a department, if satisfied that an honest mistake has been made, is authorized to return the bid check or make refund

The practical application of

this law came to notice very recently, when the State Attorney General was asked for an opinion by the State Department of Public Works.

A contractor had made a bid of \$3,892 for furring and plastering a corridor between two buildings at Creedmoor State Hospital. laid down a deposit of

He Found An Error However, before the notice of award went to him, and before the deposit had been paid to the State treasury, he checked, and found that an error in addition on one of the estimate sheets had reduced his bid from \$5,892 to \$3,892.

He applied for a refund of the deposit, and refused to sign the contract.

Then the Public Works Department asked the Attorney General for an opinion as to whether it could return the money and award the job to the second lowest bidder. The Opinion

The opinion of the State's law advisor makes interesting

reading.

"It appears to be well settled that the courts will relieve party from an honest mistake upon the theory that if an honest . mistake is made it was not the bid the bidder intended to make, and therefore is not a real genuine bid; that the minds of the parties have never met upon a common honest basis, and that under such circumstances, it is not a bid and can be withdrawn without the intervention of a court. If the courts will relieve parties from unintentional mis-takes, it will be idle for a board or commission to refuse a withdrawal of a bid and the return of the deposit and thus compel the bidder to resort to a lawsuit in which the State would be defeated and compelled to pay the amount of the deposit and costs.

"It is my opinion that your department, if satisfied that an honest mistake has been made, is authorized to return the bid check or make a refund of the deposit to the bidder."

## Communities at Work

By WILLIAM E. WARREN

MANPOWER SHORTAGES are being met by San Francisco, by using female police officers to control traffic at several busy inter-

\$5,000,000 TO REBUILD THE CITY AIRPORT is on the future plan-book of the City of Cleveland. The project calls for the City to own and maintain all facilities, make charges on a landing fee basis. Previously the City granted long-term leases on airport land, and companies built their own hangars. A recent Ohio Supreme Court decision held that an airport is a utility, making it possible for Cleveland to issue revenue bonds for airport construction and main-

SELF-SUPPORTING RUBBISH CONTAINERS are found in Columbus, Ohio. A recent City ordinance, passed by the City Council; permits the Hannah Neil Mission to use the containers for advertising purposes. The Mission agreed to paint and service the present rub-bish containers and provide additional receptacles.

914,068 MILES OF DRIVING in three months was saved by Jacksonville, Fla., which cut down the use of City-owned and private cars used by the City. All cars are channeled through the City purchasing agent. Automobiles are left in downtown parking lots instead of being driven to the City garage or employee's home. To save mileage, the electric light department accumulates cut-off and cut-in orders before servicing.

ELY (MINN.) APPROVES LIGHTING PROJECTS. Two lighting projects at an estimated cost of \$42,373 have been approved for the postwar period by this City. The City Council passed the bill authorizing the construction of single light standards on streets where there sidewalks without standards. Another project calls for street lights on poles throughout the City.

SHEEP ARE PUT TO WORK in Springfield, Mass., where 200 head were imported to offset the manpower shortage by serving as lawn mowers. They will graze over 2,000 acres of park land at Lake Springfield.

EQUIPMENT TO CLEAN CATCH BASINS will probably be purchased by Boston, Mass. George G. Hylan, Commissioner of Public Works, has requested \$50,000 for three new chassis for cleaning machines, two new machines and chassis, and five new 5-ton dump

THE CITY COUNCIL of Youngstown, Ohio, has authorized officials to proceed in securing bids on the construction and equipment for a new \$175,000 garbage disposal incinerator.

### Information

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

#### 64. PACKAGED BRIDGES AND SEWERS

AND SEWERS
Communities considering new bridges
and sewers may be interested in the
information available from Armes
Drainage Production Assn., 355 Curtis Street, Middlefown, Ohio, which
explains economics of construction
by utilization of materials and methoils such as those employed in shipyards using prefabricated plates,
small bridges and large sewers are
"packaged" to save space, hauling
and storing and are assembled largely
with unskilled labor, Details and illustrations may be obtained by public officials and employees.

DIESELS FOR

DIESELS FOR
POWER PLANTS
Municipal power plant operators will
find the literature of the Superior
Engine Division of the National Supply Co, Pittsburgh, Pa., helpful in
ascertaining how the engines have offected economics in plants that have
installed the equipment.

#### LIGHT FOR NIGHT FIRE-FIGHTING

FIRE-FIGHTING

A 320,000 candle-power light for night fire fighting on a purtable chassis containing an engine driven power plant is described in Builcin. NHOE furnished by Lister-Blackstone, Inc., 1708 So. 688 St., Milwaukee, Wisc. This self-generating power plant provides ample light and is made with a control panel containing receptacles for electric tools, saws. metal cutters, etc., operating at 110 volts.

#### ELECTRONIC DICTATION

AVAILABLE The new electronic dictation machine of the Dictophone Corporation, 420 Lexinston Ave., New York 17, N. Y., enables the person dictating correence or manuscripts, to sit comspondence or manuscripts, to sit com-fortably and speak into a small radio-type hand desk microphone instead of the familiar tube. A switch on the dictating machine converts the micro-phone into a loud speaker and allows for an audible repitition of the re-cording. The equipment is available to government offices that may now obtain priorities.

#### DITCHING WITH

DYNAMITE A new 32-page booklet describes the methods used in dirch blasting, tells how to prepare the charge, and illustrates the methods of priming and shooting. Contains useful tables giving amounts of dynamite required for specific areas, widths, depths and lengths. Issued by Explosives Department, E. I. DuPont de Nemours & Co., Inc., 350 Fifth Ave., New York 1, N. Y.

#### STREET LIGHTING LAMPS

Details on the engineering, manufacturing procedure, and methods of testing lamps are set forth in the catalog of the Slater Electric & Mig. Co., Inc., Brooklyn 17, N. Y. Contains details of performance and valuable data.

#### WATER SERVICE

WATER SERVICE
PIPE AVAILABLE
Availability and desirability of pipe are questions before many communities. Type K Tube-Loy water service pipe in any quantity are available from Lead Products Division. American Smelting & Refining Company, 120 Broadway, New York 5, N.Y. This tubing is offered in thicknesses adequate to withstand steady working pressures up to 125 pounds and is galvanized to resist corrosion. Descriptive literature upon application, SWIMMMING PROUS

### SWIMMING POOLS

Complete information on swimming pool filters and recirculation plants and equipment may be obtained from the Roberts Filter Mfg. Co.. 6469 Columbus Ave., Darby, Pa. Plans and prices will be sent communities on request

#### FLOODPROOF FIRE

HYDRANTS
Bulletin W. of the Rensselaer Valve
Co., Troy, N. Y., describes fire bydrants easy to operate and maintain,
and are guaranteed floodproof.

POLICE SIGNAL SYSTEMS TOLICE SIGNAL SYSTEMS
The Gamewell Company Newton
Upper Falls 64, Mass., has much experience with police signaling equipment and systems. They can assist
communities with their postwar plans.
Secret signal systems that give department a permanent record are described
in catalog P 263.

#### DRAFTING & SURVEYING INSTRUMENTS

A new catalog issued by Warren-Rnight, 13d N. 12 St., Phila. 7 Pa.; describes and illustrates transita, levels, drafting room supplies, sur-veying instruments and accessories.

Public Administration Editor

Civil Service Leader, 97 Duane Street, New York City Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

#### Name

Organization or Agency

Address

Numbers of Items

### Suggestions for Reducing Sewage Work Fatalities

The number of fatalities suffered by sewer workers in recent years came before the Federation of Sewage Works Association which met in Pittsburgh, Pa.

Among solutions offered to reduce these fatailities were the following safety rules, suggested by the Bureau of Mines:

1. Before workers are permitted to enter a manhole the air should be tested for carbon monoxide, oxygen deficiency, hydrogen sul-fide and hydrocarbon vapor.

2.A team of at least two men should constitute a crew for this type of work. No workers should

be sent to such a job alone.

3. Workers should be provided with airline respirators and proper life lines and these must be used.

#### Manhole Ventilation

4. Manholes should be provided

adequate ventilation by means of a blower during the whole time men are working,
5. Manholes should be con-

structed with vent pipes where locations permit.

An estimated cost of the nec-essary protective and testing equipment is:

2-man hose mask with 

Oxygen Deficiency Indi-Hydrogen Sulfide Detec-All Service Gas Mask ..

## Substitute Discovered For Structural Steel

By CHARLES SULLIVAN **LEADER** Washington Correspondent

Public Works officials will be interested in a revolutionary substitute for structural steel columns that is stronger than steel, as light as aluminum, and composed chiefly of concrete.

The substitute, worked out by Professor Geo. A. Maney, chair-man of the department of civil engineering at Northwestern Technological Institute, was developed as part of the War Production Board's research program to discover new materials and to reduce the necessity for depending on materials that may be scarce for some time after the war .

#### Compressed Concrete

The unit, for use in construction of buildings, bridges and special foundations, is composed of highly compressed concrete, stronger than any previously pro-duced, encased in a spiral of steel wiring. Production costs are es-timated as about one-third the

cost of steel .
A test model, 80 percent cenerete, 20 percent steel, has sup-ported loads greater than those of a solid steel column of the

In addition to domestic use, to conserve steel for building con-struction, the new type of column is expected to prove valuable in reconstruction of wartorn areas, where steel may be unobtainable.

The strength of the new concrete mix was obtained by com-pressing the concrete and reducing the water content. Only one

gallon per sack of cement was used, compared to five to eight gallons in ordinary concrete. The reduction of water was made possible through a special method of compaction which includes vibrating the concrete while it is still damp.

#### How It Is Constructed

The column is constructed by placing a thin metal lining inside spiral of steel wire and filling this with the specially compacted

The initial compression—10,-000 to 20,000 pounds per square inch-is a main source of the unit's great strength in that it contributes to the strength of the concrete and, at the same time, puts the steel spiral under tension which is maintained by the concrete when it hardens.

Building columns of concrete encased in steel tubes have been used commonly, but have never approached the strength of this new unit. Ordinary, uncompres-sed concrete has been used, and the casing of steel did not come under stress until the concrete began to give way.

In the new unit, concrete and steel undergo stress simultane-ously and give each other added

### Motorcycles **Provide Saving** To Police Depts.

The use of motorcycles effects a saving in two important items-gas and rubber, for municipal and State police departments. The Indian Motorcycle Company, which recently furnished New York City with 50 cycles, Detroit with 30, Louisville, Kentucky with 26 and Oakland, California with 27, fore-sees a shortage of gas and rubber for the next two years at least, and suggests the economy afforded by the motorcycle as an

answer to the conservation problem.

Other advantages of the motorcycle are the fact that a police officer on a motorcycle performs the work of two men in a patrol car; that the parked cycle is an indication to drivers that an officer is in the vicinity and that the location is one which requires extra caution in driving.

The company is now planning the post-war distribution of its product, and its general manager and vice-president, D. L. Moody, is a member of the In-Advisory Committee. meeting with the War Produc-tion Board in Washington. Of-fices of the Indian Motorcycle Company are in Springfield, Massachusetts.

### **Alarm Systems** Reduce Insurance For Communities

The installation and maintenance of an efficient fire alarm system can effect a substantial reduction in fire insurance rates, according to G. T. Gunn, of the Gamewell Company, Dallas, Texas.

Mr. Gunn points out that while all government officials appreciate the value of a fire alarm system in general terms, there is differ-ence of opinion regarding its ef-fect on fire losses and fire insurance.

Under the National Board of Pire Underwriters' schedule of rat-

ing cities and towns, a municipal-ity without an alarm system may be penalized a total of 550 points, or one full insurance class. In fact, a fire alarm is fourth on the deficiency total table. Following is the table used by the under-

writers: Water Supply Fire Department FIRE ALARM Hazards 300 Police Building Laws Structural Conditions

Analyzing fire figures for cities in Texas, Mr. Gunn found that installation of a public fire alarm system reduced the fire insurance rate, or basis rate, approximately 5 per cent, and also reduced per capita fire losses by about 5 per

## County, Town and Village

#### Post-War Construction And Public Employment

To what extent the munici-pality may conduct post-war construction work exclusively by its own employees as contrasted with outside engineers and architects who perform such services under private contract was the subject of recent litigation, the decisions in which cases carry sweeping implications.

In June, 1942, the City of New York adopted a post-war plan-ning program. The Board of Estimate had allocated about \$5,-000,000 for the award of contracts to private engineering and architectural firms. A test case was brought by civil service employees holding architectural and engi-neering positions in the city to enjoin the city from continuing the practice of engaging these private engineers and architec-tural firms and their private staffs upon a contract basis. They claimed that the employment of private engineering and architectural firms was an evasion of the civil service provisions of the State Commission and the Civil Service Law. The city contended that the contracts were entered into to meet technical problems which private firms were especially equipped to master, to accelerate the completion of plans, and to assist in preserving intact many private engineering and architectural or-ganizations that would otherwise be dispersed to the great detriment of the city.

#### Court Upholds City

The Court held that the action of the Board of Estimate was not in contravention of the civil service provisions of the State Constitution and held that the power of the Board of Estimate in contracting with the private engineering and architectural organizations was "wisely exer-cised." Discussing the constitu-tional question involved, the Court commented;

"It has been a practice when deemed advisable to award contracts for private architectural and engineering services. difficult architectural and en-gineering problems involved in the construction of public im-provements demand the highest degree of specialized professional skill for their solution. The city for years has searched among those with experience and talent to meet the requirements of design and construction called for by the nature of the particular improvements under consideration. . . . Whenever the power to award such contracts has been challenged courts have approved the practice.

"The award of contracts for architectural and engineering work does not constitute a method architectural and for making 'appointments' in the 'civil service.' The provisions of the contracts awarded do not create any employer-employee relationship, but a contractual one between an independent contractor and the city. The contracts call for specific studies, plans and specifications. The city does not control the office organizations of such firms, has nothing to do with the persons iev employ, does hours of employment and is not their sole client.

"The public policy of the State as expressed in Section 451, subdivision 4, Education Law, and Section 683, subdivision 4, New York City Charter, gives tacit approval to the practice of using private architectural and engi-neering firms. A further expression of such policy appears in Chapter 660, Laws of 1943, where the Legislature gives power to the state superintendent of public works to employ private en-gineers and architects in con-nection with state projects or-dered by the State Post-War Commission.

"I therefore conclude that nothing contained in the Con-stitution or the provisions of the Civil Service Law prohibits the city from awarding contracts for architectural and engineering services to private concerns in connection with the post-war planning program. This court further holds that the action of the city attached herein is in line with sound public policy and represents a wise exercise of discretion."

Government Openings

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

MATHEMATICIAN \$2,433 to \$4,428 a Year (Frace of the professional experience of the length and capterines of the length and capterines of the theory and the applications of the principle of all the follow:

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A. Mathematician, P.-1.—At least 3 years of progressions and informatical and legeral capture are advantaged to the conduct of the mathematics, involving the understance of a progressively higher to application of the war and the professional work in mathematics. For Grade P-2.—At least 2 years of progressional experience of a progressively higher than the professional experience of application of report the professional experience of a progressively higher than the p

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\$2,000

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REQUIREMENTS: Except for the sub-stitution provided below, applicants must

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ence in mathematics of such character as to demonstrate marked capacity for original research, outstanding professional attainments, or the ability to plan, administer, or perform productive research in mathematics and to develop mathematical projects.

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. Such experience will be credited on the basis of time actually spent in appropriate activities.

deduction of o per purposes.

Applicants for the higher grade positions who are found not qualified therefor will be considered for lower grade positions. Persons who are found eligible for higher grades will also be rated for lower grades if they have expressed a will-incress to accept the lower salaries. Nonqualifying Experience — Experience involving routine computations or statistical compilations, work in pure statistics, or high school teaching of mathematics will not be accepted as qualifying professional experience in mathematics. DUTIES: The duties of these positions are as follows:

A. To plan direct, conduct or assist in the planning or conducting of mathematical research.

B. To make specialized computations.

C. To make investigations in the field of applied mathematics involving (1) the analyses of practical and theoretical problems requiring the use of advanced mathematical theory and principles and (3) the interpretation of mathematical results in terms of physical concepts so that the results may be used in engineering practice and scientific work.

D. To develop and introduce new mathematical practices.

EEDITIESMENTS: Except for the sub-

fessional experience in mathematics.

SUBSTITUTION OF EDUCATION
FOR EXPERIENCE
Undergraduate Study — Seccessful completion of pertinent study in a college or university of recognized standing may be substituted for the required experience on the basis of 1 year of academic study for each 9 months of experience, provided that for each year of academic study substituted, the applicant must show at least 5 senester hours in algebra, trigonometry, analytical geometry, differential and integral calculus, the solution of differential equations, or other courses in higher mathematics.

Graduate Study — Graduate study in mathematics successfully completed in a

mathematics successfully completed in matternatics successfully completed in a college or university of recognized standing may be substituted year for year for the experience prescribed for these positions up to a maximum of 3 years of experience. In order to substitute the full tions up to a maximum of 3 years of experience. In order to substitute the full 3 years of graduate study, applicants must have completed all the requirements for the Ph. D. degree, including the thesis.

GENERAL INFORMATION

No written test is required. Applicants' qualifications will be judged from a review of sworn statements as to their education and experience.

There are no age limits for this examination.

HOW TO APPLY

How To APPLY

1. Applicants must file the following forms with the United States Civil Service Commission at Washington 25, D. C.;

a. Application Form 57,
b. Supplemental Form 3630.
c. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.

3. The necessary forms may be obtained at the Federal Building, 641 Washington St., New York City.

Announcement No. 338 (unassembled).

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

ABSTRACTORS (\$2000).

ACCOUNTANTS (\$2600 to \$8600, Incl.): Commercial Cost, Chief, Bent.

ADMINISTRATIVE ASSISTANTS (\$2600 to \$3500, Inclusive):

AGENTS (\$3800 to \$4600, Inclusive) :

Plant, Special.

ANALYSTS (\$2600 to \$4600, Inclusive):
Cost, Research, Administrative. Social
Science, Price. Management, Marketing, Principal Cost, Classification, Industrial.

APPRAISER (\$3800 to \$4600, Incl.)4

ARCHITECT (\$2600 to \$3800, Inclusive): ASSISTANTS (\$1440 to \$2000, Incl.);

AUDITORS (\$2600 to \$4600, inclusive): Principal Cost, Project Field, Contract Termination.

CHECKER (\$.84 Per Bour): CHEMIST (\$5000).

CHIEFS (2000 to \$1000, Inclusive):
Storage Section, Personnel, N. Y. Communication Center, Audit Unit.

CONSERVATIONIST (\$2000 to \$3600, Soil. CONSULTANT (\$2600):

Technical Trainee, CO-ORDINATOR (\$2600 to \$3800, Inclu-

nive):
Material, District Price Panel,
COUNSELOR (\$2000 to \$3500, Incl.):

DENTAL ASSISTANT (\$1440).

DESIGNEE (\$2000 to \$3,800, Inclusive): Training, Producer Personnel. DIRECTOR (\$2000 to \$3800, Inclusive): ECONOMIST (\$2000).

Training, Producer, EDITOR (\$2600 to \$3000, Inclusive)4

Technical.

RNGINEERS (\$2000 to \$5000, Ind.) to Ricetrical, Broduction Security, Studio Control, Aeronautical, Hydrologist, Radio, Exhibits Junior, Soils Mechanical, Field, Materials, Sig. Corps Equip., Mochanical, Welding, Mining, Geologist, Industrial, Chemical, Hydraulic, Ordnance, Heating, Youthasting and Plumbing, Specification Writer, Principal Labrication, STAMINER (\$1800 to \$4500, Inclusive), Rating Traines.

EXPERT (#5000);

Packaging.
INSPECTORS (\$2800 to \$5200, Incl.):
Plant Quarantine, Warehouse.
INSTRUCTOR (\$2000 to \$2000, Incl.):
Typing and Shorthand, Supervisor
Trainee, English and Italian,

MANAGER (\$3200);

METALURGIST (\$2000). MYCOLOGIST (\$3800). NEGOTIATOR (\$3"00 to \$8000, Incl.)

NURSE (\$516.00 to \$1800, Inclusive) :

Student, Graduate.

OFFICERS (\$2900 to \$3800, Inclusive)
Administrative, Supply, Medical. PHYSICIST (\$2600 to \$3800, Inclusive): PHYSIOLOGIST (\$3200). REPORTER (\$3200).

REPRESENTATIVE (\$4600);

Field.

SPECIALISTS (\$3200 to \$8000, Incl.):
Material, Industrial Proconting, Business, Industrial Chief Textile, Commodity Price, Commercial, Information, Training, Regional Commodity (Dry Groceries), Rationing,
STATISTICIAN (\$2000 to \$3200, Iccl.):

Associate.
SUPERINTENDENT (\$2800):
Asst. Supt. of Mails (q
Physician): (qualified

TECHNICIANS:
Placement, Personnel.
TRANSLATOR (\$1800 to \$3200, Inclusive) : Technical Chingse, Technical.

VETERINIAN (\$2000). WRITER (\$2000 to \$2600); Editor, Scenario.

POSITION and SALARY POSITION and SALARY

Attendant, \$1200-\$1440 p.a.; 67c-78c per hr.; \$23.60-\$26.00 per wk, Chauffeur, \$1320-\$1380 p.a.; 55c-97c hr. Carpenter, \$6.24 per diem, Checker, \$2000 p.a.

Cook and Baker, \$1920 p.a.; \$1c-92c per hr.; \$28.40-\$31.60 per wk, Elevater Operator, \$1200 p.a.

Electrician, \$2200 p.a.; \$1.16 per hr. Firefighter, \$1680-\$1860 p.a.

Stationary Boiler Fireman, \$1320-\$1500 p.a.; \$7c-97c pec hr. Guard, \$1500-\$2040 p.a.

Helpst:

Guard, Stood-Stood Stood Stood

A/C Engine Parts Cleaner Helper, \$1620 p.a. General Mechanic Helper, \$1500 p.a. Ordnance Helper, 64c per hr. Plumber Helper, 84c per hr. Auto Mechanic Helper, 84c per hr. Apprentice Mechanical Trades, 58c per hr.

hr. Janitor, \$1200-\$1500 p.a.; 55c per hr. Laborer, \$1200-\$1680 p.a.; 53c-86c per Janitor, \$1200-\$1500 p.a.; 50c per nr. Laborer, \$1200-\$1680 p.a.; 53c-8de per hr.; \$5.25-86.40 per diem. Laundry Operator, \$1200-\$1500 p.a.; 60c-78c per hr.; \$24.80-\$39.60 per wk; Lithograph Operator, \$2000 p.a.; \$1.24 hr. Inspector
Inspector Firefighting Equipment, \$2800

p.a. Inspector General Supplies, Apprentice, Trainee, \$2000 p.a. Metal Products (Trainee), \$2000 p.a. Marine Position, \$1680-\$2800 p.a.; \$9.12

Machinist, \$1.04-\$1.10 per hr.; \$3200 p.s.; \$9.12 per diem.

Mechanic: Auto Mechanic, 70c-\$1.16 per hr.; General Mechanic, 95c-\$1.04 per hr.; Brake Mechanic, 98c per hr.

\$2300 p.a. Mechanic, \$1860 p.a. Rigger Mechanic, \$1860 p.a. Addressograph Machine Mechanic, \$1860 p.a. Mechanic Learner, \$4.64 per diem.

Aircraft Mechanic, \$1860-\$2200 p.a. Mechanic (Dockbuilder), \$2040 p.a. Mechanical Trades:

centained trades;
Toolmaker, \$1.31 per hr.
Apprentice Toolmaker, 55c per hr.
Weider, \$1.10 per hr.
Pipefitter, \$1.01 per hr.; \$2200 p.s.
Millwright, 98c-\$1.01 per hr.
Cooper, \$7.60 per diem.

Miscellaneous:
Caretaker-Gardener, \$1500 p.a.
R.R. Brakeman, 97c per hr.
Fumisator, B8c per hr.
Letterer, \$1440 pa.a.
Locksmith, 95c per hr.
Power Machine Operator, 64c-73c per

hr.
Mixer Macratop Operator, 93c per hr.
Stillman, Ether and Alcohol, \$1.01
per hr.
Rope and Wire Splicer, 86c per hr.
Rollcoad Trackman, 77c per hr.
Cleaner, \$4.48 per diem.
Seamstress, \$1320 p.a.
Sorter, 67c per hr.
Jr. Operating Realing Enginee, \$1800
p.a.

Engineman, Stationary, 93c per hr.

Repairman:

Office Appliance Repairman, \$1500-\$2260 p.a.
Office Machine Repairman, \$2040 p.a.
Typewriter Repairman, \$1860 p.a.
Auto Body Rep. and Welder, \$1.04 hr.
Tire Innertube Repairman, 67c per hr.
Armament Repairman, Traince, \$5.92
per dism.
Armament Repairman, \$1.02 per hr.

OVERSEAS VACANCIES

OVERSEAS VACANCIES

Master Machiniat, \$1.37 ½ per hr.

Tinamith, \$2600 p.a.

Pire Tyuck Driver, \$2400 p.a.

Evaporator Operator, \$2600-\$2875 p.a.

Electrician, \$2600-\$2875 p.a.

Armature Winder, \$2600-\$2875 p.a.

Diesel Oller, \$2800-\$2800 p.a.

Boiler Operator, \$2600-\$2875 p.a.

Kee Plant Operator, \$2600-\$2875 p.a.

Firefiriter, \$2400 p.a.

Plumber, \$2500 p.a.

Laborer (Bidg.), 75c per hr.

### Competitive **Exams For County Jobs**

The following open competitive examinations for County positions have been announced by the State Civil Service Commission. For application forms and full details,

Civil Service Commission. For application forms and full details, write to the State Civil Service Commission, State Office Building, Albany, or New York City.

51:32. POLICE CLERK, Town of Lancaster, Erie County, One vacancy at \$1.650. Closes October 27, 1944.

8139. CUSTODIAN, Village of Port Chester. Westchester County, Salary, \$1.290 to \$1.800. Closes October 27, 1944.

8131. CASE WORKER, Department of Public Welfare, Chautaqua County, Appointments expected at \$1.500. Closes October 27, 1944.

8132. CHILDREN'S COURT CLERK AND STENNOGRAPHER, Rockland County, Salary, \$1.900 to \$2,100. Closes October 27, 1944.

8133. PUBLIC WORKS SUPERINTEND-ENT, Village of Celeron, Chautaqua County, Apointment expected at \$35 per week. Closes October 27, 1944.

8134. INFORMATION CLERK, Westchester County, Salary, \$1.080 to \$1.320, plus bonus, Closes October 27, 1944.

8135. INTERMEDIATE CLERK, Westchester County, Salary, \$1.200 to \$1.560, Apointment expected at \$1.200. Closes October 27, 1944.

8136. PATROLMAN, Village of Mount Kisco. Westchester County, Salary, \$1.200 to \$1.560, Apointment expected at \$1.200. Closes October 27, 1944.

8136. PATROLMAN, Village of Mount Kisco. Westchester County, Salary, \$2.081.04 to \$2.600. Closes October 27, 1944.

Kisco, Westchester County, Salary, \$2,081.04 to \$2,600, Closes October 27,

194.
S137. CHIEF DIETITIAN, Grasslands
Hospital, Westchester County, Salary,
S3.260 to \$3,720, Closes October 27, 1944,
S139, JUNIOR CIVIL ENGINEER, Village of Port Chester, Westchester County,
Usual Salary, \$2,600, Closes October 27,
1944.

1944.

8149. CASE WORKER. Tompkins County. Apointments generally made at \$1,500. Closes October 27, 1944.

8156. PATROLMAN. Village of Falconer, Chautaqua County. Appointment expected at \$2,000. Closes October 27, 1944.

### Temporary Cop Eligibles Called In By Civil Service

Seven men from the eligible list for temporary patrolman-fireman were called in to the NYC Civil Service Commission last week to check on their qualifications for

jobs as temporary patrolman.
Gustave A. Chappory, Alfred A.
Hoe, Frederick L. Marcus and
John J. Casey were ruled qualified. James McCullough was declared ineligible because he didn't meet residence requirements. Jo-seph Frey and Charles L. Mitchell

Carpenier, First Class, \$1.35 per hr.
Beinforcing Rodsetter, \$1.35 per hr.
Painter First Class, \$1.20 per hr.
Electrician First Class, \$1.50 per hr.
Truck Driver, 5-10 Tons, \$1.05 per hr.
Mechanic, First Class, Heavy Duty Equip.,
\$1.50 per hr.
Mechanic, Second Class, Automotive, \$1.25
per hr.

Mechanic, Second Class, Automotive, \$1 per hr. Machinist, First Class, \$1.50 per hr. Tractor Operator, \$1.45 per hr. Shovel Operator, \$1.65 per hr.

High Cash Prices Paid All Makes-All Models Buyers Go Anywhere - Any Time

Tel. ELdor. 5-8321 CONNETT 404-420 E. 53 St. (1st Ave.)

CARS WANTED

HIGHEST PRICES PAID All Makes and Models From 1936 - 1942

PASSARO BROS. Dodge Plymouth Dealers 1286 FLATBUSH AVE. MA 6-1400

### TO BE SURE. HIGHEST PRICE

FOR YOUR CAR ANY YEAR OR MAKE SEE OR PHONE DEXTA

AT. 9-2998 1st Ave.-97th St., N. Y.

### CARS WANTED

ALL MAKES 1936-1942 Top Prices Paid FIELDSTONE MOTORS

New York's Oldest DeSoto, Ply. Dealers BROADWAY at 239th STREET MArble 7-9150

WAR MANPOWER COMMISSION Employers in non-essential industry may not hire a worker previously employed in ESSENTIAL industry without a state-ment of availability and referral card from the USES of the

WMO.

Employers in non-essential industry employing 4 or more persons may not hire any workers between 18 and 46 years of age previously employed in NON-ESSENTIAL industry without a referral card from the USES of the WMC.

Employers in essential industry may hire any workers previously employed in ESSENTIAL industry if he has a statement of availability from his last previous employer or from the USES of the WMC.

Employers in essential industry may hire any worker from non-essential industry without a statement of availability, and without a referral card from the USES of the WMC.

Critical workers and shippard workers must have a statement of availability and a referral from the USES of the WMC is order to secure any other job.

## Top Prices Diamonds, Watches, Etc. Responsible Buyers, Room 201 140 W. 42nd. LO 5-8370 PAY CHECKS CASHED

277 CANAL ST., Nr. Broadway 309 FIFTH AVE. Nr. 32nd St.

### PAWN TICKETS PROVIDENT TICKETS OUR SPECIALTY PRICES UP 75%

Help Wanted-Male

#### Radio Telegraphers

High speed, Tape 50 wpm, perforator 50 wpm, phones 30 wpm. No license required.

#### Radio Technicians

for International foint-to-Point RADIO communication stations.

Must possess at least 2nd class
radiotelegraphers license.

Code speed 20 words per minute.

Assgnment U. S. But outside
N. Y. C.

#### JR. CLERKS

We will employ you if you possess a knowledge of typing and pro-vide you meanwhile with an op-portunity to learn radiotelegraph operating.

Apply weekdays except Saturday between 10 a.m.and 4 p.m. ential workers need release.

R.C.A. Communications, Inc. 66 BROAD STREET, NEW YORK

## MEN

No Experience Required

PACKERS COUNTERS

5 DAYS — GOOD PAY OVERTIME — VACATIONS Other Employee Benefits

NEW YORK LINEN SUPPLY & LAUNDRY 352 EAST 62nd ST. Corner First Ave.

### MEN **NO EXPERIENCE**

MEALS AND UNIFORMS

FULL OR PART TIME BAKERS

DISHWASHERS POTWASHERS

PORTERS, Day or Night SODA MEN.

SALESMEN 4 P.M. TO 1 A.M.

BONUSES-PAID VACATIONS PERMANENT POSITIONS

#### SCHRAFFT'S

56 W. 23rd St., N. Y. Or Apply 5 to 8 P. M. 1381 Bway, nr. 38 St.

## **PORTERS**

HORNI SIGNAL MFG. CORP.

73 VARICK ST., N. Y. Canal St. Station—All Subways

Essential Workers Need Release

### MEN Day and Night Porters Full Time

STOCK MEN

And 2 P.M. to Closing

HEARN'S 74 Fifth Ave., New York City

#### **MODEL MAKER**

First class, for experimental work on Excellent working conditions

#### HAZELTINE ELECTRONICS

Corporation 58-25 LITTLE NECK PARKWAY LITTLE NECK, LONG ISLAND Free Bus from Trains & Buses

#### MEN-MEN

GENERAL PACTORY WORK
EXPERIENCE NOT NECESSARY
Opportunity For Advancement
OVERTIME and BONUS
Good Work Conditions
Permanent Positions

### HENRY HEIDE, Inc.

orment Dept., 84 Vandam (7th Sub. to Houston or 8th Ave. to Spring), Essential workers release statement.

Help Wanted-Male

### MEN

Part Time Evenings 6 to 10 P.M. Light Packing Work GOOD PAY

No Experience Needed Clean, Modern, Daylight Plant APPLY IN PERSON Revion Products Co.

619 WEST 54th St., N. Y. C.

#### MACHINISTS

All around, first class for experimental work on electronic equipment.

Excellent working conditions

HAZELTINE ELECTRONICS Corporation
S8-25 LITTLE NECK PARKWAY
LITTLE NECK, LONG ISLAND
Free Bus from Trains & Buses

#### EXPERIENCED WOOD PATTERN MAKER

IDEAL WORKING CONDITIONS EXCELLENT SALARY

Good Post-War Future for All

#### COLUMBIA MACHINE WORKS

Chestaut St., Brooklys B.M.T. Jamaica Line Crescent St. Sta.

#### MEN

With or Without Experience

ASSEMBLY & WIRING OF ELECTRONIC EQUIPMENT

CRITICAL WAR PROJECTS

#### BELL TELEPHONE LABORATORIES Washington & Bethune Sts.

Monday-Wednesday, 9-8 p.m. Thursday-Saturday, 9-5 p.m.

Take 7th-8th Av. Subway to 14th

#### MEN

For Part Time Work CLEAN, PLEASANT SURROUNDINGS

#### **HUYLER'S**

30-30 Northern Boulevard LONG ISLAND CITY

### MEN

NO EXPERIENCE REQUIRED \$130 MONTHLY

5-DAY, 40-HOUR WEEK

Miscellaneous clerical and messenger work in Engineering Office.

BABCOCK & WILCOX CO. 85 Liberty St., New York City

Help Wanted-Female

### GIRLS - WOMEN Ages 18 - 50

For packing and light factory no experience necessary: art time; excellent working condition.

W.M.C. Ruls Observed

Apply 9 to 5 Mon. thru Fri.

THOS. J. LIPTON, Inc. 1500 HUDSON STREET HOBOKEN, N. J.

### **TYPISTS**

5 DAYS — 40 HOURS Apply Employment Office

#### **Abraham & Straus** Paterson & Wood-Ridge, N. J. Brooklyn

**STENOGRAPHERS** CLERKS & TYPISTS

Excellent Opportunity Post - war possibilities. 5 day Week.

W. L. MAXSON Corp. 460 W. 34th St., N. Y. C.

#### Help Wanted-Male

Help Wanted-Male

### KEEP 'EM ROLLING

**Urgent Need to Move** Service Men and Women

## THE PULLMAN CO

LIMITED EXPERIENCE REQUIRED

**Upholsterers Electricians** Mechanics

NO EXPERIENCE REQUIRED

**Pullman Porters Laundry Workers Commissary Checkers Carriers** Store Room Laborers

Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board

APPLY

#### THE PULLMAN CO. EMPLOYMENT OFFICE

Room 2612, Grand Central Terminal, New York City Or Railroad Retirement Board, 341 Ninth Avenue, N. Y. C

### MEN

Able Bodied Men For Steady Work In ESSENTIAL FOOD INDUSTRY

Steady days, 81c per hour, minimum Minimum Rate 81c per hour

### The American Sugar Refining Co.

South 4th St. and Kent Ave., Brooklyn Those now in essential industry need release statement

#### MEN

MEN

Handling and Furnace Helper Work No Experience Necesary
For Minimum 48-Hour Work Week You Get FURNACE HELPERS — \$45.18 DAY SHIFT - \$41.08

YARD WORK - \$39.52 Additional Overtime If Desired
Aliens Accepted Immediately.
Essential workers need release statement.
Apply Mon. Through Sat., S A.M. to 5 P.M.

NASSAU SMELTING & REFINING CO., INC. Nassau Station, Tottenville, S. I., N. Y. Interviews Monday through Friday, October 16-20, from 10 A.M. to 4 P.M. U. S. E. S. War Manpower Commission, 87 Madison Ave. (28th St.) Street Office

E. E. DEVELOPMENT WORK TRANSMITTERS

DESIGNERS and DETAILERS

J. H. BUNNELL

BI PROSPECT ST., BKLYN, N Y.

### DRAFTSMAN Checker - Tracers

MECHANICAL AND STRUCTURAL GOOD SALARY EXCELLENT OPPORTUNITY

BABCOCK & WILCOX CO. 85 Liberty St., New York City

Help Wanted-Male & Female

## WOMEN WANTED

FOR LIGHT FACTORY WORK CONVENIENT HOURS

NO EXPERIENCE NECESSARY LOOK FOR BIG WHITE BUILDING

### EASILY REACHED BY ALL SUBWAYS LOOSE-WILES BISCUIT CO.

29-10 Thomson Ave. Long Island City, N. Y.

#### Male and Female

NEEDED IN ESSENTIAL LONG ISLAND CITY PLANT Near Queens Plaza Subway NO EXPERIENCE NEEDED FULL OR PART TIME

Minimum wage \$27.36 for 48 hrs. Plenty of overtime.

Avon Agency 40-26 MAIN ST., FLUSHING Phone FLushing 3-2990

#### MEN & WOMEN for

TRAIN SERVICE

end STATION DEPT. No experience necessary.

Apply by letter only HUDSON & MANHATTAN

Room 113-E. 30 Church St. New York 7, N. Y. Essential workers need release statement.

Help Wanted-Female

### GIRLS & WOMEN **NO EXPERIENCE**

FULL OR PART TIME

BAKERS COUNTER GIRLS PANTRY WORKERS SALAD MAKERS STEAM TABLE DISHWASHERS WAITRESSES
Full Time-Part Time
Lunch Hours
HOSTESSES COOKS DESSERT MAKERS FOOD CHECKERS LAUNDRY WASHERS

MEALS AND UNIFORMS
FURNISHED
SONUSES—PAID VACATIONS
PERMANENT POSITIONS OPPORTUNITIES FOR

SALESGIRLS

### SCHRAFFT'S

56 W. 23rd St., N. Y. Or Apply 5 to 6 P. M. 1381 Bway, nr. 38 St.

GIRLS - WOMEN

\$22.44 to Start DAYS — VACATION Good Working Conditions Other Employee Benefits

NO EXPERIENCE REQUIRED

NEW YORK LINEN SUPPLY & LAUNDRY 352 EAST 62nd ST. Corner Pirst Ave.

### JR. CLERKS GIRLS WOMEN

(at least 16 Years of age)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*

No experience necessary. Knowledge of typing preferred. We will employ you in interesting work, handling

International RADIOGRAMS. Opportunity meanwhile to learn Teletype or Radiotelegraph Operating in our free school.

Apply weekdays except Satur-day between 10 a.m.and 4 p.m. Resential workers need release. R.C.A. Communications, Inc. 46 BROAD STREET, NEW YORK

#### \*\*\*\*\* **ASSEMBLERS** BEGINNERS

Assembly and wiring opera-tions on experimental parts DAY OR NIGHT SHIFT

Starting rate \$31.20 including overtime. 6 days. Bonus for night shift. Automatic salary increases January 1 - April 1.

### BELL TELEPHONE LABORATORIES

744 Washington St., N.Y.C.

Monday thru Saturday, 9 am to 5 7th-8th Ave. Subs to 14th, walk So. to 13th, then W. to Washington St.

## **GIRLS**

Over 16 Years of Age

### I.B.M. KEY PUNCH OPRS.

MON. TO FRIDAY 5 or 6 P.M. to 10 P.M.

### S. KLEIN 6 UNION SQUARE NEW YORK CITY

Help Wanted-Male & Female

### Men & Women

Light, clean stock work.
5 Days—40 Hours Good starting salaries No Experience Necessary

Sears, Roebuck & Co. 360 W. 31st Sr .- 5th Floor

Over 16 Years of Age

5 or 6 P.M. to 10 P.M.

### KLEIN

& UNION SQUARE NEW YORK CITY

### SALESWOMEN

Full Time And 1 P.M. to Closing

CLERICAL, CASHIERS STOCK GIRLS WRAPPERS SODA FOUNTAIN

#### HEARN'S 74 Fifth Ave., New York Chy

16 OR OVER

NO TRLEPHONE REQUIRED 5-DAY, 40-HOUR WEEK GOOD WORKING CONDITIONS Miscellaneous clerical work in Engineering Office.

85 Liberty St., New York City

Apply 9 A.M. to 10 P.M. Prompt Multigraphing

WAR WORK

## HENRY HEIDE, Inc.

Experienced or Beginners Considered

Defiance Button Machine Co.

## **WOMEN & GIRLS**

### 56 West 23d St., N. Y. CANDY PACKERS

SCHRAFFT'S

Earn from 55 to 60c per hour with wago incentive

Excellent Working Conditions
Fost War
Overtime, Time and Half
Paid Vacation and Holiday Bo

### Girls-Women, 18-35

Experience Unnecessary
TO FOLD CLEAN DIAPERS
Pleasant Working Conditions
FREE MILK AND COFFEE

\$23 WEEK TO START CAN EARN \$35 WEEK OR MORE IN SHORT TIME

## **GIRLS**

Help Wanted-Female

### **Part Time**

Stock and Receiving

Mon. to Fri.

ATTENDANTS S-DAY - 40-HOUR WEEK No experience neccesary. We will train you.

## GIRLS - WOMEN

BABCOCK & WILCOX CO.

Hand Addressing Time work or piece work Part time or full time.

### 104 West 14th St. GIRLS-WOMEN.

EXPERIENCE NOT NECESSARY General Factory Work, Opportun-ity for Advancement and Bonus. Overtime. Good work conditions. Luncheon facilities.

## Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential weekers need release statement.

**TYPISTS** BILLING CLERKS

5-Day, 40-Hour Week

## 43 WEST 24th ST., N. Y. C.

PART OR FULL TIME LAUNDRY WORK CANDY PACKING

Day and Night Work

QUAKER MAID CO. 80 - 39th ST., BROOKLYN, MAY.

General Diaper Service 79-55 Albion Ave., Elmhurst, L. L. Elmhurst Ave., station, Ind. subset

#### READER'S SERVICE GUIDE

MR. FIXIT

Clockwork

KREF IN TIME! Have your watch
sheeked at BINGER'S WATCH REPAIRING, 109 Park Row, New
York City, Telephone Worth 2-3271.

Patent Attorney

SORGE C, HEINICKE—Registered in all States. Have you an idea
or Invention that should be patsaided? Come in and talk it over
at no cost to you. Open 10 A.M.,
to 4 P.M. 147 Fourth Ave., Room
SPO, N. Y. C. Tel.: Algonquin
4-9586.

Piano Tuning

PROELLENT, RELIABLE turning

-33. Repairing, reconditioning,
reaconable, Go any distance, References: Hunter College, Ed. of Educ.
JOSEPH ALFREDGE, 239 73nd

84. Brooklyn. SH. 54783.

Typestifers

Typeseriters
TTPEWRITERS, adding calculating machines Addressorrapis, mimeographs Rented, Bought, Repaired, Sold, Serviced. Wormser Typewriter and Adding Machine Corp., 958 Broadway at 23 St. AL 4-1772.

USED CARPETS, BROADLOMS, Bure, Stairs Linoleum, Rubber Tile, Ogrpet Cleaning, Bought and Sold. 147 West 23rd—OHelsea 2-8767.

Auto Service Auto Service

A. L. EASTMOND, formerly of 37

W. 144th St., is now located at 306-8 W. 143ed St., nr. 8th Ave., and offers his old customers and triends the same reliable collision and towing service. ED, 4-3220.

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 Second Avs. (Nr. 3rd 54.)

NUDE RADIO SERVICE, 50 Second Avs. (Nr. 3rd 5t.)
RADIO SERVICE LABORATORY.
Guaranteed radio ropairs on all makes, Tubes now available. Call ATwater 9-0927, 1670 Second Ave., N. Y. C., between 86th 87th Sts.
Dressmaker
MODELS TO SUIT YOUR PERSONALITY, made to order. Dorothy Dantsler-Pyles, dressmaker, 1275 Fifth Ave., N. Y. C., Cor. 109th St. University 4-4857,

Scientific Rug Cleaning

ORIENTAL AND DOMESTIC RUGS CLEANED and Shampooed. It it's your rugs or carpots, call MO 8-6561. Carvell, 80 St. Nicholas Ave., NYO. at 114th St. Free Storage until Sopt. 1st.



#### Height Increased

BE TALL AND STATELY-Add almost one inch to your height in six treatments with Psycho-physical couch, Proven by test, Free dem-onstration, Absolutely safe, inex-pensive. Strengthens body, posture. Beauty Build Inst., 151 W. 57th St. Cl. 7.6392

#### Beauty Culture

The BEAUTY Bar, Specializing in all Branches of Beauty Culture Expert Operators. M. Smith, Prop. 203 West 145th St., Aud. 3-8085

JOLA WHITE, Proprietor of The Washington Beauty Salon, formerly of Washington, D. C., is now established at 754 East 165th St. Bronx, Opportunity for two operators, Dayton 3-8308.

e HAITH'S SEAUTY SALON, lo-cated at 2434 Eighth Ave. (bet, 130th & 131st Sts.), offers the finest in Beauty Culture. All sys-tems. Closed Tuesdays. Tel, AU 3-9245 for appointment. Less Haith, Prop.

#### AFTER HOURS

MARRIAGES ARE NOT MADE IN HEAVEN! Introductions arranged CAREFULLY, Call Mr. Chancis, LO.

SOCIAL INTRODUCTION SERV-ICE opens new avenues to pleasant associations for men and womes. Responsible, dignified clientele, Non-sectarian. Personal introductions. Confidential, MAY RICHARDSON, 111 W, 72nd St. ENdicott 2:2033. 10 A.M. to 7 P.M. daily, 12 noon to 6 P.M. Sunday.

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Through Our Personal Introductions. Enhance Your Social Life,
Discriminating Clientele. NonSectarian. Original Dating Bureau. GRACE BOWES, Est.
1935, 236 West 70th St. (Bet.
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ARE YOU FRIENDSHIP OR MAR-RIAGE MINDED! Investigate my Method of Personal Introduction. Finest references and recommenda-tions. CONFIDENTIAL Service. Helen Brooks, 100 W. 424 St., WI 7.242.

A PUBLIC SERVICE — Meet new friends; men-women, all ages, non-sectarinn; thousands new members oldest internationally known or oldest internationally known or-ganization; offices in Hotel Went-worth: Daily-Sunday, 12-8, Clara Lane, Contact Center, 56 W. 47th BR 9-8048 or send stamped en-velope for particulars.

#### WHERE TO DINE

HAVE LUNCH TODAY at the O.K. Restaurant, 28 Elk Street (between Pearl and Duane), Excellent home cooking, Breakfast, luncheon, catering. Two floors of table service.

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St. Enjoy "Home Atmosphere." Good Food—The Way You Like It. Sorry—Closed Saturday & Sunday.

FREE TEA CUP READING. Hedy's Tea Garden. Tea and Cookies 35c, Weekdays, 11:30 A.M., to 10 P.M.; Sat. & Sun., 11:30 A.M. to 10 P.M. 461 East Tremont Ave., near Cre-tona Theatre; 1 flight up.

VIRGINIA RESTAURANT, West 119 St. (Between St. Nich West 119 St. (Between St. Michola and Sth Ave.), serves delicious dinners. UN. 4-8800. Mary Aber nathy, Prop.

MRS. BROWN'S, YOUR FAVORITE cating place, is now located in its own spacious establishment—op-posite the Old Stand, 2415 Seventh Avenue, N. W. corror 141 St. Spe-cialining in southern home cooking. BARONS BAR-8-Q ROTISSERIE. Famous for tastily cooked foods. Breakfast, luncheon and dinner. Serving a la carte. 2499 7th Ave. (Next to Roosevelt Theater.) MERCHANDISE WANTED

CASH PAID IMMEDIATELY Pianos and Musical Instruments.
TOLOHIN, 45 E. Sth St. AL 4-8917.
SILVERWARE FLAT AND HOL-LOW. Urgenity needed. High prices paid. J. Sloves, 149 Canal St. WA, 5-0606,

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#### Clothing

HARLEM FUR EXCHANGE— Buys, Sells, Exchanges Furs. Stor-age, Insurance, Clean, Glaze. Re-model, Restyle. New coats, individ-ually styled. Phone Ed. 4-6840 or visit 2228 Seventh Ave. (131 St.)

NEW AND SLIGHTLY USED SUITS and Top Coats. Such standard brands as Bonds, John David, Kusnart Clothes. All 3-piece suits. \$16.50 to \$22.50 for all sizes and shapes. Grand Clothing Co., 519 Lenox Ave., Bet, 135 & 136 Sts.

PAY A VISIT TO THE BORO Clothing Exchange, 39 Myrile Ave., Bklyn. We earry a full line of men's, women's and children's clothes of the best advertised brands. All dry closned and pressed for just a fraction of their original cost. Write for Catalog C. Easy to reach by all cars, and buses and subways.

TAUB'S MEN'S Clothing Shop, new and slightly used. Pants to match. We buy and sell used clothing. Suits and coats from 35 up. Quality brands. 500 W. 43 St.

H. GORMAN, Men's and Young Men's Clothing—Slightly used, well known manufacturers; topcoats, nuits, overcoats, from 55 up. 423 West 42nd St., bet. 9th-10th Aves.

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SEAT THE RISING PRICES! Buy Quality Merchandiss at Bargain Prices. Clothing for men, women, children. Home furnishings, novel-tics, THE TIPTOP, 29 Greenwich Avs. WA. 9-0828

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MEXICAN ARTS-CRAFTS, Las Novedades 87 Christophar St. (Village). 11:00 A. M. to 11:00 P. M.

Beauty School
ALMANELLO (Alma Grant
Founder) Terms very reasonable. Call, phone or write for
particulars, 2157 Seventh Ave,
(nr. 128th St.) UN, 4-9364.

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Vulcantsed by Experts at the
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NOW OPEN — TITO's Specialty
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Dresses, etc.

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SUBSTANTIAL SAVINGS, GIFTS
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Lumber

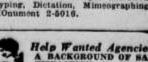
Lumber

KITCHEN UNITS, WARDROBES
and LUMBER OF ALL DESCRIPTIONS, Liberty Lumber Co., 126-16
Liberty Ave., Richmond Hill, VI.
3-7220; 218-42 Hempetead Ave.,
Queens Village, Hollis 5-3730,
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FURS REPAIRED, REMODELED,
expert giasing, blending; all kinds
of furs for sale, BROADWAY
FURRIERS, 305 7th Ave., 7th
floor, CH 4-6995,

50% SAVINGS ON PERSIAN LAMB or Paw Coats, Direct from Manu-facturer to you at wholesale prices. Convenient payments arranged. RAPPAPORT FURS, 174 Pifth Ave. between 23rd and 23rd Sts., N. Y. C. Room 505. OR, 4-0199. Closed Saturdays.

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every description. No job too large
or too small, Envelopes addressed,
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Broadway, Barclay 7-8133 to 8137

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SPECIALISTS IN VITAMINS AND
Prescriptions. Blood and urine apocimens analysed, Argold Drug Co.
prescriptions to Sept. 15, 1942 refilled on our premises, Notary Public, 15c per signature. Jay Drug Co.,
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#### Bald Heads

CLARENCE GREEN'S MIRACU-LOUS DISCOVERY restores hair to bald heads; age or condition of bald-ness does not matter; Roots don't die. For particulars call, phone, Clarence Green, 64 Bradhurst Ave. (cor. 145th St.), N.Y., AU 3-9745.

#### Scalp-Hair Treatments

EDITH BRADLEY gives scientific scalp and hair treatments in your home. Over 20 years experience in New York, Paris, Free consultation, Call JA 9-0178.

#### LEGAL NOTICE

#### COPARTNERSHIP NOTICE

COPARTNERSHIP NOTICE

SCALAMANDRE & SON — Notice is hereby given of the fitting of a certificate of limited partnership in the office of the County Clerk of the County of New York, New York, on September 29, 1944, the substance of which is as follows: The name of said limited partnership is SCALAMANDRE & SON, The character of the business is that of manufacturing, buying, selling, and in all ways handling and dealing in silk and other textile fabrics of all kinds, and raw materials entering into the composition of silk and textile fabrics of all kinds, and raw materials entering into the composition of silk and textile fabrics of all kinds, in New York City and elsewhere, and to deal in such other merchandise as may from time to time be determined by the general partners. The location of the principal place of business is 598 Madison Avenue, New York, N. Y. General partners: France Scalamandre and Flora Scalamandre, both residing at 83-80 Charlecote Ridge Road, Jamaica, Queens County, New York, Limited partners: France Scalamandre, Erame of Partnership: September 16, 1944 to December 31, 1945, and thereafter from year to year, unless six months before December 31 of any year, a general partner by written notice delivered to principal office, desires a termination of partnership on December 31 of such year when the partners is as follows: France Scalamandre as Trustee for Adrians Scalamandre, 84,000,00; France Sealamandra as Trustee for Adrians Scalamandre, 54,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 4,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 6,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 6,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 6,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 6,000,00; France Sealamandra as Trustee for Adrians Scalamandre, No. 6,000,00; France Sealamandra as Trustee for Adrians Scalamandra, No. 6,000,00; France Sealamandra, No. 6,000,00; France Sealamandra, No. 6,000,00; Fra made by any of the limited partners. The contributions of the limited partners, in-creased by gains or decreased by losses, are to be returned to them upon the termina-tion of the partnership. Upon written consent of all general partners, and u-terms, additional limited partners may admitted. Upon death sent of all general partners, and upon terms additional limited partners may be admitted. Upon death, retirement or insantly of a general partner, the remaining partner or partners shall have the right to continue the business, subject to ascertainment and payment of share of deceased or retired partner, together with the good will of said partnership, as of the date of death or retirement of such partner. A limited partner is given the right to substitute an assignee of his interest as contributor in his place, on same terms and conditions governing the assignee shall have the rights and obligations of a substituted limited partner upon attaining twenty-one years of age. The said certificate was duly signed and acknowledged by all of the partners.

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of YICTOR INFANTS' WEAR HOUSE, INC., has been filed in this department this day and that it appears therefrom that each corporation has compiled 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 September, 1944.

Thomas J. Currau, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a

OF STATE, as.: I do hereby certify that a certificate of dissolution of GEM PHOTO SUPPLY CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has compiled 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 September, 1944, Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

LEGAL NOTICE

OF STATE, sa.: I do hereby certify that a

certificate of dissolution of

A. GOLDEN, 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. (Scal) this 28th day of September, 1944.

Thomas J. Curran, Secretary of State, By Prank S. Sharp, Deputy Secretary of State,

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.; I do hereby certify that a certificate of dissolution of GRENROCH BUTTER & EGG, INC.

GRENROCH BUTTER & EGG. 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. (Soal) this 6th day of October, 1944.

Thomas J. Curvan, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: I do hereby certify that a certificate of dissolution of A C B L SUPPLIES, INC., has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 6th day of October, 1944.

Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby ceruify that a

certificate of dissolution of
ALLIED WHOLESALING CORPORATION,
has been filed in this départment 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 deplicate under my
hand and official seal of the Department of
State, at the City of Albany. (Seal)
this 3rd day of October, 1944.

Thomas J. Curran, Secretary of State, By
Frank S, Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of XI, MANAGEMENT CORP., has been filed in, this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 13th day of October, 1944.

Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of JOHNSON FISH CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 106 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) his 17th day of October, 1944.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

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

K S M REALTY CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has compiled 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 15th day of June. 1944.

Thomas J. Curran. Secretary of State, By Frank S, Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.; I do hereby certify that a

LEGAL NOTICE

ectificate of dissolution of BAISLEY MARINE WELDING CORP., BAISLEY MARINE WELDING CORP., has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that its dissolved. Given in diplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 5th day of October, 1944.

Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the courthouse, 52 Chambers Street, Borough of Manhatian, City of New York, on the 6th day of October, 1944. Present: Hon, JOHN A. BYRNES, Chief Lastice.

In the Matter of the Application of JOSPHINE WILLIAMS as guardian of ALICE RONCINSKE for leave to change her name to ALICE MATHEWS.

Upon reading and filing the petition of JOSEPHINE WILLIAMS, duly verified on

Upon reading and filing the petition of JOSEPHINE WILLIAMS, duly verified on the 16th day of September, 1944 and the petition of ALICE RONCINSKE, duly verified on the 24th day of August, 1944, and it appearing to my satisfaction that there is no reasonable objection thereto; NOW, on motion of HARRY B. FRANK, attorney for the petitioner, it is ORDERED that ALICE RONCINSKE be and she hereby is authorized to change her name and assume the name of ALICE MATHEWS, on and after the 15th day of November, 1944, and that this order be entered and the papers upon which it is granted to be filled, within ten days from date in the office of the Clerk of this Court; that a copy of this order be published once in The Civil Service LEADER, a newspaper published in the County of New York, within ten days after the entry thereof, and there be filled and recorded in the office of the Clerk of this Court an affidavit of the publication of this order within forty days from the date thereof, and on and after the 15th day of November, 1944, she will be known by the name she is herein authorized to assume and no other name, and it is further ORDERED that a certified copy of this

ORDERED that a certified copy of this order shall not be issued until proof of compliance with the above provisions have been filed with the Clerk of this Court.

JOHN A. BYRNES, C. J. C. C.

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

THE HOME GUILD, 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 September, 1944.

Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a

### DR. N. S. HANOKA

**Dental Surgeon** 300 WEST 42nd ST. (Cor. 8th Ave.) Phone BRyant 9-5852 ONLY BY APPOINTMENT

DR. H. SCHLISSEL Dental Surgeon STAPLETON, S. I. 380 BAY ST. GI 7-1985 Tues., Thurs., Sat., 9 A.M. - 7 P.M.

BRONX, N. Y.

EAST FORDHAM RD. SE 3-7640
Mon., Wed., Fri., 9 A.M. ~ 7 P.M.

BENTON WOOLEN CO., INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that its dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 19th day of September, 1944.

Thomas J. Curran Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

LEGAL NOTICE

certificate of dissolution of BENTON WOOLEN CO., INC.,

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: I do hereby certify that a certificate of dissolution of BELANN DRESSES, INC.,

BELLANN DRESSES, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 103 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 September. 1944, Thomas J. Curran, Secretary of State. By Prank S. Sharp, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: I do hereby certify that a certificate of dissolution of HOME FILM LIBRART, 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 September, 1944.

Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

Chronic and Neglected Ailments
SKIN and NERVES
KIDNEY — BLADDER
RECTAL DISEASES
SWOLLEN GLANDS Men and Women Treated

### Dr. DERUHA

128 EAST 86th STREET Above Lexington Are, Subway Station Centrally located, easily reached from everywhere

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For Kind, Sympathetic and Efficient Service CONSULT CHARLES W. BRYANT, Director COMMUNITY **FUNERAL HOME** 1899A FULTON ST., BROOKLYN Bus., GL 2-5622 Res., GL 5-7537 (Colored Clientele)

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Varicose Veins, Open Leg Sores, Phiebitis, Rheumatism, Arthritis, Sciatica, Eczema

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L. A. BEHLA, M.D. 320 W. 86th St., New York City

EN 2-9178

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Palmer's "SKIN SUCCESS" Soap is a speriel soap containing the same costly medication as 104 year proved Palmer's "SKIN SUCCESS" Continent. Whise up the rich cleansing, FOLUT MEDIL ITHIN with finger tips, washcloth or brush and allow to ramain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching of eccems, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap, Fee your youth-clear, soft loveliness. CESS: Soap. For your youth clear, soft loveliness give your skin this baxerious 3 minute foam; medica-tion-treatment. At toiletry counters everywhere 25e or from E. T. Browne Drug Company, 127 Water St., Mow York 5, N. Y.

### CHRONIC DISEASES

of NERVES, SKIN AND STOMACH ney. Stadder, Ceneral Weaks Lame Back, Swellen Glands, PILES HEALED

Positive Proof? Former patients can tell you how I healed their pless without hospitale, knife or pain.

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Examination & AVAILABLE VARICOSE VEINS TREATED MODERATE FEES

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SKIN ITCHING; ECZEMA, BLADDER AND STOMACH AILMENTS; VARICOSM VEINS, RHEUMATHISM, PAINS IN THE JOINTS, COLDS TREATED, BLOOD TEST FOR MARRIAGE LICENSE, CONSULTATION FREE—X-RAY AVAILABLE MODERATE PERS DR. A. SPEED 205 E. 78th St. (Cor. 3rd Ave.) Daily; 10 to 3 4 to 8; Sundays 11 to 2—35 Years Practice interrope and Resemblical Attention for Women; Beducing, Backache, Inflammation, Notyousness, 48.

NEGLECTED, CHRONIC AND ACUTE DISEASES

# POAMY MEDICATION ..

### News About **Employees in New York State**

(Continued from page 1) tendants, Farm Group and others feel they have been let down. . . . Farm Manager Eibert Johnson and Carl Rozelle have been cleaning their guns, readying themselves for the hunting season. Game seems fairly abundant so its likely Johnny and Carl will have full bags. . . The hills around Harlem Valley are beautiful, with the maples putting on the best show of color and numer-ous players are seen on the golf ous players are seen on the golf course anxious to enjoy the few remaining days before cold weather sets in. . . . Mrs. Irene Mason accompanied President Gordon Carlile to the meetings in Albany, Monday and Tuesday, October 16-17. The delegates cartical energy are several resolutions supersored ried several resolutions sponsored by the Chapter for consideration by the delegates. One resolution proposed that the state-wide- As-sociation for Civil Service Em-ployees purchase a vacation spot, civil service workers and their families can relax for a few days at reduced costs. The meeting here October 11 was well attended and proved most interest-

#### Rockland State

Pharmacists' Mate Peter A. Gaideczka, a registered nurse at Rockland State Hospital before entering the armed forces, has been missing in action since Sept. 15, the Navy Department has in-formed his wife, who lives in Watervliet. He was in service four years and for a year had been on submarine duty in the South

#### -RADIO CITY -**MUSIC HALL**

Showplace of the Nation BOCKEFELLER CENTER

"Solid entertainment , , , rich, exu-berant, varied and forceful!" —Eileen Creciman, Sun —EILEEN CREELMAN, Sun

Greet Pidgeon Garson

in Metro-Goldwyn-Mayer's "Mrs. Parkngton"

ON THE GREAT STAGE

"AMERICAN RHAPSODY"—Featuring
the beloved music of George Gershwin . . . produced by Leonidoff . .
with the Glee Club, Rockettes, Corps
de Ballet and Music Hall Symphony
Orchestra, direction of Erno Rapec.
First Messanine Seats Reserved
in Advance
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GENE TIERNEY
DANA ANDREWS
CLIFTON WEBB ...

Extra!

BUY BONDS!

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1 20th CENTUR

HUMPHREY BOGART

Ernest Hemingway's

"TO HAVE AND HAVE NOT"

. . . WARNER BROS. HIT . . .

Walter Brennan - Lauren Bacall

Dolores Moran - Hoagy Carmichael

BROADWAY at 51st ST. HOLLYWOOD

### Why You Should Consider A Post Office Job Now OPA JOBS ALSO TO BE FILLED

Applications for the job of Substitute-Clerk Carrier are being accepted by the U. S. Civil Service Commission, for positions in the Metropolitan area.

Applications will be received and Rationing Boards. These until the need of the service has been met. However, if too many a year. The Post Office openings persons file, only a number considered sufficient to meet the estimated vacancies will be called in for the written examination. They will be called in the order of application, so it is to the applicant's advantage to get his ap-

plication filed early.

To get your name on the list, call at the Federal Civil Service

After the examination is given, In addition, the list may be used that case, the experience gained to fill clerical jobs in local Price will prove invaluable.

pay 65 cents an hour. Most ap-pointments will be made as 'subs," for part-time work, when needed. Vacancies in regular pos-tal jobs are filled from the substitutes according to seniority.

Both men and women are want-

ed; veterans' preference is given ex-service men, widows of deceas-ed ex-service-men, and wives of

Commission, Christopher and disabled ex-service men.

Washington Street, New York
City, Ask for Announcement
Number 2-6.

The Jobs Open

After the even between the disabled ex-service men.

These jobs are not to be confused with temporary pre-Chrismas openings recently announced.

They will last for the duration or until such time as the Post Office successful candidates will be call-ed in to fill positions as substi-tute carrier and clerk; occasion-an examination is held for perally as regular carrier and clerk. manent Post Office jobs. And in

Service Department should give

more than lip service to cooperat-

ing with our association and con-

sulting it prior to decisions which are as important as the ones you

have brought up and also in cases of revision of rules, etc. Since President Conway became a mem-

ber of the Commission, we had a

promise that the Association would be advised of the agenda for Civil Service Commission meetings so that we might plan

to be present when controversial issues were to be discussed. How-

ever, we have never been advised

of the calendars for Commission

meetings and we have to convey our ideas to the Department in one way or the other. We hope

that there will be a change in policy and that the Commission will realize the good sense of op-taining the advice of the Associa-

tion on new or revised changes in rules or as to examinations and exemptions."

### Labor Dept. **Employees Resent Exempt Jobs**

(Contined from page 9) old investigators had been assigned to "instruct" the new appointees, that while he was earning \$2,300, he was teaching men who were starting in at \$2,400 to

Association View
These two situations were referred to the Albany offices of the State Association for considera-tion. In reply, William F. McDonough, executive secretary, said:
"I feel personally that the Civil

DANCE THIS SAT. & EVERY SATURDAY NITE In New York's Beautiful

City Center Casino 135 West 55th St. Nr. 7th Ave. 

MITCHEL AYRES & His Entire Orchestra & Revue

ADMISSION - 83e

ACTSI 11

B'way & 47th St.

Now Playing Open ROXY 7th Ave. & 50th St.

## **Gets Boost in Mark**

Clerk Candidate

One eligible on the NYC promotion list to Clerk, Grade 4, Department of Sanitation, had her mark on the examination raised last week.

The Civil Service Commission found that she hadn't received proper credit for an in-service training course which she had take in 1940, and changed Helen Wertheim's grade from \$250 to Wertheim's grade from 83.50 to

However, this change doesn't make any difference in her standing on the list.

SANTA CLAUS GIFTS ON WAY TO SANITATION GI'S

The NYC Department of Sanitation is taking the Government's advice to mail Christmas packages early. Gift packages are already on their way to the 1,100 Sanita-

tion men in service.
The Sanitation Servicemen's Committee has arranged that each uniformed employee will re-ceive; a one-pound fruit cake, a pound of candy, a package of razor blades, a pocket book of short stories, a tooth brush, 2 packs of cigarettes, a deck of cards and a large tube of shaving cream.



DOORS OPEN 10 A.M.

### FOR VACATION FUN AND REST





HUMPHREY BOGART

"He" man Bogart is currently starring in the dramatic new Warner Bros. film, "To Have and Have Not," which is now showing at the Hollywood Theatre.



GAIL DUSSELL Now at the New York Paramount in a charming screen comedy of another decade, "Our Hearts Were Young and Gay" is the sparkling young actress, Gail Russell.

"To Have And Have Not" is one and features Vincent Price. "Lauof the important new screen productions currently showing on the New York screens. This dramatic romance set in wartime Martinique, stars Humphrey Bogart and introduces to the film public, an arresting new screen personality, in the person of Lauren Bacall, who makes her screen debut in the leading feminine role opposite Mr. Bogart. A Warner Bros, film, directed by Howard Hawks it is being shown at the Hollywood Theatre

Roxy Theatre... A heart-warming comedy is "Our Hearts Were Young And Gay," which is the screen adaption of the Cornelia Otis Skinner best seller. The screen heroines are the Charming Misses Gail Russell and Diana Lynn; the studio responsible, Paramount Pictures; and the scene of the fun, the New York Paramount Theatre....Seven year old Sharon Mc-Manus has been selected by Gene Kelly as his dancing partner, in ....Another new film of great in-terest which is chock-full of chors Aweigh." In addition the drama, mystery and suspense, is the 20th Century Fox Film, featured in a new picture, "Tenth "Laura" which stars Gene Tierny Avenue Angel."

### Tex McCrary Writes Important who flew and maintained the planes, it is as thrilling as the picture "The Memphis Belle." **Book on Air Force**

All royalties from the sales of "First of the Many", true stories of the original officers, combat and ground crews of the Britain-based 8th U. S. Army Air Forces, will be donated to the Army Air Forces

Aid Society. Written by Lieut, Col. John R. (Tex) McCrary and David R. Scherman, the book is of epic military importance. It tells of the accomplishments of precision Force bombing of the German targets Simon by day. Written as a personal his- \$2.75.

tory, told in the worlds of the men

Eaker Wrote Introduction A cast of two hundred soldiers moves through the pages of the volume, which has an introduction by Lt. General Ira C. Eaker, Com-manding General of the 8th Air Force from December 1, 1944. There are 128 full pages of photographs, many from official USAAF sources, and the remainder by David Scherman, LIFE magazine staff photographer, who was recently connected with the 8th Air Force. The book is published by Simon E. Schuster, and sells for

Stage Plays

Stage Plays

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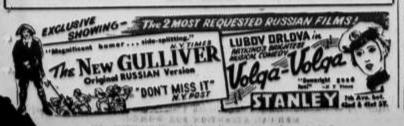


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## **New Exams for Permanent Jobs** Opened by New York State Civil Service

New York, Usual salary range \$2,641 to \$3,240. Application fee \$2.00. At present, one vacancy exists at \$3,000.

8140. COURT STENOGRAPHER, Supreme and County Courts, Third Judicial District. At present, one vacancy exists at \$5,200 in the Supreme Court, Application fee \$5.00. Candidates must have been legal residents of the Third Judicial District which comprises the counties of Albany, Columbia, Greene, Remsselaer, Schoharie, Sullivan or Ulster for four months immediately preceding the examination date. This examination will probably be held in December,

8141, HEAD JANITOR, State and County Departments and Institutions. Usual salary range \$2,000 to \$2,400. Application fee \$1.00. At present, a vacancy exists in the Division of Laboratories and Research, Department of

8142. HEAD STEAM FIREMAN, Department of Correction. Usual salary range \$1.800 to \$2.300. Application fee \$1.00. At present, one vacancy exists at Sing Sing Prison.

8143, HOUSING MANAGEMENT FIELD

ASSISTANT, Division of Housing, Executive Department, Usual salary range \$4,000 to \$5,000, Application fee \$3.00.

8144. JUNIOR ADMINISTRATIVE AS-SISTANT. Department of Labor. Usual salary range \$2,500 to \$3,100. Applica-tion fee \$2.00, At present, one vacancy

\*8145. JUNIOR LIBRARIAN (CATA-LOG), State Library, Department of Edu-cation. Usual salary range \$1,800 to \$2,300. Application fee \$1.00. At present,

one vacancy exists.

8146. REHABILITATION INTERVIEWER, Bureau of Vocational Rehabilitation, Department of Education, Usual
salary range \$1,800 to \$2,300. Application fee \$1.00.

8147. SENIOR LABORATORY TECH-

8140. COURT STENOGRAPHER.

ALBANY-A new series of examinations for permanent jobs has been announced by the State Civil Service Commission. They cover 13 different job-groups; assistant law reporter, court stenographer, head janitor, head steam fireman, housing management field assistant, junior administrative assistant, junior librarian, rehabilitation interviewer, senior laboratory technician, psychiatrist, transportation engineer, soil conservationist, and psychiatric social work expert. Some of the details about these jobs follow below.

The salaries listed do not include the wartime bonus, which brings up the pay in each case 10 per cent for those posts paying \$2,000 or less, and 7½ per cent for those posts paying between \$2,000 and \$3,750.

Applications for the written examination listed below will be re-ceived up to November 4. Most of these examinations will be held on November 18, 1944. Some may be held earlier or later as circum-stances require. In case of any de-parture from the scheduled date, candidates will be given adequate notice. None of these examina-tions, however, will be held before

November 4, 1944.
Applications for the unwritten examination will be received up to November 17.

Completed applications, TO-GETHER WITH THE RE-QUIRED FEE, should be filed or postmarked on or before Novem-4 for written examinations, and November 17 for the unwritten examination.

A salary range is given for each of the examinations listed below. Appointment is expected at the minimum plus a war emergency

bonus.

State Written Examinations of
November 18
(Applications should be filed by
November 4)
8091. ASSISTANT STATE REPORTER.
Law Reporting Bureau of the State of

NICIAN (SANITARY CHEMISTRY), Division of Laboratories and Research, Department of Health. Usual salary range \$1.650 to \$12.150, Application fee \$1.00, At present, one vacancy exists.

8148. SENIOR RESEARCH PSYCHIATRIST (GENETICS), New York State Psychiatric Institute and Hospital, Department of Mental Hygiene. Usual salary range \$4,000 to \$5,000, Application fee \$5.00.

S103. SENIOR TRANSPORTATION ENGINEER. Department of Public Service. Usual salary range \$4,000 to \$5,000. Application fee \$3.00. At present, one vacancy exists in the Albany Office.

8150. SUPERINTENDENT OF SOIL CONSERVATION, Bureau of Soil Conservation, Conservation Department. Usual salary range \$4,000 to \$5,000. Application fee \$3.00. At present, one vacancy exists.

State Unwritten Examination of
November 18
(Applications should be filed by
November 17)

\$138. ASSISTANT DIRECTOR OF
PSYCHIATRIC WORK, Department of
Mental Hysiene, Usual salary range \$3,500
to \$4,375, Application fee \$3,00, At present, one vacancy exists.

Application forms are obtain.

Application forms are obtainable from the offices of the State

Civil Service Commission, at the State Office Building, Albany, or 80 Center Street, New York City.

When writing for details, circular and application form, specify number and title of position and enclose a 3% x 9-inch or larger self-addressed envelope, bearing 6 cents postage. DO NOT ENCLOSE EXAMINATION FEE WITH THIS REQUEST.

### Marine Gets His Old Job Back

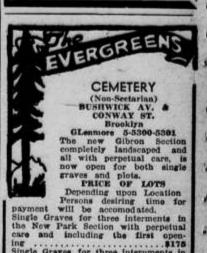
Edward Swedin, former autoenginemen (chauffeur) for the NYC Department of Hospitals had way back to his job cleared by the Civil Service Commission last

On August 21, 1942, Swedin resigned from his job to enlist in the Marine Corps. He was honorably discharged from the Corps on September 15, 1944, and applied for his old job. for his old job.

Henri Schwob, secretary of the Hospitals Departments, asked permission to change the records to read "on military leave" and to restore him to his \$2,280 job. The Commission gave its OK.

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## THE NEW YORK GUARD NEEDS MEN

AS MORE and more Federal troops are sent out of the United States and those remaining are being trained for overseas service, the State Guards of the various States become of greater and greater importance. They are the first line of internal defence against any disaster, be it man-made or an act of nature.

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

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

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

Join now! Do your bit!

## NYC Law Dept. Rules On Seniority of Vets

Last week the Corporation Counsel handed down an opinion to the NYC Civil Service Commission which effects the promotion of

City employees now in service.

The ruling of the Corporation Counsel was that a City employee skipped for promotion because he had been in service when his name was reached on the promotion list, and was subsequently promoted on his return to the job, should get seniority from the day he as-sumed the higher grade, not the

day he was skipped. While the Law Department did not give the reasons for this rul-ing, it was felt at the Civil Service Commission that the action "logical."

How It's Done

At present, some City depart-ments promote eligibles who are reached on a list "effective on return to duty"; other depart-ments skip such employees. The ruling of the Corporation Council places them on a par, whether they were skipped or promoted.

Seniority is an important factor in layoffs, but veterans are pro-tected by State law.

Seniority determines eligibility for a promotion examination. For examination may "two years experience." non-veteran who received a promotion, while another man who was above him on the list was in service, may become eligible for a promotion examination, while the veteran lacks the required time on the job.

But, it is pointed out, actual experience on a job is necessary to qualify for a higher post, and the veteran can't receive credit for his time spent in military service.

It is possible that the whole matter will end up in a number of law suits.



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