MARY LUCIEL McGORKEY

...I begged them to give me their guns.

Merit Men

SEWARD BRISBANE

This is the story of a girl whose profound desire to alleviate human suffering led her from Manhattan's swank Doctors' Hospital to a top post in the progressive labor movement.

Take enough charm, vitality and grace to make a debutante wince with envy, add intelligence and sensitivity, top these with a quiet courage, and you've got Mary Luciel McGorkey, president of the New York District of the State, County and Municipal Workers of America (CIO). In New York the SCMWA claims a membership of some 11,000 Civil Service employees.

Started With AFL

Mary Luciel's interest in the labor movement began three years ago, when the AFL granted a charter to a group of nurses. When she joined, the union was composed largely of private nurses like herself. They formed the spearhead of the movement fighting for an eight-hour day for city nurses.

Mary McGorkey proved so useful to the union that she was given a full-time job as organizer in Nov., 1936. In March, 1937, after much agitating and lobbying, the eight-hour day was made mandatory for city hospitals.

Joined CIO in 1937

Distressed by what they considered unsympathetic treatment, the nurses broke with the AFL and joined the CIO in August, 1937. They allied themselves with the SCMWA in January, 1938. Mary McGorkey was elected president of this District last month.

City nurses are now in the exempt group, but Mary McGorkey is leading the fight to have them placed under competitive Civil Service. It's a hard struggle, but SCMWA has high hopes that it will succeed.

Pay Raises For Thousands

Relief Division Gets $175,000

City Plans Payment Following Three Court Decisions

A sum estimated at $175,000, overdue since July 1 under provisions of the Mandatory Increment Law, will be distributed within the next three weeks to all but a few of the 4,000 employees in the Home Relief Division of the Welfare Dept. Announcement that this money is about to be paid was made this week by Budget Director Kenneth Dayton.

Law Steno Test Ordered

The Municipal Civil Service Commission has ordered an exam for Stenographer (Law), Grade 2, The Leader learned exclusively yesterday. The test will probably be announced within two months. It will be the first for legal stenographers in four years.

By BURNETT MURPHEY

The Municipal Civil Service Commission has ordered an exam for Stenographer (Law), Grade 2, The Leader learned exclusively yesterday. The test will probably be announced within two months. It will be the first for legal stenographers in four years.

The Commission has also ordered open competitive exams for Job Compositor, Inspector of Printing and Stationery, Grade 2 (Salary—$1,200 to $2,400), and Medical Superintendent (Communicable Diseases, Dept. of Hospitals). A promotion test has been ordered for Resident Physician, Grade 3 (city-wide).

Considerable interest is expected in the competition for legal stenographer. The position pays from $1,200 to $1,800.

(Continued on Page 3)
Conclusive Proof of the Quality of Delaney's Preparation

38 Students in the first 50 on the new Patrolman List and 33 in the first 50 on the Special Patrolman List is the evidence we offer.

Approximately 70% of all the men on both lists were Delaney students.

Read What No. 2 on the Official Patrolman (P.D.) List Writes of Our Preparation:

Dear Mr. Delaney,

Thank you for your kind message of congratulations upon my attainment of No. 2 on the above list.

P.D. III.

Sincerely yours,

ROB GALLATI

PATROLMAN—FIREMAN

The new PATROLMAN LIST should be exhausted within two years. As there are, at present, 300 vacancies. The FIREMAN post next to be filled will be Fire Lieut., and as many as there can be, at present, 250 vacancies. The FIREMAN minimum height, 5 ft. 7 in.; Patrolman: 5 ft. 8 in.

The first time an open competitive examination has ever been held for these positions.

Young men, ambitious to enter one of these departments, should begin preparing for these examinations without delay. Full requirements of both examinations, few can prepare in less than two years.

We invite anyone interested in our preparatory courses to telephone or write.

FREE MEDICAL EXAMINATION: Call any day or evening at our Medical Department in order to be examined without obligation.

STATIONERY ENGINEER (STATIONARY)

Promotion Courses

FOREMAN, PARK DEPT., 115 East 15 St., N.Y.C.

LICENSE C OURSES

VOCATIONAL COURSES

Certificates For New Forming For

ERSTEEN'S DRY CLEANING

SECRETARIAL COURSES

MANHATTAN BRANCH 90-14 Union Bldg.

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COMMISSIONER'S OFFICE

INSTRUCTIONAL OFFICE

M. K. ERTON

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DEPARTMENTAL OFFICER

FUZZY'S DRUG STORE

INSTRUCTIONAL OFFICE

M. K. ERTON

FINGERPRINTING

COMPTOMETRY

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INSTRUCTIONAL OFFICE

M. K. ERTON

MONROE CALCULATOR

INSTRUCTIONAL OFFICE

M. K. ERTON

SWITCHBOARD OPERATOR

INSTRUCTIONAL OFFICE

M. K. ERTON

INVITATION

We invite anyone interested in our preparatory courses to telephone, write or call in person when full details as to our courses and the privilege of attending the first class session will be extended.

THE DELEHANTY INSTITUTE

115 East 15 St., N.Y.C.  

Stuy 9-6900

CIVILIANS PLACED IN PATROLMAN JOBS

Police Sergeants and Patrolmen who have been doing clerical work will be replaced by trained clerks, beginning this week by 60 civilians drawn from Civil Service lists.

Protection Is Urged Against Dismallass

An in-service training program on Problems in Office Management will begin Thursday and stenographic staffs of the Commission's Clerks to Start In Service.

The course will cover principles of administration, principles of personnel management, use of office machines and preparation of forms. On completion of the course, each employee will be given a certificate by the Commission.

Other courses are being planned rapidly for the broad in-service training program, which will embrace more than 20,000 city employees in 29 departments in the next few months. Many of the courses will continue until the end of November.

Thirty-five-review courses are being planned on a wide variety of subjects. Many of them will be offered to employees in the broadest possible fields.

Most of the courses will last four months, and plans are being made so that the last sessions will begin in January before employees begin their summer vacations.

This in-service training program, one of the most ambitious ever attempted in the country, is being conducted by the Mayor's Council on Public Service Training and the Municipal Civil Service Commission.

Hearings on Budget

ALBANY, Oct. 23—Hearings on the 1939-40 budget requested by the State Comptroller, the head of the State Civil Service Wednesday at 3:30 p. m. The State Comptroller will continue its regular meeting following the hearings and the budget will also continue on Thursday.
CIVIL SERVICE LEADER

P. D. Lieut. Tests Fixed
For November 12 and 13

The long-awaited Police Lieutenant promotion exam will be given beginning at 10 a.m. on November 12 and 13, the Municipal Civil Service Commission announced last January. The commission estimates that jobs will be filled at the rate of 600 a year.

The tests will consist of three periods of three and one-half hours each. The first session will be held on Friday, Nov. 17, and the final two on Saturday, Nov. 18. Candidates must make a grade of 15 or more on the written part of the examination in order to pass. Record and seniority will be used in the final selection.

For the practical exam, candidates will be given a written test and a physical examination of the applicants. The test will consist of a series of events which will measure the candidate's physical strength, agility, and coordination.

The commission has indicated that the tests will be similar but some differences will be made. The tests will be used to determine which candidates will be eligible for the position of Lieutenant.

COURTRULES EXTENSION OF CIVIL SERVICE LEGAL

Extension of the Civil Service in New York State received a great increase in the number of employees in the state's service. The Legislature in January is expected to reconsider a bill to extend the Civil Service to all employees not already covered by the law.

The additions to the Civil Service will affect 4,300 employees in the state. The commission estimates that jobs will be filled at the rate of 600 a year.

The duties include the collection of fees, the processing of applications, and the enforcement of the law. The commission has indicated that the tests will be similar but some differences will be made. The tests will be used to determine which candidates will be eligible for the position of Lieutenant.

Mayor to Decide Promotion Ruling

A resolution broadening the base for promotion to Clerk, Deputy Surgeon, and the Municipal Civil Service Commission, was introduced last week, in order to expand the process of promotion. It is expected that the resolution will be adopted by the City Council next month.

The resolution reduces the present experience requirement for promotion to Deputy Surgeon from 6 months to 3 months. It also provides for a merit system of promotion, which will enable an additional 2,000 city employees to apply for the promotion test.
ON THE U.S. CIVIL SERVICE FRONT

By CHARLES SULLIVAN

WASHINGTON, Oct. 23.—Despite pleas of the National Civil Service Reform League that the 121,000 enumerator s—1,593 of whom are from the Civil Service Commission records, the Census Bureau has turned thumbs down on the idea.

Instead, it has decided on a series of its own examinations, guaranteed, if it is claimed, "to give the recruits who may be recommended by Congress and the President a clear view of the duties of the position, to be established for the first time in the 1940 count. The work will be done up on a monthly basis and handled in the most efficient manner."

Another precaution the Bureau contemplated to insure an accurate accounting of unemployment has been discarded. Instead, 2,500 inspectors—actually assistant supervisors—will be trained to the task in a series of classes.

The Census Bureau admits that the nominations for the jobs—some 357 have been presented by Congressmen and senators—will be subjected to open hearings. Nevertheless, the Bureau says "it is confidently expected that the hearing will be conducted by Congressmen and politicians."

It is quietly warning Congressmen, however, that it will be "worth your while to contribute to the availability of your own name at this important time in the history of the Census Bureau."

The Census Bureau insists that no person will be employed as an enumerator if he is not a citizen.

New Jobs for 2,300

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Questions and Answers by H. Eliot Kaplan

G. F. X.—The members of the N. Y. Civil Service Commission are Grace Reavy, of Cohoes, President; Howard P. Jones, of Pomona, and Howard C. E. Smith, of Buffalo.

D. N.—If you accept appointment in the Sanitation Dept, you will not be certified to the Fire Dept. You will waive your eligibility.

J. O. B.—It would be futile to estimate what number 2980 will be ranked for appointment on the Fire Dept. list. Whether you ought to accept an appointment as Sanitation Man is a matter of personal choice. Of course, the latter is a less desirable position. If you decide to accept appointment as Sanitation Man you will undoubtedly get a regular position, not a temporary one-day-a-week assignment.

Police Sergeant Eligible. No bill has yet been introduced in the Municipal Assembly seeking to consolidate positions of Sergeant and Lieutenant in the Police Dept. It is remotely rumored, Sergeant's list will be ready for examination twice and re-examined, and found qualified medi­cally. The fact that you had already passed the test and been placed on the list—will not be dis­carded. You will be certified to the first vacancy after your name is re­stored to the list.

F. G. —The applications for drivers and sleeper janitor (Sanitation Dept) have not been issued as yet. Watch for announcement of examination and date of filing application. Application is optional at offices of Commission, 26 Diane Street.

Mrs. K. Residence in New York City is required for all positions in the regular city departments, but not to positions in agencies not a part of the city government. (See W. & M. C. for postal clerks). Welcome to the Sanitation Department.

S. G. —The fact that you were temporarily laid off for a period of time before May 1, 1939, will not affect your right to be continued in your eligibility.

L. T.—Being a citizen, you are eligible for Civil Service exams as long as you fulfill age and experience requirements. Interpreters' exams are occasionally given. The next series of State exams will include Interpreter (Italian) and Interpreter (Yiddish). Complete details will appear in The Leader as soon as available.

L. H.—No. 69 on the Fire Fore­man, D. K., list will undoubtedly be reached within a year. By checking the "Appointment Possibilities" list each week in The Leader you will be able to watch your number being approached.

W. S.—Chances of No. 2685 on the Postmaster list are not too good, as your number is not precluded by a qualifying physical and medical exam.

T. D.—Promotions in the State service are not made on a Statewide basis, nor necessarily on a departmental basis. Often they are permitted on a division or "unit" basis. "Promotion units" may take in a number of divisions, or be less than a division.

J. A. L.—No exam has been or­dered for Printer by the City Com­mission, and it is unlikely that one will be given before two years. However, the classification does ex­ist.

Arco Home Study Texts

New Available at

• 10% off Mail Order
• The Leader & Publishers Office

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Prepared by the N. Y. State Civil Service Commission under authority, is

Furnished by the City Com­mission.

The Salient Features of This Plan Are:

1. A monthly income for five continuous years from the date of accident
2. A monthly income for one full year if disabled by sickness.

This plan is available only to members of the Association of Civil Service Employees.

Annual Membership Fee—25c

Underwritten by Mutual Benefit and Accident Ass'n (Ottawa, Ill.)

Associated Civil Service Employees,

160 W. 28th St., New York City.

Gentlemen:

I desire more information about the advantages of membership in The Associated Civil Service Employees' Association of New York City.

I understand that your needs will be provided for in the event of any form of illness or accident.

The Salient Features of This Plan Are:

1. A monthly income for five continuous years from the date of accident
2. A monthly income for one full year if disabled by sickness.

This plan is available only to members of the Association of Civil Service Employees.

I understand that you will receive the lowest premium.

If you prefer, enclosed is a check for $45.00 and your membership card will be sent you at once.

L. T.
Regulations Eased For School Leases

Liberalization of regulations concerning sabbatical leaves, thus creating further job opportunities down the line, will probably be voted by the Board of Education at a meeting tomorrow, as it was exclusively learned yesterday by The Leader.

According to the terms of the changed regulation IV, teachers who have served 22 years in the city schools, and who have had but one sabbatical leave, may apply for either an additional leave or two consecutive leaves. Those with 26 or more years of service who have had fewer than three sabbatical leaves will be permitted also to apply for an additional leave or for two leaves.

In keeping with the Board of Education's renewed concern with the physical and mental welfare of the teaching staff, teachers whose applications are granted for sabbatical leaves under these circumstances may submit to a physical examination at the end of the leave. The changes were sponsored by Mrs. Johanna M. Lindoff, member of the Board of Education from Queens.

A Civil Service employee teaches the teachers. Deputy Inspector John J. O'Connell, dean of the Police Academy, described it as an enthralled group some of those that threaten the child in a city such as New York. The menace of such traffic and delinquency are high on his list, he insists, as he addresses nearly 250 teachers registered in a course in "Physical and Mental Welfare of the Child."

Adult Classes Cut In Night Schools

Only 100 English and Citizenship classes opened in the evening elementary schools of the city at the start of the school term, compared to 550 last year— one of the major casualties of the Legislature's economic education cuts in the State Budget.

Seven thousand is the top estimate given by the Department of Registration officials for the number of adults who will enroll in these classes. Last year, 8,000 were taught in the day classes, now completely abolished, and 20,600 in the evening classes. This represents a loss of 31,000 pupils.

Evening trade schools have been reduced in number from 44 to 23 as a result of the recent cut in State aid. This retraction of the right of members by Local 146, Board of Education, represents a loss of 31,000 pupils.

Fights for 5-Day Week

"Skeletal Staff Saturdays" was the label given to Tuesday of last week by Local 136, Board of Education unit of the State, County and Municipal Workers of America (CIO), which will be used in its campaign for a five-day week.

Under discussion at the meeting was the Board of Education's recent rejection of the six-day week of the State unit, which are in striking during the last week of the school term. This is the time of the best interest of the school system and when suitable and qualified persons cannot otherwise be found.

The exemption was requested by the Municipal Civil Service Commission, and approved by the Law Dept, of the Board of Education.

Three teachers are directly involved in tomorrow's resolution, although others will come under its provision from time to time. The three are Milton J. Jacobs, teacher of Woodturning and Patternmaking; Benjamin Fielding, substitute teacher of History, and Carl Lipkin, teacher of Barbering.

Three other types of exemptions will also be voted at tomorrow's meeting, all having been deemed "in the best interests of the school system." Included are 10 general assistants and two teachers, to serve in the evening trade schools.

A change from the dual-job law. William F. Potter, teacher of orchestral music, for work in Hunter College, and Andrew J. Turner, a non-regu­lar employee of the Board of Edu­cation, who has been assigned by the Children's Court to read to a student with defective vision two hours each school day.

10% Cut Is Unwise, Says Union Letter

An appeal that he drop his "head­ in-the-cloud" attitude so far as edu­cation is concerned was addressed this week by the New York State Federation of Teachers Union to an open letter to Abbe Low Mofaff, chairman of the Ways and Means Committee. The letter was signed by Beulah V. Dodi, legislative director of the union.

Quoting a recent speech of Assemblyman Mofaff to the New York Republican Club, the letter called for investigation of the validity of the budget policies of 1940 are accepted.

"A flat 10 per cent cut in State aid will not improve the schools: it is unscientific," the letter contended.

GOAL QUALITIES, SUITS AND DRESSES

Stylist and Priced for YOU!

It is easy to buy at HARTMANS. Ask us about our EXTENDED CHARGE ACCOUNT plan — no extra fees for spreading your payments. Our free alteration service assures you of a perfect fit for any size.

Discount to Civil Service Employees Open Evenings

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SCHOOL NEWS

15 GET LICENSES TO TEACH RETARDED CHILDB

Lillian Kossosy, 610 W. 163d St., was first of a list of eleven women and four men who received licenses this week by the Board of Examiners as teachers of children with cent, half a point ahead of

Herr being 53.82 per cent. The list follows:

MEN

Kossoy, Harry, 72.17

Leiby, Morris, 60.48

Kossoy, Lillian, 73.36

FRAKES, Catherine V., 66.44

Harkins, Charlie M., 62.84

WOMEN

Kossoy, Lilian, 72.82

Kossoy, Lillian, 73.36

Kossoy, Lilian, 73.82

Kossosy, Lillian, 610 W. 163d St., was first of a list of eleven women and four men who received licenses this week by the Board of Examiners as teachers of children with

Herr was tendered a luncheon Saturday afternoon by the staff of the secretary's office in the Sky Gardens of the Children's Court.

The annual card party of the Police Post Auxiliary, No. 400 American Legion, will take place this evening at the club rooms, 400 E. 32d St. Plans are also progressing for the dinner-dance of the auxiliary, scheduled for Saturday night, Nov. 11, at the Hotel McAlpin, 46th St. and Broadway.

It will pay you to know PAT & JIM

Furs to fit your individuality at prices to fit your budget.

Furs at comparable workmanship—yet you save 40%. No buying direct from a manufacturer—22 years of reliability is unmistakable.

TIME PAYMENTS ARRANGED

Defective Vision Two Years

Student with defective vision two years. This week by the Board of Examiners as teachers of children with

Harms, Rose F., 60.5

Shapiro, Gertrude S., 65.4

Glickstein, Irene, 43.5

Lilian Kossoy, 610 W. 163d St., was first of a list of eleven women and four men who received licenses this week by the Board of Examiners as teachers of children with

Kossoy, Rose, 61.0

Bohan-Dunn, Inc.

MEN'S CLOTHING ENTIRE SECOND FLOOR

170 Fifth Avenue New York City

IMPORTED HAND-LOOMED HANDMADE TOPCOATS

$19.75

It will pay you to know PAT & JIM

FINE FURS Special Discounts To CIVIL SERVICE EMPLOYEES

Furs to fit your individuality at prices to fit your budget.

Furs at comparable workmanship—yet you save 40%. No buying direct from a manufacturer—22 years of reliability is unmistakable.

TIME PAYMENTS ARRANGED

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SAMPLE QUESTIONS

CLERK, GRADE 2

Less than one month remains before the promotion exam for Clerk, Grade 2, is held on Saturday, Nov. 18, by the Municipal Civil Service Commission. Applications for the examination may be taken by more than 3,000 candidates. Of this number, 217 filed after the exam was advertised.

According to those readers who will take this exam, The Leader has been providing the most comprehensive practice test questions available for the grade 2 test. The next practice test will begin on Monday, Dec. 1, and will be available for download on the Leader's website.

Excerpt 1

...you are to read and study carefully, follow. ...will become more rather statement—

American life cannot be doubted by one who in the excerpt.

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AIDANY, N, Y.Sealed proposals will be received by

112. Cities are faced with numerous prob­

113. Recent political developments have

114. A successful works program on a national scale will involve local govern­

115. It is probable that new duties will

116. Preparation for a particular type of work usually necessitates some specialized training.

117. Among recent trends in the public service has been the effort to provide in-service training.

118. An efficient recruiting program entails a far greater expense than may personnel agencies can afford.

119. The second stage of development consists of general education, together with actual work in the position.

120. In general, human development is hidden and personal rather than gradual. *15

Local Units

111. The next few years will probably see the passing of the local governmental unit from the political scene. *8.

112. National planning programs will not only be drawn up by local units, but will be carried out by them. *C.

113. Recent political developments have brought cities into closer contact with the states and the federal government.

114. A successful works program on a national scale will involve local govern­

tions.

115. It is probable that new duties will

116. Preparation for a particular type of work usually necessitates some specialized training.

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Growth Is Sudden

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120. In general, human development is hidden and personal rather than gradual. *15

Henry Herz captures Handball Tourny

Henry Herz, Police Dept. hand­

ball star, captured first place in the Municipal Athletic League handball tournament when he downed Samuel Collins, second place winner, in the finals at Northmeadov Field, 16th and Central Park.

Doubles competition will be held tomorrow to Friday afternoon.

Robert Turner, Finance Dept., was third in the singles tour­

H. T. Smith, handball tour­

sponsored elimination tourneys, the winner of the whole in the final competition.

Follow the Leader for the latest in

Civil Service news.
CIVIL SERVICE LEADER

Tuesday, October 24, 1939

Filing for 10 City Exams Closes on October 30th

Filing for 10 October exams of the Municipal Civil Service Commission ends Monday, Oct. 30, while the remaining four can still be taken until the additional day of grace. Application blanks for all are available at the Application Bureau of the Commission, 14th St. and Third Ave., just west of Broadway, from 9 a.m. to 6 p.m. daily, and from 9 a.m. to 6 p.m. on Saturday.

A recent ruling of the Commission allows an applicant to mail his blank so that it receive midnight postmark of the deadline day instead of 4 p.m. when the Application Bureau closes.

The full requirements follow:

CITY

OPEN

ARCHITECTURAL ASS'N.

GRADE 2

Weights

Written, 2; oral, 1; physical, 1.

DIVISION ENGINEER,

GRADE 4

(Mechanical Electrical)

($6,000) salary in Board of Water Supply. Open to U. S. citizens.

Duties

Under broad direction, take charge of mechanical and electrical engineering activities in connection with water works projects, including planning, carrying out and reporting on professional work in investigation or development of these projects. Design large high pressure gates and other controlling and operating mechanisms; furnish, test and inspect equipment for mechanical and electrical engineering degree will be acceptable. Experience in field must include mechanical and electrical engineering problems or policies of outstanding importance or responsibility.

Education and experience, 2; related work, 2.

Weights

Training, experience and personal qualifications, 6; written, 6.

SEAMSTRESS (women)

Requirements

Candidates must possess a high school degree. Two years' experience in the field of tailoring. Any practical experience in the line of tailoring will be considered.

Salaries

$2,400-$3,000.

COOK

$1,200-$1,500.

Duties

General work, in office of the Sanitation Dept., includes washing and preparing food, serving to employees.

Requirements

Written, 3; practical, 2; physical, 1.

Carpenter

$1,500-$2,000.

Requirements

Written, 3; practical, 3; physical, 1.

Weights

Training and experience, 2; technical-written, 7.

Electrical Inspector

GRADE 2

All positions require 10 years' experience as an Electrical Inspector, 5 years of which must have been as a City employee. The successful candidate will be required to have a Grade 3 certificate for the city's examination and must be a New York State Professional Engineers' license will be required before certification.

Weights

Training, experience and personal qualifications, 6; written, 3. Personal qualifications will be noted at oral interviews.

Electrical Engineer

GRADE 3

($2,000-$3,000). Open to mechanical or electrical engineering graduates. Junior or senior standing in the last four years of a recognized engineering degree will be acceptable. Experience in field must include mechanical and electrical engineering problems or policies of outstanding importance or responsibility.

Duties

Under supervision, inspect work of mechanical and electrical engineering projects. Prepare shop drawings, etc., to keep records of inspections and make reports; related work.

Weights

Training, experience and personal qualifications, 7; written, 7; practical, 5.

Senior Administrative Assistant

Requirements

Candidates must have a master's degree in Management, Public Administration or a related field. Minimum of two years' experience in planning or administration of large business organizations in positions requiring executive or managerial duties, such as that of secretary of a government department, director, etc. Knowledge and experience in office management, accounting, management, budgeting and similar appropriate fields. Investment (Continued on page 9)

Auto Test Dec. 16

Nassau To Hold Clerk, And Bookkeeper Tests

Examinations will be held Nov. 25 for Clerk, Stenographer, and Bookkeeper by the Nassau County Civil Service Commission, in all offices except Mineola. Applications must be filed by Oct. 30 at the Commission's office.

Candidates must be residents of Nassau County. Full requirements for the exams follow:

CLERK

Several appointments expected. Salary $900.

Duties

Do simple stenographic and general office work and to do related work as required. Examples: file and sort documents and correspondence, handle incoming and outgoing mail, check prescribed against orders with other clerks and express and express clerks.

Weights

Written, 7; training and experience, 4.

STENOGRAPHER

Several appointments expected. Salary $900.

Duties

Only clerical part of the exam will be given. Any stenographic and typewriting part will be held later.

Weights

Training, written, practical, 8.

BOOKKEEPER

Salary $1200-$1800 Yearly.

Duties

Do difficult and responsible work in keeping financial accounts and records. Has charge of accounts, prepares payrolls, post accounts, prepare balance sheets, and related work.

Requirements

6 years' satisfactory bookkeeping experience, or 3 years' bookkeeping experience and 3 years' bookkeeping and accounting experience and graduation from a standard high school; or 3 years' bookkeeping and 2 years' training and experience.

Deafness Treated

NO OPERATION NECESSARY

Employing principles used so successfully in Vienna by the famous European specialist, Prof. Victor Urbanitsch, a physician in practice here, announces a new method to improve the hearing and speech of those suffering from partial or total deafness.

After a complete examination he informs you before any treatment is begun, as is now shown, that a new, improved, hearing device may be helpful in your case. Unless there is hope for improvement treatment is not recommended.

Examinations, Consultation Free

Treatments are patience. There is no boiling of the Earache, because the latest European methods are not made from time to time and improvements recorded. Cost of each treatment is $10.00.

In cases where ears are discharging, even when on long standing, a complete examination will be made by Dr. Urbanitsch, with results shown such excellent remissions, a

Where an accumulation of wax has formed, preventing normal hearing, it is removed in one treatment.

Examinations made daily except Saturdays, by Dr. J. Benedict Prac- tice 9 a.m. to 6 p.m., and Monday and Wednesday nights, 508 31st St., office, 311 West 85th Direct line Riverside 442. If appointment necessary.

Nieuwland, 250 W. 41st St., New York City.

COLLEGE CLERK

Salary $1200-$1800 Yearly.

Free Lecture Wednesday, Oct. 25, 8 P.M.

MOTTLED INSTITUTE 235 WEST 41st ST., N. Y. C.

Wisconsin 7-2687

Be Sure to See

CLASSIFIED ADS

Page 15

CLIMBER AND PRUNER

Salary, $1200-$1800.

Duties

With one tree at a time, and the tree under control, remove brush from the base of the tree. Knowledge of forestry practices and principles.

Requirements

No experience necessary.

DOMINION INSTITUTE

325 M. W. 41st ST., N. Y. C.

Advertising

Page Eight
New Machinist Tests
Open competitive examinations for Machinist, Machinist (Heavy Plant), and Machinist (Grinding Plant) will be held on Saturday by the U. S. Civil Service Commission, for service at the War Department, 23rd St. and Massachusetts Ave., N. W., Washington, D. C., on December 29.

Requirements
Candidates must be at least 18 years of age, be able to speak and read English satisfactorily, and be able to pass a physical examination.

 Why-------------------------------
Time-------------------------------
10 A.M.- Noon
1:00 P.M.-4:00 P.M.

Wages
each in the Labor Class in the Dept. of Parks. Applications will be accepted only from employees otherwise eligible who will have completed the requisite period of service before Nov. 14, 1939.

Scope of Exam
At the time of the examination, all candidates will have to identify trees by their bark or foliage, demonstrate with a hand saw how to fell trees, and demonstrate the use of a 40-foot tree felling saw. Candidates will also have to demonstrate their knowledge of transportation, heart, lungs, hearing, vision, knowledge of animal diseases, or other diseases, injury or abnormalities.

A practical test will be given, consisting of a qualifying written examination.

Weights

DISTRICT SUPERINTENDENT
Written test, 5; practical, 5; physical, 2.

SUPERINTENDENT

ELECTRICIAN

MEDIUM INSPECTOR, ADMINISTRATIVE, GRADE 4

MASTER AND SPECIAL ELECTRICIAN

Requirements
Open to all applicants who have completed three years of high school and are within the age limitations set by the War Department.

Scope of Exam
The duties of this position include the supervision of a group of workers, the maintenance of a machine shop, and the performance of duties as required by the job.

Weights
Written, 10; practical, 5; physical, 2.

Medical Inspector, Administrative, Grade 4

Scope of Exam
The duties of this position involve the supervision of a group of workers, the maintenance of a machine shop, and the performance of duties as required by the job.

Weights
Written, 10; practical, 5; physical, 2.

Master and Special Electrician

Scope of Exam
The duties of this position involve the supervision of a group of workers, the maintenance of a machine shop, and the performance of duties as required by the job.

Weights
Written, 10; practical, 5; physical, 2.

CAREER SERVICE
Mitchell On Air Tonight

New open competitive examination for the position of Manager of the U.S. Civil Service Commission, is scheduled to make an advertisement on station WORU, 8:00 p.m., Thursday, and on station WASH, 8:30 p.m., Thursday, to announce the open competitive examination for the position of Manager of the U.S. Civil Service Commission, and to announce the schedule of the examination.

Competition for positions on the list will be on written examination. The examination will be at a time and place to be announced later. The examination will be open to all applicants meeting the requirements.

Requirements
Candidates must have completed two years of college, or have had two years' experience in a comparable field, or have a combination of education and experience.

WASHINGTON, D. C., WEDNESDAY, NOV. 1, 1939

FEDERAL

Competition for positions will be on written examination. The examination will be at a time and place to be announced later. The examination will be open to all applicants meeting the requirements.

Requirements
Candidates must have completed two years of college, or have had two years' experience in a comparable field, or have a combination of education and experience.

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**BUREAU STUDIES EXAM METHODS**

Nine examination stations are now being made by the Bureau of Re- search of the War Manpower Commission. It was announced this week in the first monthly report of the bureau that the Initial Examination Test Head Examiner has already been completed, the report stated, but publication is waiting for the final report. The Bureau Review, quarterly scheduled to appear within a month.

The four bureaus currently outside outside organizations are cooperating, will include studies made by the Commission and digests of current findings in the field of public personnel administration. Among the tests under the Bureau's microscope are those which have been given for Research, Policeman, Paramedic, and P.T. Convener.

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**HEAD ANALYST** ($9,600), not over 55 years old; file by Nov. 13. Bureau of Economic Research, Civil Aeronautics Authority.

**DUTIES**

Conduct statistical, analytical, and cost accounting studies relating to economics of operation of air carriers; prepare technical and popular reports with recommendations; prepare directions and specifications for reports to be submitted by air carriers.

**REQUIREMENTS**

Bachelor's degree, from which experience as an accountant or business manager may be substituted for experience, year for year, up to three years.

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**ASSOCIATE ANALYST** ($5,800), not over 40 years old; file by Nov. 13. Bureau of Economic Research, Civil Aeronautics Authority.

**DUTIES**

Conduct statistical, analytical, and cost accounting studies relating to economics of operation of air carriers; prepare technical and popular reports with recommendations; prepare directions and specifications for reports to be submitted by air carriers.

**REQUIREMENTS**

Bachelor's degree, from which experience as an accountant or business manager may be substituted for experience, year for year, up to three years.

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**LEARN TO BE A FINGERPRINT EXPERT**

**FAVOR LABORATORY**

Practical Fingerprinting

**CIVIL SERVICE LEADER**

Tuesday, October 24, 1944

**Three Weeks To File 15 U. S. Tests**
Navy Yard Posts Open for 26 Groups

One Million U.S. Employees To Be Indexed for Vacancies

WASHINGTON, Oct. 23.—Plans are underway in the U.S. Civil Service Commission for a mammoth job of making a punch-card for each one of the almost 1,000,000 employees of the Federal government, showing his employment history and present requalifications.

The purpose is to expedite the Government’s search for available persons already in its employ to fill vacancies that have arisen.

For example, an economist with a mid-western background who has a law degree and has had experience with labor problems may be needed in a given office, or a man who is trained in handling paper than trying to canvass the field by cold calling and seeking contacts personally and distantly or circulating the departments by mail, the commission can set the machine going to punch cards and, through the personnel folders and, therefore, make a punch-card board of the persons with the qualifications called for.

Wages, $7.91, $8.35, $8.83 a day; 20-48 years old; file by Dec. 28. Brooklyn Navy Yard.

Requirements

Four years’ apprenticeship or practical experience.

Four years’ apprenticeship or practical experience.

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Four years’ apprenticeship or practical experience.

Four years’ apprenticeship or practical experience.
Auto Engineman Eligible To Take Promotion Test

Two changes of opinion within 24 hours on the part of the Municipal Civil Service Commission and the Traffic Division resulted yesterday in permission being given to Asphalt Laborers to compete in the forthcoming promotion examinations for laborer at the Water Department.

The Enginemen were finally declared eligible following the Wednesday decision to exclude them from consideration after they had first been ruled out.

Those enginemen who have worked more than five years and be able to take the exam. It is estimated that a large percentage of the 1,300 eligible asphalt laborers will thus be eligible.

Other items on the week calendar of the Commission, with disposition to be made in the following weeks:

BOARD ACTION

For Dispositions of Applications

4705. Held over of application of creating the title of District Property Manager, Associate of realty property, Real Estate Broker, and Associates Real Estate Broker. Referred to Building Committee (No. 4611 on 10-11). Held over one week.

President Kern

4706. Held over of certifying the Climber and Platform list as approved.

Set Date For 15 State Exams

ALBANY, Oct. 23—The new home of the State Dept. of Civil Service, on the ground floor of the State Office Building, gets its first big use beginning next week, when announcement of the Dec. 9 series of 15 exams is scheduled to be made and filing start.

Included among the tests to be given in the new building will be one held exclusively in The Leader, a quarterly publication of the following organizations:

Superintendent, State Schools; Associate Superintendent, State Schools; Clerk, Board of Estimate in the New York State; Secretary of the Board of Estimate in the New York State; Judge, Recorder, District Court, Court Attendance, Manhasset County; Physician, Medical Examiner, Oswego County; Supervisor, Board of Estimate in the New York State; Title Examiner, Dept. of Law; Payroll Auditor; Assistant Physician, Board of Estimate in the New York State.

In addition, a number of county exams is also expected to be announced.

PAYROLL AUDITOR

State Insurance Fund: the usual salary range is from $1,800 to $2,000. The competitive range is $1,800 to $2,000.

Commissions earned during the past year should be recorded accurately, and any changes in the commission plan should be noted on the application form.

Clerk, Grade 3. Referred to Examiner in charge of promotion examinations for laborer at the Water Department.

Bookkeeper

Open only to residents of New York County. The salary range is from $1,800 to $2,000. The competitive range is $1,800 to $2,000.

Superintendent, State Schools

Department of Welfare: three salary classifications.

FINANCIAL LIFE INSURANCE

Purchasers of stock in the ordinary life insurance companies, or in the ordinary life insurance companies, are entitled to the same dividends as stockholders in the companies. The dividends are paid to the stockholders in proportion to their investment in the company.

THE ELECTION OF THE COMMISSION TO REASSEMBLE

Subject to the provisions of the Civil Service Law, the Commission is hereby authorized to reassemble as it may be necessary, for the purpose of making any necessary changes or additions to the list of eligibles.

The Commission is hereby authorized to make such changes or additions as may be necessary, in order to secure the most efficient and economical service to the public.

The members of the Commission are hereby authorized to make any necessary changes or additions to the list of eligibles, in order to secure the most efficient and economical service to the public.
is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams which attracted 300 or more candidates. The Leader will publish changes as soon as they are made known.

OPEN COMPETITIVE

Administrative Assistant (Office): Qualifying experience is based on the judgment of the Commission. The oral test will probably be held in the latter part of the month.

Announcer: The rating of the written part has been completed. The oral test will be held in about three weeks.

Assistant Engineer, Grade 4: Of the 3,866 candidates, 23 have qualified on experience. The written test has been scheduled for October.

Assistant Engineer (Design): Grade 1: The written examination has been rated. The oral test will probably be held in December.

Assistant Engineer (Mechanical): Grade 3: Final experience now being rated.

Assistant Statistician (City-Wide): The written test will probably be held in December.

Assistant Statistician (City-Wide): Grade 4: The rating of the exam is still in progress. The list will probably be available in December.

Life Guard (Men): The list will probably be available in December.

Social Investigator: The rating of the exam is still in progress. The results will not be known before the end of the year.

Beverly N. 81.67; 18. Berner, Herbert W., 89.92; 21. Berner, Her-
Municipal Certifications

CIVIL SERVICE LEADER

Tuesday, October 24, 1939

APPOINTMENTS

The following appointments were announced this week by the Municipal Civil Service Commission.

OCTOBER 10, 1939

Stationary Engineer, Gr. 3—Arthur Conlan; Gr. 4—William A. Allen; Gr. 5—Joseph J. O'Brien.

Parole Officer, Female—competition list: Appr. 15-15-39; Parole Officer, Female—Department of Probation; Appr. 15-15-39.

Library Helpers, Male—competition list; Dept. of Health; Appr. 15-15-39.

Staten Island Fire Department: Chief, Gr. 1—Charles A. E. Sturmdier.

OCTOBER 16, 1939

Borough Sanp. (Div. of Bldgs. & Hts.)—James J. Gallagher; Gr. 1—William F. Boyle, Jr.; Gr. 2—Robert M. Healy.

Library Assistants, Female—competition list; Dept. of Health; Appr. 11-30-38; appropriate.

Staten Island Fire Department: Acting Chief, Gr. 1—Erwin W. Morris.

OCTOBER 20, 1939

Junior Engineer—competition list; Dept. of Public Works; Appr. 11-30-38; appropriate.

Library Assistants, Female—competition list; Dept. of Health; Appr. 11-30-38; appropriate.

Staten Island Fire Department: Acting Chief, Gr. 1—Erwin W. Morris.

OCTOBER 24, 1939

Parole Officer, Female—competition list; Appr. 11-30-38; appropriate.

Library Assistants, Female—competition list; Dept. of Health; Appr. 11-30-38; appropriate.

Staten Island Fire Department: Acting Chief, Gr. 1—Erwin W. Morris.

Type-Copyist, Gr. 3—Fred S. Skaggs; Gr. 4—Joseph J. O'Brien.

Library Assistants, Female—competition list; Dept. of Health; Appr. 11-30-38; appropriate.

Staten Island Fire Department: Acting Chief, Gr. 1—Erwin W. Morris.
QUALITY PURS

Are you teasting your life?

Harry A. Weibel

Are you testing your beauty years?

Harry A. Weibel

CIVIL SERVICE ARGUES

MERITS OF L YONS LAW

Few Civil Service laws have been so widely discussed and so misunderstood as the Lyons Residence Law, passed in 1936 and put in effect in January, 1938. The City Council now has before it a bill which would abolish the law entirely, but no action has been taken on this yet. Mayor Francis P. D'Asaro, President J. O. James, who authored the multi-chambered measure, has indicated that he may attempt to amend it soon.

Meantime there are arguments for and against the law from groups of men, women and women on eligible lists, and others. Because of this, The Leader presents a review of the measure for the benefit of its readers.

Various groups frequently have urged that the Lyons Law be amended or added to in order to correct certain oversights in the law. These oversights are: (1) those who have been residents but have not accepted State and Federal jobs elsewhere; (2) those who have jobs in the city service which take them out of the city, such as workers on the City Aqueduct; (3) those who lived in the city for long periods and left temporarily for economic reasons; (4) those who have lived in the city for 10 years or more and then moved.

Other large employee groups are strongly opposed to any modification or tampering with the existing statute, contending that such a change would permit an invasion of the rights of outsiders for jobs.

Adopted in 1936

The Lyons Residence Law was adopted by the municipal legislature in 1936 and went into effect in January, 1938. Its sponsors were anxious to limit public employment to residents of the city and to keep out "non-residents," classified as those who had never lived in the city or who had lived in the city for only a short time after they moved there on a temporary basis.

Many employees felt that it caused unjust discrimination against many legitimate residents. These difficulties could have been avoided if the law was drafted more carefully. The Lyons Law was not a complete revision of the Civil Service law but merely a minor amendment to the existing law.

Unfair to Some

The Lyons Law sets standards for hiring and transferring that are too strict. The near-superior who has a near-competent record, or the incompetent who has served in the District Attorney's office in Albany, is given preference over the near-superior who has served in the District Attorney's office in New York City. But he was slapped on the wrist when he went to Albany. He was denied a job because he was denied a job because he had served in the city for only three years but had served in the city for more than three years when he went to Albany.

The New Holland Cheese Sensation

FRICO SPREAD CHEESE

The New Holland cheese sensation.

The President: "I think the cheese is too mild for our market." The Executive: "I think the cheese is too mild for our market." The President: "I think the cheese is too mild for our market." The Executive: "I think the cheese is too mild for our market."

The New Holland Cheese Sensation

World's Fair and making thousands every day.

Made from Whole Milk, Price 10c

Are you testing your life?

Are you testing your life?

Are you testing your life?

Are you testing your life?
City Will Pay Million in Raises

(Continued from Page 1)

Dayton, who declared at the same time that he has been in motion to pay employees in all city departments more than $1,000,000 to whom they are entitled under recent court decisions interpreting the Mandatory Increment Law.

The law calls for annual increments of not less than $120 in graded classes of $1,000 or less, and four increases of not less than $120 each in ungraded classes where the entrance salary is $1,800 or less.

Climaxes Conferences

Dayton's announcement climax-a series of conferences with officials of the State, County and Municipal Workers of America (CIO), whose membership has long been clamoring for payment.

The delay in paying the $175-500 has resulted from a lack of provision for the increments in the special emergency budgets of the Home Relief Division. Welfare Commissioner William Hodson told The Leader yesterday that he had made such provision in his budget submitted in April, but through a misunderstanding it was not released until a short while ago. The increments have since been paid regularly in other departments.

The amount to be paid in the next few weeks was estimated by multiplving the number of employees who were in the relief division on July, 1938, by $45. This represents the accumulated sum that will be due by Nov. 15.

Son told The Leader yesterday that annual increments become due at the anniversary of appointment, not at the start of the fiscal year, as maintained by the city. Under the Denahy ruling, the increments shall each one cent below the maximum salary in the classification. Thus, if a salary is brought to $1,749 through increment, it may be increased the following year to $1,799.99, even though this means a final increment of $59.99, which is below $120.

The Denahy decision entitled part-time employees to the same increment privileges as their full-time colleagues.

Bill in Committee

Under the terms of the Straus Bill, now in committee at the City Council, the Mandatory Increment Law would be amended to nullify the Wexler and Denahy decisions.

Six weeks ago, Dayton explained, he asked each department to submit a schedule of employees, and he was busily determining who will receive payments. When this survey is completed, he estimated it will take the Finance Dept. another week to make out the checks.

Three Court Decisions

The three court decisions, which will eventually bring about the payment of more than $1,000,000 in salary increments, were decided against the city in recent months. They are the Wexler, Denahy and Lewin decisions, each providing a new angle to the Mandatory Increment Law.

Dayton reported to the Board of Estimate several weeks ago that the accumulation of increments owed by the city to its employees because of these decisions was

Berle at Anniversary

Milton Berle, star of stage, screen and radio, will be master of ceremonies at the first anniversary dance of the Civic Center Synagogue, 10 Lafayette St., to be held Dec. 16, at 7:30 o'clock in the field Room of the Civic Center Synagogue, 10 Lafayette St., N. Y. C.

Visit The Leader store for every-thing in Civil Service—99 Duanes St., N. Y. C.

See Editorial "It's About Time," on Page 4. The Leader has asked each Council candidate for his stand on the subject of mandatory increments.

There is still time for those of you who have not yet taken advantage of our special subscription rate. Our offer to mail you THE LEADER every Tuesday for eight months for $1 has been extended only to Nov. 1. Regular price—$2 a year. Take advantage of it now by mailing the coupon below:

follow—THE LEADER—This Week and Every Week!

PATROLMAN—FIREMAN

Proof of Superiority of Specialized Training and Limited Enrollments (We accepted only 697 enrollments).

Current Patrolmen's List—Our Record:

HIGHEST MENTAL mark on "regular" list of the 29,934 candidates was attained by R. Sullivan, Number 3 on the list. He ACTUALLY trained for both the physical and mental test at this school.

THREE out of FIRST TEN on regular list were our students.

91% of OUR STUDENTS who took the physical test passed. We are now enrolling candidates for the coming Police and Fire test. Day and evening classes.

Before enrolling at any school ask this question: "What percent of your students were successful in the last police and fire test?"

Reasonable fee — installations. Free physical examination and candid advice as to chances of success.

SCHWARTZ CADDELL SCHOOL

N. E. Cor. Fourth Ave. and 13th St., New York
Algonquin 4-6169.