The Civil Service Board salary ion Stater, Washiers' of Letter C a r -

G a i n T o p P o s t a l A i m s

ming the first pay roll period of

liglible list made public November

ent and Unemployment Insurance

their respective

s so to cause con-

the Civil Service Commission

ruling that these "flunked"

h e o to the city's

hr was suspended last week.

J a c k  H o l t - H a r r i s ,

ruling of the State


Long Service

r in the city who

all had public November 18, 1947. The number of

by the Honn Meals Aassociation

s e m b le s .

T h e  e x f i m i n a t i o n  w i l  l b e

T h e  r e s u l t w h ic h  w i l  l b e  h e a r t e n i n g  to

ign to seek

B e r n d t, President, and

n in th e  M a r

s a l a r y  o f  t h e i r  re s p e c tiv e

ed as soon as the Legislature ap-

t h i s  ca se . B u t  f r o m  a  p r a c tic a l

t e m p o r a r y  status. The Condon law has no similar provision. Under the

r e s u l t w h ic h  w i l l  b e  h e a r t e n i n g  to


c o n f e re n c e , b u t


ga has s t a n d p o in t, a n d  i n  o r d e r  t o  a v o id

the C o m m i s s io n  f e l t  i t

s e m b le s .

s i c a l a n d  M e d ic a l te s ts  h a v  b e e n

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

r e s u l t w h i c h  w i l l  b e  h e a r t e n i n g  to

em plo y e e s  a n d  o p p o r t u n ity  to  s e e k

D o m e t i c a l  a n d  M i s s i o n a r y  Estate A s s i s ta n t  A t t o r n e y  G e n e r a l; H a r r y

in e q u ity .

s t a n d p o in t, a n d  i n  o r d e r  t o  a v o id

s e m b le s .

s i c a l a n d  M e d ic a l te s ts  h a v  b e e n

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

r e s u l t w h i c h  w i l l  b e  h e a r t e n i n g  to

h e a r t e n i n g  to

102;

i/ ^

s e m b le s .

s i c a l a n d  M e d ic a l te s ts  h a v  b e e n

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

h e a r t e n i n g  to

102;

s e m b le s .

s i c a l a n d  M e d ic a l te s ts  h a v  b e e n

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

r e s u l t  w h i c h  w i l l  b e  h e a r t e n i n g  to

h e a r t e n i n g  to

102;
End of Loose Practice In Non-Permanent Appointments Is Asked

The CIVIL SERVICE LEADER ALBANY, N.Y., March 8—Special to The Leader

Albany, N.Y., March 8—Special to The Leader

The Department of Labor and Commerce in Albany has taken a stand against non-permanent appointments, a practice that has been prevalent in the past. This action is in line with a nationwide movement to eliminate non-permanent appointments, which are generally considered to be temporary and are not officially recognized by the department.

Provisions of this new policy are as follows:

1. There will be no non-permanent appointments for positions that require professional training or specialized skills.
2. Non-permanent appointments will be limited to two years and must be approved by the Department of Labor and Commerce.
3. Non-permanent appointments will not be renewed after two years, except in cases of necessity or emergency.
4. Non-permanent appointments will not exceed two years in any one position.
5. Non-permanent appointments will not exceed three years in any one position.

These provisions are designed to ensure that workers are treated fairly and that appointments are made on a permanent basis. The move is expected to improve working conditions and foster a sense of stability in the workplace.

Sells Names Thomas To $7,750 Position

Mr. Thomas succeeds John A. McCormack as a Civil Service Employee.

The Department of Labor and Commerce has announced the appointment of Mr. Thomas to the position of $7,750. Mr. Thomas has been serving in a lower position within the department, and his promotion is seen as a significant step forward in his career.

Mr. Thomas expressed his gratitude to the department for the opportunity and pledged to work hard to ensure the success of the department.

Conferences Urged To Aid Drive for Raise

The Civil Service Employees Association has called for conferences to aid the drive for a raise. The association has been engaging in negotiations with the department, and the conferences are expected to provide a platform for discussion and negotiation.

The association has also called on all members to remain committed to the drive for a raise and to continue to support the union in its efforts to secure fair wages for all employees.

History of Chapters

Education Department Group Is Result of Dr. Soper’s Activity

The Education Department Group was formed as a result of Dr. Soper’s activity. The group is focused on professional development and education within the department.

Sells Names Thomas To $7,750 Position

Mr. Thomas succeeds John A. McCormack as a Civil Service Employee.

The Department of Labor and Commerce has announced the appointment of Mr. Thomas to the position of $7,750. Mr. Thomas has been serving in a lower position within the department, and his promotion is seen as a significant step forward in his career.

Mr. Thomas expressed his gratitude to the department for the opportunity and pledged to work hard to ensure the success of the department.

Conferences Urged To Aid Drive for Raise

The Civil Service Employees Association has called for conferences to aid the drive for a raise. The association has been engaging in negotiations with the department, and the conferences are expected to provide a platform for discussion and negotiation.

The association has also called on all members to remain committed to the drive for a raise and to continue to support the union in its efforts to secure fair wages for all employees.

History of Chapters

Education Department Group Is Result of Dr. Soper’s Activity

The Education Department Group was formed as a result of Dr. Soper’s activity. The group is focused on professional development and education within the department.
STATE AND COUNTY NEWS

CIVIL SERVICE LEADER

Plans for Raising Fund For Assn. Building
Approved by Directors

Headquarters of the State Association, as an example that a government may be democratic without being efficient and may be efficient without being democratic. Only under a well-administered merit system, says Mr. Hoover, can government be both democratic and efficient. It is the job of public administrators to see that maladministration is minimized, to constitute themselves the imitable foes of maladministration and to make the good and bad workers tell. The merit system gives the public service to a level of efficiency which shall commend it to the common sense and confidence of the people.

The Civil Service Commission has the right to enforce or disregard the essential procedures of civil service examinations and appointments solely from eligible lists is maladministration.

I am reminded of the words of the Governor when he said that no Government can survive unless its personnel is efficient and competent. That the most important services of the State be bound to break down when Civil Service men and women are ignored. After stating that the most difficult problems of life are the concern of Government and that they demand the services of the best and ablest of our people, "Who," asked the Governor, "will be the Government? Is it the Legislature? CertainlY not, is it the Governor? Certainly not. The conduct of the business of the State is in the hands of 46,000 (now about 57,000) employees, servants of the State." The Civil Service employees are sensitive to weaknesses in Civil Service administration. They naturally agree with the Governor that the "most flagrant intruders into the merit system are in provisional appointments", and that this indicates "something rotten in Denmark."
Employees Prize Ideas Help State

The State Employees Merit Award Board continuously seeks ideas from State workers, to re-ward and encourage the best performance. A point system, based on 5 points for each dollar of savings certified. To date such ideas have netted the State an estimated $1,000,000 during the period the Board spent less than $40,000. Following are some rewarded ideas:

A form is to be attached to a copy of the original letter as a means of following up on correspondence to which reply has not been received. Various ideas here-fore considered tymatic, particu-larly on the subject of a large volume of follow-up work and helps to maintain a ticking schedule.

A procedure relating to quantities of concrete items in bridges, walls, slabs, and related construction work. By computations prepared in connection with plans and designs, the quantities of concrete items in relation to the trac-tions are estimated. By a way of illustration, reference is made to the case of estimating the concrete above the footing and between the two shores of a bridge terminal would be 10 ton. 15, 60. 170. A table could be made up from these quantities for the particular structure. The determining factors for the component parts of the bridge from the monthy-both quantities and costs from the lists of the bridge would be recomputed for the next instalment of work. This suggestion would be to consider the average cost of 75 per cent of the cost of making concrete. 50 per cent of the amounts and extensions which are duplica-ted in the structure.

The construction of a rock to be used for various purposes. The cost of the materials and labor is given in the budget. The cost of labor will be estimated estimated to be the amount of labor that can be used in the labor force. This is an example of the cost of labor in the view of the labor force.

A procedure for the establish-ment of a special list of inter-depart-ment and special lists of inter-depart-ment of Smith State Office Building. The procedure is to be established by the table of mail would be expedited and expanded to increase the efficiency of the agencies considerably reduced.

A group contract on leased equipment such as postage meter machine. The group de-partment contracts thereby enable the State to take advantage of the large discounts. The pro-cedure provides for a single agency to Act as Central who will in turn charge the various agencies. This procedure may be extended to other meats in general use.

(To Be Continued)

ITACA—The State College Chapter, held its annual meeting and election on May 5. The H. Muto was elected President. Others elected were: President, J. H. Brucker; Secre-tary, A. Davis; and Treasurer, J. Wast. The State College chapter is employees of the State Colleges.

ONEOKA—Working a plan to see that the other items in general

CIVIL SERVICE LEADER

CIVIL SERVICE LEADER

Employees Prize Ideas Help State

The State Employees Merit Award Board continuously seeks ideas from State workers, to re-ward and encourage the best performance. A point system, based on 5 points for each dollar of savings certified. To date such ideas have netted the State an estimated $1,000,000 during the period the Board spent less than $40,000. Following are some rewarded ideas:

A form is to be attached to a copy of the original letter as a means of following up on correspondence to which reply has not been received. Various ideas here-fore considered tymatic, particu-larly on the subject of a large volume of follow-up work and helps to maintain a ticking schedule.

A procedure relating to quantities of concrete items in bridges, walls, slabs, and related construction work. By computations prepared in connection with plans and designs, the quantities of concrete items in relation to the trac-tions are estimated. By a way of illustration, reference is made to the case of estimating the concrete above the footing and between the two shores of a bridge terminal would be 10 ton. 15, 60. 170. A table could be made up from these quantities for the particular structure. The determining factors for the component parts of the bridge from the monthy-both quantities and costs from the lists of the bridge would be recomputed for the next instalment of work. This suggestion would be to consider the average cost of 75 per cent of the cost of making concrete. 50 per cent of the amounts and extensions which are duplica-ted in the structure.

The construction of a rock to be used for various purposes. The cost of the materials and labor is given in the budget. The cost of labor will be estimated estimated to be the amount of labor that can be used in the labor force. This is an example of the cost of labor in the view of the labor force.

A procedure for the establish-ment of a special list of inter-depart-ment and special lists of inter-depart-ment of Smith State Office Building. The procedure is to be established by the table of mail would be expedited and expanded to increase the efficiency of the agencies considerably reduced.

A group contract on leased equipment such as postage meter machine. The group de-partment contracts thereby enable the State to take advantage of the large discounts. The pro-cedure provides for a single agency to Act as Central who will in turn charge the various agencies. This procedure may be extended to other meats in general use.

(To Be Continued)
### Eligible Lists

**State and County News**

**Open-Competitive**

**Civil Service of New York City**

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Name</th>
<th>Rank</th>
<th>List</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>New York</td>
<td>Frank W. Alvarez</td>
<td>12584</td>
<td>1</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>John J. Murphy</td>
<td>12583</td>
<td>2</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Robert J. Brown</td>
<td>12582</td>
<td>3</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Michael J. O'Connor</td>
<td>12581</td>
<td>4</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Joseph A. Ryan</td>
<td>12580</td>
<td>5</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>David J. Sullivan</td>
<td>12579</td>
<td>6</td>
</tr>
</tbody>
</table>

**Postal Clerks**

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Name</th>
<th>Rank</th>
<th>List</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>New York</td>
<td>Robert J. Brown</td>
<td>12584</td>
<td>1</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>John J. Murphy</td>
<td>12583</td>
<td>2</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Frank W. Alvarez</td>
<td>12582</td>
<td>3</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Michael J. O'Connor</td>
<td>12581</td>
<td>4</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Joseph A. Ryan</td>
<td>12580</td>
<td>5</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>David J. Sullivan</td>
<td>12579</td>
<td>6</td>
</tr>
</tbody>
</table>

**Firemen**

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Name</th>
<th>Rank</th>
<th>List</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>New York</td>
<td>Robert J. Brown</td>
<td>12584</td>
<td>1</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>John J. Murphy</td>
<td>12583</td>
<td>2</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Frank W. Alvarez</td>
<td>12582</td>
<td>3</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Michael J. O'Connor</td>
<td>12581</td>
<td>4</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Joseph A. Ryan</td>
<td>12580</td>
<td>5</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>David J. Sullivan</td>
<td>12579</td>
<td>6</td>
</tr>
</tbody>
</table>

**Police**

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Name</th>
<th>Rank</th>
<th>List</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>New York</td>
<td>Robert J. Brown</td>
<td>12584</td>
<td>1</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>John J. Murphy</td>
<td>12583</td>
<td>2</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Frank W. Alvarez</td>
<td>12582</td>
<td>3</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Michael J. O'Connor</td>
<td>12581</td>
<td>4</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Joseph A. Ryan</td>
<td>12580</td>
<td>5</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>David J. Sullivan</td>
<td>12579</td>
<td>6</td>
</tr>
</tbody>
</table>

**Stenographers**

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Name</th>
<th>Rank</th>
<th>List</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>New York</td>
<td>Robert J. Brown</td>
<td>12584</td>
<td>1</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>John J. Murphy</td>
<td>12583</td>
<td>2</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Frank W. Alvarez</td>
<td>12582</td>
<td>3</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Michael J. O'Connor</td>
<td>12581</td>
<td>4</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>Joseph A. Ryan</td>
<td>12580</td>
<td>5</td>
</tr>
<tr>
<td>New York</td>
<td>New York</td>
<td>David J. Sullivan</td>
<td>12579</td>
<td>6</td>
</tr>
</tbody>
</table>

---

### Prison Group Pigs

**25-Year Pension As Top Project**

The statewide Prison Officers Association, through its President, F. A. D. Johnson, is seeking a 25-year pension plan for its members. The initiative is being led by the association's Executive Board, which is comprised of representatives from each state prison. The plan aims to provide long-term financial security for prison officers, including benefits such as retirement, medical, and life insurance. The association is working towards the passage of legislation to implement this pension plan, which it believes is fair and necessary for the well-being of its members. The association is encouraging its members to support this initiative by participating in advocacy efforts and engaging with their legislators. The proposed pension plan is expected to be a top priority for the association in the upcoming legislative session. The association is committed to ensuring that prison officers receive adequate compensation and benefits, reflecting the significant contributions they make to public safety and the communities they serve.
CIVIL SERVICE LEADER

TUESDAY, JANUARY 6, 1948

NYC Employees Aided Snow Removal Capably

In recognizing the fine showing made by NYC in snow removal following the recent storm, and the maintenance of subway service by the Board of Transportation amid vast and complex difficulties, don’t fail to give full credit to the city employees who helped so mightily to make these results possible. The tendency is to emphasize the difficulties, but the fact is that yet smaller snowfalls in past administrations caused the public much more inconvenience and delay. The largest snowfall in the city’s history, exceeding even the blizzard of 1888, came in 1947, but the City was unprepared for the emergency. Mayor O’Dwyer himself interrupted his California vacation at his brother’s ranch to fly back and take charge. His fast, accurate direction and courage amid fostered protestations did much to attain clearance of practically all streets, as they would be passable, by last Friday night.

Eligibles ‘Convocated’

Outside help had to be obtained for both shoveling and tractor-driving. But the need for outside help, by per-hour employment of volunteers, was lessened because each street department was put in capable hands. Men in the unitized 500,000 other departments than Sanitation also shoveled snow. Moreover, they drove tractors. Both the Police and the Fire Commission sent cars to the hospitals so able to run the vehicles. Besides, Fire Lieutenants acted as spotters, to see that the city got a nickel’s worth of work for every nickel paid to shovellers, while the police were alert in keeping autos and trucks off the streets.

Among those also canvassed for shoveling and driving were eligibles on NYC lists. The NYC Civil Service Commission sent the Sanitation Commissioner 14,490 names from 12 lists of candidates or eligibles—Surface Lightmen, Auto Mechanic, Carpenter, Stationary Fireman, Maintenance’s Helper, Trackman, Sewage Treatment Worker, Auto Mechanic, and Sanitation Worker. The results were equally productive, whatever the category.

NYC really did pitch in to meet an emergency and present and prospective city employees deserve to share in the honors.

League Votes Resolution to Expedite International Civil Service for UN


The Executive Committee of the National Civil Service League, in its 1946 annual report to the League, recommended that the League vote on a resolution on this subject. The resolution, which was adopted by the League at its recent annual meeting, is as follows:

League member who represents the Board of Directors of the League from the State of New York, stating that the League had decided to vote on a resolution on the subject of the establishment of an International Civil Service Commission for the United Nations.

The League at its recent annual meeting adopted a resolution recommending the appointment of a committee by the League to the United Nations, to the aid of the United Nations, and to all other international agencies. The League was also asked to take the lead in establishing a sound personal program for the International Civil Service Commission for the United Nations.

Thanks From General Brown

Editor The LEADER: Major General Edward H. Brooks, recently appointed to the UN staff, has written the following letter: "I am writing to express my personal appreciation of the interest and assistance shown by your League in the successful completion of the recent nationwide NCSA local elections, known as "Operation $888."

The LEADER is a publication of the National Civil Service League, which has the objective of improving the status and security of the public service employee. The LEADER is published every other month in the United States, Canada, and abroad.

GREETINGS FROM PIEDPLODS, Editor: The LEADER is published as a service of the National Civil Service League, which has been in existence since 1920 and is dedicated to the improvement of the status and security of public employees. The LEADER is published every other month in the United States, Canada, and abroad.

The LEADER is a publication of the National Civil Service League, which has the objective of improving the status and security of the public service employee. The LEADER is published every other month in the United States, Canada, and abroad.
League Ask Jobs in Marshall Plan Be Competitive

To insure efficient and impartial assignment of veterans to jobs in the new program, a Civil Service League urges that the details of a new Civil Service Commission for voters interested in a competitive Civil Service system be included in the Marshall Plan.

Q.—May a veteran be restored to his former position? A.—No. If a veteran is returned to his former position, his compensation is reduced to his pre-war rate. The veteran will, however, be eligible to reinstatement in case of layoff or reduction in force.

Q.—If a veteran is laid off from his former position, will he be eligible for reemployment at his former rate? A.—No. A reinstatement of the veteran to his former position entitles him to his former rate only when there is a layoff or reduction in force. In the event of the veteran's resumption of his former job, his compensation will be reduced to his pre-war rate.

Q.—What is the status of the veteran in the event of the veteran's death? A.—The veteran's compensation is payable to his widow, if any, or to a dependent, as provided by law. In the event of the veteran's death, the compensation is payable to the veteran's legal representative, or to the veteran's widower, if any, or to a dependent, as provided by law. In the event of the veteran's death, the compensation is payable to the veteran's legal representative, or to the veteran's widower, if any, or to a dependent, as provided by law. In the event of the veteran's death, the compensation is payable to the veteran's legal representative, or to the veteran's widower, if any, or to a dependent, as provided by law. In the event of the veteran's death, the compensation is payable to the veteran's legal representative, or to the veteran's widower, if any, or to a dependent, as provided by law.
Special Officer Medical Rules

NYC Open-Competitive

The Civil Service Commission is conducting an open competitive examination for the position of Special Officer in the Department of Fire. The examination will be held in various locations throughout the city. Applicants must meet the medical requirements outlined below.

Medical Requirements:

1. Age: Applicants must be between 20 and 30 years old.
2. Height: Male applicants must be at least 5'8" tall.
3. Vision: Applicants must have 20/20 vision in each eye.
4. Color Blindness: Applicants will be tested for color blindness.
5. Hearing: Applicants must have normal hearing.
6. Speech: Applicants must be able to speak clearly and distinctly.
7. Medical History: Applicants must disclose any history of mental illness, heart disease, or other medical conditions.
8. Physical Fitness: Applicants will be tested for physical fitness.

Test Schedule:

Exam Date: March 20
Location: Various locations throughout the city

Study Material for the Fireman Test

The following study material is recommended for preparation for the Fireman Test:

- §120: How serious is the fire?
- §121: Supervision and control
- §122: Fire and rescue
- §123: Fire prevention

WHERE TO TAKE THE EXAMINATION

Exams for Permanent Public Jobs

- State of New York, offices in various locations
- City of New York, offices in various locations

NYSE to Fill Farm Jobs

The New York State Employment Service is currently recruiting for farm labor positions. Applicants interested in these positions should contact their local Employment Service office for more information.

Fireman Examinations on Feb. 6

Applications are now being accepted for the upcoming Fireman examinations. The examinations will be held on February 6. Applicants must meet the following requirements:

- Age: 20-30 years old
- Height: 5'8" and over
- Vision: 20/20 in each eye
- Hearing: Normal hearing
- Speech: Clear and distinct
- Medical History: Disclose any history of mental illness, heart disease, or other medical conditions
- Physical Fitness: Meet physical fitness standards

The official examination notice can be obtained from the Civil Service Commission.

Court Favors Veteran Law of 1912

The court has ruled in favor of the veteran's law of 1912. This law, which provides benefits for veterans, is being challenged by a private organization. The court has ruled that the law is constitutional.

Men Cleaner Test Opens

Men interested in entering the cleaning profession are invited to take the Men Cleaner Test. The test will be held on various dates throughout the city. Applicants must meet the following requirements:

- Age: 20-30 years old
- Physical Fitness: Meet physical fitness standards
- Medical History: Disclose any medical conditions

The test will be held on various dates throughout the city. Applicants should contact their local Employment Service office for more information.

Study Material for the Fireman Test

The following study material is recommended for preparation for the Fireman Test:

- §120: How serious is the fire?
- §121: Supervision and control
- §122: Fire and rescue
- §123: Fire prevention

The official examination notice can be obtained from the Civil Service Commission.
Decentralization Aids U.S. Board to Compete With Industry in Job Offers

Emergency policies instituted during World War II have resulted in the development of a program for the consideration of decentralized employment of personnel for the Federal government. Planning, U.S. Civil Service Commision, reported at a meeting of the College-Federal Service Council.

Commissioner Flemming discussed the possible implications of implementing decentralization in other aspects of personnel management. For the past year it has invited operating departments to set up examining boards both in Washington and in the field. These boards in cooperation with the Commission have been determining minimum qualifications needed to conduct recruiting programs. For instance, recruiting for the position of Bridge & Tunnel Officer requires a degree in civil engineering from a university.

Applications Open Feb. 6! Prepare Now!

Prepare Now for these Popular Tests

CLASSES TUESDAYS AND FRIDAYS

Attention VETERANS

JR. ACCOUNTANT & ACCOUNTANT

Train for Civil Service Without Examinations

Under the C. L. I. Bill. Inquire for details.

You may also deduct time spent in Service from examination years necessary to meet maximum age limits.

FREE

Medical Exam.

For Tests to Have Physical Requirements.

Applications Open Feb. 6! Prepare Now!

Fireman

OPPORTINITY FOR MEN UNDER 29 YEARS OF AGE

Veterans Over 28 May Deduct Service from Age

Salary 2,900 per Annual Year - Increases to 3,900 At End of Years

Mental & Physical Classes Now Meeting

Convenient Day & Eve Sessions in Manhattan & Jamaica

Also Lecture Classes for

Promotion to Stenographer Grade 3 & 4

COURT ATTENDANT INSPECTOR OF HOUSING, GRADE 3

LICENSE COURSES

MASTERS PLUMBER SHewing, 
STATIONARY ENGINEER, 
MASTER ELECTRICIAN

VOCATIONAL COURSES

RADIO Service and Repair

T.M. & Television

COMMUNICATIONS—Technology New Print Reading & Envelope

SECRETARIAL TRAINING

Copywriting Typewriting Office Machine Co. Educational

HAROLD SCHOOL 138 42nd Street (Times Square)
JANUARY 45-101 Sutphin Boulevard

HIGH SCHOOL

Accredited by Board of Regents

Schools Up to 7 in Obtaining "B" Certificate for All College Credit (Junior College)

Special Programs Arranged

24-14 SUTPHIN BOULEVARD, J.CA 6-8200

Write, or For Phone for full information. Catalogues mailed upon request. Day and Evening Classes for all Ministers of Domestic Science—Free in all Professions. More than 250 Firemen are under the provisions of the C. L. I. Bill. Consult our advisory staff.

The DELEHANTY

INSTITUTE

115 E 315TH ST., Y.3

369 New York

OFFICE HOURS: Mon. to Fri. 9:30 a.m. to 9:30 p.m. Sat. 9:30 to 1:30 p.m.
Disloyalty Is Defined by Board

Loisalty Rules Likened
Police State Methods

Abram Fleser, International
President of the United, Public
Workers of America (CIO), said
the rules of the Loyalty Review
Board are a "window dressing for
police state procedures." He added:
"There are harrassments and proced-
ures that have been erected to hide the real
benevolence of the Federal Bureau of Inves-
tigation, the Federal Bureau of Investiga-
tion has no authority to render judgment on
government employees.

The attack is evidence against the
employees, or the employee him-
or herself. On what are these hear-
ing or appeals? The second
point is that there was five years
between him and deprived of
of the Loyalty Review Board such witnesses? Even a peekpocket
has the right to confront his
accusers and cross-examine them."

THE WASHINGTON POST
WASHINGTON, D.C., March 20
Two highways to education in the United States afford the maximum of employment; and, at the same
time, interest and satisfaction in the work
will be added. Thus, the Federal Bureau of
Education, acting through its local office,
directed that a certain employee shall stand
on a certain basis, which basis may or may not
be helpful to him in obtaining or maintaining
employment, or, by the same token, which
basis may or may not be consistent with
the constitution.

The Constitution, as the center of our
political system, is the basis of all our
economy; it is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.

The Constitution, as the center of our
political system, is the basis of all our
education; it is the basis of all our
commerce; it is the basis of all our
justice; it is the basis of all our
law; it is the basis of all our
principle.
A tenant in a New York City building has been notified that he will be evicted unless he pays his rent, according to a report from the Department of Housing and Conservation. The tenant, who has been living in the building for several years, has fallen behind on his rent payments and has not been able to come up with the money to cover the overdue amount.

The eviction notice was issued by the landlord, who has given the tenant a deadline to pay the rent or face the possibility of being evicted. The tenant has until the end of the month to come up with the money or risk losing his home.

The landlord has stated that the tenant has not been able to provide any proof of income that would allow him to pay the rent on time, and that he has no other options but to go through the eviction process.

The tenant has indicated that he is willing to work with the landlord to come up with a plan to pay off the overdue rent and avoid eviction, but the landlord has refused to engage in any further discussions.

The tenant has also stated that he has been trying to find a new place to live, but has been unable to find anything within his budget.

The eviction notice has caused a great deal of stress for the tenant and his family, and they are seeking assistance from local organizations to help them find a solution to their housing situation.

Legal aid organizations have been contacted by the tenant, and they are currently reviewing the case to determine the best course of action for the tenant. The landlord has been advised to ensure that the eviction process is conducted in accordance with state and local laws.

The tenant has also been advised to maintain a record of all communications with the landlord and to seek legal advice if he feels that his rights are being violated.

The eviction process can be a long and drawn-out process, and the tenant has been advised to take steps to protect his rights and avoid any further displacement.

In the meantime, the tenant and his family have been seeking temporary shelter and have been advised to contact local organizations for assistance.

Legal aid organizations have been contacted by the tenant, and they are currently reviewing the case to determine the best course of action for the tenant. The landlord has been advised to ensure that the eviction process is conducted in accordance with state and local laws.

The tenant has also been advised to maintain a record of all communications with the landlord and to seek legal advice if he feels that his rights are being violated.

The eviction process can be a long and drawn-out process, and the tenant has been advised to take steps to protect his rights and avoid any further displacement.

In the meantime, the tenant and his family have been seeking temporary shelter and have been advised to contact local organizations for assistance.
The appeal in one of the principal cases of the disabled veteran being argued Tuesday is the Civil Service Law. It is known as the "Civil Service Leader."

In the case, 12 disabled veteran employees were outed to the Civil Service Department. The employees, who were rejected by the Civil Service Department for the reasons of their disability, appealed their cases to the Civil Service Commission.

The Civil Service Commission, in its ruling, found that the veterans were not qualified to hold the positions they were seeking due to their disability. The veterans then appealed to the Court of Appeals, which ruled in favor of the Civil Service Department.

The case is significant because it involves the Civil Service Law, which is a federal law that provides for the appointment of disabled veterans to federal government positions. The law is intended to ensure that disabled veterans have equal access to federal employment opportunities.

The case also highlights the challenges faced by disabled veterans in securing employment. Disabled veterans often face barriers due to their disability, which can make it difficult to find employment opportunities.

The case is currently being argued in the Court of Appeals, and the outcome will determine whether the Civil Service Department or the veterans will prevail.

It is important to note that this case is not the only case affecting disabled veterans. There are numerous cases pending in the courts, and the outcomes of these cases will have a significant impact on the employment opportunities available to disabled veterans.

In conclusion, the case of the Civil Service Leader is one of the principal cases being argued Tuesday. It involves the Civil Service Law and highlights the challenges faced by disabled veterans in securing employment. The case is significant and will have a significant impact on the employment opportunities available to disabled veterans.

**Fire Lines**

Firefighters take on the challenge of fighting fires with a full range of firefighting equipment. They must be prepared to handle anything that comes their way, from small fires to large-scale disasters.

Firefighters are trained to handle a variety of equipment, from axes and shovels to hydraulic tools and aerial ladders. They must be able to operate these tools safely and effectively to provide the best possible support to the people they are serving.

In addition to their equipment, firefighters must also have a strong understanding of the science behind firefighting. They must be able to read and interpret fire behavior patterns, using this knowledge to plan and execute their response.

Firefighters are also trained to work well in a team. They must be able to communicate effectively and respond quickly to changing situations.

The job of a firefighter is physically demanding, requiring a high level of fitness and endurance. They must be able to work for long periods of time, often in harsh conditions.

Despite the challenges, firefighters are often seen as heroes by the communities they serve. They risk their lives to save others, and their work is essential to keeping people safe.

In conclusion, firefighters are highly trained to handle a variety of equipment and situations. They must be able to work well in a team and have a strong understanding of fire behavior.

It is important to support firefighters and their work, as their role is crucial to the safety and well-being of our communities.

**Animal Show**

An animal show is a great way to learn about different animals and their behavior. The show typically features a variety of animals, from small pets to large mammals.

In the animal show, visitors can see animals up close, learn about their behavior, and ask questions of the animal handlers. The handlers often provide interesting and informative information about the animals they are presenting.

The animal show is a fun and educational experience for all ages. It is a great opportunity to learn about the world of animals and their role in our society.

In conclusion, an animal show is a great way to learn about different animals and their behavior. It provides a fun and educational experience for all ages.

It is important to support animal shows and their role in educating the public about the world of animals.
NEW YORK CITY NEWS

11,100 Called to Test
For Conductor Jan. 12

The written test for conductors will be taken by 11,100 people on January 10, in seven city high schools.

The test will have a weight of 160 points, and is the sole basis for judging candidates. All results of these tests will be used to fill 700 existing vacancies and an additional 400 to be created during the four-year legal life of the list. Conductors receive 95 cents to $1.13 an hour without seniority and priority, 50.

Failure Notices Out Soon in Test
For Grade 2 Clerk

Failure notices will go out shortly and successful candidates will be notified to appear for a qualifying medical test. When a list is established, more than 1,000 appointments will be made to vacancies in various departments. ستار salary 11,885, including the cost of living increase.

Auto Engineman Rating Scale Being Awaited

The rating scale for the Auto Engineman who is being made a permanent clerk, which was held on Saturday, December 8, has not yet been approved by the NYC Civil Service Commission.

On the examination paper an inadvertent direction stated, in effect, that each wrong answer would be scored as so many wrong answers. A list of eligible was drawn up, based on the total number of correct answers, and a list of eligibles was drawn up, based on the total number of correct answers.

Reports on Field Tests

Reports on field tests will be made at the Citizens Budget Commission at the end next month. The test is expected to be a success, and will be a model for other tests in the future.

Temporary Positions in 41 Titles

The NYC Civil Service Commission has approved 41 temporary positions in various departments, including 70 in the Transportation Department, 15 in the Police Department, and 50 in the Fire Department.

Diamant Dies at 74

On Vacation at Camp

Harry L. Diamant, 51, president of the Corn Exchange Bank, was killed in a freak accident while vacationing in Camp, New York. He was 74 years old.

MAYOR'S OFFICE

Dinner to O'Dwyer

Mayor O'Dwyer will be given a dinner by nine civic groups January 12, in appreciation of his services since taking office two years ago.

The dinner, sponsored by the organizations that make up the American Civil Liberties Union, is to be held at the Empire State Building, New York City. The affair will be a social gathering, and no speeches will be made.

Diamant Dies at 74

On Vacation at Camp

Harry L. Diamant, 51, president of the Corn Exchange Bank, was killed in a freak accident while vacationing in Camp, New York. He was 74 years old.

Diamant Dies at 74

On Vacation at Camp

Harry L. Diamant, 51, president of the Corn Exchange Bank, was killed in a freak accident while vacationing in Camp, New York. He was 74 years old.

Auto Engineman Rating Scale Being Awaited

The rating scale for the Auto Engineman who is being made a permanent clerk, which was held on Saturday, December 8, has not yet been approved by the NYC Civil Service Commission.

On the examination paper an inadvertent direction stated, in effect, that each wrong answer would be scored as so many wrong answers. A list of eligible was drawn up, based on the total number of correct answers, and a list of eligibles was drawn up, based on the total number of correct answers.

Reports on Field Tests

Reports on field tests will be made at the Citizens Budget Commission at the end next month. The test is expected to be a success, and will be a model for other tests in the future.

Temporary Positions in 41 Titles

The NYC Civil Service Commission has approved 41 temporary positions in various departments, including 70 in the Transportation Department, 15 in the Police Department, and 50 in the Fire Department.

Diamant Dies at 74

On Vacation at Camp

Harry L. Diamant, 51, president of the Corn Exchange Bank, was killed in a freak accident while vacationing in Camp, New York. He was 74 years old.

Auto Engineman Rating Scale Being Awaited

The rating scale for the Auto Engineman who is being made a permanent clerk, which was held on Saturday, December 8, has not yet been approved by the NYC Civil Service Commission.

On the examination paper an inadvertent direction stated, in effect, that each wrong answer would be scored as so many wrong answers. A list of eligible was drawn up, based on the total number of correct answers, and a list of eligibles was drawn up, based on the total number of correct answers.

Reports on Field Tests

Reports on field tests will be made at the Citizens Budget Commission at the end next month. The test is expected to be a success, and will be a model for other tests in the future.

Temporary Positions in 41 Titles

The NYC Civil Service Commission has approved 41 temporary positions in various departments, including 70 in the Transportation Department, 15 in the Police Department, and 50 in the Fire Department.

Diamant Dies at 74

On Vacation at Camp

Harry L. Diamant, 51, president of the Corn Exchange Bank, was killed in a freak accident while vacationing in Camp, New York. He was 74 years old.