Dewey’s Message on Raise

...tnt p e rm it advance-... O fficers

...A Eighth Avenue (n ear 41st

...lown employees.

...be Association has com piled a

...prices a re  u p  6 5  p e r  c e n t, c o m p a re 1

...governor Dewey, in  h is message

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...■ ^ort of New Y o rk  A u th o rity ,

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...SSS

...William is Elected

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...W itte k in d  expressed h is pleasure

...h e ig h t is 5 fee t

...3 application blanks by mail

...w e ig h t 145 pounds.

...tio n o f T ra ffic  O fficer is $2,496 per

...p o sitio n  o f T ra ffic  O fficer. T h e

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...th e  D e p a rtm e n t o f C on-ection a t

...in te re sts o f th e  m em bers and

...l of eligibles fo r the

...the p o sitio n  is $3,614.

...have been in fo rm e d .

...s tio n a l A ssociation o f L e tte r C a r-

...o f th e  P o rt o f N ew  Y o rk  A u th o rity ,

...p o sitio n  o f T ra ffic  O ffice r is $2,496 per

...d u ct th e ir p e rio d  o f service fro m

...more than 2,600, jobs of them short-

...tio n a l A irp o rt a t Id le -

...O ffic e r  T E S T  O P E N  F O R  $ 4 6  J O B S

...TAFFIC O FFICER T E S T O P E N  F O R  $ 4 6  J O B S

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...A 25 P . C .  S a l a r y  I n c r e a s e

...m e n a p pointe d fi'om  th is  lis t w ill

...18 Tuesday, January 13, 1948 Price Five Cents

...h e ig h t re q u ire m e n t o f 5 fee t 9

...r o tatin g  s h ifts  and p a id

...s w e r e a t such fa c ilitie s  as th e  H o l-

...tio n  o f T ra ffic  O ffic e r ( M a le ) , C o r re c tio n  IX e p a rtm e n t.

...tio n  o f T ra ffic  O ffic e r is $2,496 per

...M en, 20-32,

...Men, 20-32,

...Men, 20-32,

...M en, 20-32,

...W A S H IN G T O N . Jan. 12—F in a l

...further 3.5 to 5 percent a g e.

... establishment at the regu-

...m e n a p pointe d fi'om  th is  lis t w ill

...tio n u lly  in the central business dis-

...m e n a p pointe d fi'om  th is  lis t w ill

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...m e n a p pointe d fi'om  th is  lis t w ill

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...m e n a p pointe d fi'om  th is  lis t w ill

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...M en, 20-32,

...M en, 20-32,

...M en, 20-32,

...M en, 20-32,

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...M en, 20-32,
The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employ-
ees Association of the County of Je-
ferson, County Clerk’s Office, and
Member of Employees’ Merit Award
Board.

An Open Letter To Each Member Of
The Legislature

THOUSANDS would then be forced to seek other jobs at 
$77,000. This does not include the army of temporary and 
has been generous to its employees.

About $1000 a year. War time savings are generally ex-
everyone is enlarged when government is intelligent and 
life of everyone is curtailed when government is collapsing. 
and their highest interest, you should make your own decision 
that should be done to protect the public service from 
Has the State the money required for the increase?
The answer is: yes. The money required is available. It 
should not be diverted to other purposes, however desir-
The obligation to pay its own employees fair wages comes 

Civil Service Employees

By the Rev. Harold R. McDowell
Keeping faith with our American heritage and 
realization that the best government is the best for all its 
and the highest interest, you should make your own decision 
that should be done to protect the public service from 

Islamic Credit Union

Enjoy a 2.0% interest rate, a low APR of 4.9% on a personal loan, 
and other beneficial credit union services.

Jefferson County

Organized Labor: The Truth About Its Role in Our Society

Call or visit our website for more information.

CIVIL SERVICE LEADER
STATE AND COUNTY NEWS


Stratton Elected Head Of Jefferson Chapter

WATERTOWN, Jan. 12—Recent meetings with County of Je-
ferson and City of Watertown employees resulted in the or-
organization of Jefferson County Division of The Civil 
Employees Association. At the last meeting conducted by 
Charles R. Culver, Field Representative, the following 
were elected by acclamation:

President, Howard Kayner, Watertown; Vice-
President, Malcolm B. Smith, Jefferson 
County; Secretary, Henry W. Douglass, 
Watertown; Treasurer, Mrs. Doris Clark, 
Jefferson County; Assistant Secretary, 
William C. Johnson, Watertown; 
Assistant Treasurer, Mrs. Audrey 
Morgan, Jefferson County; Recording 
Secretary, Charles E. Stratton, Watertown.

Resolution

Following continued resolutions adopted recently by the Civil Ser-
vice Employees Association:

RESOLVED, That the Association will not subscribe to any bill 
approved by the Association in economic emergencies to 
the various methods and systems of rating work, nor 
endorse the creation of any new organization as 
substitute for the present system of rating.

WHEREAS, the present system of rating work is unsatisfactory, 
renders unscientific, inadmissible and therefore 
conducive to equality between classes, departments, 
industries and races throughout the state.

WHEREAS, a uniform and impartial system of rating is 
crucial in evaluating the worth of individuals throughout 
the state.

WHEREAS, in the public welfare it is necessary to discourage 
public servants in their profession.

Therefore be it Resolved, that the Civil Service Employees 
Association, Inc. by its officers, representatives, and 
administration to preserve the present system of rating work 
more exemplary and more practical, and furthermore, 
that the President be and he is hereby 
authorized, empowered and directed to appoint a Special 
Committee on Service Rating and to secure the advice of 
the various methods and systems of rating work, and 
its findings with recommendations.

In pursuance of the above resolution, the Association has 
been authorized to take the following action:

1. To resign from any and all obligations to the 

2. To promote the health, safety, education, rights 
and liberties of all citizens are important. The life 
everyone is curtailed when government is collapsing. 
life of everyone is widened when government is intelligent and 
and the highest interest, you should make your own decision 
that should be done to protect the public service from 

Has the State the money required for the increase?
The answer is: yes. The money required is available. It 
should not be diverted to other purposes, however desir-
The obligation to pay its own employees fair wages comes 

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Graphic Reports On State Assn. Activities

Group of the Utica Chapter (left to right): Edward J. Riverlamb, President; Elsa E. Weikert, Secretary; Charles Hughes, Vice-president, and Sophia Perry, Treasurer.

Group at the meeting for the establishment of a Capital-District Conference. The Board of Directors of The Civil Service Employees Association has approved the charter.

Two groups at the first annual dinner of the Civil Service Department chapter of the State Association. At left, in usual order, Garson Zausmer, George Lehman, Virginia Brown, Barbara Kate, Thelma Westervelt, June Spalding, and Chapter Treasurer Matthew Lavenia. At right, Harry G. Fox, Treasurer of the Association; Eugenia McLaughlin, Mary Kane, Helen Chase, Wilfred Kelly, Dorothy Smith, Joseph D. Lacher, Association Executive Secretary, and J. Earl Kelly, Director of the Classifieation Division. The event was held at Holiday Manor, Albany.

Newly-elected officers of the Syracuse State School Chapter, from left to right: Marie M. Jones, Secretary; Frederick J. Krom, President, and Felix L. Moore, Vice-president. Standing: James A. Torrance, James McEnany, and Frances Doherty.

Public Works Employees Get 25-Year Pins

Group of employees of the Department of Public Works, District B, who received pins for service of 25 years or more.
Nine New Chapters, Two Conferences Approved by Board

ALBANY, Jan. 13 — The Board of Directors of The Civil Service Employees Association discussed primarily the report of the Salary Committee, at its session here last week, and the approximate cost to the State of creating the full requested 25 per cent increase to pay for State employees. Even the entire board would only partly restore the pre-war purchasing power.

The Board approved nine new chapters, six being in the State Division and three in the County Division, as follows:

State—Orange County Public Works, Mid-State Army Employees, Nassau Frontier Authority, Otis, Department of Commerce (Albany) and St. Lawrence State Public Works.

County—Niagara, Suffolk and Jefferson.

These nine bring the total number of chapters to 312. County Division chapter membership is open to city, town, village, school district and other local employees.

Two Conferences Approved

Two new Regional Conferences were approved. They were the Metropolitan District Conference (New York, Kings, Queens, Bronx, Richmond, Suffolk and Nassau counties) and the Capital District Conference (Albany, Green, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Essex, Warren and Washington counties).

Thus the total number of Conferences is brought to the maximum of five allowed by the Association constitution.

1. The Social Committee was directed to arrange for the 38th annual dinner in February or March. Janet MacFarlane, chairwoman of the committee and Association Secretary, said that preparations would begin immediately. The dinner is one of the leading social events of the Association and always has the 8:30 sign out.

Fine Membership Report

The Membership Committee reported that more than 33,000 of the 40,000 members already have renewed their membership for 1948. A detailed report was given to each Board member, showing the membership activities and the actual membership of the chapters.

Plans for a vigorous campaign to raise funds for the Association's own building were approved by the Board of Directors.

CIVIL SERVICE INSTITUTE

Y.M.C.A. SCHOOLS

15 West 63rd Street, near Broadway, New York

Telephone: EN 2-8117

55 Hanson Place, Brooklyn

Telephone: ST 3-7000

NEWS ABOUT STATE EMPLOYEES

WHITEPlanes City Group Joins Westchester Chapter

The Westchester Chapter of The Civil Service Employees Association announced that President Ivan S. Flood has included the formation of a local unit with the acceptance of the first group of members from The Civil Service City of White Plains.

Sponsored by 2nd Vice-Chapter

The White Plains group was originated by the Westchester Chapter approximately a year ago when J. Allen Stearns, 2nd Vice-president, established a Chapter against the will of the employees of the City of White Plains. The employees, in forming the group, included a number of men with the grade of 3M8.

CIVIL SERVICE LEADER

STATE AND COUNTY NEWS

Tuesday, January 13, 1948

Members of the Police Force of the Realson State Hospital at Orangeburg.
New Efficiency Rating System Being Tested

Mr. Moriga, who was Blackecker's assistant, said that the Board had been the first to ask for the experiment to be made before April 17 for the next Board meeting begins. It is a Personnel Council project.

Other Matters Discussed

The committee also discussed with Mr. Smith various other matters concerning DPUI. One of these was a recommendation January 1, involving 268 jobs, concerning which it was hoped there would be no pay reductions until January 1, 60 days after the pay cuts. Inefficacy of efforts to avoid any such reduction was expressed by Mr. Smith, who is also seeking to get the pay cuts fixed by the Board, which would have to be discussed before the Board closes at 3 p.m. Since the subject was on the agenda on Saturday, the arrival of checks at or after 3 p.m. would cause considerable inconvenience to employees. An early decision, if made Saturday, that the Board intends to make a decision under the same system, as banks such that all punch-checks on Fridays, since the Tuesday closing.

Pension plans call for the retirement of the last employee, the Retirement Hearing Unit, and the Board of Governmental Insurance Hearing. Representatives, six UI Hearing Representatives; two Governmental Insurance Hearing Representatives; six UI Hearing Representatives; two Senator Claims Examiners; two Senator Full Examiners; one Clerk and one stenographer. A tentative setup on the setup will be one Senior Hearing Examiner; one Senior Claims Examiner and one Senior Examiners.

Budget Action Admitted

Answering queries, Mr. Smith said that the Budget Committee, Chairman O. Lopenen's proposed program plan for 1948, and the proposed reclassification for DPUI, Director has been completed.

He also reported that the Board intends to make a decision under the Disability Act, and to make a decision on the compensation of permanent temporary employees.

Mr. Smith urged that complaints about heat should be made to the Board. To the question of no employee should take measures in his own heat.

The committee that saw Mr. Smith at the Bureau of the Central Office of the Children's Bureau in the Chicago Division.

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## Real Wages, The Correct Criterion For A Raise

In discussing a salary increase for State employees, in his annual message to the Legislature, Governor Dewey promised "an appropriate adjustment and recognized the standard of "real incomes". While the Governor did not disclose how much will be granted, nor the method of computation, his recognition of "real incomes" as the standard greatly heartened State employees. These faithful workers, through their organization, the Civil Service Employees Association, have consistently contended for nearly 15 years that the quantity of dollars does not constitute a sensible basis of comparison, because of the constantly changing power of the dollar. That buying power has been doing down five per cent a year for the past ten years. To give proper weight to the effect of this decline is to recognize the necessity of bringing State pay to a level that closely equals the purchasing power of the average 1939. Yet the Association's request is modestly beneath that. A 25 cent increase is asked. For most employees that would result in considerable shortening of their working hours, as always they are willing to temper necessity with reason, and thus share the plight of high costs with the State government and its citizens and taxpayers, rather than to demand full equalization, as well as they might have done with statistical justification.

Nothing Less Than 25% Reasonable

It is sincerely to be hoped, not only by the State employees, but by the general public, that the necessity of the request will result in complete granting of the full 25 per cent. While more could have been reasonably asked, it would not have been regarded as reasonable. The question about to be answered by Governor Dewey, either at a press conference or in a special message to the Legislature, or by himself or his assistants, constitutes an "appropriate adjustment." The Governor already had intimated at first to submit a detailed message to the Legislature, but finally decided to stress the inflationary course of the national economy. The problem is a big one and to receive what is intended to be done to cope with the predicament in which the State finds itself. That predicament is being brought to light by the fact that the cost of the State of paying the 80 per cent contribution toward relief allotments, involving alone an expected $50,000,000 increase in the State budget.

What Dewey Said About Raises

He then made his promise regarding State salaries.

"Meanwhile, our State employees have received an overall adjustment in their scale of compensation since 1913 and they are being seriously curtailed in their real incomes, specially because of the rise in food costs. In all justice to the State employees, I shall recommend an appropriate adjustment in their pay.

That recommendation will be made officially to the Legislature. The fact that it was not contained in the annual message has no effect, save to keep the employees that much longer in the dark. Persons close to the Governor have said that the amount of such an adjustment is to be kept secret by State employees at any time in the future, for reasons of the Civil Service Employees Association, which has many employees as possible members of the employees to whom the Governor’s promise is extended. A letter, whether typewritten or handwritten, sufficiently specific to inform the employees as to the amount will be inserted in the Association’s letter to the employees."
assn. Case For A Raise
Of 25 P. C. Presented to
Legislature and Dewey

(Continued from Page 1)
to the State employees I shall
recommend an increase of $1,600
in their pay.
The employer is too real
—representing the purchasing power
of the increase out of the amount in dollars—was
hurled by the Board of Standardization as the condition of the correct standard, the
one upon which the Association's tables are
based, were entirely neglected. The promise to recom-
mand an "appropriate" raise for everybody
is not, so no idea was given of what the amount
or how compressor, the employees
fell still in the dark.
Dr. Tolman's letter to the Leg-
sallocation follows:
"You have been elected to rep-
resent your constituents in the
imminently important public service
of law-making and policy for-
mation. I wish to assure you that
The Civil Service employees asso-
ciation, with over 60,000 mem-
bers, includes, among others, management
and employees of the Legislature, are
vigorously pressing that you think and
that we do. We invite any of you who
are members of our Association to consider
membership.
"You make the law. The public
employees and citizens are the
people. Therefore, it is every reason for working to-
go forward. The people in State service may have the best possible government
and most efficient administration.
"In the past, the people in State
service have not voted you an increase in sal-
aries in any year. I think the present
moment is a time for great leni
the Board has approved the change
in the salary standard. It is the present minimum
that was the salary of a Photographer for those
employees working in the Government Service.
Since the adoption of the amendment and nipped in the bud the tendency as
opposed to larger figures.
You can do it. The time has been
the time to keep your school in the
salaries paid to the public employees
should be paid. You should be ready to listen to the
true story of the efficiency of large
salary. It is the essential and
necessary element of the efficiency of
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the Public Service employees.
Traffic Officer Test
Open to Jan. 23

(Continued from Page 21)

In determining each on the
examination record, the Commissi
oners will consider the merits
of the candidate while giving
due consideration to the standar
merit points.
Fireman Written Test Due in April

Upwards of 4,000 job opportunities are expected for eligibles in the Fireman (F.D.N.C.) examination, for which applications will be accepted from Friday, February 23, until Friday, February 27. The written test is expected to be held in April.

The examination is limited to men who have passed their 20th, but not their 29th birthday. Other requirements include a minimum height of 5 feet 7 inches, 20/20 vision in each eye without correction, and not being a formal education requirement.

Applications will be received by the NYC Civil Service Commission in all 43 offices through the City Collector Monday through Friday from 9 a.m. to 5 p.m. There will be no testing Sat., Sun., or holidays.

Veterans will be permitted to deduct their period of military service from their age. Otherwise, maximum age will be figured as of the first day of filing, February 6, 1944. Applicants who were not on the rolls of the 出 last previous Fireman written test given in New York City will not be eligible, unless they were notified in writing of their elimination and their application is received by the Civil Service Commission until February 27. Questions and answers are taken from the last previous Fireman written test given in New York City.

There will be competitive writ- en and physical tests. The complete official examination notice appeared in The LEADER issue of January 6. Following is the second in a series of official Fireman (F.D.N.C.) study material for prospective candidates on which an examination will be open for New York City. The material was prepared February 27. Questions and answers are taken from the last previous Fireman written test given in New York City. More information on requirements, appointment possibilities, salary, etc. appear elsewhere in this issue of The LEADER. The first installment of study material appeared in The LEADER issue of January 13.

6. " Adequate fire fighting equip- ment is necessary and should be provided, but even the best equipment may be ineffective unless intelligently used." This statement emphasizes the importance of (A) inspecting fire fighting equipment frequently to make certain that it is adequate, (B) purchasing fire fighting equipment intelligently, (C) designing fire fighting equipment properly, and (D) training personnel in the use of fire fighting equipment. Select the best reason for not including (D) in the list of fire fighting equipment. (D) A graduate student who is trained in firefighting (2) A graduate student who is trained in firefighting (3) A graduate student who is trained in firefighting (4) A graduate student who is trained in firefighting

Radio Technician and Radio Service Courses

Applications Open Feb. 6th
Train At The School That Prepared Over 80% of New York City's Firemen!

Attention VETERANS

Applications Open Jan. 14th

$2,900 YEAR

Train for Civil Service Patronage Bridge & Tunnel Officer

Day & Eve Classes

TRAFFIC OFFICER

(For Authority)

$2,496 YEAR

Increases to $3,614

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CIVIL SERVICE LEADER
WASHINGTON, Jan. 12 —

Changes in the Civil Service Schedule.

The following changes include:

(1) The effective date of the change from January 12, 1948, to January 13, 1948, is one day earlier than the date announced.

(2) During the transition from the old to the new schedule, employees who have not been rated other than on an emergency basis, on Jan. 15, 1948, will be given the first regular rating of March 31, 1948, if six months have not elapsed on duty date and March 31, 1948, or on some subsequent date in 1948 in accordance with an agency of the State of New York.

(b) The regular ratings which are referred to in (a), (c) and (d) are not to be used in the usual provision that a person shall be considered as having a regular rating on record, other than on an emergency basis, on Jan. 15, 1948, and who may move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.

(c) Employees who have an official rating on record, other than an emergency rating, on Jan. 15, 1948, and who move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.

(d) Employees who have an official rating on record, other than an emergency rating, on Jan. 15, 1948, or an appointment as an employee may move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating on March 31, 1948, or on some subsequent date in 1948 in accordance with an agency of the State of New York.

(e) The regular ratings which are referred to in (a), (c) and (d) are not to be used in the usual provision that a person shall be considered as having a regular rating on record, other than on an emergency basis, on Jan. 15, 1948, and who move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.

(f) The regular ratings which are referred to in (a), (c) and (d) are not to be used in the usual provision that a person shall be considered as having a regular rating on record, other than on an emergency basis, on Jan. 15, 1948, and who move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.

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(i) The regular ratings which are referred to in (a), (c) and (d) are not to be used in the usual provision that a person shall be considered as having a regular rating on record, other than on an emergency basis, on Jan. 15, 1948, and who move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.

(j) The regular ratings which are referred to in (a), (c) and (d) are not to be used in the usual provision that a person shall be considered as having a regular rating on record, other than on an emergency basis, on Jan. 15, 1948, and who move to another position in the same or a similar position in the same or a similar service, class, grade or on after Jan. 15, 1948, will be given the next regular rating six months after such change in position.
Apply Until Jan. 23
For Traffic Officer Jobs

(Continued from Page 4)

VETERANS

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Be Sure Then Go Ahead
Get your G.I. Bill training now. Enroll before Dec. 7th and
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LEARN TO DRIVE
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STATE BONUS

PHOTOSTATS OF DISCHARGE
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Vet. Affairs Office.
Reforms in Seven Departments Asked in Report to O'Dwyer

Citizens Budget Commission Discusses Police, Fire, Sanitation, Public Works and Correction Units, Civil Service and Budget Bureau

The Citizens Budget Commission has handed Mayor O'Dwyer a full agenda for the coming year. The $50 million in proposed changes will mean a reduction of 500 employees now in city service.

One of the major recommendations in the report is that the Fire Department be made co-educational and students are now taking registraion of the Institute, in an area now taking regular training in the use of fire fighting equipment. Maintenance of all city buildings will be consolidated under the Department of Public Works and Fire Department. A study of the performance of the Fire Department has been completed and a report recommending appointment system for the force is being prepared.

At several points the report emphasizes the necessity of reducing the payroll of the City government. This is necessary to meet the financial needs of the city.

The report also recommends the elimination of the Fire Department, the Sanitation and Building Departments as unnecessary. A new department of Transportation and Public Works will be created to operate all general purposes of the city. Maintenance of all city buildings will be consolidated under the Department of Public Works and Fire Department. A study of the performance of the Fire Department has been completed and a report recommending appointment system for the force is being prepared.

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New York City News

Budget Director Thomas J. Corcoran today released a series of schedules to be held in the public office in the Municipal Building, Manhattan, for the determination of the city's financial budget for 1948-49.
Lieutenant Martin reported that the Fire Department was the only city agency with the exception of the Department of Sanitation, to give a promotion exam after the recent...
Six examinations for positions in Veteran Administration establishments throughout the State have been announced by the Board of U.S. Civil Service Examiners, VA Branch Office 2. Applications will be accepted until Wednesday, January 21. The examinations are for:

- Instructor, Manual Arts, Therapy (Shop Retraining), SP-6 to $2,644 to $3,397.
- Instructor-Supervisor, Manual Arts Therapy (Shop Retraining), P-2, $3,397.
- Chief, Educational Therapy (Shop Retraining), P-3, $4,149.
- Instructor, Educational Therapy (Educational Retraining), SP-6 to $2,644 to $3,397.
- Instructor-Supervisor, Educational Therapy (Educational Retraining), P-2, $3,397.
- Chief, Educational Therapy (Educational Retraining), P-3, $4,149.

Applications are obtainable at the VA Branch Office, 346 Broadway, the U.S. Civil Service Commission, 641 Washington Street, and at most post offices in the State, outside of New York, N.Y. All applications must be filed with the VA Branch Office. Applications will be accepted by mail, but they must be on file before the close of business on January 21. Mailing on January 21 is insufficient. All VA employees working in the State are eligible to apply.

Where to Inquire
Information on duties, requirements, and promotions, may be obtained from the VA Branch Office at 346 Broadway. The Board of Examiners advises all VA employees working in the State on a temporary basis to apply.

"Here's one to grow on!"

Con Edison
$280,000,000 Expansion Program

To Greater New York—center of commerce and culture—Consolidated Edison, its electrical servant and supplier of gas and steam, offers congratulations on our City's outstanding achievements of the past half-century.

As tangible evidence of our faith in its even greater future, we have undertaken a 4-year program, estimated to cost at least $280,000,000, for the purpose of increasing and improving our facilities to serve the people and industries of this area.

This program, now well under way, is planned to keep ahead of New York's growing demand for ample, low-cost utility service in the years to come.