

**MANY NEW YORK JOBS
 AVAILABLE
 WITHOUT EXAMINATION**

STATE OFFICE BLDG
 11-10-43
 EDUCATION DEPARTMENT
 ALBANY N. Y.

page 3

MAYOR'S PAY PLAN

WHAT IT MEANS - HOW IT WORKS

New York City employees have rarely been in more jittery a state than in the past three weeks. Mayor La Guardia had announced that a salary raise would come through, he had called together the City's Commissioners and told them to find the money for it—and there the matter had remained, with the exception of action taken in six departments—Police, Fire, Sanitation, Correction, Welfare, and Public Works; plus an increase to nurses in the Department of Hospitals.

Out of the welter of hurried fiscal activities by the City departments in the past two weeks, these facts emerged by the time this issue of **THE LEADER** went

to press.

—A number of departments have not yet submitted to the Mayor their statements of what pay raises they want for their employees and where the money is coming from. In the case of those departments which have submitted figures, the Mayor released only those he chose, and

for unrevealed reasons, withheld others. Example: In the Sanitation Department, he has stated that raises will go to Junior Sanitation Men, Class B Men, Class C Men, Assistant foremen and foremen. He did not reveal that a request has come through for clerical employees calling for an increase of 7 to 10 per cent above present pay scales, the lower figure in general going to clerks earning under \$2,500; the higher figure to clerical employees earning over \$2,500 and up to \$4,000. The **LEADER** can now impart for the first time, also, the raise asked for auto enginemen—

\$100 a year; and for district superintendents now earning \$3,500, a raise of \$250 is in prospect.

2—In general, the raises for City employees are as follows: \$100 or \$120 for those earning \$2,500 a year or less; \$240 for those earning between \$2,500 and \$4,000 a year. The final top figure of those entitled to increases may go up to \$4,500. In the upper brackets, many "merit" raises have been given within the past three months, some of them substantial. There was no indication whether persons receiving these merit increases would be included in the forthcoming bonus. In

one case, merit raises asked by the Health Department for its Grade 4 clerks weren't O.K.'d by the administration. This may indicate that the policy of merit raises might be slowed down from now on.

3—Employees of the Board of Transportation will not be included in the prospective salary increases.

4—Actual increases to date: \$420 a year for members of the Police Department. \$150 a year for nurses in the Hospitals Department. And in the Sanitation Department. (Continued on page 16)

U. S. ANNUAL LEAVE LIMIT UP?

By CHARLES SULLIVAN

WASHINGTON—In the near future, Congress will be requested to act on an important new annual leave measure for Government workers—A bill to raise the present 90 day limit on the total of leave which can be saved up by a U. S. employee. Here is the situation:

All Government employees get 26 days of annual leave per year. They can spend it for vacations or other purposes. Or, if they wish, they can save it for future use — up to the 90-day limit.

Until three years ago, the limit was 60 days. Since it was raised, employees with 60 or more days to their credit have been permitted to save only 15 additional

days each year. Even so, a good many employees reached their full 90-day limit by the end of 1942.

This means that any additional leave these workers may have saved up during the present year will be lost to them — unless Con-

gress passes remedial legislation. National Federation of Federal Employees, largest of the Government worker unions, expects to get the necessary legislation introduced shortly.

There are many good arguments to support the lifting of the limit. For one thing, employees who already have accumulated their 90-day limit of leave are the very ones, frequently, who are the most diligent and conscientious. Otherwise, they would not be forgoing earned vacations in order to stay on the job.

For another, in some agencies heavy restrictions have been put

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 QUICK -
 GOOD PAY**

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 RISE SEEN
 FOR RETIRED
 FEDERAL
 EMPLOYEES**

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**IMPORTANT
 CIVIL
 SERVICE
 BILLS DIE**

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\$420, Overtime Work, No Joy to Cops, Firemen

Members of the Police and Fire Departments have been told what they can expect from the Mayor's pay plan.

As outlined to the Police Department by officials of the Patrolemen's Benevolent Association, and to the Fire Department by Fire Commissioner Patrick J. Walsh, the Mayor's proposed plan is this:

A bonus of \$420 a year will add up to roughly about \$1 an hour, for Firemen. A bonus of \$420 a year, in return for 8 additional hours in every cycle of 20 days for policemen.

The uniformed City forces would receive an increase, but it won't cost the City anything.

All that has to be done is to retire enough police and firemen to make up the money needed for the bonus. Then by having each cop and fireman work the extra hours the departments can make up for the shortage of manpower.

Post-War Job Loss Faces U. S. Employees

WASHINGTON—Here's a small set of figures which sharply points up the unhappy situation which will face many present Federal employees after the war.

10,500 — That's the number of employees Agriculture department has on duty in Washington.

9,000 — That's the number of former Washington employees Agriculture has on furlough — workers who are entitled to return to the department after the war. Twenty-five hundred are on military furlough. The rest are war transferees, now working in other agencies.

9 out of 10 — That's the number of present employees who would have to be fired if every former employee returned to reclaim his job.

Those are the figures, and figures don't lie. **THE LEADER** presents them for what they're worth — as a fairly typical example of a fairly typical agency. However, the figures should not be taken solely at face value. In trying to analyze them, you

RETIREMENT 15% Pension Rise in View

WASHINGTON — Things are looking better for retired Federal employees.

That's another way of saying that their chances for wartime increases in pensions have improved sharply in the last few weeks.

The Senate already has passed a bill which would:

- 1—Give Government workers who retired before January, 1941, the same increased pensions as those who have retired since.
- 2—Raise all Federal employee pensions by 15 per cent for the duration.

The thing that has changed about the situation is this: House opposition to pension increases appears to be crumbling. Rep. Robert Ramspeck, level-headed chairman of the important House Civil Service Committee, is still opposed. However, not even he is as strongly against the measure as was once the case.

Also, Congress recently has voted 15 per cent pension increases for widows of war veterans.

Meantime, Federal employee unions are working vigorously on behalf of the bill. They have been button-holing Congressmen right and left. If the measure came to a vote tomorrow, it probably would lose. However, it won't come to a vote tomorrow. And, before it does, the chances are it will pick up considerable support.

Full Pensions After 30 Years

WASHINGTON — Should Federal employees be permitted to retire — with full pensions — after 30 years of service?

Sen. George D. Aiken (R., Vmt.) introduced a bill to that effect.

Senate Civil Service committee plans to poll its members on it sometime in the next 10 days. And indications are that it will get powerful support.

The bill also has potent opposition. Both Civil Service Commission and Budget Bureau have gone on record against it—on the ground that it would be too expensive. Nevertheless, observers here think the measure has a good prospect of passage.

At present, the 30-year employee who retires before the age of 60 gets a reduced pension. Thus, the new bill holds out an important promise to many Government old-timers who entered the Federal service when they were still fairly young.

As the law reads—

— An employee retires automatically at 70. If he has as much as 15 years of service, he gets a full pension.

— If he has 30 years of service he can retire with full pension at 60.

— If he has 15 years of service, he can retire at 62, with only a very slight reduction in pension.

— If he has 30 years of service, he also can retire on a pension at any time between 55 and 59. In that case, however, the reduction in his pension will be fairly noticeable.

For Survivors

Senate Civil Service Committee also has decided to poll its members on another important Federal employee measure.

This one would give survivors of employees who die in the service lump-sum payments equal to the full amount of their accumulated annual leave.

At present, survivors get nothing. It's due to an odd quirk in the law.

Employees who resign their jobs — and in some cases those who get fired — get full pay for the amount of their accrued annual leave. The law permits nothing whatever, though, for the survivors of those who die in the service.

Many Bills Important to Civil Employees Will Die as Council Holds Final Sessions

By JEROME YALE

Last week's City Council meeting devoted a good part of its time to Civil Service matters. Nine bills concerning the rights of City employees were introduced at the meeting, and referred to the Council committee on Civil Employees. However—and this is the important fact—no meeting of this committee is scheduled before December 23, when the present City Council holds its last

meeting. Then, all bills in the hands of the Committees die a natural death, and the new Council which comes in with the new year begins with a clean slate.

The provision of this latest batch of civil employee bills:

No. 338 Louis Cohen: Provides

that no City employee may be appointed until his fingerprints have been taken by the Civil Service Commission and investigated by the Police Department.

No. 338 Louis Cohen: Provides

V For Vetgossip

By ARTHUR LIEBERS

Ridicule Has No Place

One of the supervisors has finally done it! For a long time, the colored and white workers in Veterans Administration have been getting along fine. There might have been a little restraint when the office first opened, but lately Vets might have been taken as an example of how persons of different races can get along.

Then, this had to happen: Miss Hester, a supervisor, decided that it would be a good idea to find out the birthdays of the workers in her section. Then on the proper day, the employee would report to work and find a little card of birthday greetings on her desk. It was a delightful little gesture and made everybody very happy.

However, the climax came when one colored girl's birthday came around, and the supervisor had either the utmost gall, or the worst taste imaginable.

You've probably seen those greeting cards around town which ridicule colored people. Well, the well-meaning supervisor left one of these cards on that girl's desk.

That started the rumpus. The complaint went right to Mr. Reichert. The colored employees didn't stop there. They wrote to Washington demanding some satisfaction.

Right now, that card is in a manila envelope on his desk, and Mr. Reichert is waiting to hear from Central Office, and readying an explanation.

As it looks from here, if Miss Hester meant to deliberately insult one of her workers, she should be subject to disciplinary action. If it was a tactless "boner" that she pulled, an apology is in order. Next step in this affair depends on what General Hines' Office does. (He's national head of Vets Administration).

So far as the officials at Vets are concerned, it's all over and forgotten. But a large proportion of the employees are burned up, and plenty. They think this has carried things a little too far.

UFWA TO CONSIDER DISCRIMINATION PROBLEM

A discussion of discriminatory practice in federal agencies will highlight the December 22 meeting of Local 21, United Federal Workers of America, CIO. Among those to participate in the discussion will be Eleanor Nelson, National Secretary-Treasurer of the UFWA; Edward Lawson, Regional Director of the Fair Employment Practices Committee; and Edward Strong, National Secretary of the National Negro Congress. The Meeting will take place at 13 Astor Place, 3rd floor and will begin at 7 P. M. sharp.

For the returning soldier—there's nothing better to keep him up-to-date on Government job opportunities than the Civil Service LEADER.

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Security Numbers Likely to Be Out

WASHINGTON — The issue of Social Security numbers for Government workers is now up to Senate and House conferees. (See LEADER for December 7).

The House has passed a bill which would permit them. It is an appropriation measure, giving the Civil Service Commission about \$800,000 to centralize Federal employee retirement records. If the Commission has its way, one of the things for which it uses the money will be to give Social Security numbers to all Federal employees — for identification purposes.

The Senate, however, has killed the appropriation. It listened to the protest of Federal worker unions, which feared a grab by Social Security Board to take over the Federal retirement system.

That puts it squarely up to the conferees. Best bet: Civil Service will get its appropriation to centralize retirement records. But the finally-approved bill will carry a special clause, barring use of Social Security numbers.

that the Municipal Civil Service Commission shall not have the power to waive the payment of any fees without the consent of the Board of Estimate.

No. 340 Anthony Di Giovanna: Provides that the Municipal Civil Service Commission must publish a notice in the City Record before it may certify a list as being "appropriate" for any position except that for which the test was given.

Down On Experts

No. 339 Anthony Di Giovanna: Provides that salary vouchers for any "expert" hired by a City department must be accompanied by a statement of the head of the department explaining why the duties cannot be performed by any person in the City civil service.

No. 341 George E. Donovan: Provides that any "expert" employed by the City must meet the residence requirements.

No. 342 William M. McCarthy: Provides that any notice by the Municipal Civil Service Commission of a change of title or reclassification must contain the name or title of the specific jobs involved.

No. 343 William M. McCarthy: Provides that all salary vouchers for persons employed by the City must show that the person is actually working in the department by which he is employed.

No. 345 Frederick Schick: Provides that when any person has been found "unqualified" for a City position by the Municipal Civil Service Commission, any future certifications of that person must carry a record of his investigations by the Commission.

No. 346 Frederick Schick: Provides that the salary voucher of any "expert" hired by the City must carry a statement that the money is being paid to him for personal services, and not to any person employed by him, or working as a subcontractor.

Bills To Die

Following are other bills which are in the hopper of the Civil Employees committee and also likely to die with 1943:

(Continued on page 12)

The YMCA Offers to You

a splendid opportunity for
improving and maintaining health through its

- SWIMMING POOLS
- GYMNASIUMS
- SPECIAL EXERCISE ROOMS
- HEALTH SERVICE DEPARTMENTS
- SOCIAL PROGRAMS

Inquire about yearly and short term memberships
Your Inspection Is Invited

Write or Telephone for Further Information

BRONX UNION 470 East 161st Street ME. 5-7800	GRAND CENTRAL 224 East 47th Street WI. 2-2410	HARLEM 180 West 135th Street ED. 4-9000
McBURNAY 215 West 23rd Street CH. 3-1984		WEST SIDE 5 West 63rd Street SU. 7-4400



Join in the Holiday Spirit and hear the inspirational singing of The Dime Savings Bank Glee Club.

We wish you a Joyous, Hopeful Christmas, a Happy New Year, and extend a cordial invitation to all our friends and depositors to be with us.

Friday Morning, December 24th
Eleven Fifteen O'Clock
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THE DIME SAVINGS BANK OF BROOKLYN
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SMALL UPRIGHTS
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240 W. 55th St., N. Y.
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LISTS
Recent Action

Letterer
Fire Department has one vacancy for a Stripper at \$11.25 a week. The name of Aaron Ziblat was sent in from the preferred list for Letterer.

Power Maintainer "C"
The promotion list to power maintainer, group "C," in the Department of Transportation to make one appointment at 95 cents an hour. Numbers 1 to 8 were submitted. The IRT list was also sent in to make appointments at not more than \$1.00 an hour. The first five names on the list were being considered.

Prom. Accountant, B. of T.
The promotion list to Accountant, Operating Division, Board of Transportation will be used to make one promotion to \$2,401. Numbers 4, 5 and 6 were sent to the Board. Maurice Weinstein, Sidney Goldstein and William Fenster are being considered for the permanent position.

Cleaner (Women)
The regular list for Cleaner (Women) will be used to make one appointment in the Department of Health at \$1,200. Twelve names were submitted, reaching number 222.

Prom. Foreman, Telephones
One promotion will be made from the list of Promotion to Foreman, Telephones, IND Division, Board of Transportation. Numbers 1, 2 and 3 were sent in for the \$3,060 job; permanent.

Prom. Junior Accountant
The Board of Transportation is making two promotions from the promotional list for Junior Accountant, Operating Division—one in Brooklyn, one in Manhattan. The job pays \$1,801. Eight names, number 16 were sent in.

Junior Administrative Assistant
Civil Service Commission is making one appointment from the departmental list for promotion to Junior Administrative Assistant. Candidates for the \$3,000 position are Theodore H. Lang, and Joseph Lev, 2 and 3 on the list. Number 1, William H. Becker has been appointed.

Property Manager
Board of Estimate is appointing one eligible from the competitive list for Property Manager. The job will be in Manhattan. Pays \$2,400. Ten names were submitted down to number 38.

Laundry Worker
Forty-eight names from the list for Laundry Worker were sent to the Department of Hospitals to make appointments in all boroughs. Number 2459 was the last reached. The jobs pay \$1,000 a year, or \$720 with maintenance.

Sanitation "A" List
Nine more men on the Sanitation Man "A" list were certified for "B" appointments at \$1,920 a year. They must pass driving test and have State chauffeurs license. Number 7312 has been reached.

Champion Blood Donors
Among Govt. Employees

From the Department of Welfare, Welfare Center 84, comes another contestant for the honor of the civil-service - blood-donor - champion. He's Lester W. Tharpe, who has made ten trips to the blood bank. And close on his heels is Mildred Fay Nichols of Sanitation's Queens Borough Office, who has made nine donations, and is scheduled for her fifth visit on January 11. So Miss Gladys Comeau, telephone operator at the Excise Tax Bureau, who has given eight pints of blood, gets some real competition for the title of champion blood donor among government employees.

Both the leaders in patriotism come from departments where everyone and his neighbor at the next desk have been down to the Red Cross. From the small staff of Welfare Center 84, 23 employees have donated 88 pints of blood.

When the Department of Sanitation recently took a check of its employees had made donations, it was found that 212 men



Mildred Fay Nichols, who has made ten trips to the blood bank. And close on his heels is Mildred Fay Nichols of Sanitation's Queens Borough Office, who has made nine donations, and is scheduled for her fifth visit on January 11. So Miss Gladys Comeau, telephone operator at the Excise Tax Bureau, who has given eight pints of blood, gets some real competition for the title of champion blood donor among government employees.

What's the Real Reason Mrs. Harvey Was Fired, Commissioner Catherwood?

Mrs. Helen L. Harvey is out of a job. It appears that Commissioner M. P. Catherwood, of the State Division of Commerce, wanted Mrs. Harvey out of the division, even though she had been a satisfactory employee of the State for eleven years, and held the title of Principal Stenographer—a post carrying real responsibility in Mr. Catherwood's bailiwick. So the Commissioner issued a series of charges and then dismissed her on November 27. The good commissioner was prosecutor, judge, jury, and hangman.

And it appears that Mrs. Harvey never had a chance.

"Old Lady" Stuff
Catherwood's charges have an "old lady" quality about them. As this reporter read them, he got the impression that most were constructed out of the filmy kind of picayune small-stuff by which any person working in any office can be damned. Moreover, many of the charges could only have been made by a "squealer," and Mr. Catherwood blandly accepts these charges—and has denied Mrs. Harvey's demand to be faced by her accuser.

The first charge complains that Mrs. Harvey has demonstrated "gross misconduct and negligence," and cites a number of cases where sick leave and vacation records weren't correctly recorded.

Miss Harvey admits errors, but counters by asserting that the very system of keeping records in the Division makes it impossible to maintain perfect records. Moreover, she shows that five of the "corrections" listed as a basis for her removal, are themselves erroneous. The work of keeping these records, incidentally, was piled on her in addition to her other activities.

She Helped Employees
Commissioner Catherwood charges that Mrs. Harvey is responsible for various typographical errors in "The Stenographic Guide." This is a booklet prepared by Mrs. Harvey on her own initiative "because I thought it would help the employees in the Stenographic Pool." She spent much time assembling the material and writing the original draft, and submitted the draft to several persons in the office before having it mimeographed.

In answer to Catherwood's comment (Cont. on page 9)



HE GOES TO BAT FOR HER. Capt. Maurice F. Neufeld, brilliant young State official and Deputy Commerce Commissioner before entering the service, wrote all the way from Sicily to protect the job of Mrs. Helen Harvey, who, he thought, was being unjustly dismissed from service. The letter, written to Commerce Commissioner Catherwood, is a classic



I Must Not Remain Silent About This: Capt. Neufeld

What do others think about the firing of Mrs. Helen Harvey? So deep is the impression that one State official, now with the Army, Captain Maurice F. Neufeld in answer to a letter from Dr. Catherwood on the subject, wrote a stinging reply all the way

from Sicily. Neufeld was Deputy Commissioner of Commerce, and a close personal friend of Catherwood's. It isn't clear why Catherwood communicated with Neufeld about this matter, but the response is something Catherwood (Cont. on page 16)

Well, Well, Well! So That Clerk Grade 3 Exam Was Just a Perfect Little Gem!

The City Civil Service Commission last week decided to stand pat on the tentative key answers and accepted those answers as the final rating key for the promotion test to Clerk, Grade 3.

In its report to the Commission, the Examining Division recommended that the key be confirmed "with the possible exception of Item No. 33 on which there is

divided opinion. One examiner suggests the tentative key answer 'C' be considered the only correct answer; another examiner, however, believes that 'B' internally should be credited as well."

The report of the examiners to the Commission on protests against the examination ran to 29 closely typewritten pages.

Some excerpts from the report: "About 80 protests of a general nature were submitted. These protests did not dispute any of the tentative key answers, but criticized the test as a whole. They asserted either that the test was unfair, or too technically difficult, or not based on the duties of a clerk, grade 3, or not in accordance with the advertised scope of the test. These protests fail to substantiate their assertions by reference to specific items or by citing competent authorities and sources."

There was wide agreement that the test as a whole was a poor one. The LEADER quoted three authorities who held to this view: Harry Langdon, Chief Fiscal Officer of the Sanitation Department; Dr. Sterling Spero, of the School of Public Administration, New York University; and Frank P. Clement, Director, Division of Administration, Department of Public Works. Many other authorities could have been cited. However, candidates themselves disputed the validity of the examination on the logical bases admitted by the Civil Service Commission's Examining Division. Employee organizations, too, protested on valid grounds. The statement that "these protests fail to substantiate their assertions . . . by citing competent authorities and sources" is smug and fatuous.

"The protests that different instructions regarding items 76-80 were given in the three schools

may be disposed of since all candidates are being given credit for these items . . ."

This procedure, however penalizes those hardy individuals who spent time and effort trying to work out these four problems, time which they could have spent to better advantage on other parts of the test. Now they discover that others who took the test but didn't work on these problems get just as much credit as they! Obviously, it's an unfair solution to a problem which the Commission mishandled.

"Other suggestions were to lower the pass mark, lower the weight of the test or permit every one to take Part II. The question of the number passing is not ascertainable until after preliminary rating is done. Sampling shows that candidates are doing well on the test . . ."

In the case of question 55, an error occurred on the examination paper where "Board of Estimate and Apportionment" appeared instead of "Board of Estimate"; 22 candidates asked that the question be thrown out, but the Commission felt that the candidates should have known it meant the Board of Estimate and let the question stand.

In permitting this question to stand, the Commission is penalizing candidates for its own error. It used to be the "Board of Estimate and Apportionment." But today, it's only the Board of Estimate. Employees who knew this fact, and answered intelligently in accordance with it, must be counted wrong, says the Commission. The Commission should have thrown this question out or allowed credit for alternative answers.

Question 33, which one examiner felt should be allowed the alternate answer, dealt with the meanings of "internally" and "inherently". The report says: "There is authority in dictionaries for regarding 'internally' and 'inherently' as synonyms." The Commission decided to hold to its original

JOB
City Posts—
No Exams

The following City positions are open without examination to residents of New York City who meet the requirements of the various City departments. Apply at the addresses given below:

- Department of Hospitals**
Bellevue—26th Street and First Avenue.
Welfare Island—59th Street and Queensboro Bridge.
Harlem Hospital—Lenox Avenue and 136th Street.
Kings County Hospital—Clarkson Avenue, Brooklyn.
Sea View Hospital—Castleton Corners, Staten Island.
Hospital Helpers—\$660 with maintenance, \$960 without; for heavy work such as collecting garbage, passing coal, etc., \$1,200.
Hospital Attendant—\$720 with maintenance, \$1,020 without.
Laundry Worker—\$720 with maintenance, \$1,020 without.
Stenographer—\$1,201.
Technician (X-Ray)—\$1,260 with maintenance, \$1,500 without.

- Board of Transportation**
Street Car Operator—75c hr.; 5 ft. 4 in. minimum height.
Bus Operator—75c hr.; 5 ft. 4 in. minimum height.
Conductor—70c hr.; 5 ft. 6 in. minimum height.
Maintainers Helpers—75c hr.; aliens accepted.
Porter—62½c hr.; aliens accepted.
Trackman—75c hr.; alien accepted.
Apply Room 1, 250 Hudson Street.

- Finance Department**
Tabulating Machine Operator; Typist-Bookkeeper—\$1,201. Apply at Room 507, Municipal Building, Manhattan.

- Board of Education**
Lunch Room Helper—50c hr.; part time, 10 a.m. to 2 p.m. daily. Apply Board of Education, 110 Livingstone Street, Brooklyn.

- Board of Water Supply**
Guards (for work outside of New York City)—\$135 per mo. Apply Wednesdays only, Mr. Tierney, Room 1816, 120 Wall St.

- Housing Authority**
Coal Passer—\$1,440; aliens accepted.
Porter—\$1,320; aliens accepted.
Fireman—\$1,500; aliens accepted.

For Men Only

There are jobs waiting for 500 men, between 18 and 55, at the high rate of \$8.14 a day. The positions are open as Yard Brakemen in railroad yards around New York City. The work consists of switching and coupling freight cars in the yards. No experience required.

Men accepted will receive training when they start to work. There is no educational requirement, but they must pass a physical test. Men in 1-A will be taken on.

Free living quarters will be provided for those men who want to take advantage of the offer, and meals are available for \$6.50 to \$7 a week.

Citizens can be taken on immediately. Friendly aliens may be hired if they get approval.

To apply for these jobs, call at either of the following offices of the United States Employment Service, where you will be interviewed and sent out to the railroad company if they think you'll do:

- Manhattan Office—87 Madison Avenue.
- Brooklyn Office—205 Schermerhorn Street.

Final answer. There were 74 protests on this question.

Since even one of its own examiners was confused by this question and suggested the possibility of an alternate answer, the Commission should have allowed both possibilities.

On the question about safeguards being put in the way of an office supervisor's purchase of new office machinery, 105 protests came in, but were turned down on the ground that no authoritative evidence was produced to show that the Commission was wrong. This was question 7.

This was one of the questions which nobody could make head or tail out of. Persons acquainted with that sort of problem—who would be considered authorities by all except the self-righteous Examining Division of the Commission—just threw up their hands and scratched their hair. Pity the poor clerk who had to find an answer out of such nonsense.

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Tuesday, December 21, 1943

Yuletide Thoughts About Civil Service Problems

THE TROUBLE with the raise in pay which Mayor LaGuardia has granted to City employees lies precisely in that it is a grant, given by the Mayor in a manner that suggests the bitter flavor of charity. The whole pay plan has been jammed through with a peculiar gracelessness. The basic fault, as this paper has continuously maintained, is the administration's refusal to deal with City employees as adult men and women, entitled to a voice in the making of decisions which influence them vitally. There must, sooner or later, be instituted in this town a system of conference and negotiation between the City and its employees. This attitude of "I am the Mayor, and I make the decisions, and if they don't like it, they can lump it!" has, from a purely practical viewpoint, not brought results. Let the Mayor look around, see what has happened to employee morale, to their feelings about their jobs, in a time when morale should be highest—Mr. Butch may be rudely shocked. The day of mystery, secrecy, and doubletalk about such matters as salary should long have ceased. There would be a healthier spirit in New York City's government corps today if the Mayor realized this fact. Signs from the bailiwicks of employee organizations all point to the conclusion that they are going to put on the heat in this matter. More power to them.

U. S. EMPLOYEE LEAVE

CONGRESS HAS before it two bills concerned with Federal employee leave. One would extend the present 90-day time-limit on the accumulation of annual leave. The second would grant to the survivor of a Federal employee, in event of the employee's death, a cash payment for the accumulated leave which the deceased had earned. The first of these measures is designed to aid hard-working employees who go on and on without taking time out for personal matters—some of the finest men and women in the Government service. The second bill is designed to cushion the impact of death for an employee's dependents by granting them payment for the time owing the employee. Neither of these bills are of world-shaking importance. Neither will cost the Government very much money. Both are obviously just. Both should pass.

IT'S EASY TO BE FIRED

THE STORY OF THE MANNER in which Mrs. Helen Harvey, a State employee for 11 years, with an excellent record, was kicked out of her job (see page 3) brings to mind again the fact that the civil service employee, despite all the pious words, has very little protection against the whim of a superior. The State legislature, when it convenes in January, should re-examine the concept of employee-protection as now embodied in State law. If an employee can be fired as readily as Mrs. Harvey has been, new law is needed. And we suggest to employee organizations that they begin thinking now about the kind of protective bill they want.

AND TO ALL civil service employees, to the fighting men and women of this nation and our allies, to those who are working with hand and brain to bring this war to a quick, successful conclusion—

A Happy Yuletide from the staff of the Civil Service LEADER.

letters

More on the Work-Week

Sirs: After consulting many of my fellow workers, the consensus of opinion seems to be that

the best working hours for a 48 hour, 5½ day week, seems to be as follows: 8-12:15—1-5:30, Monday to Friday; 8-12:15 on Saturday.

My co-workers were all enthusiastic about my letter in The LEADER recently. They are looking forward to a 5½ day week.

MADLINE GORDON

Don't Repeat This!



Dewey Department.
One facet of Governor Dewey's character that few people know about is his personal interest in the men who work or have worked under him. Example: word came through 10 a.m. Saturday of Irving Bars's death among the soldiers drowned in the New Orleans Staging Area. Bars had formerly worked with Dewey (see page 16). At 10:30, Dewey commissioned John O'Connell, State Liquor Authority head, to get all the details about Bars, and to phone the Governor every hour as to whether Bars's family was O.K., when the body would be shipped, when the funeral would be held . . . By the way, two former Dewey boys are doing well with Naval Intelligence: They're Lieut. Joe Kaitz and Lieut. Charles Chataway . . . The Governor "thinks in tone." When he writes a speech, he always "hears" it mentally, and will change the sentences around until he gets the right vocal effects. It's the result of his early musical training . . . The State Capitol will be interested to learn that FDR saw Col. Charles Poletti, former lieutenant governor now with AMG, during the President's recent trip abroad . . . This column scooped the dailies on the extension of the Governor's probe of the Albany Democratic machine . . .

LaGuardia Layout

There are lots of changes going on in New York City's Department of Investigation. Just routine, Commissioner Herlands? . . . Sanitation officials shrug their shoulders at the Hart report about their department. But they think Herlands let them down by his weak defense of them . . . The State Legislature convenes January 10. In Albany, Ruben Lazarus is Mayor LaGuardia's trouble-shooter. But Ruben has been acting as the Mayor's secretary since Lester Stone left that spot to go into public relations work. No one has been groomed to take over when Lazarus goes up to Albany. The only current possibility, say the wiseacres, is Charles Murphy, who recently came into City Hall from the Law Department to take over legal chores. But Young Murphy doesn't know the ropes yet, and it's doubtful if he could take over the grueling post of Mayoral secretary. But maybe Butch will pull somebody out of his hat at the last minute, as he often does . . .

Merit Men



IRVING W. HALPERN has been enormously successful in the rehabilitation of men and women released from prison. In percentages, 91% of his charges "go straight." That record has been accomplished by a scientific handling of its work by the Probation Office of the General Sessions Court in New York City. Only last year, a fascinating feature was added to the work of this Office—the reclamation of youthful offenders who now come within the purview of new courts known as the "Youth Part."

The Probation Office over which Halpern presides is divided into two sections: Division of Investigation and Division of Supervision. The first of these has as its function the problem of delving into the life of every individual convicted by the General Sessions Court. Halpern's men don't just probe—they must deliver a report analyzing the individual's whole personality. They must uncover the conditioning influences in his life, and to do this they go back to the day he was born. They examine every facet of his conduct and his habits over the years. Then they write detailed reports. These reports go to the judge before he pronounces sentence. A copy of the report goes to the institution, and another to the parole authorities.

The Division of Supervision has as its function the control and direction of persons released on probation. "No individual lives in a vacuum," says Halpern. "We work with their families. We do what has to be done about their health, recreation, education, sav-

ings, religion, discipline, and employment." It's an enormous job, and Halpern insists it must be accomplished on an individualized basis. When a man comes out on probation, a probation officer is assigned to him. This officer draws up a plan of action, which is passed upon by the executive officer in the department. The probation officer goes to work on the basis of this plan, and then, Halpern explains, "we insist that the plan be modified each six months." The tall, slow-speaking Chief Probation Officer favors long probationary periods, because he knows that the alteration of a character cannot be accomplished on a short-term basis. While he has a staff 89 employees, he enlists the aid of every city agency in his work. There is even a psychiatric clinic, run by the hospital Department, attached to the General Sessions Court. An interesting feature of the success of the work done by Halpern and staff is this: During the depression years, the ratio of employment among their charges was higher than among the general population!

They Work Hard

The reputation of Halpern's office is tops in the nation. Everybody who wants to do probation work seeks to get into this office. But standards are high. Every probation officer must have a college education, must pass a grueling civil service examination, must measure up to the most exacting standards before he can expect an appointment here. Pay is good, and is likely to get even better. But the work is hard. The staff puts in all kinds of hours, and if you should phone late in the evening, chances are you'd find somebody on the job.

Halpern, now 53, has a couple of fascinating ways for "getting away from it all." He paints and he cooks. His painting is becoming quite respectable. He travels to the Beaux Arts studios whenever he gets a chance—which isn't too often. He's always had a yen for drawing, and during his early schooldays often got in dutch for making caricatures of his teachers. As for his cooking, he claims no expertise, but his friends say that his pot roasts and stews are something. "There is the fun of eating it," Halpern explains.

He has found time, too, to write two books. One of them, "A Decade of Probation," is used as a text book in many universities.

Halpern lives quietly with Mrs. Halpern in Manhattan. Their only son last week entered the Army.

How Can Civil Service Be Improved?

The article which follows is recommended reading for every administrator and every employee in a supervisory position. It is the final portion of an essay begun six weeks ago, delving into civil service personnel problems. Though dealing primarily with New York State, its conclusions are applicable to Federal and Municipal Government. The author: H. Eliot Kaplan, Executive Secretary, Civil Service Reform Association.

(10) **Research Activities** have been begrudgingly undertaken sporadically and in minor fields. Little is known, for example, of the validity of many of the tests even for clerical and police appointments. The research laboratory has been shunned as mere academic practice and financial extravagance. But we go on year after year probably making the same mistakes and blundering along in applying practices and techniques the real selective and objective value of which we have only vague knowledge. Even modest funds invested judiciously in the direction of research should bring large dividends in developing new methods and practices, in eliminating useless or needless ones, and in finding short cuts to more practical results.

(11) **Transfers.** The present practice of handling transfers from one department to another is too haphazard and uncontrolled. It is approached entirely from a negative point of view when it should be the responsibility of the personnel agency and the departments or persons to be encouraged to go from one department where they are less needed to one where their work would be more important. The Commission's responsibility now is passive. Its attitude often is one of indifference and admin-

THE LEADER INVITES COMMENTS AND QUESTIONS ON THIS SERIES OF ARTICLES

istrative annoyance. There is no positive program of transfers based on the premise of the good of the service rather than the mere convenience or wish of the individual seeking transfer.

(12) **Separations from the Service.** The present system of dismissal from the service is far from satisfactory, either to administrative heads or to employees. While attempts have been made to modernize disciplinary action and review of arbitrary or capricious action of operating departments, the system is still wanting in effectiveness and in just results. True, the problem of handling dismissals is a knotty one, and no universally acceptable solution has yet been evolved. Nevertheless, coupled with the problem of dismissals inevitably arises the problem of employee relationships which cannot and must not be relegated to a sphere of unimportance. The problem of handling employee grievances, welfare and similar problems affecting employee relationships is one that must be approached sympathetically and with a view

to giving employees a square deal. The responsibility for employee relationship policies is not that of the personnel agency alone. It is the responsibility of the state administration itself which must determine the basic policies to be followed by its operating agencies and to be supervised by the personnel agency.

(13) **Leaves of Absence, Hours of Work, Vacations and Compensable Injuries.** There is no uniform plan governing any of these matters. Abortive attempts have been made from time to time to meet these problems on a state-wide basis with a view to standardization and uniformity in departments and agencies. They need reconsideration and more liberal treatment.

(14) **Over-all Supervision.** Finally, there is the responsibility of over-all supervision and investigation of the administration of the personnel system of the State. This is the responsibility basically of the personnel agency which should report to and make recommendations to the executive. Involved inherently in all of the problems of personnel management are those of fiscal control and administrative management generally. For coordinating these the executive is ultimately responsible.

Adopting these suggestions will not bring the millennium in personnel administration to New York State. It will, however, bring a modern public personnel system. It will, at least, give a new impetus to our civil service, and provide a more workable merit system worthy of the State of New York. It can be done!

POLICE CALLS

Here's What the Court of Appeals Retirements Decision Means to Policemen

The Court of Appeals decision in the Pierne-Harvey case is, as every cop now knows, of tremendous importance. The LEADER, in seeking to analyze the meaning of the decision, queried a number of prominent attorneys. There was general agreement among them that the decision opens the way to easier retirements, but every one of them also advised the men in the department: Step softly! The 12-page decision settled some questions, but left plenty of others without solution, and the man who proceeds on the theory that he is now automatically re-

retired, may well be automatically reemployed. BUT another step has to be taken, getting his name on the pension rolls. This intervening step must be performed by an outside agency—the trustees of the Police Pension Fund. So, in order to do this, it becomes necessary to institute mandamus proceedings. (This means a court action to compel a defendant to perform something). Now, here's where the hitch comes in. It so happens that the courts have discretionary power to grant or to withhold granting the mandamus. The Court of Appeals has decided in several cases that the courts possess this discretionary power.

Tully's View

"When a man puts in his application for retirement, he automatically retires himself. BUT another step has to be taken, getting his name on the pension rolls. This intervening step must be performed by an outside agency—the trustees of the Police Pension Fund. So, in order to do this, it becomes necessary to institute mandamus proceedings. (This means a court action to compel a defendant to perform something). Now, here's where the hitch comes in. It so happens that the courts have discretionary power to grant or to withhold granting the mandamus. The Court of Appeals has decided in several cases that the courts possess this discretionary power.

"Thus, a judge could refuse a mandamus when an emergency exists. In three pension cases in the past two years, the courts have refused to issue a mandamus to place men on the pension rolls. So, while a man may legally retire himself under the new Court of Appeals decision, it doesn't mean that he can necessarily compel the Pension Fund immediately to put his name on the rolls so that he can start drawing money. A man who has his full 20 or 25 years in, may put in papers for retirement today, and quit tomorrow. But he would have to wait until the trustees put his name on the pension rolls before he can begin to draw cash on his pension."

In answer to a question about the policeman's status in the department after he has turned in his retirement papers, Mr. Tully warned against assuming too much.

Up on Charges

"I would say that the department may not bring a man up on charges if he has already put in his papers, judging by a cold reading of the Court of Appeals decision. However, I also feel that the courts might work out a waiver in such a case. Remember that both Pierne and Harvey had already ceased working when the charges were issued against them. Where a man continues on the job, the courts may construe that his application for retirement is ineffective until he is reached on the list. It seems to me an incredible situation where a man still working would be considered

exempt from the rules and regulations of the job."

Can't Compel It

General agreement with the Tully view on the decision was voiced by Nathaniel Kaplan, attorney who formerly served as an Assistant D. A. under Thomas E. Dewey and Frank Hogan. Kaplan's interpretation:

"The Pierne case recently decided by the Court of Appeals, established the principle that the Police Commissioner cannot compel a member of the department to answer charges preferred against him after the member has filed his application for retirement, notwithstanding the fact that the trustees of the Police Pension Fund have not acted upon the retirement application. The filing of the application has the effect of a severance of connections with the Police Department. The requirements of the pension provisions of the law are fulfilled by meeting the following conditions: (1) Service of time in the department, depending upon whether the applicant is in 20 or 25 year pension category; (2) filing of application for retirement; (3) no charges pending against the member at time of filing application for retirement.

"The court held differently in the case of an application for pension based on medical grounds, even though the physical examiner had recommended release from service, in the case of Keevan. In that case, the court held that the mere filing of an application was not sufficient, but required the approval of the Pension Fund.

"The decision in the Pierne case does not mean that all those who have filed for retirement can receive their pensions immediately. The board in my opinion, cannot be compelled to certify more than a reasonable number of applications each month, and any effort to compel the board to act upon all pending applications would, I feel, be unsuccessful. The court has discretion in mandamus proceedings, and such proceeding brought to compel certification of all pending applications for retirement would be denied in view of the war emergency. Any applicant who seeks to gain his pension in advance of his regular turn on the list, as determined by a reasonable exercise of judgment by the pension fund, would in all probability be denied by the courts. The courts have already so held in a number of cases brought by civil service employees.

"It is interesting to note that the application by Judge Black, formerly of the Supreme court, to compel payment of salary to him based upon a constitutional requirement was denied in view of the then financial emergency of the city. In all likelihood the present war emergency would be deemed even more drastic. I do think, however, that a member of the department who meets the retirement prerequisites and files his application for retirement, may leave the department and collect his pension as of the day of the filing of the application, although he may not receive actual payment until his application is acted upon by the board.

Calls It "Revolutionary"

Mr. Sydney Rosenthal, Queens attorney who tried the case for the three defendants, termed the Appeals Court decision "revolutionary." He stated that the decision changes the whole concept of the relationship between the Police Pension Fund and the men. He emphasized, in a statement to The LEADER, that men who reach retirement age and have their requisite service in the department, are automatically retired from the force as soon as they apply for retirement. The attorney anticipates that the City will not lightly accept the Appeals Court decision and apply it to everybody who desires to leave the department. He does point out, however, that the decision now provides the opening wedge for any policeman who wishes to go to court in order to establish his right to a pension. A policeman may consider it settled that his actual retirement begins on the date he writes upon his retirement papers, Rosenthal says.

Mayor La Guardia late last week confirmed these views about the Pierne decision. He will undoubtedly seek new legislation in Albany to do something about it. Unofficially, however, The LEADER has learned that the Police Department will contest any man who applies for retirement on the basis of the Pierne-Harvey decision. Any member of the department, one source told this newspaper, who hopes to obtain his retirement and pension, will find the way barred by legal action. The City is prepared to take any case straight through to the Court of Appeals again. It is understood that the staff of the New York City Law Department feels that it can win any case in the courts on the basis of war emergency, and the discretionary power of the court to grant or withhold mandamus. Nevertheless, the probability seems pretty clear as this is written, that the problem of retirement is far from settled; and the courts will witness some hard battles in the near future. A number of men, it has been learned, plan to quit and then sue, since their pension money, in any case, is just as safe as if it were in a bank.

Ray Martin No. 1

Sergeant Raymond G. Martin, number 88 on the P. D. Lieutenant list, had his claim for disabled veteran preference approved by the City Civil Service Commission last week. This moved him up to the top of the list.

Why Was Mrs. Harvey Fired?

(Continued from page 3)

plaint about typographical errors appearing in letters, Mrs. Harvey answered: "I do my best to check everything that comes from the Pool but you can readily understand that it is impossible for me to check the accuracy of every letter and address typed by the ten girls under my supervision." She argues, also, that the Pool must in part depend upon checking by the person who dictated the letter. Mrs. Harvey points out to the Commissioner that petty charges of this type can be made about anybody—including the Commissioner himself. His own letter charging her with removal from office on the ground that she had failed to detect stenographic errors, contains, she says, errors of the same kind. She lists mistakes in spelling, punctuation, and grammatical construction in Catherwood's letter.

To such petty lengths do Catherwood's charges go as even to include "dissension" among the girls in the Pool. Mrs. Harvey replies that this "refers to a petty incident involving a party which the girls gave one evening to a fellow-employee who was leaving the office. It had nothing to do with office work and the incident was of such a trivial nature that I do not feel it could properly be characterized as 'dissension'."

The Commissioner cites as a reason for Mrs. Harvey's removal, the charge that she didn't attend church in Schenectady on one Good Friday when she was supposed to have been attending church. He doesn't say how he discovered this enlightening and important piece of information. He jes' knows! Mrs. Harvey, a woman who pays attention to the requirements of her religious faith, answers emphatically: "I

did attend church in Schenectady on the Good Friday in question." And she goes on to explain precisely how she utilized her time-off in traveling from Albany to her church in Schenectady.

There are other charges, too, all hammered home by the Commissioner with a great noise, though upon reading they seem small indeed.

Merit System Involved

Mrs. Harvey entered the State service on July 1, 1932. She has been steadily promoted. Her work has been highly praised by State officials who had contact with her. Her service ratings throughout the entire period have been in the 90s or the high 80s, and her rating never fell below 82 until she was marked by the present administrative assistant, who gave her 77. She appealed, and as a result her rating was changed—to 76!

The case isn't ending, however, at this point. Persons interested in preservation of the merit system, who have looked at the facts in this case, have told THE LEADER that if an employee can be thrown out at the whim of a department head, there is very little left of the merit system. Mrs. Harvey has retained John T. DeCraff, eminent Albany attorney, to carry the case as far as it will go.

Clerk to Lt.

Thomas Moran, 2nd lieutenant, U. S. Army Air Forces, visited the Sanitation offices last week and created quite a furore among the gals. He's navigator on a B-19. He's single. The last time he was around the place, he was just a clerk in the personnel office.

Navy Yard Gazette

Suggestion

How's about that Consolidation? There's just one thing left in our suggestion box which the Yard has not, at least openly, acted upon; that's our suggestion in the October 26th issue to the effect that there should be more consolidation of departments having much in common, particularly the Labor Board, Accounting Department, Identification Office and Personnel Section along with its exploding tail, the Selective Service Section. This is one of the Yard's greatest headaches and possibly one of its greatest problems; and whoever is trying to solve it out, if anybody, certainly must have, by this time, an even greater headache.

Course in Employee Relations

In a recent issue we called attention to a special course in Personnel Management for the

Shop Personnel Supervisors and Senior Shop Clerks which, in response to suggestions made in this column, was then under consideration. The Yard has since announced such courses as follows:

"Arrangements have been completed with Manhattan College to conduct a series of lectures in the field of Employee Relations and Personnel Administration. These lectures will not only cover practical personnel problems, but they will be "tailor"-made to the requirements of Navy Yard day to day problems. Guest speakers, well known in their respective fields, will talk from time to time.

"There are no tuition fees and no textbooks to buy. The lectures are held at St. John's University, 96 Schermerhorn Street, Brooklyn, New York, from 7:00 to 9:30 P.M. on Wednesdays and Fridays. Enrollment is limited, and it was requested that interested Personnel Supervisors and Senior Clerks should submit ap-

plications, in writing, to the Shop Personnel Officer. A cordial invitation was also extended to all officers whose assignments are in related fields of personnel administration to attend these lectures where such attendance will not interfere with their assigned duties."

Tuition free courses in Engineering, Drafting, Machine Design (mechanics and materials), Mathematics and Shop Methods, and electricity are being offered by Stevens Institute of Technology. A separate section has been set up called Stevens War Industries School to provide these courses for men and women.

Requirements are: graduation from high school with 1½ years of mathematics, or the equivalent. The course extends from December 13th to March 11th, 3 evenings per week, and lead to a certificate. Interviews with applicants will be held at the Dean's office, 5th and Hudson Streets, Hoboken, N. J.

How Do You Feel About Your Job? The LEADER invites letters from Navy Yard employees.

CHURCH OF THE BLESSED SACRAMENT
71st Street (East of Broadway), New York

ADVENT SERMONS
Solemn Mass on Sundays at 11 o'Clock

BY
RIGHT REV. MSGR. FULTON J. SHEEN, PH.D.

"RELIGION IN THE MODERN WORLD"

December 5	December 19
Blessed Mother and World Peace	The Blessings of Unity
December 12	December 26
Soul Naturally Christian	Christmas

FRANCISCAN FATHERS CHURCH OF

ST. FRANCIS OF ASSISI
(National Shrine of St. Anthony)

135 WEST 31st STREET NEW YORK CITY

MASSES

SUNDAYS—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
WEEKDAYS—5, 6, 6:30, 7, 8, 8:30, 9, 10, 11:15 (11 Tuesdays) 12:15

CONFESSIONS
EVERY DAY OF THE YEAR FROM 6:30 A.M. TO 10 P.M.

DEVOTIONS

SUNDAYS—Question Box and St. Philomena Devotions: 8 P.M.
MONDAYS—Our Lady of the Miraculous Medal Devotions: 11:15 A.M., 12:15, 5:30, 6:15, 8 P.M. Sermons at 5:30 and the following.
TUESDAYS—St. Anthony Devotions: 8, 9, 10, 11, 11:30 A.M., 12:15, 12:30, 3:30, 4:45, 5:30, 5:45, 6:30, 8 P.M. Sermons at 11 and each service thereafter.
WEDNESDAYS—St. Joseph Devotions — 11:15 A.M., 12:15, 5:30, 8 P.M. Sermons at 5:30 and 8.
THURSDAYS—Holy Hours: 12 M to 1 P. M., 5:15 to 6:15, 8 to 9 P. M.
FRIDAYS—Our Sorrowful Mother Devotions—10:30 A.M., 12:45, 3:30, 5:30, 6:30, 8 P.M.

CHRISTMAS EVE
Bambino Procession after the 8 o'clock devotion.

CHRISTMAS MASSES
Solemn High Mass at Midnight in the Upper Church.
Solemn High Mass at 12:15 A.M., in the Lower Church.

OTHER MASSES
Upper Church: At 2:30 A.M., 5 A.M., 6 A.M., 7 A.M., 8 A.M., 9 A.M., 10 A.M., 11 A.M. (Solemn High Mass), 12 Noon, 12:45 P.M.
Lower Church: At 2:45 A.M., and 12:30 P.M.

Confessions at all times, except Christmas Afternoon and Evening.

U. S. Exams

(Continued from page 10)

- V2-2241—Deckhand (M), \$1740 and \$1800.
- V2-2242—Barge Captain (M), \$1740.
- V2-2243—Engine Mechanic (M), \$2040.
- V2-2247—Painter's Helper (M), \$1500.
- V2-2261—Plate Printer (M), \$14.25 per diem.
- V2-2263—Laborer (M), 73c per hour.
- V2-2266—Laborer, Classified (M), \$5.92 per diem.
- V2-2270—Auto Mechanic Helper (M), 80c per hour.
- V2-2271—Sr. Auto Mechanic (M), \$1.25 per hour.
- V2-2273—Auto Mechanic (M), \$1.15 per hour.
- V2-2274—Jr. Auto Mechanic (M), 97c per hour.
- V2-2278—Mess Attendant (M or F), \$4.73 per diem.
- V2-2280—Mess Attendant (M), 56c per hour.
- V2-2281—Fourth Asst. Steam Engineer (M), \$2200.

SUNNYVALE

Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere, and have filed a certificate in the Clerk's Office of the County of New York, of which the substance is as follows:

The name of the limited partnership is SUNNYVALE.

The character of the business is buying, selling, manufacturing, and dealing in ladies' apparel.

The location of the principal place of business is 1350 Broadway, New York City.

The name and place of residence of each member is as follows: S. WILLIAM BORGENICHT, 1150 Park Avenue, New York City; MAX BORGENICHT, 969 Park Avenue, New York City; both of whom are general partners; and LILLIAN W. BORGENICHT, of 1150 Park Avenue, New York City, and HELEN G. BORGENICHT, of 969 Park Avenue, New York City, who are limited partners.

The term for which the partnership is to exist is from November 1, 1943, to October 31, 1948, inclusive.

The amount of capital contributed by each of the limited partners is \$30,000.00 all in property. No additional contributions are agreed to be made by either limited partner. The time when the contribution of each limited partner is to be returned is upon dissolution of the partnership.

The limited partners shall receive no compensation or interest on their capital contributions but shall each be entitled to receive 25% of the annual net profits of the partnership.

No right is given a limited partner to substitute an assignee as contributor in his place, nor may the partners admit additional limited partners.

No right to priority is given either limited partner over the other as to contributions or as to income. In case of the death of a general partner the partnership shall be dissolved, but the surviving general partner may continue the business of the partnership to the end of the term.

The certificate referred to above has been sworn to by all the general and limited partners, dated, November 1, 1943.

- V2-2287—Auto Mechanic (M), 98c per hr.
- V2-2291—Jr. Laborer (M), \$1200.
- V2-2295—Sr. Stationary Boiler Fireman (M), \$1500.
- V2-2294—Patrolman (M), \$1860.
- V2-2298—Patrolman (M), \$1680.
- V2-2305—Power Machine Operator (M or F), \$1560.
- V2-2306—Jr. Power Machine Operator (M or F), \$1440.
- V2-2310—Office Appliance Repairman (M), \$1860.
- V2-2311—Office Appliance Repairman Helper (M), \$1560.
- V2-2323—Maintenance Mechanic (M), 95c per hour.
- V2-2326—Steamfitter Helper (M), -80c per hour.
- V2-2328—Janitor (M), \$1200.
- V2-2330—Laborer (M), 95c per hour.
- V2-2332—Helper Boilermaker (Bayonne) (M), \$6.16 per diem.
- V2-2333—Helper Machinist (Bayonne) (M), \$6.16 per diem.
- V2-2334—Helper Rigger (Bayonne) (M), \$6.16 per diem.
- V2-2335—Helper Trainee (Bayonne) (M), \$6.16 per diem.
- V2-2336—Firefighter (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2337—Plumber (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2338—Rigger (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2339—Riveter (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2340—Sheet Metal Worker (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2341—Shipfitter (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2342—Shipwright (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2343—Welder, Electric (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2344—Welder, Gas (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2345—Boilermaker (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2346—Chipper & Caulker, Iron (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2347—Coppersmith (Bayonne) (M), \$9.60 to \$10.56 per diem.
- V2-2348—Driller, Pneumatic (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2349—Electrician (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2350—Joiner (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2351—Machinist (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2352—Pipecoverer & Insulator (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2353—Fire Tender (M), 76c per hr.
- V2-2354—Packer (Bayonne) (M), \$6.96 per diem.
- V2-2355—Mechanic Learner (Bayonne) (M), \$4.64 per diem.
- V2-2357—Apprentice, Mech. Trades (Bayonne) (M), \$4.64 per diem.
- V2-2356—Classified Laborer (Bayonne) (M), \$6.40 per diem.
- V2-2359—Anglemith, other fires (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2360—Blacksmith, other fires (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2361—Flangetender (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2362—Framebender (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2363—Refrigeration and Air Cond. Mechanic (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2364—Wharfbuilder (Bayonne) (M), \$9.12 to \$10.08 per diem.
- V2-2367—Firefighter (M), \$1860.

- V2-2368—Unskilled Laborer (M), \$1300.
- V2-2370—Sr. Office Appliance Repairman (M), \$2040.
- V2-2373—Oiler (M), \$6.88 per diem.
- V2-2374—Boxmaker (M), \$5.72 per diem.
- V2-2375—Packer (M), \$3.96 per diem.
- V2-2376—Optical Inst. Assembler (M), \$7.68 per diem.
- V2-2377—Packer (M), \$6.96 per diem.
- V2-2378—Classified Laborer (M), \$6.40 per diem.
- V2-2379—Brakeman (M), \$7.52 per diem.
- V2-2380—Pattermaker (M), \$10.56 per diem.
- V2-2381—Refrigeration and Air Conditioning Mechanic (M), \$9.12 per diem.
- V2-2382—Rivet Heater (M), \$5.92 per diem.
- V2-2383—Wharfbuilder (M), \$9.12 per diem.
- V2-2384—Boatbuilder (M), \$9.12 per diem.
- V2-2385—Boilermaker (M), \$9.12 per diem.
- V2-2386—Chipper and Caulker, Iron (M), \$9.12 per diem.
- V2-2387—Coppersmith (M), \$9.60 per diem.
- V2-2388—Driller, Pneumatic (M), \$9.12 per diem.
- V2-2389—Gas Cutter and Burner (M), \$9.12 per diem.
- V2-2390—Shipfitter (M), \$9.12 per diem.
- V2-2391—Shipwright (M), \$9.12 per diem.
- V2-2392—Apprentice Mechanical Trades (M), \$4.64 per diem.
- V2-2393—Helper-Trainee (M), \$6.16 per diem.
- V2-2394—Classified Laborer (M), \$6.40 per diem.
- V2-2395—Presser, Ungr. (M), \$1860.
- V2-2410—Auto Mechanic Jr. (M or F), 80c per hour.
- V2-2423—Oiler (M), \$157 less \$252.
- V2-2415—Sr. Laborer (M), \$1320.
- V2-2422—Laborer (M), \$1320.
- V2-2424—Foreman, Webbing Branch (M), \$2000.
- V2-2429—Jr. Sewing Machine Repairman (M), \$1860.
- V2-2430—Jr. Stat. Fireman (M), 80c per hour.
- V2-2431—General Utilityman (M), \$1320.
- V2-2440—Puller and Loader (M), 70c per hour.
- V2-2442—Armament Repairman (Trainee)

- V2-2445—Laborer (M), \$1200.
- V2-2447—Jr. Patrolman (M), \$1680.
- V2-2446—Sorter (M or F), 60c per hr.
- V2-2449—Puller and Loader (M), 60c per hour.
- V2-2450—Checker (M or F), \$1440.
- V2-2451—Tractor Lift Operator (F), 77c per hour.
- V2-2452—Laborer, Warehouse (M), 74c per hour and \$1c per hr.
- V2-2456—Firefighter (M), \$1680 plus \$300.
- V2-2458—Boiler Fireman (Low Pressure) (M), \$1c per hour.
- V2-2459—General Mechanic Jr. Heating (M), 94c per hour.
- V2-2462—Firefighter (M), \$1680 plus \$300.
- V2-2464—Sr. Stationary Boiler Fireman (M), \$1860.
- V2-2457—Cleaner (M), \$1200 plus \$300.
- V2-2468—Fireman-Laborer (M), \$1320.
- V2-2469—Window Cleaner (M), \$1320.
- V2-2472—Janitor (M), \$1320.
- V2-2473—Guard (M), \$1500.
- V2-2474—Chaufeur Mechanic (M), \$1500.
- V2-2476—Under Storekeeper (M) \$1260.
- V2-2478—First Cook (M), \$6.32 per diem.
- V2-2479—Cook (M), \$5.68 per diem.
- V2-2480—Guard (F), \$1500.
- V2-2481—Fireman (M), \$1800.
- V2-2482—Deckhand (M), \$1740.
- V2-2485—Laborer (M)
- V2-2486—Jr. Patrolman
- V2-2493—Stationary Fireman
- V2-2494—Machinist, Outside.
- V2-2495—Mess Attendant
- V2-2496—Laborer, Ungr.
- V2-2497—Sorter
- V2-2499—Laborer
- V2-2501—Laundry Washman (M), 80c per hour.
- V2-2505—Checker (M), \$1440.
- V2-2507—Stationary Fireman (M), 74c per diem.

- V2-2508—Patrolman (M), \$1680.
- V2-2509—Crane Operator (M), \$1.15 per hour.
- V2-2510—Elevator Operator (M), \$1200.
- V2-2516—Chauffeur (M), \$7.26 per diem.
- V2-2517—Laborer (M), \$6.88 per diem.
- V2-2518—Fire Chief (M), \$2600.
- V2-2522—Stationary Fireman (M), \$1680.
- V2-2529—Laborer (Coal Passer) (M), 73c per hour.
- V2-2530—Boiler Fireman (M), 94c per hour.
- V2-2526—Mate (M), \$2800, \$2040.
- V2-2526—Asst. Laundry Foreman (M), \$2040.
- V2-2531—Office Machine Repairman
- V2-2527—Marine Fireman (M), \$2040.
- V3-805—Hospital Superintendent, Unclassified (M), \$3250.
- V3-1253—Assoc. Inspector Engineering Materials (M or F), \$2000. (Elec.), Assoc. Inspector Engineering Materials (Mech.) (Schenectady, N. Y.)
- V3-265—Assistant Technologist (Jersey City, N. J.) (M), \$2600.
- V3-1554—Associate Marine Engineer (M), \$2000.
- V3-1556—Junior Naval Architect (M), \$2000.
- V3-1461—Traffic Manager (Bayonne, N. J.) (M), \$2600.
- V3-1433—Marine Surveyor (M), \$3200.
- V3-1925—Jr. Veterinarian (M), \$2600.
- V3-1949—Jr. Metallurgist (M), \$2000.
- V3-1721—Sr. Supt. Tab. Equipment (Jersey City) (M), \$2300.
- V3-2094—Sr. Rate Clerk (M or F), \$2000.
- V3-1880—Asst. Animation Tech. (M), \$2000.
- V3-2178—Inspector (Oil) Service & Grade (M), \$2000.
- V3-2044—Asst. Inspector Inspector Chem.

(Continued on page 13)

PUT YOUR SAVINGS IN A SAVINGS BANK!
Broadway Savings Bank
 5-7 PARK PL.
 BA. 7-6070 N. Y. C.

SAVE FOOD! HELP WIN THE WAR

Food Spoils in Refrigerator If Refrigerator Doesn't Work Properly.

Expert Mechanics { Will Oil Repair Check Up } **ONLY \$2.00**

We Guarantee to Make Your Refrigerator Work

Call **DICKENS 6-6110**

BRESSNER RADIO, Inc.
 481 NEW LOTS AVE., BROOKLYN, N. Y.



Repeated by Popular Request!

Louis

"The House of Loveliness" features

Original Creme Oil PERMANENT WAVE

- This includes:
- Hair Cut
 - Hair Styling
 - Shampoo and Wave
- Regular Price \$10.00
 Special at

7.50

THIS AD MUST BE PRESENTED FOR THIS OFFER
All Work Done by Appointment Only

SPECIAL PRICES: Shampoo and wave, only \$1.00. On Monday, Tuesday and Wednesday. Rest of week price is \$1.25. Prices all week for manucure is 50c, haircut 75c, and feather cut only \$1.00.

We are not connected with any other beauty salon in Parkchester
"The House of Loveliness"
 1661 METROPOLITAN AVENUE
 Telephone — TAlmadge 9-5724



Not much like Christmas

A WHITE CHRISTMAS . . . sleigh bells in the snow . . . the laughter of little children, and then—clear and nostalgic on the frosty air—the miracle of tiny voices singing "Peace on earth, good will to men." There's the Christmas we all dream of—but especially those of our sweethearts, sons and brothers who are fighting in the muck and mud of a trench . . . Think how they must dream of it! And they do . . .

noon and tried to sleep . . . In the evening we went into a funny little African town and saw an old movie . . . then turned in. Not much like Christmas."

He's in the tropics now, that boy; it won't seem much like Christmas there, either. But *this year—this Christmas*—the folks back home are buying him the one present that can help to bring him back—back to a white Christmas—War Bonds! Decide now to give your boy an extra War Bond or two! And so there'll always be a Christmas, make every gift "The Present With a Future"—War Bonds!

"It was like any other day—" so wrote a soldier (a boy you might know) of Christmas time last year. "We landed about

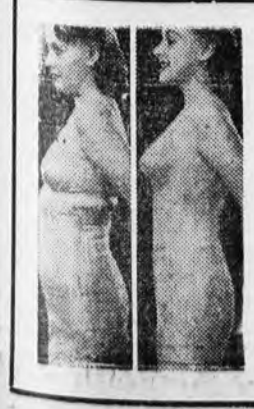
FOR PEACE ON EARTH ★ BUY WAR BONDS

This advertisement prepared under the auspices of the U. S. Treasury Department and the War Advertising Council

- VERDAN FOOD SHOP
- PEARL & WALL RESTAURANT
- MADISON AVENUE FLORIST
- TOWEL SUPPLY ASSOCIATION OF GREATER, N. Y., INC.

- DONALD DONIGAN
- SUN TEXTILE MFG. CO.
- LOUIS LEVY CLOTHING CORP.
- BELIKOFF BROS.

- LETTIERI BROS.
- JAMES HAIR STYLIST
- SAMUEL DIAMOND
- MODERN SILVER LINEN SUPPLY CO., INC.



Improve Your Posture

By Having a **SPENCER SUPPORT**

Designed Especially for You
 Good posture will release strain on back, abdomen, legs and feet! You won't tire so easily—you'll have new energy!

SPENCER SERVICE

MAY WENZLER

39-17 189th Street, Hollis, L. I., N. Y.
 Phone: HOLLIS 5-5011
 Left: Ordinary corset permits sagging and bulges.
 Right: In her Spencer Corset and Brassiere guaranteed to keep lovely lines as long as worn! No other corset, to our knowledge carries this guarantee.

News and Notes of House and Home

Spend Xmas In Your Own Home

SIT DOWN AND FILL OUT THIS COUPON NOW And Let Us Know What Type of Home You Want. We will direct your problem to an expert who specializes in the type of property you want.



I want to
Buy
For Living
For Investment
Rent

Sell
Home
Land

Farm

Location
No. of Rooms
Approximate Price
Name
Address

Queens and Long Island

H. O. L. C. HOMES OZONE PARK, HOWARD BEACH and VICINITY

\$3000. to \$6000.

Home Ownership is the Only Reliable Hedge Against Inflation

EASY H. O. L. C. TERMS

1—As Little as 10% Cash. 2—Balance Monthly, Like Rent.
3—1 1/2% Interest. 15-Year Mortgage.

AN H.O.L.C. HOME OFFERS A LIFETIME INVESTMENT

FITZGERALD AGENCY, Inc.

133-17 ROCKAWAY BLVD., SO. OZONE PARK JAMAICA 9-3049

H.O.L.C.—Contract Management Broker

Civil Service Employees — When Buying See Fitzgerald Agency

Charming L. I. Cottage

with half acre (equal 10 city lots) of large pine, oak, cedar trees.

FULL PRICE \$595

Small down payment, \$10 monthly. For photo, etc. phone or write

W. D. BOHAN

305 B'way, N. Y. Worth 2-1136

ATTENTION Garages Built to Order

CALL US FOR PARTICULARS
PROMPT EXPERT SERVICE

Phone: HAV. 4-0039
EVENINGS, FLUSHING 3-7116

FOR SALE

Brick Bungalow, 6 rooms, bath and fireplace, a bargain.

Contact JEROME RUFUS

Dependable Realty
Service of Greater N. Y.
Phone, Jamaica, G-9050
169-18 110th Ave., Jamaica, N. Y.

Where to Live in New York

HOTEL DIPLOMAT

MODERN — FIREPROOF
5 minutes by Subway or Bus to all Civil Service Buildings

Rates by Special Arrangement
\$2.00 Single \$2.50 Double
and up

Phone BR. 9-3707 or Write
for Reservations: J. EDW. SALZMAN
408 WEST 43rd STREET—N. Y. C.

302 WEST 22d ST.

Annex — 350 WEST 23d ST.

The ALLERTON HOUSE

FOR MEN and WOMEN

Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry—Kitchenette Service, Restaurant.
Rates—\$7 to \$9 Per Week

UNIVERSITY RESIDENCE CLUB

Fireproof - Modern - Elevator Bldg. Studio-Type Rooms - Hotel Service
Lounge \$7.50 - \$10 Weekly
No Rooms Available

For Dormitory Use Contact Mrs. Jones
15 WEST 11th STREET, NEW YORK



HALF MOON HOTEL

Facing the Ocean Front
OPEN ALL YEAR ROUND
On the Boardwalk, Coney Island, N. Y.
ESplanade 2-3800

ROOMS { SINGLE—\$65 Up Monthly
DOUBLE—\$75 Up Monthly

ALL DAY FRIDAY TO SUNDAY NIGHT, \$10.00 PER COUPLE
SUN DECK ● SALT WATER BATHS
TABLE D'HOTE DINNER ● EXCELLENT FOOD ● ALSO A LA CARTE

ON FINDING A PLACE TO LIVE

Civil Service and government employees moving to New York from Washington have been perturbed over the reported lack of hotel accommodations.

This is based on sad experience. We have carefully checked with hotels of the type our people would find acceptable and were frankly alarmed not only at rentals, but lack of any consideration for this vital need. Miss N. Back of the Hotel Ashley, 157 West 47th Street, did much to relieve our minds. The Ashley, in the heart of Times Square will suit the most fastidious. Moreover, Miss Back has made a special rate of \$9. a week and up for civil service employees. Despite her willingness to help, vacancies are at a minimum so write first for reservations, or phone Bryant 9-5790. To our people in town, but dissatisfied, phone this paper or Miss Back.

Mortgages

HOME OWNERS PAY OFF YOUR MORTGAGE
Term of 15 to 20 years
Interest Rate 4% to 5%
DAVID N. MINTZ
1457 BROADWAY, At 42nd ST.
W. L. 7-9065 N. Y. CITY
Established 1919

Queens

SPEND XMAS ON YOUR OWN FARM in **CENTRAL ISLIP**
4 ROOMS AND BATH
Hot Water Heat
Sun Porch — Garage
PRICE \$3,500
Terms Can Be Arranged See
I. CLARK
CARLETON AVE. CENTRAL ISLIP
Call CENTRAL ISLIP 6-444

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby certify that a certificate of dissolution of YOUNG WEAR FASHIONS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of December, 1948.
THOMAS J. CURRAN,
Secretary of State.
By WALTER J. GOING,
Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.:

I do hereby certify that a certificate of dissolution of Liberty Welding Rods Manufacturing Corp., has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five

Brooklyn
— THIS WEEK'S BARGAIN —
Putnam Ave., near Sumner—3 Family
NO VIOLATIONS, GOOD FLOORS, 13 ROOMS, REFRIGERATORS
Small cash
ELBEE REAL ESTATE CO.
1518 Fulton St., Brooklyn
PResident 3-8401 Res: GL 5-4408

ONLY - \$2500 - ONLY
ONE FAMILY BUNGALOW
5 Rooms, Porch, Basement
Steam Heat, Plot 50x100
2 FAMILY, 9 ROOMS, STEAM
\$2750
A. GRAMMATICO
Will sell you a home to suit your terms
8702 Flatlands Avenue
Claverdale 7-5118

FLATBUSH . . . Special
Fully Detached Home
NEWLY RENOVATED
Ready for Inspection
1382 East 58th St., Bklyn.

Bronx Real Estate
CIVIL SERVICE EMPLOYEES
JOHN J. FERRARA
ESTABLISHED 20 YEARS
To help you find the "Home" you want at your price and terms.
Call MELROSE 5-7750
560 MELROSE AVE. BRONX

FORECLOSURE
\$800 CASH Buys
Balance Easy Terms
BEAUTIFUL MODERN
2 Family Brick, Garages
Near Subways and Schools
1-5, 1-6, Dinette & Sun Parlor
Call **HILDA DUNN**
3150 RANDALL AVE. BRONX
Underhill 3-4476

Near Ave. N. A modern, attractive, well-constructed house in a quiet, pleasant residential section; 6 rooms, Bath, Enclosed Porch, 2-Car Garage, Cement Block Driveway. Acceptable buyer can obtain title property right now at very inducive price and terms. Investigate—the opportunity is unusual. For details and inspection apply to **W. STAFFORD**, 9 DeKalb Ave., Brooklyn (Triangle 5-3264), or your broker.

LIVE RENT FREE
ONLY \$1200. CASH
BALANCE EASY TERMS
2 STORY and BASEMENT
LIMETONE
14 Rooms, Parquet Thruout
2 Family Complete
Fine Condition, Near Subway.
Investigate This Attractive Offer—Buy at Once!

NELLIE E. THOMPSON
'My references former clients'
151 BAINBRIDGE ST., B'KLYN
Call GL 5-7605

this 14th day of December, 1948.
THOMAS J. CURRAN,
Secretary of State.
By FRANK S. SHARP,
Deputy Secretary of State.

SPECIAL SERVICES FOR BETTER LIVING

EAGLE PITCHER
Wool Insulation Assures Year Round Comfort
SAVINGS UP TO 40%
QUALITY WORKMANSHIP FACTORY CERTIFIED SPECIFICATIONS

Guaranteed a "house-time" Franchised applicators and distributors

BROOKLYN—QUEENS **BRONX** **LONG ISLAND**

DIETZ COAL CO., INC. **ALFRED L. PETRUCE CO.** **EAGLE INSULATION CO. of Nassau**

1302 FLATBUSH AVENUE 1770 EAST TREMONT AVENUE 29 EAST 2nd STREET

Brooklyn, N. Y. Ma 6-0400 Bronx, N. Y. WE 7-8754 Br. 906 W. Merrick Rd., Valley Stream Curtis 8207

YOUR GOVERNMENT EXPECTS COOPERATION Estimates cheerfully given—Up to 3 Years to Pay

ROCKWOOLIZE, Inc.
Offer Civil Service Families
INSULATION !!
The U. S. Government requests your cooperation in saving fuel. Phone FO 7-4900 or Mail Coupon NOW
2344 Grand Concourse
(Near 183rd Street)

Celotex Rock-Wool-Insulation
WILL ASSURE A SAVING UP TO 40% IN FUEL G U A R A N T E E D FOR LIFE OF DWELLING QUICKLY AND CHEAPLY INSTALLED!
WILL KEEP YOUR HOME UP TO 15 DEGREES COOLER IN SUMMER AND MUCH WARMER IN WINTER!
Your Employer—the Government—Expects Cooperation!
UNITED STATES INSULATION CORP.
R. H. McCULLOUGH, Pres.
28 RIVER ST., New Rochelle — New Rochelle 2-8200

IDEAL
Building — Insulators
Rockwool — Insulation
APPLICATORS APPROVED
STATE and FEDERAL
The Government expects their employees to insulate homes in order to save fuel.
All Work Guaranteed
HILLSIDE AVE. at RAILROAD
Garden City 3874
WILLISTON PARK, L. I.
Fieldstone 3-4215
Phone or Send Coupon at Once.

ATLANTIC STATES INSULATION CORP.
The Government expects you to cooperate. Save fuel and money with U. S. mineral wool. Estimates cheerfully submitted. Backed by 15 years experience.
PHONE OR SEND COUPON AT ONCE
743 MERRICK ROAD
Valley Stream, L. I.

CIVIL SERVICE FAMILIES
Your Govt. Urges You To
INSULATE
YOUR HOME NOW
Cut Fuel Bills up to 30% Cooler in Summer Warmer in Winter
Re-New Construction Company, Inc.
M. Jensen
117-07 101 Ave. Richmond Hill, L.I.

CONSERVE HEAT
Storm Windows and Weather-Stripping All Civil-Service Families are requested by the Government to save fuel. Phone or write now for free estimate. "The Original!"
CASTLE WEATHERSTRIPPING & SCREEN CO.
24-14 83rd St., Jackson Heights, L. I. Newton 9-7744

DON'T WORRY ABOUT COAL
Burns Insulation Co.
Means More HEAT with less FUEL Pays For Itself (Govt. Approved)
BROOKLYN-QUEENS
Specialized Service for Medium-Priced Homes
139-06 Pershing Crescent, Jamaica, N.Y. Write or phone Jam. 6-8321 for free estimate.

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Vincent's CAFE
 100% GOOD BEER
 100% GOOD WINE
 100% GOOD CHEER

THIRD AVE. Corner 1834 St.
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Cooking - Choice Liquors
 Shuffleboard and Music

Cashed Without Charge
 for
 Service and City Employees

JIMMY SMITH'S RESTAURANT
 STEAKS and CHOPS
 WEST 36th ST. NEW YORK
 EAT - DRINK
 SEAFOOD AT ITS BEST
 4th & 6th Aves. WI 7-3564

KELLY'S Stable Restaurant
 Tops in Entertainment
 EAT - DRINK - BE MERRY
 3 Shows Nightly
 WEST 32nd ST. near 7th Ave.
 CI 7-9738

IN AND PARTAKE OF OUR
 SPECIALS. Delicious Chow Mein,
 sandwiches, appetizing salads. Tea
 readings an entertainment feature.

Alma's TEA ROOM
 Lexington Ave. N. Y. C.

ALLY'S Restaurant
 Just a GOOD PLACE
 EAT Anytime

IT—YOU'LL NEVER TIRE
 Greenwich St., N. Y. C.

MUST COME IN SOMETIME
 and enjoy our delicious
 soups, Chops, Fried Chicken,
 sandwiches - and, of course,
 YOUR FAVORITE DRINK, JUST
 AS YOU LIKE IT!
 MEET YOUR GENIAL HOST...
JIMMY BRUCE

ole's Bar and Grill
 Lenox Ave. • AUdubon 3-7634

MAMA RITZ
 KOSHER
 and Vegetable Restaurant
 Serving Civil Service Employees
 for 23 Years
 Orders Delivered to Your Office
 Broadway (nr. Worth St.)
 New York City Worth 2-8272

Service Employees
 can get a good lunch, a delicious
 drink, and enjoy your favorite drink
 AT

Bar and Restaurant
 823 Greenwich Street
 (Near Horatio Street)
 CHECKS CASHED, NO CHARGE

FOR BREAKFAST,
 LUNCH, DINNER
 OR A LATE SNACK
 STOP AND ENJOY THEM ALL
THE RIO GRANDE
 OPEN: 7 A.M. to 4 A.M.
 Ninth Ave., near 53rd St.

New York is Talking About
MONTE CARLO GRILL
 MRS. ERNESTA GALLI, Prop.
 formerly of Ritz-Carlton & Pierre's
 Famous for ITALIAN FOOD
 FINE WINES and LIQUORS
 145 EAST 51st STREET
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HARLEM'S CAFE
 HOLLYWOOD
 15 West 116th STREET
 (bet. Lenox & 74th Avenue)
 MRS. JIMMIE LOMANGINO, Props.
 JOE BOSTONE, Mgr.
 Floor Show
 Dining-Dancing Nightly
 Unusually Pleasant Evening
 At Your Disposal

pylan's Restaurant
 61 DUANE ST.
 Meets of Civil Serv. Activities
 LUNCHEON—REFRESHING
 RESERVE From 5 to 7
 Partic Brands Available P. M.
 MORRIS 'WHITEY' AUSTEN

Intelligent interpretation of
 Civil Service news, read The
 LEADER regularly.

Leader Movie Merit Rating Scale

100%—Must be seen.
 99-90%—Excellent.
 89-80%—Good.
 79-70%—Fair.
 Below 70%—Poor.

Rating	Movie	Address
85%	ASTOR— "Cry Havoc"	B'way & 45th St.—CL. 6-4042
	CAPITOL— "Girl Crazy"	B'way & 51st St.—CO. 5-1250
70%	CRITERION— "Crazy House"	B'way & 46th St.—BR. 9-7800
	GLOBE— "In Old Oklahoma"	B'way & 46th St.—CI. 6-0800
95%	HOLLYWOOD— "Madame Curie"	B'way & 51st St.—CI. 7-5545
	PARAMOUNT— "No Time For Love"	B'way and 43d St.—BR. 9-8738
90%	PALACE— "North Star"	B'way and 47th St.—BR. 9-4300
	RADIO CITY MUSIC HALL— Beg. Thurs. "Madame Curie"	6th Ave. & 50th St.—CI. 6-4000
70%	RIALTO— "The Mad Ghoul"	B'way and 42d St.—WI. 7-0206
	RIVOLI— "For Whom the Bell Tolls"	B'way and 49th Ct.—CI. 7-1633
85%	ROXY— "Happyland"	Beg. Wed. "Gang's All Here" 7th Ave. and 50th St.—CI. 7-6000
	STANLEY— "The Battle of Russia"	586 7th Avenue—WI. 7-9686
90%	STRAND— "Northern Pursuit"	B'way and 47th St.—CI. 7-5900
	VICTORIA— "North Star"	B'way and 46th St.—CI. 6-7429

*Not reviewed at press time.
 As films change from day to day it is advisable to call the theatre.

PAPPAS
 Restaurant and Cocktail Lounge
 Wines and Liquors
 Sea Food—Steaks—Chops
 Over 25 years in Greenwich Village
 254 West 14th St.
 Watkins 9-9421
 "Catering to Civil Service Employees"

G. WIRTZ RESTAURANT
 174 WEST BROADWAY
 When Food Is Better—
 We Will Have It
 "Civil Service—Service with a Smile"
 CANAL 6-8913

BOWL OVER THE BLUES
 CIVIL SERVICE FAMILIES
 GET HEALTHY AND HAVE FUN
 at one of uptown's newest and finest
 lanes. — Special Rates to Groups.
The new PEG-MAR
 St. Nicholas Ave., bet. 124th-125th St.
The smart LENOX
 Lenox Ave., just off 125th Street
 Free instruction to Beginners

GLENDALE BOWLING ACADEMY
 NEWLY CONDITIONED
 Ladies while away your lonely hours
 bowl for health, sport, recreation
 10 ALLEYS — BAR AND GRILL
 71-48 Myrtle Av., Glendale. EV 2-9065

STOP IN AT
FOFFE For Food
 LUNCHEON—DINNER
 and a LA CARTE
 155 MONTAGUE ST.
 BROOKLYN Main 4-9887

CIVIL SERVICE EMPLOYEES
 IN BAY RIDGE IT'S THE
 BAY RIDGE HOFBRAU
 "THE HOUSE OF GOOD FOOD"
 Fine Liquors, Wines and Cocktails.
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Irving Barst Dies

In His Country's Service

IRVING BARST is dead. It's one of the saddest sentences this reporter has ever had to write, Irving Barst, that gay, wonderful person whose spirit was laughter, is dead. He perished last week, a soldier wearing his nation's uniform, in the terrible disaster which took the lives of 26 fighting men when their cruiser-type vessel overturned in Lake Pontchartrain, New Orleans. Barst had entered the service but two months ago, on October 16.

Although only 28 years old, Barst had already built up an enviable reputation as an investigator with Thomas E. Dewey and Frank Hogan, Manhattan District Attorney. Hogan, deeply affected by the news of Barst's drowning, said: "I have known Irving since 1935. He served under Dewey as special rackets investigator and in this office till March 1942. He was a young man of the finest character, whose gay and lov-

able nature won him hundreds of friends. All of us are greatly saddened by his loss in the service of his country."

In addition to his work with Dewey and Hogan, Barst had served for a year as an investigator with the U.S. Army Air Forces, Intelligence Section. Just before entering service, he had been employed by Governor Dewey to investigate all applications for pardons, commutations, and executive clemency.

Barst's education was obtained in the New York City schools. He attended Brooklyn College and took his law degree in the Brooklyn Law School. He had married shortly before entering the Army. Dewey considered him one of the finest young investigators in the State.

Irving Barst leaves a wife, Ruth; a brother, Haskell, and a sister, Dorothy; and his mother, Mrs. Sophie Barst.

Capt. Neufeld's Letter

(Continued from page 3)

never expected. Neufeld sent copies of his letter to his wife, Mrs. H. C. Neufeld; to the Association of State Civil Service Employees; and to Mrs. Harvey. Here's what Neufeld, considered one of the most brilliant of the younger State officials, wrote:

"Dear Doc: Your letter of November 5 reached me today. Even here in Sicily, where I have learned to expect and deal with almost anything, the news that you have brought specific charges against Helen leaves me stunned and aghast. I should have thought that with your influence in Albany, which has always been considerable, a suitable post within the civil service might have been found for Helen. . . I have no way, obviously, of knowing what has been happening since I left, but under any circumstances, I think Helen deserved better treatment, not only because of her long service in the State where her efficiency ratings have always been high, but specifically, because of her very real service

to the Division of State Planning and to the early Division of Commerce.

"It is very easy, during prosperous years, for individuals and institutions to forget their lean years and their responsibilities to those who labored long hours sincerely and faithfully when others either left or laughed. I know all of Helen's faults, and I have been critical of them to her face, but mediocrity is not one of them. When mediocrity stays on in State offices surrounded by that protective coloring, and people like Helen, with all their efficiency, loyalty, intelligence and knowledge, have charges preferred against them because of personal difficulties, then something is amiss, and not wholly on Helen's part. I remember, and I think you should, that despite all the work you and I did in keeping the Division of State Planning going, that job would have been tremendously difficult, if not impossible, without Helen's assistance, persistence, and loyalty, because, if you remember, she knew more about the office than either you or I in those early days, ranging from the history of activities and subject matter to the proper way of keeping books and making out the annual budget. Helen cannot work in an atmosphere where she is not given responsibility commensurate with her ability and where she feels stuck away and hampered by the very person who at the beginning considered her a confidante and Chief Assistant. Other newer people brought in and replacing her certainly created and fostered an atmosphere which neither you nor I, in her position, could have flourished under and been happy under. Here, in Sicily, where I am face to face every day with all of the problems of a country suffering under the cruelties of war, I am particularly sensitive and impatient of the cruelties we inflict upon each other. . . .

"I have no wish to interfere

Salary Plan

(Continued from page 1)

tion department, the following: Junior Sanitation Men, \$1700 to \$1800; B Men, who rise to \$2,200; and C men, who rise to \$2300. Until last July B men had earned \$1980 and C Men \$2040. All these Sanitation groupings had received a \$180 raise on that date. Their present additional raise is \$100. In Correction, Welfare, and Public Works, employees earning up to \$2500, who had received \$120 increases in July, now get an additional \$120; those earning above \$2,500 receive \$240 additional.

5—The Mayor is requiring that Sanitation men work Sundays for nothing in order to receive the additional pay. Mr. LaGuardia had already tried to stop Sunday pay for November, but was prevailed upon to con-

Cops, Firemen

(Continued from page 1)

report to the men, writes letters and makes commitments involving the whole organization without asking us. What goes on here?" The resentment has been on a rising scale because of Harnedy's repeated failure, in the past two years, to obtain a raise in pay. Now, when finally a raise is coming through, it is as a handout from the Mayor, not because of anything which the organization's leadership accomplished. There was further resentment because, when the \$420 figure did become known, the men weren't informed how many additional hours they would have to work for the money. The whole negotiation was carried on in an atmosphere of darkness.

Sergeants Opposed

In fact, the Sergeants Benevolent Association, meeting in secret session last week, passed a stinging resolution telling the Mayor and the Commissioner they didn't like the idea of tying up a pay raise with overtime work. They'd work overtime if they had to in this emergency, but they feel the raise is coming to them without strings attached. The resolution passed unanimously.

The Uniformed Firemen's Association is already on record with its opposition to any scheme of overtime work unless it provides equal pay for all overtime work. This resolution was passed last August when the firemen felt that their 8-hour day was threatened, and it is in line with American Federation of Labor policy. The UFA is an affiliate of the national labor body.

in a matter which is certainly at the present time your business, but on the other hand, I feel I must not remain silent about what I know about Helen from my association with her as Director of the Bureau of State Planning and Deputy Commissioner of the Division of Commerce. Perhaps even now a friendly solution can be worked out; a position somewhere else in the service with equal pay and responsibility, and not in the light of bitterness and irritations which have been slowly piling up along with imagined slights, disloyalties, and tales carried by others who may have had reasons to build their own positions in an expanding agency at the expense of those already there."

MAURICE

continue it for the last two months of the year. Sanitation men work an average of 9 or 10 Sundays a year. They may also be called upon to put in additional overtime as needed during the week, but no official in the department would hazard a guess as to just how many more hours the men will have to work. The overtime situation for patrolmen (see article on page 1) will come to 8 additional hours in each 20-day cycle; for firemen, an increase to 64 hours in every 8-day period. It is surmised that the LaGuardia policy of overtime work will go all the way through the City. For clerical employees, it will take one of two forms: (a) the full 6-day week; or (b) a provision requiring these employees to be available for any overtime detail the departments may require. In some quarters there has been talk of "pooling" clerical employees so that they might be shifted wherever needed. This plan, however, isn't likely now, and will certainly not be a part of the Mayor's new pay schedules.

6—The increase is a bonus, not a permanent part of the regular salary. This means, The LEADER is informed by budgetary sources, that nothing will be taken out of the extra money to

pay into pension funds. The sums to be drawn out of the increases will be taxes. Another thing: Although the announced raises are on an annual basis, actually they can be put through only for 6 months, because the new budget comes into effect July. This may be merely a bookkeeping matter; or it may be a wedge for employees to make a bonus a permanent part of the salaries.

7—Very few City employees will see their additional pay before February 1. In some departments, a dribble of the money may come through January 15—but don't count on it. However, no matter when the increase finds its way into paycheck, it will be retroactive January 1, 1944.

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