What Every NYC Eligible Should Know About His Privileges

Everything that a candidate for a permanent job with New York City should know is presented in a handy "Digest of Information" which has been prepared by the City Civil Service Commission for the guidance of persons who pass municipal civil service examinations.

Following are excerpts from the Digest which covers all aspects of the use of an eligible list, and what the candidate must know to protect his interests:

1. YOUR NUMBER ON THE LIST. Your original place on the list is your number on the list of eligible candidates for permanent positions. Employment, appointment, examination, etc. are made readily available by reference to your list number. Use it always when writing to the Commission.

2. INFORMATION. The Commission does not answer inquiries by telephone. If the answers to any questions you may have are not given below, you may secure more information by writing to the Civil Service Commission stating your list number and enclosing a stamped, self-addressed envelope, or by calling in person at the Commission's offices with your Result Card.

3. LIFE OF THE LIST. The list will remain in existence for at least one year and not more than four years, the full terms allowed by law. It is revised within the four year period ordinarily only by the promulgation of a new list for positions with the same title and grade if graded.

4. NOTICE OF APPOINTMENTS TO BE MADE. The Commission cannot inform any eligible of the probability of his appointment or fix any date when he may be reached on the list. Appointments are made as vacancies occur subject to departmental budgetary conditions. Eligibles will be given full consideration in their numerical order when reached.

5. FAILURE TO REPORT TO A CALL LETTER. The name of an eligible who fails to respond within four days to an offer of appointment or certification will be stricken from the list from which the certification was made and may be restored only upon written application or by an official finding forth satisfactory reasons for failure to report.

NOTE: A department may set a time for interview which would exceed four days if you are willing to accept, comply with the instructions in the Call Letter. The eligible may take the test only at the most convenient time set by the department.
Capsule Guide To Federal Retirement

WASHINGTON—Here's your retirement in a nutshell, as it is explained in pamphlet form by the Civil Service Commission.

Your retirement benefits are jointly paid by you and the Government, with the percentages depending on whether or not you have given temporary appointment benefits. Your retirement benefits are jointly paid by you and the Government, with the percentages depending on whether or not you have given temporary appointment benefits.

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<table>
<thead>
<tr>
<th>Age</th>
<th>Years of Service</th>
<th>Type</th>
<th>Annuity</th>
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</thead>
<tbody>
<tr>
<td>55</td>
<td>20</td>
<td>Optional</td>
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<tr>
<td>55</td>
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<tr>
<td>55</td>
<td>10</td>
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<td>8</td>
</tr>
<tr>
<td>55</td>
<td>5</td>
<td>Compulsory</td>
<td>6</td>
</tr>
</tbody>
</table>

Start by 55

You may start getting your retirement benefits as early as age 55. Between 55 and 70 you may choose to retire, as shown in the chart on page 2. If you retire between 55 and 59, your annuity will be reduced. If you retire at age 65 or later, you will receive your full annuity. If you retire before age 55, you will receive a reduced annuity. The regular sums (2 \% percent from August 1, 1920, to June 30, 1926; 5 \% percent from July 1, 1920, to June 30, 1942) are credited for computation purposes with or without deposit, but the deposit must be made. The regular sums (2 \% percent from August 1, 1920, to June 30, 1926; 5 \% percent from July 1, 1920, to June 30, 1942) are credited for computation purposes with or without deposit, but the deposit must be made.

The making of deposit will in most instances increase the annuity proportionately upon retirement and, since the employee's account draws interest at the rate of 4 percent, compounded annually, it generally to an employee's definite advantage to make the payment.

23. May deposit be made covering military or naval service? Yes. Credit is allowable for all service rendered as an employee of the Federal Government or of the District of Columbia Government, as well as for honorable military or naval service not forming the basis for the retirement system.

16. What is the basis for crediting military or naval service where the individual is receiving another benefit? It is in receipt of compensation under the Veterans Administration because of service-connected disability, this benefit is based upon the disease and injury and not upon length of service and the service is not in connection with the Federal civil service purposes. In case a pension on account of service or by reason of nonmilitary service-connected disability is granted, the Department of Veterans Affairs' credit is awarded for all service except the minimum period (generally 90 days) required for eligibility for the employee to be retired under deposit. The employee's annuity shall be reduced. The employee's annuity shall be reduced.

17. Is military or naval service performed after final separation from the United States military? No.

18. Is deposit in the retirement fund required to obtain full credit for service during which the employee was not subject to the Uniform Code? The law allows service claimed from and after August 1, 1920, to be credited toward the number of years of service required to establish retirement or to provide for the payment of a lump sum of money to be paid by the employee and refunded upon death. The law does not require the deposit to be made. The law does not require the deposit to be made.

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21. Of what does a prior service consist? Regular sums (2 \% percent from August 1, 1920, to June 30, 1920; 3 \% percent from July 1, 1920, to June 30, 1942; and 5 \% percent from July 1, 1920, to June 30, 1942) were given temporary appointment benefits. The Civil Service Commission issues definite instructions regarding the making of deposit. Each pay day you pay five percent of your basic salary. Money in your money is 100 percent of your retirement system on death. You may choose to retire, as shown in the chart on page 2.

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24. May military or naval service be examined by a doctor of medicine? Under the Selective Training and Service Act, returning Federal employees were required to complete the military service, and over 300 resolutions in its favor were adopted. The House Civil Service Committee met and voted to place him in some other position at the time, plus interest at the rate of 4 percent compounded on June 30, of each year. It is stipulated that if the deposit is not made the employee's annuity shall be reduced. The employee's annuity shall be reduced.

25. What advantage is gained by making the deposit? The making of deposit will in most instances increase the annuity proportionately upon retirement and, since the employee's account draws interest at the rate of 4 percent, compounded annually, it generally to an employee's definite advantage to make the payment. The making of deposit will in most instances increase the annuity proportionately upon retirement and, since the employee's account draws interest at the rate of 4 percent, compounded annually, it generally to an employee's definite advantage to make the payment. It is stipulated that if the deposit is not made the employee's annuity shall be reduced. The employee's annuity shall be reduced.

26. Must the service involved be consecutive or may breaks be permitted? All service for the United States or District of Columbia Government was subject to the Uniform Code is creditable for computation purposes. It is stipulated that if the deposit is not made the employee's annuity shall be reduced. The employee's annuity shall be reduced.

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Abundant Post-War Job Opportunities Foreseen in New York City Agencies

BY FRANCIS KELLY

An abundant future is in store for New York City civil service employees after the war. Both the veteran who is leaving the service, and the old-time employee who has stayed the course despite the lure of more highly paid war work will find new outlets and careers in the post-war period.

Opportunities will become available to a large number of new employees as the City's post-war program revives into high gear. During the war, construction and road work has been held to a minimum because of the labor shortage. But the engineering staffs of all City departments have prepared blueprints of post-war construction. These blueprints will provide work for thousands immediately and a continuing demand for the future.

In addition, the increased post-war scope of the City will provide a larger horizon for advancement, will make the City a greater place to work and to make a career.

Additional Centers

Additional hospital centers, new sewage disposal plants, playfields and other facilities which will mean all more City employees, and in turn, more money for City employees in the higher paid supervisory bracket.

The Mayoral Labor Board, a point of interest to civil service workers, will be set to swing into action as soon as victory is reached.

Chief Medical Examiner

A half-million-dollar institute to train additional help for inspectors of the Chief Medical Examiner.

Board of Education

Plan for post-war educational improvement may mean an addition of many uniformed centers and other facilities for the department, and also more civil service jobs.

Fire and Police

Two new fire stations throughout the City and an extension of the police stations will mean an addition of many uniformed centers and other facilities for the department, and also more civil service jobs.

Especially for veterans, there will be many opportunities for work in the Fire and Police Departments.

Health Department

Plans call for the decentralization of health stations to serve all sections of the city. Nineteen new health stations will call for many more employees in the department to assist in a program of health protection and education.

A point of interest to civil service employees, the Board of Transportation, is something with which men in the armed forces should think about securing a career.

Civil Service Commission

The leading project is a new $7,500,000 Supreme Court Building in Brooklyn.

Welfare

The only new project planned for the Department of Welfare should have too much to do with the present welfare works on express Parkways and roads. It will also mean a lot of new jobs in the future.

The LEADER will in future be closely connected with the City's post-war service and tell you how to prepare for them.

McDermott 4-F Statement Cited by Subway Man

SELECTIVE SERVICE HEADS MEN REJECTED FOR 'PSYCHONEUROSIS'

Last week saw a new development in the case of Samuel March of Brooklyn, who was rejected by the Army Induction Center as a "psychoneurotic," because he was warned by the Department of Public Works not to say his true name in the draft registration card.

At a press conference in Brooklyn yesterday, Deputy Mayor Edward C. McGuire, who is chairman of the Board of Transportation, said: "We are proceeding with this investigation and we will be doing everything we can within the law to carry this through." He added that the Board was not satisfied with the answers it had received from the Army and that it was taking all necessary steps to ensure that the case be handled in a proper manner.

Colonel Arthur A. McDermott, Director of the New York City Selective Service, said that the case was being thoroughly investigated.

"Many of these employees," Colonel McDermott stated, "will be going back to their old jobs after the war because they were drafted by the induction boards. It is true that there may be some that have been discharged because of psychoneurotic conditions, but we are not dealing with those who are simply emotionally disturbed.

"We believe that the Army is carrying out its duties in a fair and equitable manner. We are cooperating with them in every way possible to ensure that the case be handled properly."
No Dual Job Purge In Hospitals Dept.

No dual job purge is in view for employees in the NYC Hospital Department papers that the hospital work is "a temporary emergency action, officials say, which were re-issued last week.

Subway Worker Gets Back Pay

As of Jan. 1, 1944

Last week, another employee of the MTA was successful in his legal action in a signed cost-of-living bonus in that the bonus was not added to his salary. The award was made by the New York State Supreme Court.

This time, it was Norman Mar

If the job were a permanent, the action would be different. The court is investigating the matter.

City Firemen, who have been told by Mayor LaGuardia that their cost-of-living bonuses can be made retroactive, are still working to have the other City employee groups get the same break.

S. U. Fire Fighters Protest Overtime Without Pay

The Federal Uniformed Firemen's and Wichita Police Service Command at a recent meeting in Kansas City, unanimously voted to sign the dual job purge. This is the second protest of their kind in the State, but the first to be held in New York.

The day after the vote, the union's attorney for the preservation of their rights to the dual job purge, asked for more working time for more than 60 hours per week. The City has been formally notified of this intention.

The members turned down drastic action and have been asked to submit their resignations to the city. The City released to the firemen's union of the permanence of the dual job purge.

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WSGE Employees Get Cash Held Without Holdup

An employee of the NYC Department of Water Supply, Gas and Electric Service, was successful in his legal action in a signed cost-of-living bonus in that the bonus was not added to his salary. The award was made by the New York State Supreme Court.

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You Can't Fight City Hall

R. Jerome Yale

"You can't fight City Hall," and a group of New York City employees are complaining that the old age is only too true.

Here's what happened, as explained by an official of the department.

When Commissioner of Investigation Phil Rosenberg announced a list of private transportation companies sending in exaggerated reports that fact to Mayor LaGuardia, the Commissioner's Department to check on these employees to determine if their reports were satisfactory because of outside employment, which was made, and this shows the situation as far as the Hospital Department is concerned.

No One Fired

"We have been asked for holding

| Page Four |

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**NYC Welfare Staff Sour On New Personnel Set-up**

Until recently, employees of the NYC Department of Welfare had an outlet for their woes. Edith Alexander headed the Bureau of Staff Relations which worked as a buffer between the employees and the administration.

When Alexander used to meet with employees and then present their suggestions and complaints to Acting Commissioner William A. See, a paid consultant, Miss Alexander was appointed to the Mayor's Office to coordinate the Welfare Union.

Now the Bureau of Staff Relations which worked as a link between the employees and the administrators is "judge, jury and executioner," and that this modifies the whole situation. As a consultant, See, a paid consultant, Miss Alexander was appointed to the Mayor's Office to coordinate the Welfare Union.

But the employees would like to keep the role. Reports are that after the dual job purge, he felt that too much of the fuss created by the dual job purge was going on.

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**Hearings Concern Health Officer, Nurse**

At a meeting of the Health Officer, the New York City Board of Health, on September 5, 6 and 7, a meeting was held in the City Health Department.

In the courts, it is proposed to set up a classification of professional nurses, at $2,300 a year, with maintenance for one-year training courses in the City hospitals.

**TRIPS TO THE COUNTRY**

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"Prevailing Wage" Is Source of Friction

One constant cause of friction between New York City employers and employees in the 'prevailing wage,'" Under State law, workers in skilled trades are entitled to earn the same salary as those doing similar work in other localities.

The law, which affects mostly cases involving the construction trades, engineers, sign painters, letters, etc., was passed last year. The law states that if other employees are settled, the daily rates for such craftsmen listed below are the prevailing wage.

One such case involves the construction of a $2.5 million high-rise apartment building on the corner of West 170th Street and Broadway.

Carpentry

<table>
<thead>
<tr>
<th>Craft</th>
<th>Daily Rate</th>
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<tbody>
<tr>
<td>Foreman</td>
<td>$2.40</td>
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<tr>
<td>Helper</td>
<td>$2.20</td>
</tr>
<tr>
<td>Carpenter</td>
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</tr>
<tr>
<td>1st. Mate</td>
<td>$1.80</td>
</tr>
<tr>
<td>2nd. Mate</td>
<td>$1.60</td>
</tr>
<tr>
<td>3rd. Mate</td>
<td>$1.40</td>
</tr>
<tr>
<td>4th. Mate</td>
<td>$1.20</td>
</tr>
</tbody>
</table>

Other Trades

<table>
<thead>
<tr>
<th>Craft</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water &amp; Gas</td>
<td>$2.20</td>
</tr>
<tr>
<td>Steam Fitters</td>
<td>$2.20</td>
</tr>
<tr>
<td>Boiler Room</td>
<td>$2.20</td>
</tr>
<tr>
<td>Cabinet Makers</td>
<td>$2.20</td>
</tr>
<tr>
<td>Electricians</td>
<td>$2.20</td>
</tr>
<tr>
<td>Painters</td>
<td>$2.20</td>
</tr>
<tr>
<td>Plumbers</td>
<td>$2.20</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$2.20</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>$2.20</td>
</tr>
<tr>
<td>Masons</td>
<td>$2.20</td>
</tr>
<tr>
<td>Males</td>
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<tr>
<td>Middlemen</td>
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<tr>
<td>Styles as per union</td>
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<tr>
<td>Miscellaneous</td>
<td>$2.20</td>
</tr>
</tbody>
</table>

The prevailing wage will be in effect for all building contracts through August 15, 1944.

The labor union did not wish to comment on the list until further action was taken by city officials.

"We have not yet decided whether we will accept the prevailing wage as the legal rate," said a union official.

On the other hand, the contractors are in favor of the prevailing wage law.

"We believe the law is necessary for the economic stability of the city," said a member of the Building and Control Board.

The controversy centers around the question of what constitutes a "prevailing wage." The contractors argue that the prevailing wage is the rate paid to skilled and experienced workers, while the unions contend that the prevailing wage is the rate paid to unskilled and inexperienced workers.

"The prevailing wage is not a fixed rate," said a union official.

"It is a flexible rate that is subject to change according to market conditions."
Federal Employees—Urgent!

The time is here for Federal employees to put up a quick, determined, concentrated battle. At stake, if they win; Security during that period of unemployment when, after the war, they are severed from their Government jobs. At stake, if they lose: Insecurity during that period of transition.

As reported editorially in last week's LEADER, the Ways and Means Committee of the House of Representatives killed a proposal in the George Bill (S. 2051) which would have provided emergency compensation for Federal employees.

The House did not restore the provision. The Senate, on the other hand, has restored it. The LEADER learns that when Senate and House committees meet on this bill, the Senators will stand firm in favor of civil service compensation. This means that Federal employees have powerful support. The House will fall in line— if it can.

Here’s the job to be done:

First, make sure your Congressmen and Senators hear from you on this vital matter.

Second, let your family and friends communicate with the gentlemen in Washington immediately.

Third, every employee organization should muster its strength and make that strength felt with the political leaders, wherever they may be working.

Fourth, these organizations should not be too proud to solicit the aid of other groups. And, on the other hand, organizations of Government employees at local and State levels should consider it their job, too, to pitch in and help.

No one has a bigger stake than you, but a victory for unemployment compensation at the national level will help gain a victory for unemployment compensation at lower governmental levels.

Fifth, newspapers, newspaper columnists, radio commentators, etc., should be given a prominent place in writing this important point of view, because they’ll be treating this matter as news.

We suggest a perusal of last week’s LEADER editorial as a basis for your writing.

There’s no time to lose. If you don’t act now, it’ll be too late.

Letters

Extra Pay For Faithful Workers

To the Editor:

I am a federal Civil Service employee who has served the Government 24 years without having taken any sick leave. I think that the morale of the service would be greatly increased if a small additional payment were given each year to employees who have served five years or more without taking sick leave.

D. A. WALKER

Should Clerk Be Promoted After 10 Years?

To the Editor:

As a ten-year employee of the city government, I wish to state that the city has no interest in promoting anyone who has served his time. It is their policy to promote anyone who has served ten years and his statistical data.

J. F. JOHNSON

What Do Other Federal Em ployees Think of This Proposal?

To the Editor:

Since I am an employee of the NYC Department of Public Works, I feel that what has been said about our service rules and Army regulations holds true. We are all doing our best to serve the public.

H. W. HOBSON

How Public Works Employees Are Treated

In the Service

Major Frank L. Lankford, latterly employed by the Railway Express Company, has graduated from the George Washington University, Government, and is making his home in Washington. He is the son of Surgeon James Lankford, formerly of the US Army Medical Corps, and the Longwood High School II service rules are being transferred. They were written in a time when they might have been transferred before leaving the job, but they were written during the war. The service rules and Army regulations remain the same.

Next step was assignment, with theoubt of making a civil service test, and Army regulations were in effect.

Merit Men

The Promotion of Major Denton H. Reed to the rank of Major in the Marine Corps was last week by Brig. Gen. H. N. Gillett, Assistant Adjutant General of the Army:

The ODB now administers near 7,000,000 monthly family allowances on behalf of 200,000 civilian soldiers and dependents.

Major Denton H. Reed is Officer in Charge of the Personnel Branch of the Civil Service Commission, and has a profound knowledge of the Public Service

On June 24, 1942, he was commissioned a captain and served in the Department. In 1940, he was named Assistant Commissioner of the ODB. He has been serving in the ODB since that agency was organized by the merger of several offices.

He is the descendent of an early American soldier, Major John Reed, and his father, David Reed, enlisted in a staff officer of the Continental Army and was a colonel in the 15th New York Volunteers, manned by a group of Cupples at Yorktown; his grandfather, the Reverend Robert Reed, pioneered in the development of Religious Education in New York City. Assistant Commissioner Reed was born in Westchester County.

Colonel Reed attended high school in New York City, and then went to the University of Virginia and the University of Wisconsin. Colonel Reed served with the tough job of making civil service rules and Army regulations

Then he was faced with the responsibility of selecting about 16,000 employees. Later, he made a study of the effects of the war when Washington offered a reduction throughout the War Department. A few hundred ODB employees left, but there were no recruiting sprees when an ODB came along.

For a while there was tension among the 16,000 employees. Also, the newcomers were those who had been drafted. The ODB has made a special effort to get along with the newcomers.

In its two years of operation, the ODB has received five and a half billion dollars in Federal contributions and 9,019,025 ODB checks have gone out to Federal veterans and their families. The ODB has money for all veterans and their families. The ODB has money for all veterans and their families.

POLICE CALLS

The Status of a Patro lman Who Was Released As 4-F By The Army

New York City's police regarding returning policemen who can be drafted, it is not considered a matter of considerable interest lately. I am writing this letter to bring it to the attention of the Federal and Selective Service Officials,

Both the Federal Civil Service Commission and the Selective Service headquarters in the Office of Selective Service, are prepared to help return veterans to their former jobs. The Army has no authority to act in this matter.

The Civil Service commission has been asked several times to find jobs for veterans returning from the Army. When a veteran came back from the War, he was given a job that was right for him— such as a bridge or a road job. The Police examination. Now, the Army has come to the Civil Service Commission for help.

Both of these men were appointed to the ODB in February, their probationary period and 4-F status had expired. However, Carlson has asked Selective Service for advice on anything right now. He's been told that the Selective Service Commission for another examination.

Meanwhile Carlson, and Mur- ray, both look as healthy as any of their Civil Service Commissioners.

Carlson, and Murray, are both performing their duties, and have a profound knowledge of the problems of veterans. When Carlson came to the ODB, he was told that he could be a traffic cop there.

He has been a traffic cop for 22 years, and works on the night shift. He has figured that a permanent job is worth holding, so they gave him one. His job is in the night shift, and he has to work on Saturdays. About the only one to put in for the job is Carlson, and he has a profound knowledge of the problems of veterans.

Carlson’s wife asks him to bring home lettuce for dinner, but he forgets. . . . Borough President John H. H. Adams, has a profound knowledge of the problems of veterans.

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CIVIL SERVICE LEADER

efforts, to assure that the work of Mr. Hall and his bright vision for the State and agencies should give active support, surpassing any previous efforts, to increase the eventual retirement allowance to which certain employees may be entitled. Reason for this: retirement allowance is legally entitled to the same compensation as the regular State and local employees.

Dr. Albert H. Hall Joins Government Purchasing Institute

The ANNOUNCEMENT of the resignation of Albert H. Hall, Chief of the Bureau of Public Service Training in the State Department of Education, was received with regret by everyone who knew him. Mr. Hall resigned to accept the post of Executive Vice-President of the National Institute of Government Purchasing in Washington, D. C. In a special message to the Association, he stated: "I have had for many years the highest regard for the work of the Association as expressed in its official bulletin which tells the whole story." People of high ability and cooperation. The Board of Regents Public Service Training Committee approved the appointment of Mr. Hall to fill his position as the Institute's new Chief.

The classification of positions with definite salary grades and promotion possibilities, as established at $585.12; and Scotts. The principle of merit system in State service has been upheld.

What the Bureau Accomplished

The last report of the Bureau of Public Service Training covered the year 1942-43 and shows that the work of the Bureau in training its employees of the State of New York. He is writing this column with complete liberty to express his own views.

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The ANNOUNCEMENT of the resignation of Albert H. Hall, Chief of the Bureau of Public Service Training in the State Department of Education, was received with regret by everyone who knew him. Mr. Hall resigned to accept the post of Executive Vice-President of the National Institute of Government Purchasing in Washington, D. C. In a special message to the Association, he stated: "I have had for many years the highest regard for the work of the Association as expressed in its official bulletin which tells the whole story." People of high ability and cooperation. The Board of Regents Public Service Training Committee approved the appointment of Mr. Hall to fill his position as the Institute's new Chief.

The classification of positions with definite salary grades and promotion possibilities, as established at $585.12; and Scotts. The principle of merit system in State service has been upheld.

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Among employees, the reaction to Mr. Burton's original statement was varied, and the enlarged Burton statement, calling for revised State salary plan, follows:

Burton Statement

"The purpose of this law, which sections 46 and 47 of the Civil Service Law occasionally concerns the relationship and administration. Revisions necessary because (a) the present salary structure does not reflect the wide range of minimum salaries due to changes in working conditions, or obtain a greater degree of "equal pay for equal work" and (b) handpicked by these inflexibilities.

"Attached is a proposed salary schedule that we believe will eliminate the above objections to the Feld-Hamilton Plan. These changes in salary allocations are included under codes 'A' and 'B' and take effect on August 1. A detailed explanation of the wide spreads between minimums will be made in a forthcoming publication. The salary structure of the Code 'A' is the 'palymen salary structure.'

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John E. Burton, Director of the Budget.

Comparison of Present Salary Structure with Variable Increment Salary Structure

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Progress Report On State Exams

Open Competitive
JUNIOR CLERK, Dept. of Civil Service, Examination. Dept. of Civil Service: 16 candidates, held May 8, 1944. Rating of the written examination has been completed. Interviews will be held May 15, 1944. The examination for the position of Junior Clerk, Bureau of Real Property Taxation and Finance, will be held at the same time and place.

ASSOCIATE SUPERVISOR, Division of Housing Administration. Division of Housing Administration: 11 candidates, held May 8, 1944. Rating of the written examination has been completed. Interviews will be held May 18, 1944.

JUNIOR CLERK, Alley, Area 1180 on May 8, 1944. Rating of the written examination has been completed. Interviews will be held May 15, 1944.

Civil Service Job Rights Of Returning War Vets

The last of three articles prepared for the LEADER by Joseph Schechter, counsel for State Department of Civil Service, urges that ex-service men who have service-injured disabilities, and the preference granted to veterans by State law. The previous articles, in preceding issues of THE LEADER, explained other aspects of the rights of war veterans.

If you receive a war-injured disability which is recognized by the United States, you must make application for a preference examination before you are appointed.

Apart from the preference given on the basis of war injury, a veteran of the present war is entitled to appointments on the same day. It will be necessary to prove that you were a citizen and work for 20 months and was engaged in military service for a period of 60 years. This last legislative session, Thomas Houck, chairman of the Committee on veterans affairs, followed a major operation at the hospital. "Thank you, Mr. and Mrs. E. J. Hall,

STATE EMPLOYEES

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

CIVIL SERVICE LEADER

NEWS ABOUT STATE EMPLOYEES

Craig Colony "Pit", manager of Mr. and Mrs. G. B. Rieker, was recently inducted into the U. S. Army, Congratulations to Mrs. Agnes Rieker, Mr. and Mrs. Walter Houck, Chief Supervising Nurse. May we add Mr. and Mrs. G. B. Rieker, who followed a major operation at the hospital. "Thank you, Mr. and Mrs. E. J. Hall, and Mrs. Hall, you have our best wishes for a speedy recovery." Mr. and Mrs. J. J. Hall, also have been on leave of absence from their stock in trade. "Thank you, Mr. and Mrs. Berry Hall, who has been on sea duty for 20 months and was engaged in military service for a period of 60 years. This last legislative session, Thomas Houck, chairman of the Committee on veterans affairs, followed a major operation at the hospital. "Thank you, Mr. and Mrs. E. J. Hall,

New York City
LAW LAST month the group of members of the New York City Chapter of the Association of American Restaurant Owners, Andrew and Mrs. E. J. Hall, and Mrs. Hall, were at the home of Mr. and Mrs. E. J. Hall, and Mrs. Hall, who have many friends and relatives. Mr. and Mrs. E. J. Hall, and Mrs. Hall, have many friends and relatives. Mr. and Mrs. E. J. Hall, and Mrs. Hall, have many friends and relatives. Mr. and Mrs. E. J. Hall, and Mrs. Hall, have many friends and relatives.

Industrial

FLORIDA

ALBERT'S FLOWER SHOP—Wed, Sat, Sun. 9-5, Open late until 11, corner of Cassata and 2nd Ave., Albany, N.Y.

Hobbies

ALBERT'S FLOWER SHOP—Wed, Sat, Sun. 9-5, Open late until 11, corner of Cassata and 2nd Ave., Albany, N.Y.

ANTY baby, 1105 Union Ave., Albany, N.Y., 467. 'Baby's' 25Q w. Cash or check. Inquiries, Mrs. J. A. Hough, 223 Union Ave.

Florist

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New and Used Tires


FRIGID FUR STORAGE

C.A. DIBNER, 90 State St., Albany, N.Y.

"CLEANING & REPAIRING"

H. H. Moele, 16 Eighth Ave., Albany, N.Y.

LUMINOUS

LUMINOUS FLOWERS

RELIGIOUS FIGURES

BIBLES

National System Studies

WANTED DIAMONDS AND ANTIQUE JEWELER

WE PAY FAIR PRICE

UNCLE JACK'S LOAN OFICE

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MORE MONEY IS WHAT YOU GET

317 State St., Albany, N.Y.

ALBANY MARKET

Used Cars

C. O. BOX 4830

MEANDE 1-4321

Dannemora Likes Feld-Hamilton Law As It Stands

ALBANY—In a letter to William F. McDonough, Executive Reprorentiative of the United States Civil Service Employees, the Dannemora State Hospital Chaplain, and member of the Director Burrow's proposed "CIVIL SERVICE LEADER".

"We have made no demands for a revision of the Feld-Hamilton law. We are only interested in the first piece of legislation in a long and continuing story of lack of Federal legislation to help small and medium-size public service employees. We strongly support the latest civil service appeals and require regular implementation and application, it is necessary to observe the law as it now stands worth or not. Give it teeth—sharp and strong. It is not a jack and rust any impeachment. Reap the benefits of the Feld-Hamilton law—and it will be effective.

"We stand against any Minimum Salary Level which can be raised or lowered by personal whim, fancy, caprice, or other manipulation. We cannot declare unfair any action the President makes to his Job is the thing. Let the known and respected individual be put to the labor ward. The job is the thing. We disapprove of discarding the "less than" or "more than" concept in the law. No doubt there will be differences of opinion, but the right of veterans of the present war to compete and win positions which are granted to veterans of World War II.

State Promotion Examinations

The State Promotion Examinations will be held in 1044. Closing date for applications is September 12, 1944.


190. Stenographer -3-h. Main Office, Board of Education, Albany: Salary $1200 to $1700. Closing September 8, 1944.

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This is general information which you should know about fields that require military or civil service experience or skill. In some cases, these fields may also require that the applicant be physically capable of performing the duties involved. There is no guarantee that you will be employed in any of these fields. You should not apply for employment in these fields unless you have the necessary qualifications and are interested in the work. If you do not meet the qualifications, you will not be considered for employment.

To qualify for employment in these fields, you must be a citizen of the United States, and meet the following requirements:

1. You must be 18 years old or older.
2. You must be able to read and write in English.
3. You must have a high school diploma or equivalent.
4. You must have at least one year of educational experience.

These requirements are subject to change at any time without notice. You should check with the appropriate military or civil service organization before applying for employment.

If you meet the qualifications, you may apply for employment in these fields. You can apply in person, by mail, or online. You will need to submit a completed application form and any supporting documentation, such as a resume or work history. You will also need to undergo a thorough background check and possibly a physical examination.

If you are selected for employment, you will be subject to the same conditions and requirements as other employees in the field. This includes attending training programs and meeting performance standards.

For more information about the fields listed below, you can contact the following organizations:

- Department of the Army, Human Resources Command
- Department of the Air Force, Human Resources Command
- Department of the Navy, Human Resources Command
- Department of the National Guard, Human Resources Command

You can also find more information on the Department of Labor's website: https://www.dol.gov/
CIVIL SERVICE LEADER

Keep 'Em Rolling Men Urgently Needed By
The Pullman Co. Limited Experience Required
Upholsterers, Electricians, Mechanics

No Experience Required
Pullman Porters, Laundry Workers

Upholsterers, Electricians, Mechanics

Essential War Workers Need USES Statement And Consent of The Railroad

Board Retirement

Apply

The Pullman Co.

Employment Office

Room 5612, Grand Central Terminal, New York City

Or Railroad Retirement Board, 561 N. Yack Ave., New York

Radio Technicians

For International Point-to-Point Radio Communications

Must possess at least 2nd class Radiotelegraph license.

Code speed 20 words per minute.

Alignment outside N. Y. C.

Radio Telegraphers

Jr. Clerks

We will employ you if you possess a knowledge of typing and are amenable with an opportunity to learn radiotelegraph

Operations.

Apply weekdays except Saturdays 10 a.m. and 4 p.m.

Essential workers need written

R.C.A. Communications, Inc.

66 Broadway, New York

Girls & Women

16 Years and Over

For Stock Work and Stenograph Dept.

DAILY FROM 5 to 6 P.M. TO 10 P.M.

Attractive Pay

S. Klein

On the Square, Inc.

6 Union Square

New York City

Girls—Women, War Work

Positions Not Necessary

General Factory Work. Emphasis on women's and day and night porter—full time and part time.

We offer a 40-hour week, pleasant working conditions, and congenial and happy surroundings.

Apply all week at the Personnel Office

Ohrbach's, Inc.

841 Broadway, New York, N. Y.

Schratt's

Apply All Day

56 W. 23rd St., N. Y.

Or Apply to 56 W. 8 P.M.

1381 Bway, nr. 38 St.

Jr. Clerks & Girls

Women (at least 18 years of age)

No experience necessary.

Knowledge of typing preferred.

We will employ you in interesting work handling international radiograms.

Opportunity to work for Teletype and radiotelegraph in our free school.

Apply weekdays except Saturdays 10 a.m. and 4 p.m.

Financial workers and secretaries.

R.C.A. Communications, Inc.

66 Broadway, New York

Women & Girls

Part or Full Time

Laundry Work

Candy Packing

Schratt's

56 West 23rd St., N. Y.

Candy Packers

Know from 8 a.m. to 5 p.m. and 5-9 p.m.

Excellent Working Conditions. Provision Time and Half Hour Paid Vacation and Holiday Pay

Quaker Maid Co.

80-91st St., Brooklyn, N. Y.

Salswomen

Full Time

And 1 P.M. to Closing

Clerical, Cashiers, Stock Girls

Sals Nurses

Soda Fountain Attendants

PAY—40 HOURS PER WEEK

Sears, Roebuck & Co.

500 Mass Ave., N. Y. C.

Hearn's

74 Fifth Ave., New York City

Girls & Women

No Experience

Full or Part Time

Bakers

Controll Girls

Pantry Workers

Sellers

No experience necessary.

Steam Table Dishwashers

Waitresses

Sellers

Apply weekdays except Saturdays 10 a.m. and 4 p.m.

Financial workers and secretaries.

R.C.A. Communications, Inc.

66 Broadway, New York
Apply for One of These Well Paid U. S. Jobs Today

In the next office, set up and take down trade shows, manage regular customer accounts, prepare annual reports.

MINIMUM QUALIFICATIONS

1 year related experience or the equivalent of 2 years of college

To learn and record work, track real

RPERTY INSPECTOR

RIVERVIEW

ONLY 1 left at $47.50

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MARTOCCI

PHARMACY

718 N. Street, Jersey City, N. J.

WE BUY

For Diuisions and all Kinds

of Medicines.

An EstimateWritten or Phone

AT TO PRICE

WE PAY

MUSICAL with a complete

F.U.R. MADE TO ORDER

CASH ON SIGHT FOR ALL PAWN TICKETS

PROVIDENT TICKETS OUR SPECIALTY

PRICES UP 75% ON ALL FINE DIAMONDS,
Watches, Etc. Responsible Buyers. Room 201,

40 W. 42nd. LO 5-8370

LEGAL NOTICE

When you have spotted the job advertised, apply directly to the office of the Civil Service Commissioner, 50 William Street, New York City. Remember that you'll probably find several jobs listed because of overpay or promotions. If you're not in the first group, you may still have a chance. Opportunities will be available if you're now engaged in an essential occupation.

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A shoe that really fits the most important part of the foot... the Ballerina.

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Blood plasma is ammunition.

Only you on the home front can provide that blood so necessary to carry on at the battlefront.

There are many others in your department who are helping to provide life blood for America’s fighting men.

Have you done your part?

Call your Red Cross blood donor service today for appointment.

The pint of blood you give, painlessly, may mean the difference between life and death for someone’s brother or husband or father.

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MUrray Hill 5-6400
Salary Increase

Means Loss of Job

The Mead-Henson Act provides for automatic salary increases. Once the requirements of this act have been met, the increase must be granted even if the employee doesn't want it. Under a strange quirk in U.S. law, receiving the in-grade increase may mean the loss of the job.

An Act of July 31, 1944, prohibits a Federal employee earning $5,000 or more on a Federal job from receiving pay for holding another government office.

Under this act it was ruled that a retired Army officer holding a civil position had to be discharged when the salary was increased to $5,000 by an automatic raise.

Rampo Improvement

Morton Kline, developer of the North Fork in Oolitic Lakes, Oak- land, N. J., announced the awarding of a giant building contract for physical improvement and estate development, since pre-depression days. The contract for improving all of Section 3 includes the grading and surface surfacing of eight miles of roads, the sanding of 10 miles of roads, the building of tennis courts, a golf course, and a huge children's playground.

The contract has been recently completed in Section 10, at a wage quota for five weeks time for approximately $100,000.

Case of Enlarged Pension Payments

(Continued from Page 7)

same maintenance to which they had been accustomed. No change in rooms, meals, or other services. No change in duties or responsibilities. The only change was that a lower value had been placed on their maintenance, so that their contributions to the Retirement System were reduced.

If the line of the Budget Office is accepted, this lowering of the value of maintenance means a reduction of $562.88 in Olson's gross annual compensation; and a reduction of 10 per cent. of the same maintenance to which they are entitled in subdivision 13a of Section 50 of the civil Service Law, from which the value of maintenance was equal to one-half the cash pension payment of $1,065.28, or $532.64. That amount is the difference between the cash pension payment and the allowance of $532.64 for personal expenses.

If the Commissioner of the State establishes the value of maintenance under the Board of Estimate of the previous Board of Estimate of the State, the reduction in value received by the employees in State institutions was equal to one-half the gross salary.

These rules have been in effect throughout the entire period of Olson's and Scott's employment. These rules were used in determining their gross tax-free compensation.

It's a Contract

And then it is pointed out that membership in the Retirement System is a virtue of the provisions of the Constitution of the State of New York, and that any contract constitutes a contractual relationship the benefits of which cannot be diminished or abolished. Olson and Scott then asked the same pay at the old rate. They even sent a writen request saying so. "No, sir," answered the Comptroller.

The argument is grounded primarily in subdivision 1 of Section 50 of the Civil Service Law, which provides, in substance, that a decrease in maintenance shall not reduce the employee's salary for personal purposes as long as he continues to make contributions on the salary he receives before the reduction took effect. A proceeding is successful it will benefit several hundreds employees in the Mental Hygiene and Social Welfare De- partments. An accurate estimate of the number, effected is available.

The case is scheduled to be tried on March 28.
Student Trainees Sought; Excellent Opportunity

Young men and women who wish to serve their country and at the same time earn an opportunity for post-arrest opportunities in private industry, should be interested in the War Dept's Public Affairs Office.

Every two weeks, 50 young men and women are admitted to the New York University, where they are trained in a variety of subjects under the guidance of the government institute.

The letter section, page 6.

The only requirements are that applicants be citizens at least 18 years of age and able to pass a simple mechanical examination which is given daily at the Federal Building, Christopher Street, New York City. Those interested should inquire at any of the following places: Room 544, Federal Building, Christmas Street, Y. C. U. S. E. O. Office, 17 Madison Avenue, New York City; U. S. E. O. Office, 205 Schremmer Street, New York City.

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

Comparison of Present Salary Structure with Variable Benefits Salary Structure (Continued from Page 8)

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For information on Room 544, Federal Building, Christmas Street, Y. C. U. S. E. O. Office, 17 Madison Avenue, New York City; U. S. E. O. Office, 205 Schremmer Street, New York City.

Housing Facilities

While housing is available in the town of House Belf, there are also dormitories at the Air Field.

Housing facilities in accordance with War Manpower Commission regulations.

U.S. Employee Wins $5 for Best Letter to Editor

The second winner in The Leader's contest, in the last 50 weeks of the month to the editor is Henry H. Thompson, who will receive a $5 check.

This prize is for writers who submit a letter to the editor of The Leader. The contest is open to both employees and non-employees of the government.

The contest is a way for employees to express their views and opinions on various topics related to their work.

Personnel Courses

Courses in Personnel Training which are of special interest to civil service employees are offered by the Division of General Education of New York University. Washington Square, New York City, which is open to all employees of the Civil Service and civil service employees.

The courses are designed to help employees improve their skills and knowledge, and to prepare them for future positions.


BRING YOUR OLD FUR COAT TO US FOR FACE LIFTING! OUR EXPERT CRAFTSMEN WILL RESTYLE IT—MAKE IT LOOK NEW—AND SAVE MONEY.

Tip to Vets: This Might Be Something You’ll Like

ALBANY — The Veterans’ Advisory Commission, created by the 1944 Legislature, will have an initial appropriation of $15,000 to distribute to war veterans and their families.

General Hugh A. Drum, head of the State Veterans’ Commission with offices at 40 Center Street, New York City. Under him are an executive assistant, a retired Army officer, and a chief of staff.

Colonel, and a chief research man.

It is obvious, however, that the agency will have many more new positions, field workers, and other help. Most of the personnel is as yet not assigned, but when it becomes available, it will be made known.

The whole show is just beginning, so there is still plenty of time for discharged veterans to make connections and seek employment.

In Albany the office is being run by Assistant Secretary R. A. Ray, who is the Adjutant General of the State, and William Thomas, who is State civil protection division, is in charge of the information office for the Veterans’ Commission.

Veterans seeking information on their eligibility for a job in the service that will last for years are advised to communicate with General Drum in New York City or General Brown in Albany.

GOURMET

“AT YOUR SERVICE”

You’re breathing foot-stroke. Cool, a soothing, cool, hot or soft.

Gourmets are the best.

Purchased separately, 50

Your breath is cool, hot or soft. Softness is key.

Purchased separately, 1.00

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16 E. 56th St., New York 22, N.Y.

Discounts

The Fur Coats you’ll see going everywhere this Winter — the Fur Coats of Medium, Long and Extra Long lengths are windows with a variety of materials and designs. The Fur Coats are versatile and warm, and a perfect choice for the colder months.

These are the Fur Coats you’ll see going everywhere this Winter — the Fur Coats of Medium, Long and Extra Long lengths are windows with a variety of materials and designs. The Fur Coats are versatile and warm, and a perfect choice for the colder months.

Prices ranging from $30 up

30 Days Sale on Reclaimed Fur Coats

This sale was initiated on the 1st Day of September and will close on Saturday, September 29th.

FURRIRYS AT YOUR SERVICE

GEO. L. SMITH

10500 10500 7750 0000 7750 0850 7750 0100

Salary Structure

(1) For transiation, 10 week $10 would be $8.

(2) For translation, 10 week $10 would be $9.

(3) For translation, 10 week $10 would be $10.

(4) For translation, 10 week $10 would be $11.

(5) For translation, 10 week $10 would be $12.

(Continued)

In addition, the Fur Coats are available in a variety of colors and styles, and are suitable for both men and women.

These are the Fur Coats you’ll see going everywhere this Winter — the Fur Coats of Medium, Long and Extra Long lengths are windows with a variety of materials and designs. The Fur Coats are versatile and warm, and a perfect choice for the colder months.

Prices ranging from $30 up

SUMMER HAIR CUTS

At Your Service

The Fur Coats you’ll see going everywhere this Winter — the Fur Coats of Medium, Long and Extra Long lengths are windows with a variety of materials and designs. The Fur Coats are versatile and warm, and a perfect choice for the colder months.

Prices ranging from $30 up

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