

ALBANY STATE LIBRARY
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See Page 8

PAROLE OFFICER TOPS 45 NEW STATE EXAMS

EDITORIAL

The Fire Chief's Job— Spoils or Merit?

Case for Governor Dewey

THE CHIEF of NYC's Fire Department occupies a position whose duties are among the most highly technical in the whole roster of public employment. So concerned has the City been with the importance of quality in this post that, at a time when the concept of merit was much less understood than it is today, the Chief's job was made competitive. For nearly half-a-century, the position has been held by men of civil service, obtainable only by the men best qualified through training, experience, and examination. To this day, the post represents a major achievement (Continued on Page 13)



United Parents Association told NYC Comptroller Lazarus Joseph that City money should be expended on improving educational facilities and aiding employees, rather than "unnecessary functions" such as the Golden Anniversary celebration.

Age Limits 21-60 For \$69 Parole Job; Openings in NYC

An examination for Parole Officer heads a list of 45 State tests for which applications are now being issued and received, and will be until Monday, April 26. Application blanks may be obtained from the State Civil Service Commission, by mail or in person, Room 2301, at 280 Broadway, at Chambers Street, or at the State Office Building, Albany (Continued on Page 8 under Exams for Public Jobs)

Parents Assn. Blasts Use of NYC Cash For 'Circus,' Demands Aid to Employees

Reports that the Board of Estimate would cut the budget submitted to it by the Board of Education for school needs, while allocating more than \$600,000 to celebrate the City's Golden Jubilee were criticized strongly by the United Parents Association of New York City today. The criticism was voiced in a letter from UPA's President, Mrs. Rose Shapiro, to Comptroller Lazarus Joseph, who is representing Mayor O'Dwyer in the drafting of the City budget to be submitted by the Mayor's office to the Board of Estimate on Thursday, April 1. The United Parents Association is the over-all body of the city's parent-teacher organizations. "The United Parents Association has just learned that appropriations made, but not yet spent on the City's Golden Jubilee al-

ready total \$600,000 and may finally total many times that amount," the letter declared. "We also have been informed that there is a likelihood that the budget request of the Board of Education, which in our opinion is less than adequate, will actually be cut by you and Budget Director Thomas J. Patterson. Such a combined action is unthinkable.

Police, Health Protection
"This is not time for circuses, nor can a City, whose essential services in the realms of education, police and health protection are not what they should be, afford to strut in the public eyes nationally. Let us put our house in order first, bringing these services to the point where our instructional system is adequate from the viewpoint of buildings, size of teaching staff, quantity and quality of supplies and ancillary services, and where we have enough policemen to adequately patrol all school crossings and a nurse in every school. Then, and only then, can we afford to throw a spotlight of publicity at these services, in full view of the nation, and boast. To boast when what you have is inadequate is to deceive the public. The City of New York, at this

time, can ill afford a \$600,000 expenditure for bluffing and public as well as self, deception.

Costly Projects

"Certainly no money should be spent for 'show' when school children are killed by autos on City streets, as happened at P. S. 147, Manhattan, last week. Would the

gravestone of that little boy be part of the exhibit?
"Nor does the claim that the money being given to the Golden Anniversary Committee is to be returned deceive us or anyone else. The history of the City is replete with examples of such costly projects which failed to return even (Continued on Page 16)

Graduated U. S. Raises Proposed by Senators

Special to The LEADER
WASHINGTON, March 29—The Republican leadership in Congress, which is spearheading a raise for U. S. workers, got word to make the hike more modest, in view of the increased expenditures proposed for national defense needs. A bill is being drafted for the Senate Post Office and Civil Service Committee to include revamping of the Classification Act along lines proposed by the U. S. Civil Service Commission, and increases for employees covered by that act, ranging from \$50 to \$700 a year, and averaging either \$350 or \$300. The postal employees would be the

only large group to get a flat salary increase, \$500, if the average of the other is \$300, or \$450 if that average is \$350. The total cost of all raises would be limited to \$500,000.
The bill would increase the minimum pay of permanent adult employees from the present \$1,756. Chairman William Langer, of the Senate committee, wants a \$2,400 minimum, but may have to settle for \$2,200.
Meanwhile President Truman, who at first frowned on a raise for U. S. workers, is reported to be ready to approve one, if it is not too costly.

More State News, pp. 2, 3, 4, 5, 6, 7, 8.

Sanitation (B) List, 4,959 Names, Issued

The Sanitation Man, Class B, eligible list was published by the NYC Civil Service Commission. There are 4,959 eligibles.
The Department of Sanitation is anxious to make appointments as soon as possible, as it has about 1,700 provisionals in the title. Appointments can be made only after the list is promulgated, which will depend on clearance of veteran preference claims by the U. S. Veterans Administration. Appointments will be made at about 200 a month, as soon as most of the provisionals have had their vacations, so as soon as the top 300 or so names are cleared by

VA, the promulgation probably will be made.
The eligible list for promotion to Sanitation Man, Class C, is promised by the Commission for publication next Tuesday.
A delegation saw President Joseph A. McNamara, of the Commission and Commissioner Darwin W. Telesford. The Commissioners called Examinations Director Samuel H. Galston into the conference and Mr. Galston reported the practicable schedule.
President McNamara explained that delay in the Sanitation lists had been unavoidable. Frankly, (Continued on Page 8)

What's Next? Dr. Frank L. Tolman Describes 'Unfinished Business' of Civil Service

Deliberate, fast-thinking, slow-speaking Dr. Frank L. Tolman leaned back in his chair. He flicked the ash from his perennial cigar, smiled lightly, crossed one leg over another, just a trifle awkwardly.
"The unfinished business of civil service?" he enquired. "There will always be unfinished business in civil service."
The employees of the State of

New York had reached the highest pinnacle, thus far, in salaries and working conditions. The Civil Service Employees Association had won for them a raise in pay that will come to more than \$20,000,000. Nearly fifty bills improving their status, in many ways, had passed the Legislature at the 1948 session. Relations with the administration were excellent. The cumulative work of the past 10 years

was suddenly brilliantly manifest. What next?
Only Beginning
Dr. Tolman was talking about his philosophy of civil service. "What still remains to be done? Why, we are only near the beginning. And always, the solution of one problem brings on a host of others. There was a time when some scientists thought that all the knowledge of the nature of

things was won. Since then, man has learned much more—and the problems still unlearned are greater than ever."
The little, distinguished crusader for the employees, President of the organization which had won so much, held his hand, with the cigar in it, over the chair.
Sidetracking Merit System
"Civil service is like that, too. But we have problems that re-

quire to be attacked now. One of the biggest ones is the sidetracking of the merit system in appointments. Too frequently, cases are brought to our attention where political considerations enter into jobs, transfers, promotions, which are supposed to be filled entirely by merit. With the years, this evil grows on itself. We shall have to deal with it. I suppose there will (Continued on Page 7)

STATE AND COUNTY NEWS

Westchester-Putnam Non-Instructional Group Asks for Pay Changes

The Westchester-Putnam Non-Instructional School Employees Association has completed a preliminary study of pay rates for non-teaching school employees in the area and is proposing new pay scales and a flexible cost-of-living adjustment. The Association is a unit of Westchester Chapter, The Civil Service Employees Association, and the proposal, which has been prepared by Michael A. Russo, Chairman of the Civil Service Committee, has gone to District Boards of Education. It reads:

"Again we appeal to you for earnest consideration of the Non-Instructional Employee of your School District, in your deliberations on your Budget Requirements for the school year 1948-49.

"We enclose a copy of a resolution adopted at the last meeting of our Association which we believe to be fair and just. We recognize that high salaries in these times of inflation present a problem to Boards in the future when times are reversed. We realize too, that Boards do not cherish the idea of changing Salary Schedules frequently as much as they would like to give a salary with as much purchasing power as that of 1935-1939.

Conservative Request.

"Our recommended Salary Schedule for Custodian is very conservative and lower than many Schedules now in operation. This together with the Cost of Living formula recommended, we believe will answer all the problems confronting Boards as aforementioned. It will eliminate the yearly pleas to you from your Non-Instructional Employees in the future—it is a proven plan—it is fair to the Board of Education, to the Employee and to the tax payer.

"We would like to recommend Salary Schedules for all Non-Teaching Employees but because of the wide differences in titles, types of work and varied responsibilities for similar positions, we feel this is impractical at this time. It is our opinion, however, that the position of Custodian is used in mostly all districts and covers uniform types of work, hence we suggest that it be used as the key position. Further, that Salary Schedules for all other positions in the operation and maintenance department be adopted higher or lower depending on the responsibility of the position, relative to that of Custodian, using the same formula for High Cost of Living Adjustment. As to other positions in the Non-Teaching Staff similar consideration should be given.

"We agree with School administrators that Civil Service Rules and Regulations as they pertain to School Districts could stand improvement and perhaps revision, and this is not meant as a reflection on the Commission upon whom, overnight, were thrown thousands upon thousands of positions to care for, with neither the Staff or the facilities to handle the job. We are surprised to learn, in spite of the Feinberg Law which stipulates that Salaries be fixed for Non-Instructional Employees (construed by Dr. Brind to mean adoption of Salary Schedules) that some districts have yet to do so. We are surprised to learn of the wide differences in titles for similar work, hours of work, sick leave, vacation periods, payroll periods etc. We are surprised to learn that some School Districts, though few, are not members of the New York State Employees Retirement System thus depriving Non-Instructional Employees of even a small degree of security in their old age—this is most serious

since such employees are not eligible for Social Security. The New York State Employees Retirement System will be glad to send a representative to survey your district. Under the payment plan that the system offers, it is surprising how little need be budgeted yearly to provide this protection for these people.

Satisfactory Plan Possible

"We know those problems have been given much thought by all Boards and we do believe that a satisfactory and more or less uniform solution can be effected and we would appreciate the opportunity of working the problem out with you. We have proposed that a Conference consisting of representatives of the School Boards of our two counties and of our Association be formed to strive for a solution of problems confronting Boards and Non-Instructional Employees. Further, we feel confident that not only would this be of great help to the Civil Service Commission but that the latter would welcome any satisfactory solution of problems between our two bodies and would give every consideration towards approval to those solutions."

Proposed Formula

The resolution requests:

"1. That the salary schedule for custodians be fixed at a minimum of \$2,200 and maximum of \$2,700; that yearly increments of \$100 be given to begin at the end of the first year until the maximum is reached; that custodians now employed be paid yearly rates to which they are entitled by virtue of past service.

"2. That a high cost of living adjustment be determined on the basis of the "Cost of Living Index of the U. S. Bureau of Labor Statistics," as of March 15 each year, so that the same may be included in the budget for the succeeding year, and that such high Cost of Living Adjustment be added to base pay. The formula for determining the high cost of living adjustment each year shall be as follows:

"A. To cost of living index minus 120, add or subtract \$18 per point. H.C.L.A. (index minus 120) x \$18.

"3. That the pay for all other Non-Instructional positions in the School District be determined after fixing a minimum and maximum on the same basis.

"4. That all work performed by employees before or after regular hours be compensated for at the rate of \$1.50 per hour.

"5. That a minimum vacation of three weeks with pay be allowed all full time employees who have completed two years of service with the district.

"6. That a County Conference of School Boards of Education be formed; that each School District designate a member of its Board, the Superintendent, or supervising principal as its representative to meet with the Board of Directors of the association to discuss the problems outlined in the within resolution."

Large Cities Get OK to Set Up Own Association Chapters

Special to The LEADER

ALBANY, March 29—Any city with a population of 200,000 or more may now have its own chapter of The Civil Service Employees Association. A change in the Association's constitution permits the city workers to operate their unit independently of the county employees in the area. It thus becomes possible for Buffalo city employees, for example, to have their own chapter while employees of Erie County, of which Buffalo is a part, set up a separate chapter.

The issue, a "live" one, was settled by the Association's County Executive Committee, and by its Board of Directors, in Albany on March 25.



Civil Service Department Chapter members: William J. Murray, Counsel Joseph Schechter, Helen Chase, Examinations Director, Thomas Bransford, Administrative Director, Charles L. Campbell, Eugene McLaughlin, Henry McFarland, Elizabeth Staley and Francis Sullivan at Association annual dinner.

Answers Given To Questions on Maintenance

Special to The LEADER

ALBANY, March 29.—The office of John T. DeGraff, Counsel for the Civil Service Employees Association, has answered some of the questions and objections which have been raised in connection with increased maintenance rates for State institutional employees.

1. The amount of the increase was arranged as the result of discussions between employee representatives and the administration, after the facts had been fully pointed out at a meeting of employees representing institutions throughout the State. A member of the Division of the Budget explained all aspects of the proposed increase.

2. An increase was felt necessary, to equalize the equities between employees living outside and those living inside the institutions. Prior to 1947, the emergency bonus was paid on the cash salary received by employees, not on the value of maintenance. This was done on the ground that the increase was absorbed and paid by the State; and therefore the emergency bonus should be on the cash salary only.

Windfall

In 1947, when the bonus was incorporated in the base pay scales, the employees who received maintenance earned a windfall, because of the fact that they had been getting an emergency bonus on the value of the maintenance they received. The windfall was continued this year because the present emergency bonus law likewise provides that the bonus is paid on gross salary. Therefore it was felt necessary, in order to equalize the situation between those in and outside the institutions, to make some increase in the rates charged for meals. There has been no increase in the amount charged for living quarters.

3. In addition, as a practical matter, increase in the rates for meals will not result in any real increase to the employees affected because the amount of the increase is, in most cases, substantially equal to the windfall which these employees received, resulting from the fact that the new basic scales and the emergency bonus are computed on gross salaries instead of cash salaries.

4. These arguments do not take into consideration the increased cost of food.

Western Conference Meets In Albion on April 3

Special to The LEADER

BUFFALO, March 29—The next regular meeting of the Western New York Conference will be held in Albion on Saturday, April 3.

This will be the first Conference meeting held in Albion, since the first official meeting in June, 1945. Seven Western New York Chapter Presidents signed the Constitution and By-laws on that date, establishing the first Regional Conference of The Civil Service Employees Association.

Officers and delegates of sixteen member Chapters will gather on April 3 to carry on the Conference objectives under the leadership of its founder and Chairman, Robert R. Hopkins, of Buffalo.

In the 2½ years of its existence, the Conference has been granted area representation on the Association's Board of Directors and assisted in the development of the Central, Southern, Metropolitan

and Capitol District Conference. No Chapter has withdrawn from Western Conference membership.

All Chapter dues have been paid in full defaults. The only problem was raised by the voluntary overpayments of some Chapters which required the adoption of a resolution to adjust these overpayments. Every resolution, action or policy adopted by the Conference has received unanimous support of its members, and each officer has been unanimously elected. Legislative and local Government officials have attended meetings. The Director of the State Retirement System, the Chairman of the Personnel Council, as well as experts in the fields of Personnel Administration, Service Record Ratings, Rules and Regulations, Credit Unions, and Labor Relations, have brought material messages of value, previously unavailable to individual Chapter Member Chapters have direct access to Executive Committee and Board of Directors through the representative on these bodies and are more informed on matters of operations and negotiations than ever before. Its members are proud of their progress. They know how much remains to be done, and invite all Chapters in this area to join in this Conference work.

Louise Gerry, State Civil Service Commissioner, who was present at the first Conference meeting in 1945, will attend this year's meeting and John E. Holt Harris Jr. Counsel to the Association, will review the 1948 legislative program.

As is customary, a dinner will be served at 7 p. m., following the afternoon meeting. Mrs. Mary Houghton, 40 West Ave., Albion, N. Y., was in charge of reservations.

June Exam Series

Special to The LEADER

ALBANY, Mar. 29—The June series of State examinations will open on Monday, June 7, according to present plans. No decision has been reached yet on which exams will be included, but none of them will be of the popular type, an official said.

TROY—The Troy Veterans Vocational School Chapter of The Civil Service Employees Association observed a St. Patrick's evening of celebration at the Sunset Inn. The entertainment committee consisted of Edward Rings, Chairman; Jack Clute, William Servis, William Saunders, Joseph Suesse and Don Heath.



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STATE AND COUNTY NEWS

Association Building Drive Rolls Into High Gear

ALBANY, March 29. — What the new building contain? The tempo of employee interest in the projected new home of the Civil Service Employees Association rises, suggestions are being made for the organization's headquarters — suggestions that range from private rooms to a convention hall.

Decisions are being made yet, Frank L. Tolman, Association president, informs the Board of Directors; but the Board of Directors seeks suggestions and will welcome any ideas for improving the new building for increased efficiency of employee service.

Among suggestions that have been made thus far for the sort of building to go into the building: a recreation room; civil service offices; private offices for the executives; discussion rooms where representatives could meet; an auditorium cafeteria; mail room; a small print shop; a "service room" — with typewriters and other conveniences for members, who must get their work done fast; meeting rooms of various sizes; stenographic rooms. One employee even suggested that "the Association set up a number of beds in the new building, so that when we come to Albany and the hotels are filled, we have a place to stay." A girl from the western part of the State is suggesting "adequate, comfortable powder rooms. They're so important after a tiring day in Albany."

The Association will consider suggestions from employees — but of course the final decision will be based on utility. The building will be a functional operation, with no "frills," designed for the job for which the Association exists.

The site for the structure has been selected, although it will be close to the State Capitol, within easy reach of department offices, executive chambers of the Governor, and the Legislature. The possibility is that the Association won't build, but will purchase an existing structure and remodel it. The present headquarters office in the Capitol will be used as an information office.

Throughout the State, members of the Association are furiously engaged in raising money for the project. "We are really gratified by the enthusiasm and the results so far," says Joe Lochner, executive secretary of the Association. The success of the building fund drive is contingent upon exactly the kind of sustained effort we've had so far.

He released the names of departments which have been especially active up to the present in the effort. Among them: Agriculture and Markets, Albany; Education, Albany; Health Laboratory, Albany; James A. Christian

Memorial, Health; George F. Gilleran, Public Works, Albany; Tax Department, Albany; Motor Vehicle, Albany; Ithaca chapter; Buffalo; Syracuse; Southwestern chapter; Albion; Coxsack; Danemora; Westfield State Farm; State Hospital; Rome State Veterans Vocational School; Gratiot; Craig Colony; Hudson River School; Central Unit Barge Canal; Public Service Motor Vehicles; Public Works, Dist. 2, Hamburg; Public Works District 4, Rochester; Public Works Dist. 10, Babylon; New Hampton; Westchester County; Onandaga; St. Lawrence County; Association headquarters chapter; Banking, Albany; Law, Albany; Herkimer County; Montgomery County; School Custodians, Dutchess County.

Mr. Lochner emphasized that these are only the chapters which have been most active to date, and by no means the only chapters which have been hard at work on the building fund drive.

The Association also seeks suggestions for the building's name. Names submitted so far include: The Frank L. Tolman Building; The Civil Service Center; Civil Service Employees Association Building.

Member groups of each chapter of the Civil Service Employees Association throughout the State are doing their utmost to make certain that their organization has adequate headquarters in order to represent their interests properly. Their enthusiasm and effort is inspiring the success of the Association's Building Fund drive. They reason that the organization must have living room; that it must have the necessary staff and equipment to do a right job for them. This certain group in each chapter is the Building Fund Committee. These committees are listed herewith. Each member of each committee merits your support by assistance to the building fund effort in every possible way.

Department of Agriculture and Markets, Albany Chapter: Elizabeth F. Gleason, Charles W. Noxon, Alice D. Reilly, Spencer Duncan, Dorothy Van Derzee, Perley Eastman, Margaret E. Nial, Kathryn J. Devine, Florence Van Noy, Mildred Baxter, Lucia C. Damarell, Eleanor M. Holmes, Isabel G. Fitzpatrick, Rhoda Green, Dr. C. E. Safford and Dorothy J. Smith.

Capitol District Armory Employees Chapter: Randal V. Vaughn, Anthony J. Stangle, Willard G. Walsh, Willard G. Landsberg, Charles W. Jacobie, John L. Trumble, Francis W. Morey, Howard W. Coonradt, William W. Gregory and Frank D. Salmone.

Capitol District Correction Department Chapter: William J. Deere, Marie Loughlin, Helen T. David, Werner A. Loster, H. A. Maloney, John J. Yeung, J. Stewart Burton, May H. Ray-

Westchester Group to Honor H. C. Gerlach

The 1948 annual dinner of the Westchester County Competitive Civil Service Association will pay tribute to the Herbert C. Gerlach, County Executive of Westchester. The Association is a unit of The Civil Service Employees Association. The dinner will be held on May 4, at Schmidt's Farm, Scarsdale, and will be attended by high officials of the State Government, Federal, State and County legislators, members of the Judiciary, and most County officialdom, in addition to the rank and file County employees.

In charge of the arrangements is J. Allyn Stearns, past President of the Westchester Association, who stated that with a seating capacity of about 500 and almost twice that number expected to be looking for seats, reservations would be apportioned as fairly as possible and every attempt made to disappoint none of Mr. Gerlach's admirers.

County Executive Gerlach has served in his present post since mid-1941, when he succeeded former Supreme Court Judge and gubernatorial nominee William F. Bleakley. He had previously been Commissioner of Finance and Chairman of the Board of Supervisors. During his administration as County Executive many gains have been made by the County Service including institution of the only Emergency Compensation in New York State which systematically fluctuates with changes in the cost-of-living; advancement of merit system policies, establishment of modernized pay scales, and most recently, the setting of a 40-hour base work week for Westchester County employees.

Department of Agriculture and Markets, Albany Chapter: Elizabeth F. Gleason, Charles W. Noxon, Alice D. Reilly, Spencer Duncan, Dorothy Van Derzee, Perley Eastman, Margaret E. Nial, Kathryn J. Devine, Florence Van Noy, Mildred Baxter, Lucia C. Damarell, Eleanor M. Holmes, Isabel G. Fitzpatrick, Rhoda Green, Dr. C. E. Safford and Dorothy J. Smith.

Education Department Chapter: Lewis Binns, Samuel Clements, John W. Albert, Lloyd L. Cheney, Hazel Abrams, Ward C. Bowen, Ethel Nansing, James O. Hoyle, Mary S. Lindsey, Lillian D'Armit, Wayne W. Soper, Walter A. LeBaron, Agnes A. Wall, Catherine LaRose, William K. Wilson, Edward S. Mooney, Hugh M. Flich, John G. Broughton, William N. Fenninger, Forest Benjamin, William MacLean, Howard F. Kouig, Dr. H. V. Gilson, Marie Tracy, Irvin A. Conroe, Laura MacDowell, John Connery, Ida M. Cohen, Mary R. O'Brien, Mary Nerf, Ada Nixen, Samuel Bohlin, Katherine Bender, Ralph F. Fleming, Florence Boochever, Martha Derz, Marguerite Vine and Arthur F. Ahr. (To Be Continued)

The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.



Why Service Record Ratings?

THE PAGES of civil service and personnel journals are full, these days, of discussions of service rating plans and procedures. No two writers seem to agree and hardly any one has a good word for any existing system. No new proposed plan seems to offer much in the way of improvement over existing systems.

Ever since Mr. Probst played around with his human traits elements and was surprised to find that they worked in sorting out the sheep from the goats, the tendency has prevailed to rate the employee as a person rather than as a worker or to measure the job actually done by the person.

Business, particularly in the field of production, largely uses more objective and measurable methods. Volume of work and accuracy of work can be measured. The job can be broken down into a limited number of elements and measured with some degree of objectivity. Of course, it is infinitely more difficult to apply objective methods to a public service that includes nearly every skill and profession.

The Mechanical Machine vs. the Human Machine

Nearly every manufacturer of a machine issues a manual telling how the machine operates, how its different parts work together, and how to analyze and correct any failure to function. In human affairs we have persons who operate with high efficiency and little loss by friction, and others who stall and break down frequently. Have we any knowledge of the dynamics of human action that explains the variation? Put the broken down human machine in new surroundings and he may operate with surprising success.

In my opinion, a new approach to the measurement of efficiency might be useful. Obviously, you can't measure all jobs by the same yardstick. If you try to do so you come up with generalities that mean little or nothing.

You can't devise any plan that will have universal application and which will yield accurate results.

You can't easily measure quality of work. You should measure output or products of work where such measurement is easy.

You should measure growth and improvement as well as accomplishment.

You should be sure of impartiality in any rating plan. You should have facts to work on as far as possible.

Ratings should not be the responsibility of any one person.

When all is said and done, service ratings will probably remain largely subjective opinion of more or less amateur and biased raters. The immediately important thing is to make rating an art if it can never be a science. The rater holds some of the keys to job advancement. Like Peter, he should be intelligent, modest, highly responsible, open-minded, patient and just.

Let's make Service Record Rating a professional creative job, for success depends more on the rater than on the plan which he uses.

Delegates and Guests at Association Dinner



Governor Dewey making the presentation of the annual Harold J. ... Memorial Award donated by The LEADER. William E. Hannan, ... the New York State Library, won the cup but was away, ill. Charles F. Gosnell, State Librarian, is shown accepting the cup on his behalf. Governor Dewey praised the State Library as one of the most enterprising and progressive agencies of State Government and characterized Dr. Gosnell as an exemplary public servant for his ability and leadership in making its extensive collections of books, public records and archives eminently useful to the people of the State.



Jesse B. McFarland, 1st Vice-president of the Association; Mrs. Francis A. MacDonald; Leo Britt (standing, foreground); Francis A. MacDonald, Chairman of the Southern Conference, and Elizabeth Hayt, Secretary to Assemblyman Van Duzer. In the background (seated) Edith Fruchthender is feeding herself an olive and Kenneth A. Valentine is hailing some one. They are from the NYC Chapter. The man with the determined face, clutching his program, is H. J. Bernard, Executive Editor of The LEADER.

STATE AND COUNTY NEWS

Employees' Association Plans Action On Veteran Preference and Holidays

Special to The LEADER
ALBANY, March 29. — The Board of Directors of The Civil

Service Employees Association, in a lengthy meeting last Thursday, turned down a number of pro-

posed changes in the Association's by-laws, heard a report on the legislative work of this year, considered plans for a huge ball-and-business meeting, and took up for action several grievance matters.

Committee Duties

The rejected by-law amendments would have defined verbally the duties of ten existing committees. Proponents of the changes argued that these duties ought to be sharply delineated, and not left subject to change with each new administration. Opponents pointed out, however, that the amendments would make the Association a rigid, inflexible body; that duties of committees ought not be too sharply defined; that jurisdictional squabbles be-

tween committees would not be susceptible of easy settlement; that the wording of the amendments placed burdens upon the committees which would in practice be almost impossible of achievement; that duties would devolve upon committees (such as the preparation of legislation) which should be in the hands of experts; and that the Board of Directors had it in its power at any time to alter or query the work of committees.

The amendment finally adopted states that the President shall prescribe the duties of Committees, subject to approval by the Board of Directors.

Election Machinery

Another proposal rejected by

the Board would have required at least two nominees for officer on the official ballot, a proposal lost on the ground adequate machinery is already available for nominating candidates.

Building Fund Drive

Dr. Charles Brind, of the State Education Department, reported that the Association's Building Fund Drive was proving more successful than anyone had anticipated, with wide employee interest and participation throughout the State. He revealed plans for a gala ball and celebration at the State Armory in Albany May 22. A "name" band will appear. It was decided by the Board to charge \$1.50 admission to pay costs. Dr. Brind warned the Armory could not hold more than 2,000 persons "comfortably" and that therefore the number of tickets to be sold is necessarily limited.

McFarland Reports

A report on the Association's legislative achievements was made by Jesse B. McFarland, vice-president of the Association and head of its Legislative Committee. The Association had had an excellent year, achieving the enactment of nearly 50 of its bills, a satisfactory salary adjustment, excellent liaison with the administration on legislative matters.

Vet Preference Bill

John T. DeGraff, counsel, described the veteran preference bills passed by the Legislature, pointing out that veterans themselves had been engaged in drafting of the Mitchell bill, which the Association favors. He told of the impressive activity of veterans before the Legislature in behalf of this bill, and outlined the nature of activities necessary to assure passage of the measure again next year. He described the workings of the present law, citing the case of a man on the roster in 146th grade.

The Board of Directors affirmed by vote its confidence in the administration's handling of preference legislation.

Conferences

Ernest Conlon, of Binghamton, and Robert R. Hopkins, of Western Conference, explained present working of the Conference Plan. They asked re-affirmation of the principles of electing representatives regardless of chapter size, more information about conferences to chapters; that certain chapters be represented on the Board; that the Board of Directors go on record as fostering conferences. The Board so voted on record.

The sensitive problem of equal religious holidays was brought before the Board by William J. Farrell, representative of the Mental Hygiene Department. Seconded by several others, he pointed out that the present system is entirely unsatisfactory. Tolman replied: "The Association has long tried to get a uniform liberalized ruling, but so far has been unable to do it. We have put every pressure on the Civil Service Commission, but they apparently fear it's a hot potato."

John F. Powers, 2nd vice-president, introduced a resolution that three days be added to vacation time for the purpose of religious holidays, that this plan be proposed to the proper authorities and — should action not be forthcoming — an appeal made to the Governor.

The resolution was adopted.

State Eligible Lists On View At 'Leader' Office

The following New York State eligible lists resulting from Open Competitive examinations are available for inspection at The LEADER office, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall Park and just west of Broadway.

Open-Competitive

Account Clerk, State and County Departments.

Junior Architectural Draftsman, State Departments.

Executive Officer, Alcoholic Beverage Control Board, Dutchess County.

Assistant District Health Officer, Health.

Junior Laboratory Technician, Tompkins County.

Hospital Attendant, Chautauqua County.

Senior Typist, Tompkins County Psychologist, State Departments and Institutions.

Inter Stock Clerk, Westchester County.

Junior Civil Engineer, Westchester County.

Junior Civil Engineer, Westchester County.

Pharmacist, Grasslands.

Nutritionist, State Departments and Institutions.

Executive Officer, Alcoholic Beverage Control Board, Putnam County.

Junior Librarian, State Departments and Institutions.

Institutional Education Supervisor, Vocational, Social Welfare.

Pharmacist, State Departments and Institutions.

Head Clerk, Surrogate, Westchester County.

Milk Account Examiner, Agriculture Markets.

Junior Building Structural Engineer, Division of Construction, Buildings and Grounds, Public Works.

Promotion

Senior Clerk, Rockland County.

Executive Officer, Alcoholic Beverage Control Board, Columbia County.

Senior Engineering Aide, State Departments and Institutions.

Assistant Forest Surveyer, Conservation.

Institution Education Supervisor, Physical Education Recreation, State Institutions.

Supervisor Case Work, Mental Hygiene, Health, Clinic, Westchester County.

Assistant Superintendent West County Home Public Welfare.

Intermediate Medical Social Worker Grasslands Hospital, Public Welfare, Westchester County.

Editorial Assistant, Mental Hygiene.

Plant Operator, Westchester County.

Supervisor, Roadside Improvement, Public Works.

Correction Inst., Education Supervisor, Recreation, Correction.

Senior Employment Manager (Prom.) Labor Department.

General Clerk, Clerks Office, Erie County.

Assistant Examiner of Accounts Procedures, Erie County.

Senior Clerk Medical Record, Willard State Hospital.

Senior Office Machine Operator, Key Punch, Civil Service.

Senior Office Machine Operator, Tabulator, Civil Service.

Senior Compensation Claims Auditor, N. Y. Office, Insurance Fund.

Senior Office Machine Operator, Tabulating IBM, DPUI.

Senior Bookkeeper, Westchester County.

Special Deputy Court Clerk, Part I, Office of County.

Clerk, Clerk of Court, Erie County.

Chief Index Clerk, County Clerk's Office, Rockland.

Accountant, Social Welfare, Erie County.

Senior Real Estate Supervisor, Social Welfare, Erie County.

Civil Service District Supervisor, Associate Personnel, Technical Exam, Civil Service.

Conservation Education Assistant, Division of Conservation.

Associate Conservation Publications Editor, Division of Conservation.

Publications Production Supervisor, Division of Conservation.

Senior Conservation Publications Editor, Division of Conservation.



Members of Tax Department chapter: Helen Esray Chase, President George W. Hayes, Hazel A. Ford, James Decker, Henry La Barba, Francis Kelliher, Mrs. Ellis T. Riker and Ellis T. Riker at Assn. dinner.



Charles R. Culyer, Association Field Representative; Guy E. deCordova, President, Hudson River State Hospital Chapter, and Frank E. Fetter, Treasurer, Public Works District 8 Chapter.



Frank Gonsalves, Frank E. Wallace, George Fisher, James Deuchar and Clifford Asmuth at left side of table; at head, Maxwell Lehman, Editor of The LEADER; at far right, Robert Middlebrooks and in right foreground, Seymour Ellenbogen.



John T. DeGraff, Counsel to the Association; Faustine Spencer, of the Association office staff; Assemblyman Harold C. Ostertag, Conservation Commissioner Perry B. Duryea; John A. Cromie, former Association President, and William F. McDonough, Association Executive Representative.

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NEWS ABOUT STATE AND LOCAL EMPLOYEES

Prompt Reports Asked In NYC Chapter for Assn. Building Fund

Joseph D. Lochner, Executive Secretary of The Civil Service Employees Association, addressed a plea to solicitors in the NYC chapter for building fund contributions to expedite their reports. He said:

"The Headquarters Building Fund Drive is progressing nicely. However, the big success we hope the drive will be will depend upon the sustained interest and enthusiasm of our Chapter officers and representatives and the members doing the important work of distributing their efforts.

"The second report on the Building Fund Drive will be issued on April 2 and we feel sure that you desire the NYC Chapter to show up as well as possible. Larry Hollister will visit New York City Headquarters on April 1 and 2. You could assist us a great deal by bringing your donations to the NYC headquarters, Room 905, 80 Centre St., Manhattan, before April 1."

plant employees at Manhattan State for loss of property as a result of the fire last year has been signed by the Governor.

We all hope that Dr. Edgar will be well again soon and out of sick bay. Ditto Fred Andel.

The drive for the Association Headquarters building fund has been under way, with the members taking a very active interest.

WHITE PLAINS — The regular monthly meeting of the White Plains Civil Service Employees Association was held in City Hall. President George E. Mullen presided and discussed his activities as a delegate to the Westchester Chapter of The Civil Service Employees Association, of which the local group is a Unit. Anita Minck has also been named as a delegate to the Westchester Chapter.

Timothy Murphy was designated as head of the Nominating Committee to recommend a slate of Officers for the Annual Elections of the Association which will be held on April 26, 1948.

ALBANY CHAPTER — The Nominating Committee of the Albany Chapter nominated the incumbent slate: Edward L. Gilchrist, President; Kay Sheehan, Vice-president; Isabel O'Hagan, Treasurer and Anne Adams, Secretary and incumbent delegates, Kenneth Sullivan, Bess Horan, Bess Flanigan and James Dwyer. The Nominating committee consisted of Alfonso Istoricco, Chairman; Eugene de Mare, Rose Sainato, Christopher D. Henk, Mildred Gurney, Elizabeth Hanhurst, Mary McShane, Helen Nolan Allen and Raymond Schmidt.

Merit Board Permanent Now

Special to The LEADER

ALBANY, March 29—The bill to continue the State Employees Merit Award Board permanently, which was drafted by the Civil Service Employees Association and introduced at its request, has been signed by Governor Thomas E. Dewey. It is Charter 239 of the laws of 1948. Seymour Halpern introduced it in the Senate (Sen. Intro. 1130).

John T. DeGraff, counsel to the Association, had written to Chas. D. Breitel, counsel to the Governor:

"The Merit Award Board was created as a temporary state agency in 1946 and renewed in 1947, for a temporary period which expires April 1, 1948. This bill continues the Merit Award

Board as a permanent agency of the state.

"You will recall that the Association had sponsored this idea for some years. It was adopted on a temporary basis because everyone recognized that it was an experiment in the field of state government. We feel that there is now general agreement that the experiment has worked successfully during the past two years and that the results to date justify the continuance of the Board on a permanent basis.

"The appropriations for the Board have been modest and the savings to the State amount to many times the total expense of administration, including the cash awards that have been granted. The improvement in the morale of employees and the stimulation of thought along the line of new and improved procedures are tangible benefits of even greater importance which will be manifested to an even greater degree as the Board continues its work and its place in State government becomes more generally recognized."

Revision Committee Members Listed

The members of the Constitution Revision Committee of The Civil Service Employees Association, in addition to Chairman Theodore Becker, are:

Charles H. Foster, Division of the Budget; George L. Flach, Orange County Clerk's Office; Morris Goldfarb, Public Service Department; Robert C. Killough, Education Department, and Paul McCann, Correction Department.

Soil Conservation Chief Wins Medal

Hugh H. Bennett, chief of the Soil Conservation Service of the U. S. Department of Agriculture, won the 1948 Cullum Geographical Medal of the American Geographical Society. The announcement was made at the annual meeting of the fellows of the society at the Engineering Societies Building, by Dr. John K. Wright, director of the society.

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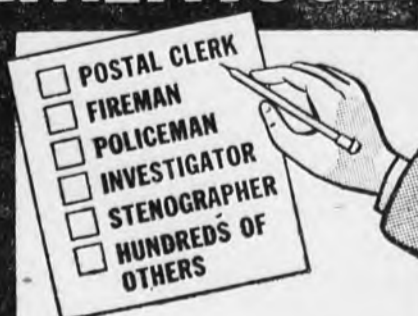


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- 44. Clerk, CAF-4 to CAF-7 \$2.00
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- *88. G-Man (F.B.I.)..... \$2.00
- 11. General Test Guide to Civil Service Jobs.. \$1.50
- 97. High School Equivalency Tests \$2.00
- 12. Hospital Attendant \$1.50
- *93. Internal Revenue Agent \$2.00
- *95. Insurance Agent and Broker \$3.00
- 94. Jr. Accountant ... \$2.00
- 59. Law and Court Stenographer \$2.00
- *60. Librarian \$2.00
- *96. Oil Burner Installer \$2.50
- 19. Patrolman (Police Dept.) \$2.00
- 20. Playground Director \$2.00
- *85. Plumber \$2.00
- *83. Dietitian \$2.00
- *84. Electrician \$2.50
- *51. Elevator Operator.. \$2.00
- 8. Employment Interviewer \$2.00
- *21. Postal Clerk-Carrier and Railway Mail Clerk..\$2.00
- *64. Postmaster \$2.00
- *63. Practice for the Postwar Army Tests \$1.50
- *23. Practice for Civil Service Promotion \$1.50
- *68. Resident Building Superintendent \$2.30
- 24. Rural Mail Carrier..\$2.00
- *28. Social Supervisor.. \$2.00
- *78. State Trooper \$2.00
- *70. Stationary Engineer and Fireman \$2.00
- *30. Statistician \$2.00
- *33. Telephone Op. \$1.50
- *74. Title Examiner \$2.00
- *92. Transit Patrolman.. \$2.00
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A THOUGHT FOR THE WEEK

The sure way to miss success is to miss the opportunity.
—Philarete Chasles.

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TUESDAY, MARCH 30, 1948

Wanted: Statesmanship To Do What's Right

Thoughts on Need of Pay Raise And New NYC Budget

HOW DOES New York City's budget look? As of now, it looks as though the City will go through with its bitter-end (and unnecessary) program which would:

Refuse pay raises except those mandated by law and a few for merit (in the face of a substantial boost to State employees);

Cut the budget requests of the Welfare Department and the Board of Education (although both departments have suffered because of low budgets and understaffing);

Prune the requirements of the Police, Fire, Health and Hospital Departments (even though these health and protective forces are now below par);

Rebuff the subway men's request for a raise (even though they reversed policy to support the Mayor on an 8c fare, and even though they have gone two years without an increase in pay).

Untenable Case

The fundamental trouble, we think, lies in the City's failure to get its "package" program enacted in Albany, and the emotional reaction of the authorities to that failure. We think that program was a good one. It was worked on a year, and every proposal in it was reasonable and proper. The State Comptroller went over it with care. It provided for a proper sharing of burdens by the local citizenry, with a fair allocation of taxes. And, if approved, it would have enabled New York City to walk with its head out of the mire of red ink.

But that program was knifed.

The City authorities are not entirely blameless in what happened, however. The "package" was opened too late in the session. Had a sufficient advance program been worked out, the press would have been wholeheartedly for the plan, and the people would have understood it. The backing and filling by the City's administration, as though it weren't quite sure of its own mind about its own program, did not make for an irresistible presentation before the legislators. So the knifing took place.

Difficult But Necessary

The only remnant remaining is the right given to the Board of Transportation, with the Mayor's approval, to raise the subway fare, a measure still before the Governor for signature at presstime. We hope the Mayor finally chooses to avail himself of this right.

The City administration may have some reason to feel rooked, gypped, and blackjacked by the Albany crowd. But please, gentlemen, don't take it out on your own City, your own employees!

A careful survey of the figures shows that — with all these troubles — it is still not vital to go on an "austerity" program. As The LEADER studied these figures (we presented them last week), it is entirely possible to give pay raises, continue municipal services, and even extend some of these services.

It will be difficult, yes. No one denies it. But the Mayor and his aides must do the job. The higher statesmanship consists in achieving what has to be achieved when the difficulties are overwhelming, not when things are easy.

747 ON STATE FILE CLERK LIST

The State Department of Civil Service has issued the eligible list for File Clerk for State and County Departments and Institutions. This open competitive examination, which was held on June 28, 1947, was passed by 747 and failed by 1,627.

Of the 747 who passed the examination, 23 are disabled veterans. There are 90 non-disabled vet-

erans on the list and 634 non-veterans.

The highest grade was 98.6, received by Dorothea Siegel of Brooklyn, a non-veteran. Sixty-two applicants received the pass grade of 75. The official list is open for inspection at The LEADER office, 97 Duane Street, New York 7, N. Y., two block north of City Hall Park and just west of Broadway.

Don't Repeat This!

MAYOR William O'Dwyer of NYC has been telling friends that no job is worth your life . . . State Housing Commissioner Herman T. Stichman withdrew his \$7,048.93 from the NYC Employees Retirement System and deposited it with the State Retirement System . . . Lots of fun and information reading London newspapers of 1646 to 1665 recently acquired by the N. Y. Public Library (42d and B'way, NYC) . . . U. S. eligibles still kicking that war-service indefinite employees stay on, eligibles must wait and wait . . . Bookies don't like U.S. employees to hit the jackpot, because they go right off on annual leave, instead of feeding the money back where it more properly belongs!

Mrs. Esther Bromley, NYC Civil Service Commissioner, voting in the minority against creating Confidential Inspector exempt jobs in the Department of Marine and Aviation, penned this to her dissent: "God Help the Commissioner who has to depend on exempt employees." . . . Shame that NYC doesn't pay public and high school custodians for extra work it piles up on them in holding large examinations on school premises. Previous NYC administration canceled funds, present one has made no change. Result: some custodians object to doing work not in their contract. One holdout has been causing Fireman exam trouble.

NYC Seeks Operators Of Office Machines

The Municipal Civil Service Commission is anxious to recruit for Office Appliance Operator, Gr. 2. This position admits candidates who are versed in the operation of various types of office machinery, mimeograph and multilith; ditto, both liquid and gelatin type, all sizes including the 18 by 34; inserting and mailing machine; varitype; Burroughs No. 2400; and Remington Rand Tabulating Machine, Sorter dual Reproducer.

"These machines are more commonly used than any others," said Commissioner Esther Bromley. "However, usually experience is gained by actually working with them in offices rather than technical school training. A candidate must be able to pass a qualifying performance test in the operation of one of the aforementioned machines. Two groups may be selected for examination by the candidate."

There are 20 vacancies in this title throughout the City. Many more will occur during the life of the list. Appointments will be made at a starting salary of \$1,920. There are opportunities for promotion to higher grades in the Clerical Service.

Gurfein Among 3 Named to Board

The Citizens Budget Commission has elected Murray I. Gurfein, Beardsley Ruml and Ellen Sulzberger to its Board of Trustees.

Mr. Gurfein is a member of the law firm of Judd & Gurfein, 39 Broadway. At the Nuremberg trials he was Assistant to the United States Chief of Counsel, Justice Robert H. Jackson. He held the rank of Lieutenant Colonel and was Chief of the Intelligence Section of the Psychological Warfare Division of SHAEF. He was decorated by the United States, Great Britain and France.

Before the war Mr. Gurfein served as Assistant District Attorney in charge of the Rackets Bureau, and then as Assistant United States Attorney, Southern New York District. He is Vice-president of the Hebrew Sheltering and Immigrant Aid Society; a member of the American Bar Association, the New York County Lawyers Association; the Dean's Advisory Committee, Columbia College; and a Director of the Association Against Election Frauds.

Mr. Ruml is chairman of the Board of R. H. Macy & Co. Miss Sulzberger is program secretary of the League of Women Voters.

Looking Inside

By H. J. BERNARD

Ex-Service Men Claiming Preference Get Sudden Shock Over Critical Date

WHILE the question of what degree of preference shall be accorded to veterans is raging, another question remains unanswered: what is a veteran? One may quickly declare with emphasis that a veteran is not a veteran unless he is a war veteran. The rule that the constitution so provides, A veteran is "any member of the armed forces of the United States who served therein in time of war and who meets residential and discharge requirements. That rule of law for N. Y. State preference. (State constitution, Sec. 6).

Section 21 of the Civil Service law contains enabling provisions for veteran preference. The term "time of war" shall include, among others, "World War II; from the seventh day of December, nineteen hundred forty-one to and including the second day of September, nineteen hundred forty-five." (Sec. 21). The September, 1945 was VJ day—victory over Japan.

Not Necessarily Constitutional

As a result of the foregoing two considerations—the nature of war service and the last date for one's inclusion as a veteran—many candidates are confused. It is, of course, their fault if they think that mere service in the armed forces is enough, regardless of any dates, or that service in time of war is not an indispensable requisite. Many candidates and eligibles who were inducted into the armed forces after September 2, 1945 claim veteran preference, but meet with uniform denial of claims by the State Civil Service Department (which is based on an opinion from Attorney General Nathaniel L. Goldstein to the NYC Civil Service Commission and by county and other commissions. All whose service in the armed forces postdated September 2, 1945, should be prepared to expect denial on the ground upon which the commissions are operating. That basis is the vision in Section 21, setting the September 2, 1945 date as the one that can benefit the candidate seeking preference.

In the face of Section 21 it is hardly to be expected that official opinions or actions would run contrary to it. However, it does not necessarily mean that Section 21 is even unconstitutional as regards to the critical date.

Question of Meaning of "War"

All that the constitution provides regarding the chronological question is that service in the armed forces must be "in time of war." It does not define the period of any war nor does it specifically authorize any State agency or official to do so, not even the Legislature, and so the question arises whether or not the Legislature had authority to set September 2, 1945 as the final date. President Truman had set December 31, 1946 as the date representing the cessation of hostilities and July 22, 1947 as the date when the war-time army became a peace-time army. For some other purposes the official definition of war still continues, since no peace treaty has been signed.

There is unanimous agreement on when the war started. It was on December 7, 1941. That date, incidentally, is the one mentioned in Section 21 as the beginning of war service. It is beyond dispute for it is the effective date of the declaration by the United States of the existence of a state of war.

The minimum acknowledgment must be made that only the Federal government, and specifically the Congress, can declare war and thus initiate the time-process of war service. Under the terms of the State constitutional provision, if the time when war service is made to depend upon the Congress, as it is, then the time when war ends must depend upon the Federal instrument for restoration of peace. That would be by a peace treaty signed by and with the consent of the Senate, which hasn't happened yet, so that conceivably war service could still continue, in the extreme case. If the State constitution meant to make the word "war" synonymous with "hostilities," then, accepting the Presidential executive order, the date December 31, 1946 would be controlling.

December 31, 1946 Earliest Date

Had the State constitution provided that the State Legislature could set a date which, for purposes of the benefits of the amendment, would have constituted the last moment of including service in the armed forces as war service, it could have done so. The people have the right to delegate that power. The same amendment that transferred to the Veterans Administration, a Federal agency, the authority to determine whether a disability existed, abdication of a power by the State, also left to the Federal government the exercise of the authority that it legally and properly possesses, to determine when the war ends. Thus the September 2, 1945 date would be ineffective, in any case, for the Legislature exceeded its authority in attempting to rewrite this part of the constitution. The State constitution can not be amended by statute.

Comment

Tower Operators' Plight

Numerous times last year you printed articles about the injustices and irregularities of pay and rating of some of our larger branches and groups of State employees and through your efforts improvements resulted. Now I am asking if you would like to assist the smallest group of non-competitive workers of the Department of Canals and Waterways in State service.

We are the Tower Operators of Oneida Lake. There are six regulars, plus seven relief Operators. It is our duty to clear commercial traffic to and from Oneida Lake, a very treacherous inland lake because of the suddenness of unpredictable winds, storms and heavy seas. We have no ship-to-shore radio nor any other equipment to assist us in knowing whether or not units are in distress. Our only means of knowing is the crossing time of all units, either loaded or light.

When the Barge Canal was under construction there was located here a shanty to house the

Watchman who in turn was to guard State equipment. When commercial traffic was instituted the State installed towers at Van Beach, Cleveland and Berton. Still the title of Watchman remains and with it the poor that goes with such a title.

We also have here about 100 feet of dock used by yachts to carry passengers for hire. We must keep the dock clear.

We have often been the means of saving both human life and property and have brought a sharp contrast to the numerous commercial accidents of ten years ago and the absence of accidents now—only one serious accident in the past seven years.

We have tried for two years to be reclassified. The report is far that a civil service examination would have to be held for veterans placed in these positions. As I understand the law, it should be brought into civil service under Section 48A of the Civil Service law. Most of us have been in these positions for from 10 to 25 years. Also, three of us are veterans of World War I.

WILLIAM T. WILSON

STATE AND COUNTY NEWS

Dr. Tolman Discusses Civil Service Problems

(Continued from Page 1)
There will be a time when we won't need to keep a watchful eye on

The cited specific cases, showing remarkable knowledge of the details. Then he went on to propose improvements in civil service procedures.

The Civil Service Commission needs to get on its feet and operate more effectively. Lists should be available for appointments to almost any vacancies that occur, so that there wouldn't be long wait while the recruiting, examining, paper marking, and the rest of it is going through the mill.

In-service Training

There should be an in-service training program in operation—could have been one long ago. Training needs to be made available in all departments, for all services. And the proper use of in-service training can pay off big dividends to the people of the State.

Dr. Tolman, himself an educator, has long been a proponent of continued educational facilities for public employees. There is no doubt that he will use his influence to help initiate such a program.

The reporter took down the Doctor's words as they were spoken, noting the fluidity of phrase. It isn't widely known, but Frank L. Tolman once wrote speeches for Woodrow Wilson, and the aptness in the use of words has remained one of his talents. He continued:

Expert Personnel Men

"Expert personnel people are needed—not a luxury, but a need in all departments. And at high pay. Those persons who today perform the functions of personnel men are largely not personnel men. Some of them know nothing about the subtleties of personnel administration, know nothing of the interesting economic-social-emotional problems with which they are supposedly engaged.

"I would like to see the building up of a central personnel administration with reasonable local authority in the departments. I can visualize a personnel division of government which would handle all personnel matters except the judicial determination of cases. This division—or strengthened personnel Council—would determine personnel policy, would take such actions as General Electric recently did."

Dr. Tolman then explained the remarkable experiment in personnel relations by the big GE organization. At one of the meetings of the Board of Directors, someone had said, in effect: "Our customers are satisfied, our stockholders are satisfied, but not our employees. Why?" So it was decided to make a survey, with the idea of making the job more satisfactory and profitable to the employees. What they discovered

is a doctrine which Dr. Tolman himself has been preaching for years. He explains it this way.

Dignity of Personality

"Fundamentally, the employee wants to be a person, not a machine. He wants to see some reason for what he is doing, wants a sense of accomplishment, a sense of the importance in his activities, however little they may be. This looms as important in money. The dignity of the personality is something the employer—be he a private individual or the State—must learn to respect."

This led to the concept embodied in the Association's management-labor relations bill. That bill failed of passage at this session of the Legislature, but some of its principles may be inaugurated administratively. It is a relatively new concept in Government, and obviously experimental.

Dr. Tolman leaned back. His old-fashioned Phi Beta Kappa key shone smartly against his old, brown herringbone vest. "This bill is designed to make employees partners in the enterprise of which they are a part, to give them a proper, if limited say, in policy, let them contribute good ideas, be told by management the reasons for decisions so that these decisions could be more intelligently carried out, and to solve conflict on an adult level. The labor relations bill, if passed, would tend to increase duties and responsibilities, and to increase the prestige of State service."

Retirement

He then shifted to another phase of "unfinished business"—retirement.

"The State's retirement system is due for a real overhauling. It was established on the basis of equal responsibility, equal bearing of costs, with the general objective of providing retirement at one-half the final salary. Actually, in the majority of cases, it produces much less. The mass of retired employees is in distress, some deeply so. As an emergency measure, these employees should be granted at least the purchasing power of their pensions at present rates. The tables should be revised. A minimum pension should represent a floor of any system—and the minimum should be one that will not expose old people to the necessity of sub-standard living. The system should be sufficiently flexible to provide for retirement at age 55 after 25 years of service. Employees should be permitted to make ample contributions for annuities. The contributions of State employees have been kept too low."

He went on to describe in greater detail the policies of the kind of retirement system which he hopes will eventually be installed in the State.

Unfinished business? There's plenty. "We'll leave another installment for the next interview," the good Doctor grinned, as he turned to the jangling telephones and to the long line of "customers" impatiently waiting in the crowded quarters for a word with him.

How to Collect If Property Is Damaged

ALBANY, March 29—It's easy to present a claim for personal property damaged or destroyed in an institution. A State employee can get up to \$150 for such loss. This results from a bill sponsored by The Civil Service Employees Association, which has now become law.

The measure was drawn to benefit employees of the Mental Hygiene, Health, & Correction and Social Welfare departments. Signed by the Governor on March 10, it is Chapter 1-73 of the Laws of 1948.

The law is retroactive to March 1, 1947, so if you've lost anything through damage within the past year you can make a claim. Manhattan State Hospital employees who suffered damage as the result of a fire there on March 3, 1947, are eligible to collect.

File a Claim

All that's necessary for the employee whose property was damaged is to file a detailed statement of his loss with the department. In the Manhattan State Hospital case, some claims have already been filed, but those who have already filed are advised to do so again.

The departments have discretionary authority under the new act to pay the claims.

John T. DeGraff, counsel to the Association, has advised several members against filing claims with the Court of Claims.

"It is impracticable and expensive to present claims of this type through the Court of Claims because the claimant has to stand the expense of printing the claim," he said.

ELIGIBLES

SENIOR CLERK

Promotion, N.Y. Office, State Insurance Fund.

1 TO 50 Nathan Edelman

Disabled Vets **51 TO 100**

J. Alliegro	Y. Silberstein
Geo. Levine	K. Powers
Herbert Pirk	G. Murphy
Morris Jacobs	A. Weinschenker
Chas. Slutsky	D. Brenner
Non-disabled vets	Marie Farrell
Philip Kassel	Sol Adelson
Wm. Strong	Rose Brooks
M. Levovsky	Sylvia Schatz
Sarah Cohen	Pauline Levine
S. Rosenblitt	Mario Pinto
R. Meyerberg	Mary McGuire
T. Hirschberg	Sadye Katz
M. L. Goodman	S. Albanese
Carlos Arcilagos	Mildred Taylor
L. Miller	C. Goldstein
Jos. Lempert	B. Botwinick
A. Beaulieu	C. Connelly
Philip Meyer	Helen Lorum
S. B. Givner	Ralph Berlin
Max Flamholtz	P. Furman
M. Brown	Mildred Bowe
L. Rosenfield	F. Rosenberg
David Bass	Kate Schwartz
Anthony Torla	Marie Smith
B. Leibowitz	F. Ferrara
S. Kantor	M. Rosenblitt
Jack Leone	L. Hurwitz
H. Zuckman	A. Levine
Max Tanenbaum	Esther Papierno
Non-veterans	Eliz. Huggard
C. Pisan	Jessie Levy
Jack Zippin	Ruby Facey
R. Wedes	Gladys Burg
Elsie Weir	Anna Frieta
Odele Ford	Dorothy Ahearn
F. Brandes	Mar. Reid
M. Streifer	Rose Sporn
Samuel Lessen	M. Eisenhart
C. McGuire	John Stevens
Esther Trontz	Rose Hoffman
F. Deutsch	Sarah Levy
Marie Buser	Mildred Heller
Anna Nugent	Louis Weinberg
L. Galperin	Anna Brown
P. Meyrowitz	Rose Schlamborg
Rose Schlamborg	P. Friedman
Mary Ryan	Helen Kiernan
S. Schauman	A. Compioer
L. Gilleran	H. Brathwaite
James Gannon	Lester Rose

NYC Chapter Appoints Nominating Committee

At the regular monthly meeting of the NYC Chapter of The Civil Service Employees Association, the following Nominating Committee was approved by the Executive Board:

Mrs. Nora McAuley, Public Works; Martin J. Duignan, DPUI; Al Corum, NYSES; Sol Bendet, Insurance; Frank Newman, Labor Relations Board; John R. Woods, Taxation & Finance, MVB, and Bernard Riffel, Education.

The election of officers will be held at a general meeting on Tuesday, May 11, at the Chapter's headquarters, Room 905, 80 Centre Street.

Independent Nominations for officers may be made subscribed with the names of not less than 10 per cent of the membership of the Chapter and the names of such candidates are filed with the Secretary not less than twenty days prior to the annual meeting.

The offices to be filled are as follows: President, three Vice-presidents, Recording Secretary, Corresponding Secretary, Financial Secretary and Treasurer.

Members may make their choice of candidates known to the Committee by leaving or sending a signed communication or petition in Room 905, by Wednesday, April 21, said President Michael L. Porta.

Vet Counseling Case Is Argued

ALBANY, March 29.—The petition of a group of Veteran Counselor eligibles to have the recent exams for that title and for Senior Veteran Counselor canceled was argued before Supreme Court Justice Isidore Bookstein by Attorney Samuel Resnicoff, of NYC. Assistant Attorney General Edward Ryan argued in opposition. Decision was reserved.

A lawyer representing eligibles

who want the exams to stand so stated to the court. The answer from the bench: "It depends on whose ox is gored."

JOB-LOSS APPEALS RISE

Pending appeals at the Second Regional office of the U. S. Civil Service Commission, for N. Y. and N. J., increased to 102 from 36 during one week. This was largely because of reduction in force at Va.

Shopping Guide

With Spring a young woman's fancy turns to thoughts of new clothes, new permanents, new hair-dos. Get yourself a personalized hair style at the Hamilton Beauty Shop, 549 92 St. in Brooklyn. Call SH. 5-6339 for the best transportation facilities and to make an appointment.

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McDonough Leaves for Rest; Describes Legislative Gains

Special to The LEADER

ALBANY, March 29. — William McDonough, Executive Representative of the Civil Service Employees Association, is in Florida for a brief rest. He left immediately following adjournment of the Legislature. Bill McDonough, of whom all State employees speak with affection, has worked so hard during the past year that the rest was advised by his colleagues and friends.

Before leaving, he made this statement:

"There were three highly creditable accomplishments for the employees this year to which I wish to call special attention. First, the substantial cost-of-living salary adjustment; second,

Governor Dewey's generous recommendation for the Civil Service Department; third, passage of Senator Mitchell's bill to amend the Constitution by substituting a fair veterans point-preference plan for the present absolute vet preference requirement.

"The Mitchell measure will have to be approved by the next Legislature and then by the people. It is so meritorious as compared with the present plan that, with strong activity on the part of our members, there is every reason to expect it will prevail."

Mr. McDonough is himself a veteran of the first World War, having seen action at the front in 1917-18.

There were three highly creditable accomplishments for the employees this year to which I wish to call special attention. First, the substantial cost-of-living salary adjustment; second,

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BILLS SIGNED OR VETOED BY GOVERNOR DEWEY

ALBANY, March 29.—Following is the list of all civil service bills signed or vetoed by Governor Thomas E. Dewey up to time of going to press. Numbers preceding the abstracts of signed bills are chapter numbers of the laws of 1948. Numbers before the other abstracts are introductory numbers.

Signed

26. CONDON. Repeals provisions relating to salaries and grades of certain inspectors in labor dept. Labor Com. Labor Law, §§18-a, b repeal.
43. ERWIN. Restates and clarifies provisions relating to promotion, transfer and reinstatement of civil service employees. (Same as A. 275.) Civil Service Law, §16 repeal; §16 new.
70. ERWIN. Restates and clarifies provisions relating to applicants, examinations and eligible lists affecting civil service employees in competitive class positions. Civil Service Law, §14 repeal; §14 new.
174. WICKS. Extends to Jan. 1, 1949, period when members of state employees' retirement system in state police division, executive retirement after 25 years of total service or at age 60, and period when new members may be given dept. may elect to contribute for credit for services rendered before April 16, 1938. Civil Service Law, §87.
209. McGOWAN. Provides that in maximum age requirements for civil service examinations or for appointments or promotions in public service, period of terminal leave granted by military authorities shall not be included in computing age. Military Law, §246.

239. HALPERN. Makes permanent the merit award board and plan for rewarding unusual and accomplishments by state employees. meritorious suggestions and ac-
272. LUPTON. Continues to April 1, 1949, special provision for salaries and annual increments of certain state employees appointed to permanent employment after temporary or provisional appointment in service or occupational groups listed in §40, Civil Service Law.
323. LUPTON. Extends to all towns, instead of towns to which rules of state civil service commission have been extended, provision that special police shall not be eligible to appointment unless they pass examination held by civil service commission. Town Law, §158.
324. LUPTON. Provides that promotion examinations for members of town police depts. shall be conducted by appropriate civil service commissions instead of by state civil service dept.; extends to all towns provision that complete service record of members shall be transmitted to civil service commission; present provision applies to towns to which rules of state civil service have been extended. Town Law, §152.

Vetoed

1604. MANNING. Provides that on appeals in removal and disciplinary proceedings against civil service employees, determination may be reversed and civil service commission may direct reinstatement. Civil Service Law, §22.
1693. WICKS. Provides that removal or disciplinary proceedings against civil service employees must be instituted within two years, except for misappropriation of public funds, frauds or felonies.

Civil Service Law, §22.
Assembly Bills
967. STIER. Provides that ordered military duty for determining rights of public employees absent for national guard or naval militia duty shall mean service performed pursuant to competent orders duly issued by secretary of national defense or army, navy or air depts. or their duly authorized agents, even though issued with consent or upon request of person receiving them.
1711. BARRETT. Strikes out provision that persons shall be eligible to appointment to town police dept. if they have resided in any town or village in the county for six months and limits appointments to residents of town; in towns containing village which maintains its own police force, preference may be granted to residents of town outside of village. Town Law, §151.
1864. FITZ PATRICK. Provides position in public employment held by substitute during absence employment shall state that he was separated therefrom without fault or delinquency. Military Law, on military duty, record of public §246.

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FEDERAL NEWS

13 Changes Asked By Commission In Personnel Laws

WASHINGTON, March 29.—Thirteen recommendations are made by the U. S. Civil Service Commission in its 64th annual report. One of them—the first, in fact—is for complete revision of the Classification Act, whereby 45 grades will be supplanted by 11, as listed in last week's LEADER. President Truman heartily approved that recommendation. Other recommendations, to simplify the administration of the act, also have his approval. Bills to effectuate the changes have been drawn for introduction in Congress. The President said in transmitting the report to Congress:

"I am convinced that if the Congress puts into effect the recommendations which are included in the Civil Service Commission's report it will be taking action which will serve to further strengthen the civilian career service."

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Classification Act as recommended by the Civil Service Commission is long overdue. The recommendations of the Commission in this regard if put into effect will correct the dislocation and many inequities in salary rates resulting from the enactment of piecemeal pay laws in the past. In addition, their recommendations will simplify the administration of the Classification Act. In my opinion, the Congress should enact these recommendations into law irrespective of what the final decision may be as to further pay increases for Federal employees generally. Any further patchwork amendments to the Classification Act will stand in the way of efficient salary administration."

The Commission's recommendations follow:

1. The Classification Act of 1923 should be completely revised (a) so as to provide for the establishment of compensation schedules by grades only instead of by both services and grades, (b) so as to place upon the Civil Service Commission the responsibility for the development of standards under which jobs are to be classified, with the requirement that the heads of departments and agencies must classify their jobs in accordance with these standards, subject to post audit by the Commission, and (c) so as to clearly set forth the factors which are to be taken into consideration in classifying jobs.

(Continued Next Week)

New U. S. Pension Law Analyzed

The following is the third consecutive instalment of the official analysis of the new Federal pension law. The previous instalments were published in the March 16 and 23 issues. The analysis was made by the U. S. Civil Service Commission.

When an employee member of the retirement system dies, there will be money in the fund to his credit. Whether it can be paid right away to the beneficiary he has named (or to his estate) depends on whether he leaves a surviving widow or children entitled to immediate or future annuity payments.

If he does not leave a widow or children, his beneficiary will receive, in the form of a lump-sum payment, everything in the fund to the employee's credit, with interest, regardless of how long the worker was employed.

If the deceased person leaves a survivor entitled to an immediate annuity, or a future annuity at age 50 the question of a lump-sum payment of an unexpended balance cannot arise until we see, after all survivorship payments are made, whether anything remains in the fund.

If the employee dies, leaving a widow or other survivor, or both, entitled to any benefit, there will not be a lump-sum payment due anyone if the annuities which are paid wipe out the total credited to the deceased worker. If, however, there is any balance left because the survivor's payments cease—on account of remarriage or death, for instance—that unexpended balance will go to the beneficiary or the estate.

It could happen that a survivorship benefit set aside for future payment may never be paid simply because the right to the benefit ceases before the due date (by death, or marriage, perhaps). In such case, the amount remaining in the fund will become payable in lump sum.

Lump sums may be payable to the beneficiaries of people who die after retirement, too. The conditions of eligibility and payment will be similar to those just described. In any event, it can be expected that if all the annuities paid out on the basis of any one employee's service do not equal the amount to the employee's credit in the fund at his death, an unexpended balance will exist and it will be payable to his beneficiary or his estate.

It should be remembered, however, in regard to all annuities balances, and benefits under both the old and the new laws, that no payments are awarded automati-

Income Tax Bureau Would Attach Checks

WASHINGTON, March 29—The Treasury Department has recommended that the Revenue Act be amended by Congress. It would like to have authority to attach the checks of any Federal employee who is delinquent in his income tax, just as it is able to do with private employees.

The Treasury has also recommended that the exemptions on Federal salaries in American possessions be eliminated. At present both military and civilian salaries are free from income taxes in the possessions.

cally; claims must be filed with the Civil Service Commission to start the ball rolling.

It is very important that every employee make out a designation of beneficiary form. They are available from agency personnel offices. Anyone may be named the beneficiary to get the money remaining in a deceased employee's or annuitant's retirement account—parent, wife, brother, daughter, a business acquaintance, a friend, or a religious, social, or educational group. It should be realized that if no one is named beneficiary, any lump sum which may be payable will go to the administrator or executor of the estate or to the next of kin, in that order.

The Langer-Chavez-Stevenson Act has simplified the refund and redeposit proposition, too. Here are a few of the key things we need to remember about this now:

If a person leaves, or is separated from, the Government with less than 20 years of civilian service to his credit, and before becoming eligible for optional retirement, he can get a refund of the money to his credit in the fund. If he served more than 1 year, he will also get the interest on his deductions; if he served 1 year or less no interest will be paid.

We do not count military service in computing this 20-year period for refund purposes.

If a person has served 20 years or more in Federal civilian work, he is NOT entitled to a refund of his account money; he is entitled to an annuity at age 62.

If a separated person has over 5 years' but less than 20 years' civilian service to his credit, he has a choice of either taking a refund or leaving the money in the system for annuity purposes.

If a person leaves the service and takes his refund, and then re-

turns to the Government, he is not required to repay the money he withdrew, but it is definitely to his advantage to do it. The example on the bottom of page 4 shows why this is so.

If such a person wishes to repay his refunded money, there will be an interest charge.

The old tontine bugaboo is gone at last. That dollar-a-month assessment which used to be set aside from the employee's account exists no more. The tontine provisions will apply in the cases of persons separated before this law becomes effective, but after that date everything that goes into the employee's account stays there to his personal credit.

The Langer-Chavez-Stevenson Act says that the only reason for returning a retired employee over age 60 to Government work is because of the acute need of his special qualifications. If it is arranged to re-employ such a person, his annuity will continue to be paid to him, and an amount equal to the annuity he is getting will be deducted from his salary. No service credit will be given for the period of reemployment, and no retirement deductions will be made.

Annuitants under 60 years of age may be reemployed in the Government under the usual civil service conditions governing appointment and reinstatement.

So far as voluntary contributions to the fund are concerned, the 1948 act simplified the method of computing just how much more annuity is being purchased when we put in our extra money. As an example of how this works out now, in the case of a person retiring at 60, every \$100 he has credited to the voluntary contribution account (including the interest which his contributions earn) will increase his annuity by \$8. The amount of additional annuity to a survivor (because of remarriage, attainment of age 18, etc.), will go to the survivor, or to the survivor's estate if he has passed on.

Voluntary contributions purchase additional life annuities which are payable only to the employee who makes the contributions.

Annuities used to accrue on a day-to-day basis; this has been changed to a monthly basis. The effect of this is that if an annuity stops before the end of any month (because of the death of the annuitant, for example), there will not be any accrued unpaid annuity due the beneficiary for that part of the month which passed before the annuity terminated. Any unpaid annuity due (full months) upon the death of an annuitant goes to his beneficiary. Any unpaid annuity due upon the termination of an annuity grows at the rate of 20 cents a year. The figure for the person retiring at 63, therefore, is \$8.60.

The new act increased the annuity of those already on the retirement rolls by 25 per cent. of \$300, whichever is less. The retired person has the choice, however, of taking the increase or of keeping his old rate and naming his wife to receive upon his death an annuity equal to one-half of what he is getting under the old law. The amount the wife gets, though, cannot exceed \$600. A married female annuitant has the same right to name her husband as survivor-annuitant.

(Continued Next Week)

Some Must Await Efficiency Ratings

WASHINGTON, March 29—The majority of Federal employees will receive efficiency ratings as of Wednesday, March 31. This year, for the first time, not all employees will receive ratings on this date. A recent ruling permits agencies to rate employees on the anniversary date of their entrance into service, instead of on March 31. The anniversary date is used by the Civil Service Commission, the State Department, the Veterans Administration and others.

ERA TO HIRE WORKERS

WASHINGTON, March 29—The European Recovery Administration, which is to be a separate agency, will need between 500 and 1,000 employees. It will be located in one of the State Department buildings here. Exactly how many employees they will need depends on whether any of their work is done by the Commerce, State, or Agriculture Departments.

Apply for information to Personnel office, State Department, Washington, D.C.

Efficiency Rating Improvement Asked

WASHINGTON, March 29—The House Civil Service Committee is studying the efficiency rating system. A preliminary report indicated that improvements in the system should be made by more effective administration.

A report of the Federal Personnel Council was reprinted in the committee report. This stated that a subcommittee of the Council favored staggering efficiency rating dates, which is now being done. It is believed that efficiency ratings should be related to the duties of the job and should be an incentive for the employee and not simply a record of his performance.

REGIONAL HEADS TO MEET

WASHINGTON, March 29—A meeting of Regional Directors of the U. S. Civil Service Commission has been called for Thursday, April 1. Plans for recruitment and processing of lists for 1948-9 will be discussed, as well as budgetary matters.

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NEW YORK CITY NEWS

Eligible Lists in Appointment Order

The Policewoman eligible list has been released by the Municipal Civil Service Commission. There are 215 women on the list. Of these, two are disabled veterans and 32 are non-disabled veterans. There are 181 non-veterans. Two candidates received the pass mark of 70. The highest received was 94, by Doris E. Hering, a non-veteran. The list has been issued subject to investigation and preference claims and qualifying orals.

The eligible list for Promotion to Captain, Police Department, has been issued by the Municipal Civil Service Commission. There are 183 men on the list. Of these, four are disabled veterans and 35 are non-disabled veterans. The list has been issued subject to preference claims. The high mark of 90 was received by James T. McDonald of Queens Village. One person received the pass mark of 75.

Army Intelligence Seeks Reserve Officers

The Military Intelligence Reserve of the Army desires to enroll in the Officers Reserve Corps persons whose civilian education and experience qualifies them to conduct operations in the field of scientific intelligence. Qualified individuals may apply for reserve commissions and thus be eligible for peacetime training. After appointment residents of NYC will be assigned to the 173d Organized Reserve Military Intelligence Group, commanded by Colonel Garland H. Williams, or to an appropriate Military Intelligence unit. All work in the ORC is on a voluntary basis, but personnel are expected to attend twelve meetings annually. These meetings are held in the evening at a convenient time and last only two hours. Inactive duty training is specialized and is designed to be of direct interest and value to the assigned officers and enlisted men. No active duty is required except in the event of national emergency, although tours of duty may be made available to volunteers, and while on such active duty full pay is received. Write, telephone or visit: headquarters, 173d Organized Reserve Military Intelligence Group, Room 1305, 67 Broad Street, New York 4, N. Y. Telephone, Whitehall 3-2837.

Louis Walter Honored

A dinner was given to Louis Walter, Chief of the Division of Inspection, Office of the Comptroller, at Miller's Restaurant, Fulton Street, honoring his 35 years of service with the City. The dinner was attended by more than 100 of his friends and co-workers. On the dais were his wife, First Deputy Comptroller Lewis F. Lang; Second Deputy Comptroller, Abraham L. Doris; Assistant Deputy Comptroller, Chauncey W. Hooper, James A. Phillips, Secretary to the Department; Joseph M. Cannelle, Commissioner of Water Supply, Gas and Electricity; Jacob Lefkowitz, Chief of the Bureau of Law and Adjustment; Lawrence F. Murray, Administrative Supervisor, and the Toastmaster, James P. Dempsey. The entertainment committee consisted of Ernest R. Schwager, Chairman; Thomas J. O'Hara; Chester Morris and P. Dempsey. A wrist watch was presented to Mr. Walter.

Butcher Exam Open

The NYC Civil Service Commission is establishing a Labor Class register for the position of Butcher. There are vacancies in the Department of Hospitals at present, and it is probable that there may be a couple in the Department of Correction during the life of the list. Candidates must have had five years' satisfactory experience as butchers in wholesale or retail meat establishments. A satisfactory equivalent will be acceptable. Applications open on Tuesday, April 6 at 9 a. m. for three days, until Thursday, April 8. This is a case of first come, first served. The applicants are placed on a register in order of their appearance. The salary starts at \$1,980 a year. This includes the cost-of-living bonus. However, there is no ceiling for this position. Apply at 66 Duane Street, opposite The LEADER office.

SOFTBALL GAMES SOUGHT A softball team is now being organized mainly by the civilian employees of the Air Force Procurement Field Office, Air Materiel Command, 67 Broad Street. The team would like to compete against other civil service agencies and plans to play all games after working hours. Inquiries should be addressed to John Wested at the Broad Street address.

Table listing names and scores for various categories: POLICEWOMAN (Disabled Vets, Non-disab. Vets, Non-Veterans), CAPTAIN (P.D.) (Promotion, Disabled Vets, Non-Disabled Vets, Non-Vets), and 2,608 Trackmen Eligibles.

Table listing names and scores for various categories: CAPTAIN (P.D.) (Promotion, Disabled Vets, Non-Disabled Vets, Non-Vets).

2,608 Trackmen Eligibles

The eligible list for Trackman, NYC Transit System, has been released by the Municipal Civil Service Commission. It has not yet been promulgated. There are 2,608 names on the list. Appointment is subject to investigation and preference claims. The list may be inspected at The Leader office, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall Park and just west of Broadway. More than 500 openings exist in the Board of Transportation at present and more are expected. The first 100 disabled veterans on the list follow:

High School Diploma Boon to Candidates

Many of the better civil service men. Yet it is recognized that many who were compelled to leave school before graduating have acquired comparable educational growth through self-study, reading or practical experience. Because of this fact, the New York State Department of Education now offers a High School diploma to residents of the State above the age of 21 on the basis of successfully passing an equivalent examination. Application forms for these examinations may be obtained at any public high school. Persons not qualified to pass such an examination may avail themselves of the Home Study courses offered by the American School, Dept. L, 130 West 42d St., New York City. Full information will be sent free upon request, the American School announced.

VETERANS 25 per cent Discount Commercial; Technical; and Sales Positions (beginners or experienced). Apply all week. Positions to \$125 Progressive Placement Service 80 WARREN STREET SUITE 508 BEekman 3-6573-4

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NEW YORK CITY NEWS

FIRE LINES

The Uniformed Firemen's Association in its release on the legislative meeting, attended by more than 1,000, says: "Highlight of the evening was the address by Fire Commissioner Frank J. Quayle, who received a unanimous vote of confidence from the assemblage. Commissioner Quayle spoke for almost half an hour on the problems of the fire department and the relationship between the members of the uniformed force and himself."

Inquiry, recently distributed, and devote part of Division conferences to the subject of accident prevention.

The Municipal Civil Service Commission is planning to hold special and special military examination on Thursday, April 15, for promotion to Deputy Chief, Battalion Chief, Captain and Lieutenant.

Under the Helmet

An anniversary Mass for the late Chaplain Emeritus, the Rev. Patrick F. O'Connor, was held under the auspices of the Fire Dept. Holy Name Society (Manhattan, Bronx and Richmond), at St. Ann's Church.

A Dentist is now in attendance at the Medical Bureau on Wednesdays from 2 p. m. to 4 p. m.; this in addition to the one in attendance during the morning on Monday's, Wednesday and Fridays.

Battalion Chief Edward F. Giblin, 32nd Battalion, will retire on May 1, after 45 years of service.

Company School starts again April 1 with H & L 123, Brooklyn, being the first company to report since the beginning of World War II. The Probationary Firemen's School will be held in the afternoon instead of the morning.

The lists for Battalion Chief and Deputy Chief are planned to be published in April and May, respectively.

Mrs. Howard E. Wynn and Mrs. Jack Bassman, widows of the two Firemen who were killed fighting an East Side fire received checks for \$4,500 each, proceeds of the Wynne Bassman Memorial Fund, sponsored by religious, fraternal and civic groups of the Bronx.

The New York Fire Dept. Post 930, American Legion, is planning participation in the Army Day Parade on Saturday, April 10.

Wednesday, March 31 Annual installation dinner-dance of the Columbia Association, Cabalier Restaurant, Flushing.

Sunday, April 4. Annual Communion breakfast of the Fire Department Holy Name Society, Boroughs of Manhattan, Bronx and Richmond, St. Patrick's Cathedral. Breakfast at the Hotel Commodore.

Sunday, April 11. The eleventh annual Communion breakfast of the Fire Department St. George Association, Communion Service in the Church of the Incarnation, breakfast in the Hotel Pennsylvania.

Fire Quota

Table with 4 columns: Title, Budget, Vacancies, Roster. Rows include Chief of Staff, Deputy Chief, Batt. Chief, Captain, Lieut., Chief Fire Mar., Pilot, Mar. Eng'r., Med. Off. Chge., Med. Officer, Fireman, and Total.

*Bookkeeping excess of 71, arising from unpaid payroll (12 military leaves, 75 GI educational leaves) less 16 vacancies.

8 NYC Tests Open in April

The following examinations will be open for receipt of applications by the NYC Civil Service Commission from April 12 to 27:

OPEN-COMPETITIVE

5548. Assistant Director of laboratory (Bacteriology)—May 28.

5526. Lineman—To be set after applications are in.

5131. Medical Social Worker, Gr. 2—May 24.

PROMOTION

5555. Claim Examiner (Torts), Grade 2: Board of Transportation—May 27.

5556. Claims Examiner (Torts), Grade 3: Board of Transportation—May 27.

5525. Furniture Maintainer (Upholstery): Public Works—Perf. June 8.

5552. Medical Social Worker, Grade 2: Hospital Department—May 24.

Examinations to be Open 3 Days, April 6, 7 and 8

LABOR CLASS

5507. Butcher, Labor Class — Exam date not set.

Police Army-Navy Union to Dance

The Police Department Garrison 3100 of the Army-Navy Union of the USA will hold an entertainment and ball at Manhattan Center on Saturday night, April 3. Proceeds of the affair will be given to the Welfare Fund of the organization.

The Garrison will be host to the Department of New York State Administrative Council on Sunday April 4, at 10:30 a.m. at the Hotel McAlpin. Past Bronx County Commander Robert I. Queen, DAV, will be introduced as the newly-appointed Aide to the Department of New York Commander in charge of Public Relations.

Ozanam Guild to Dine

The Rev. Aloysius J. Wyzislo, Director of Resettlement of the National Catholic War Relief Service, will be the guest speaker at the Ozanam First Friday luncheon on April 2, at St. Vincent De-Paul Church, 23rd Street near Sixth avenue. Father Wyzislo's topic will be "American Responsibility for the Displaced Persons."

The luncheons are sponsored by the Ozanam Guild of Catholic employees of the Department of Welfare. John Patrick Power, Field Audit Section, Department of Welfare, is the Chairman of the luncheon committee. The Rev. Henry J. Pregenser, of St. Rose of Lima Church, is the Guild's Chaplain. Anthony C. Russo is President.

PALISADES PARK JUBILEE

Irving Rosenthal, who with his brother, Jack, operate Palisades Amusement Park, announced that the 1948 season marks the Golden Jubilee observance of the New Jersey play center. Special events will be held, depicting the history of the park.

DANCE EVERY WED. FRI., SAT., SUN. TWO ORCHESTRAS—Rhumba & American For Polka Over 25 No Jitterbug Adm. Wed., 71c - Fri., & Sun. 83c Sat. \$1.04 STARDUST BALLROOM 1930 BOSTON ROAD at Tremont Ave. and 177 St., Bronx

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PREFERENCE DECISION AWAITED

ALBANY, March 29.—Decision is expected early next month in the veteran preference case to determine whether a minimum disability rating of 10 per cent, by the Veterans Administration, is required for primary preference in appointments and promotions. It is the Carey case, involving the interpretation of the veteran preference provision of the State constitution as to what the term "disability" means as applied to disabled veterans. Prior right to preference over non-disabled veterans and non-veterans in appointments and promotions, as well as in retention in case of lay-offs, is granted to disabled veterans.

Justice McGeehan in the New York County Supreme Court held that a disabled veteran was not entitled to prior preference unless he was rated by the VA at least 10 per cent disabled. The Appellate Division, First Department, unanimously affirmed Justice McGeehan's decision in an opinion written by Justice Van Voorhis, who had also written the opinion in the earlier case of Winternitz v. Morton. The latter case was upheld by the Court of Appeals on July 2, 1947.

Inferentially before the Court of Appeals came the Barry decision handed down by Justice Isador Bookstein in the Albany County Supreme Court last September. Justice Bookstein held that any disability, "no matter how slight," entitled the veteran to the prior preference. The decision of the Court of Appeals will finally settle the issue.

The Corporation Counsel, represented by Seymour Quel, head of the Law Department's Appeal Division, argued for the reversal of the Appellate Division decision in the Carey case, relying heavily on the Barry decision. He was supported in his contentions by Robert H. Schaffer, representing the zero per cent rated disabled veterans. H. Elliot Kaplan, representing the Carey petitioners, and whose interpretation of the veteran preference law was upheld by both courts below, argued for affirmation.

A split decision is expected, if the remarks of judges from the bench are any indication. Judges Desmond, Fuld and Thatcher raised questions whether or not VA was to decide on disability. If so, Judge Desmond wondered "what can we do about it." Judge Fuld seemed to think the amendment contemplated full VA authority and Judge Thatcher had a "notion" VA had authority to determine civil service preference.

Manhattan Guild to Attend Communion

The Catholic Guild of the office of the President Borough of Manhattan will attend mass Communion on Sunday, May 16.

Monsignor Joseph A. Nelson, of St. Andrew's Church, Cardinal Place, is the moderator. The officers are Raymond J. Harrington, President; Martin F. McDermott, Vice-president; Anna M. Douglas, Secretary Francis X. Duffy, Treasurer; Katherine Faith, Financial secretary and Edward P. May, Marshal.

The committees: Tickets — Thomas P. Golden, Chairman; Mary C. Fitzpatrick, William Cavanaugh, Madeline Edwards, John Carroll, James E. L. O'Ryan, Vincent Morano, Charles D. McCarty, John McHugh, Mr. McDermott, Catherine Tierney, Mary O. M. Sullivan, Vincent Tortorelli, Mr. May, Mae Lyons and Kenneth Walsh.

Publicity — George J. Godfrey, Angela Bathe and Bertha C. Lauer.

Program and Printing — Charles A. Lagattuta, Vincent Morano and Joseph V. Sefcik.

Reception — Ralph F. Lewis, Joseph A. McCarthy and Mr. Harrington.

Ushers—Mr. Lagattuta, Chairman, Edward J. Barry and Joseph R. Krajci.

Church — Miss Sullivan, chairman; Mildred Molloy, Anne Kelly and Katherine Faith.

Hotel—Mr. A. McCarthy and John McHugh.

Speakers — Messrs. Lagattuta, Joseph Sefcik and R. Harrington.

STENOTYPISTS TO MEET

The Metropolitan New York Chapter of the Associated Stenotypists of America will meet on Friday, April 2, at 7:45 p.m. at P. S. No. 17, 328 West 48th Street, Room 214. The Court Stenographer examinations will be discussed and a clinic session will be held. The meeting is open to the public. Both the State and NYC are holding Court Stenographer exams. The NYC filing period closes today (Tuesday), the State's period, April 12.

AMATEUR SHOW All Welcome! Don't Miss the Fun! Come One — Come All — Fun Galore Every Wednesday night, 9 P.M. - Watch and perform yourself if you can. Talent agent for movies and professional entertainments will be present. All types of talent wanted to perform—Oddities, Novelties, Musicians, Singers... Male or Female. Prizes. ENJOY yourselves. Come! TWENTY-FIRST ST. CAFE 258 Third Ave., N. Y. 10, N. Y. OR 4-9658

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Juilliard Chorus and Orchestra BACH'S "ST. JOHN PASSION" Conducted by ROBERT SHAW CARNEGIE HALL, MONDAY, APRIL 5 at 8:30 Assisting Artists: Paul Hindemith, Howard Boatwright, viola d'amore; Eva Heinitz, viola da gamba; Suzanne Bloch, flute; Robert Hufstader, harpsichord. Vocal Soloists: Mariquita Moll, soprano; Florence Pillsbury, contralto; William Cooper, tenor; Blake Stern, tenor (Evangelist); Paul Ukema, bass; Harry Wayne, bass (Pilate); Orville White, bass (Jesus). Proceeds to the Student Aid Fund Seats on Sale at Carnegie Hall Box Office

NEW YORK CITY NEWS

State Says Communist Employees Impair Work of NYC Welfare Dept. Parents Assn. Blasts Cash for NYC 'Circus'

Charges that strong Communist elements among the employees of the NYC Department of Welfare cause the efficiency of the department to be impaired are contained in the report of the inquiry by the State Board of Social Welfare into the administration of public welfare in NYC. The report also states that unions participated in decisions on departmental policy, a condition called "incompatible" with sound administration.

Passage on Communism

On the subject of Communism, the report stated: "Evidence developed both at the public and private hearings of the inquiry demonstrated the strength of Communist elements among the employees of the New York City Department of Welfare. Supporters of the Communist party are addicted to the practice of ingeniously introducing, into the affairs of the department or unit of government in which they have secured employment, items of conduct which are irrational and may even be deliberately perverse or absurd, so that the government they purport to serve suffers an impairment of its efficiency and is brought into disrepute.

"The task of drafting manuals and regulations is made more difficult if a group of those who purport to execute them is determined to misconstrue and misapply them, and thwart their proper operation, because of more or less veiled hostility to the purposes of the established government. We believe that an alert Commissioner will find the provisions of law for the trial of employees guilty of misfeasance or non-feasance in office adequate to cope with this evil."

The influence of employee

groups is described as "almost without parallel." The report says on this point:

"There is no question but that organized employee groups wield an influence in the operation of the Department which is almost without parallel in any other agency of government in this country. This is not a condition that has arisen suddenly. It grew originally out of the conditions of employment prior to the absorption of unemployment relief administration in the permanent city welfare structure.

"Employment and working conditions in the Emergency Relief Bureau and its predecessor, the Home Relief Bureau, were hazardous and crude. All employment was temporary; personnel classification was within the agency's own discretion; conditions often resembled those in factory sweatshops of an earlier day. Consequently aggressive and militant employee organizations developed.

"Many of the traditions of employer-employee relations developed in those early days have been carried forward to the present even though meantime the operation has been stabilized, the staff is under civil service, and working conditions have been improved.

"Furthermore, organized employee groups have been able to strengthen their position and widen their influence in the confused and fluctuating administrative setting that has existed in recent years.

"The status of unions of public employees is a matter which goes beyond the scope of public welfare administration, but, nevertheless, cannot be ignored. It is incompatible with sound public welfare administration to have employees

charged with supervisory functions belong to the same unions as their subordinates. It is equally clear that efforts on the part of union organizations of welfare employees to dictate or obstruct policies of a welfare department, similar to those disclosed at the public and private hearings of the inquiry, should be firmly discountenanced."

Who Did the Work.

The report goes into the technique of welfare administration and thus covers many aspects besides employee activities and relations. A "breakdown" in the department is charged, "but may not be attributed primarily to shortage of staff or staff turnover."

The report was made by the State Board of Social Welfare, Henry Root Stern, Chairman; Neil D. Callanan, Vice-chairman. The other members are Paxton Blair, Gertrude S. Brooks, Samuel D. Magavern, William O. Riordan, Ruth L. Roberts, Frederick W. Stein, Harry G. Stutz, Dr. Joseph Todd, Dr. Bettina Warburg, Laura M. Whitfield and Herbert A. Wolff. The Special Committee on NYC consisted of Mr. Blair, Chairman, and Messrs. Riordan and Wolff.

The Staff of Inquiry consisted of Victor J. Herwitz, Special Counsel; George Trosek, Associate Counsel; Joel Earnest, Special Assistant, Abraham Poretz, Assistant Counsel; and a State Department of Social Welfare staff assigned to inquiry: Margaret Barnard, Grace Chamberlin, Esther Clark, George Clarke, Helen Coope, Mary DeBott, Margaret Dowd, Irene Dwyer, Marion Farren, Roland Guild, Elizabeth Hammett, Catherine Hensler, Constance McDermott, Clara McDonnell, Josephine Milazzo, Polly Monarch, Margaret Morris, Julia Olden, Leilla Pasco, Bernard Shapiro and Eleanor Walsh.

(Continued from Page 1)

a substantial share of the initial investment. Nor is it fitting and proper that the City of New York risk its capital on such a project, when essential city services for the welfare of children are under par. If it was a good investment, there are many who would be eager to put up the funds.

"One is reminded of the phrase used by the late Franklin D. Roosevelt when, in his first inaugural address, he chided those who gambled with other people's money. Even though no one would reap profit were this, by some wild dream, to be successful financially, it is still, from the administration's point of view, gambling with other people's money, because it involves an expenditure of citizens' funds for glory that it reaped more by officialdom than by the man in the street.

Funds For Schols First

"If business enterprises believe that this will bring in revenue to them in the form of visitors, we have no objection to their paying for it. But we do object to their profiting by an expenditure of public funds that should go for school buildings, teachers' salaries, school supplies, policemen and nurses. This is the expenditure of money belonging to the many for the benefit of the few. It is privilege, and privilege has no place in New York City.

"We write to you not only be-

cause our Mayor entrusted you with the task of acting for him in his absence you have, on several occasions, shown yourself to be true and loyal friend of the public school system. We are not unmindful of your help in the past. We look to you to do your utmost to see to it that the school budget is not cut this year—and certainly to make no unnecessary appropriation until the schools receive what they must have for the sake of the children."

Citizens Union Protests

The blast by the United Parents Association followed condemnation of the Golden Anniversary celebration expenditures by the Citizens Union and by civil service employees last week. The Citizens Union demanded that the action in spending money for the celebration be reconsidered by the Estimate Board. It was pointed out that the general public had been given no opportunity to voice its sentiments on the issue.

The Uniformed Fire Officers Association voiced a widely expressed sentiment of civil employees in the statement that "We feel the City should fill vacancies and make pay raises before expending money for such non-essentials as the Golden Anniversary celebration . . . with no indication of the millions it might eat up before it is over. The needs of the City come first!"

2,000,000—1,000,000—Or What?

It is pointed out that in report of Budget Director Thomas Patterson a claim is made that \$1,000,000 will be received from the sale of tickets to the celebration, at 50c a ticket. That means 2,000,000 people would attend. Grover Whalen, in a recent newspaper statement, says that he expects 1,000,000 persons to attend. "That's 100 per cent wrong," one source, and the Citizens Union it is understood, will issue another statement pointing out that one of the estimates is being arrived realistically, and the prospect of huge money losses to the City great.

FINAL KEY ANSWERS

The Municipal Civil Service Commission has approved as final the tentative key answers to Part I of the Statistician test given on February 7.

Four modifications were made to the tentative key for Part I of the Assistant Civil Engineer test held on January 17. These were: 13, from A to A or E; 16, from D to E; 20, from E, to B or E, and 21, from C to A.

The Dietitian tentative key for the test taken on January 28 has been approved as final. So has the key for the Junior Statistician test given on February 7.

Agreements Are Held Legal In Prevailing Rate Cases

Attorney Harold Baer, of Baer and Gallin, announced that he would appeal to the Appellate Division from the decision by Supreme Court Justice James B. M. McNally, holding that wage agreements made by the City with employees covered by the prevailing rate law (Section 220 of the Labor law), were legal. Mr. Baer represents the Evadan Realty Corporation, which maintains that the agreements are illegal.

The case went to the Court of Appeals once before and that court held that issues of fact had to be decided before questions of law could be determined, so the trial before Justice McNally resulted. The corporation is ready to carry the case to the Court of Appeals again.

Meanwhile, a report was circulated that the City does not intend to enter into any more wage agreements with employees who come under Section 220. The employees themselves, totalling some

20,000, are divided on the question. Some groups favor the agreements, because of steadiness of employment and other benefits, while others oppose them, because of less total pay received and also because they don't like disputed legal questions that tend to reduce the power of unions.

Four titles are at stake in the present case: General Mechanic, Motor Grader Operator, Blacksmith and Blacksmith's Helper. But all agreements would be affected.

Comptroller Lazarus Joseph is opposed to the agreements. Budget Director Thomas J. Patterson favors them. They were originated in the previous City administration. If the agreements are held illegal, the Comptroller would determine just what is the prevailing rate and the City would pay that. Hence agreements, or contracts, as they are also called, tend to oust the Comptroller of his jurisdiction in such cases.

NYC Eligible Lists Open to Inspection

The following official NYC eligible lists are open for inspection in The LEADER office, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall Park and just west of Broadway:

Promotion to Supervisor (Power Distribution) New York City Transit system.

Promotion to Senior Chemist, Department of Health.

Promotion to Telephone Operator, Grade 3, Board of Transportation, GA Maintenance of Way.

Promotion to Telephone Operator, Grade 3, Department of Public Works.

Promotion to Inspector of Water Consumption, Grade 4, Department of Water Supply, Gas and Electricity. (New York City Division).

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3. Fri., April 2 (7:30-10 P. M.)—"PRACTICAL MATHEMATICS" by G. M. Hobbs, J. McKinnay, and J. R. Datzell. Price of book, \$2.75.
4. Sat., April 3 (2-4 P. M.)—"IDEAL MARRIAGE" by Th. H. Van de Velde. Price of book, \$7.50.
5. Mon., April 5 (2-4 P. M.)—"ETIQUETTE AND GOOD MANNERS" by Emily Post. Price of book, \$5.00.
6. Thurs., April 15 (7:30-10 P. M.)—"CIVIL SERVICE BOOKKEEPER EXAMINATION TESTS AND REVIEW." Price of book, \$2.00.
7. Fri., May 14 (7:30-10 P. M.)—"CIVIL SERVICE FIREMAN (FIRE DEPT.) EXAMINATION TESTS AND REVIEW." Price of book, \$1.50.

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