ANSWERS to recent CITY TESTS
—See Page 3

Complete Details

NEW CITY--FEDERAL TESTS
Printers — Dentists — Dietitians — Many Others
EXCLUSIVE
So You'd Like to Be a G-Man!
—See Page 18

General Investigator Lists — Latest News
See Page 4

11 Squad Chart Gives Cops Full Day Off
See Page 3

FAKE CHARITY RACKETS EXPOSED
See Page 16

Trouble in the Sanitation Department
What's Behind It?
See Page 2

CIVIL SERVICE UNDER THE DRAFT
—See Page 3
What's Behind the Uniform Trouble in Sanitation Dept.

By MAXWELL LEHMANN

Who controls the purchase of uniforms by men in the Sanitation Department? Who tells the men, in effect, "You must buy where we say, at a price that we set?" What are the qualifications of uniforms to members of the Sanitation Department a monopoly?

Your correspondent communicated with officials of the Department last week and this was part of the conversation:

Leader: "What's behind the uniform trouble?"

Officiate: "The men themselves."

Leader: "You mean the most forward drivers, the others get together and say: 'We need such and such a color or a blouse of such and such a color.'"

Officiate: "That's right."

Leader: "There is no record of the choice of uniforms having been overruled by the Department."

Who They Are

Now, the interesting thing is that Knoll, Shapiro, Green, and Morse had the four big orgaizations which are in the Sanitation Department. (You can't organize or deal with a large group unless you are granted "recognition," and Knoll, Shapiro, Green, and Morse were awarded, not so long ago, recognition by the Department.) The city-appointed Commissioner of Investigation, William Herrick was asked to look into their affairs. Several organizations were built and operate.

Some years ago, there was a choice of uniforms having been overruled by the Department. "On Election Day, we in New York are required to wear printed red shirts, two green shirts, will be delivered to the individuals at the following places:

No, that doesn't like it best. Besides, the Department, they don't choose the uniforms. In short, the Department of Sanitation directs and operates all the men in the Department.

This means, if a man doesn't like the choice of uniforms which the Big 4, the Union of Foremen, and the Sanitation men make, he has to go to court. There is no record of the choice of uniforms having been overruled by the Department.

The men have a right to vote on decisions which have to do with their work. And in a stenographic statement, the Mayor said: "William Isaac, a member of the Board of Public Service, in a statement issued by head office, 40 Bowery, New York City, to be delivered to the employees of the Department of Sanitation, December 15, 1929, stated: "The Board of Public Service directs and operates all the men in the Department."

Some years ago, there was a choice of six firms. Now there's only one."

PRACTICAL TEST FOR PLUMBER

Latest examination technique says: to test a plumber, have his friends watch the man work. This means, if a man doesn't like the choice of uniforms which the Big 4, the Union of Foremen, and the Sanitation men make, he has to go to court. There is no record of the choice of uniforms having been overruled by the Department.

We trust that you will arrange the practical test in the manner of the practical test."

Able Kasoff

(Received) On November 19, 1938, at the office of the Sweet, Orr and Company, Inc. for the purpose of deciding upon the below specifications, design and purchase of uniforms for the employees of the Sanitation Department."

For uniforps. It reads as follows:

On November 19, 1938, at the office of the Sweet, Orr and Company, Inc. for the purpose of deciding upon the below specifications, design and purchase of uniforms for the employees of the Sanitation Department."

The men will be instructed to retest for color and quantity required; that the color and design be submitted to the Commission for approval; that the uniforms be delivered to the employees of the Sanitation Department."

In a stenographic statement, the Mayor said: "William Isaac, a member of the Board of Public Service, in a statement issued by head office, 40 Bowery, New York City, to be delivered to the employees of the Department of Sanitation, December 15, 1929, stated: "The Board of Public Service directs and operates all the men in the Department."

Some years ago, there was a choice of six firms. Now there's only one.

On November 18, 1938, the Big 4 sent a letter to Sweet, Orr & Co., advocating a union contract.

In the letter, William Isaac and Son, the Knights of Labor, and the Sanitation men were told that the Big 4 had the choice of uniforms. The order issued by City Hall was overruled by the Department.

We trust that you will arrange the practical test in the manner of the practical test."

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Some years ago, there was a choice of six firms. Now there's only one.
Answers to Recent City Exams

Key answers for the recent city exams for Airport Assistant and Junior Engineer were announced this week by the Municipal Civil Service Commission. Candidates for the positions have until November 20 to object to any of the answers.

The keys follow:

**Examination for Junior Engineer (Civil), Grade 3**

- **Airplane Assistant:** 11, 22, 32, 23, 1, 41, 51, 61
- **Airport Assistant:** 11, 22, 32, 2, 41, 51, 61
- **Fire Protective:** 11, 22, 32, 23, 1, 41, 51, 61

**No Decision on Housing Exams**

Action was reserved last week by the Municipal Civil Service Commission on a request of the Department of Housing and Building that 10 new promotion exams be held for the department. The exams are to be advertised, but the exact titles were not announced.

**11 Squad Chart GIVES COP FULL DAY OFF**

By DONALD MACDOUGAL

There's a little item in Police Calls (page 9) about the 11-squad chart. It's the most interesting in the 11-squad chart when a group of cops and a group of detectives give you your orders each week. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance. This means that a person's position is determined by an appointment, instead of being determined by the officers' performance.

**Public Works Exam**

A request from the Department of Public Works for the creation of two distinct promotional units within the department was denied this week by the Municipal Civil Service Commission. The filing period for the exam will probably open within another six weeks. The position pays $10 a week.

**Pathology Test Re-Announced**

Since only 20 candidates were received for the examination for Pathologist (Orange County) last month, the Municipal Civil Service Commission will reannounce the test.

Exams for Jr. Engineer

An examination for Junior Engineer (Civil), Grade 3, was ordered this week by the Municipal Civil Service Commission. The filing period for the exam will probably open within another six weeks. The position pays $10 a week.

**Fire Eligibles Get Notice**

Local residents only who are notified of appointments to vacancies which opened during this category will be given an opportunity to take the examination for Firemen. They will be notified at the date they actually began the examination to vacancies which opened on the date, if they pay the regular registration fee. The dates pay their fee by appointment to vacancies which opened during this category will be given an opportunity to take the examination for Firemen. They will be notified at the date they actually began the examination to vacancies which opened on the date, if they pay the regular registration fee.

**Test Re-Announced**

An examination for 20 candidates was received for the Pathologist (Orange County) last month, the Municipal Civil Service Commission will reannounce the test.
Uniform Standards
On Draft to Be Set Up for U. S. Workers

WASHINGTON—A federal employee who believes he is entitled to draft deferment because of the work he performs should take the matter up with a personnel director, a Board of Draft Appeals official has declared.

The board was established on recommendation of William H. McReynolds, the President's administrative assistant on personnel problems. Such a board, Mr. McReynolds wrote department heads, "will bring about reasonable uniformity in the policies and practices of the departments and agencies.

The President's administrative assistant suggested that personnel directors be appointed to the board. The appointees, he said, should be charged with investigating all requests for deferments from training and related positions.

How Deferment Comes
An employee may be deferred by one of two methods. First, by requesting it from the department, and second, by the department requesting the local draft board to defer it.

Of course, the local board has the final say over who he deferred and who won't, but the policy of the board is the same no matter what Washington says.

A number of departments, such as War, Agriculture, Commerce, and War, have used these deferment rules.

Temporary employees at the Commerce Department who are ordered overseas will have their jobs saved for them at the job site. At other departments, where non-military tempo- rary employees lose all claims to their jobs, they resign or are laid off.

One of the first problems to be discussed by the board is that of temporary employees. Also, the status of Navy and civil servants.

Postal Clerks Won't
Draft Buffalo Them

Postal workers aren't taking chances: they want to be sure that the civil service rights won't be damaged by conscription.

"Conscription will involve postal employees, and that the status of those men will be damaged by conscription."

It is expected that the postal clerks will ask that each vacancy in the regular staff of the Post Office be filled by the substitute roster up to the regular rate of salary to which such an appointee might be entitled if he were appointed for a regular term. When the original employee returns from his military service, the substitute will be given the same salary to which such an appointee might be entitled if he were appointed for a regular term.

Special Training for Civil Service

NEW YORK BUSINESS SCHOOL
Spanish Taught—New Classes Starting
Free Tuition If With the Regular Secretarial Courses

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对一个新职位

进行申报

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Civil Service Employees

ROOSEVELT'S RECORD

★ He Increased and Maintained Civil Service Salaries.
★ He Transferred More Than 50,000 Jobs to the Classified Service.
★ He Placed Thousands of Postmasters Under Civil Service.
★ He Is Protecting Civil Service in the National Defense Program.
★ He Sponsored and Is Supporting the Ramspeck Bill, Which Will Extend the Merit System to the Entire Federal Civil Service.
★ He Appointed the Reed Commission, to Study and Improve Civil Service.

"The new Executive Orders, issued by President Roosevelt... will prove to be one of the greatest advances in the extension and improvement of the Federal Civil Service."

—Annual Report, National Civil Service Reform League, 1938

MEAD'S RECORD

For 22 years, James M. Mead has been the Civil Service worker's champion in Congress, as Representative and Senator.

HE HAS FOUGHT FOR:
★ The 40-Hour Week.
★ The Ramspeck Bill.
★ Postmasters Under Civil Service.
★ Special Delivery Messengers Under Civil Service.

HE HAS FOUGHT AGAINST:
★ Discrimination Against Middle-Aged Federal Workers.
★ An Age Limit for Persons Applying for Civil Service Tests.

"Labor never had a more devoted champion or sincere friend than Jim Mead."

—United States Senator Robert F. Wagner.

CIVIL SERVICE NON-PARTISAN COMMITTEE FOR THE RE-ELECTION OF ROOSEVELT AND MEAD
ROOM 404, HOTEL BILTMORE, NEW YORK CITY, MURRAY HILL 3-6800


COMMITTEE IN PROCESS OF FORMATION
Temporary Appointments For 6 Months in State Jobs

Regulations on temporary appointments in the State service were forwarded this week to heads of all State Departments. These put teeth into the File law that officially went into effect October 1. They allow temporary appointments from eligible lists under these circumstances:

1. A temporary appointment may be made for a period under six months where the Civil Service Commission is satisfied that the position will not continue beyond that time. In requesting the appointment the appointing officer must submit to the Commission, in writing, a statement to the effect that the position will not continue beyond six months, giving proof.

2. A temporary appointment to fill a vacancy caused by leave of absence, the title of the officer must submit a statement giving the position will not continue beyond the leave of absence, the title of the officer must submit a statement giving when the temporary appointment will expire.

No Test Yet For Patrolmen

Although the present Nassau County Patrolmen list expires March 29, 1941, no place has yet been made for a new test, reports the Nassau County Civil Service Commission. The age limits are to be changed, but no one knows yet what the new test will be.

The list for the Clerk exam which was held in June will be promulgated early in December. Delay in holding things up.

Buy The LEADER every Tuesday

How You Get Salary Increases in N. Y. State

To the economy-minded legislator ready to lash out at the State employee every time some budget cutting has to be done, the "Pedic-Sox" Co. hath a message: The only way to help it is a law some years back which gives the State worker a raise in every so often. And the economy mongers don't like it.

They say that the law is ridiculous. But to put at that figure is in a vicious half-truth, basic reason for the 1939-40 State budget is salaries, state, federal work in the State service. These raises are worked out, having the numbers cut drastically next year, when the time will bring greater economy to the State, which will soon have a lower salary roll.

Two weeks ago The Leader pointed out that the draft program threatened salary increments. In this and forthcoming issues The Leader is publishing the annual salary scales set by the Hamilton Commission, which schedule applies to all positions, other than temporary, part-time, or seasonal, in the competitive and non-competitive civil State service.

Conceded, of course, are subdivisions of the State, and positions for which salaries are otherwise fixed by statute.

I. Custodian and Domestic Service

(Excludes Clerical, Charwomen, Elevator Operators, Watchers, Caretakers, Custodians, Waiters, and other similar positions.)

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II. Sub-Professional Service

(Excludes Laborers, Janitors, Laboratory Technicians, X-ray Assistants, Engineering Help, Postmasters, Draftsmen, Surveyors, Library Assistants, Telephone Operators, Office Appliance Operators, Blueprint Photocopy Operators and other similar positions.)

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III. Clerical, Stenographic, and Office Administrative Service

(Excludes Clerical, Charwomen, Elevator Operators, Watchers, Caretakers, Custodians, Waiters, and other similar positions.)

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IV. Agriculture and Conservation Service

(Excludes Farmers, Market Reporters, Agricultural Inspectors, Agricultural Supervisors and other similar positions.)

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Prices of comparison:

- 1940 CHEVROLET-BUICK-FORD-PLYMOUTH
- 1941 MODELS AS MUCH AS 25% OFF FACTORY PRICE
- You must bring this ad with you to avail yourself of any of these outstanding bargains!
- KINGSTON TO GET MERIT SYSTEM
- Only four groups of Kingston city employees - policemen, firemen, teachers and supervisors - are under Civil Service. This is about to change, though, with an announcement last week that the C.J. Heiselman administration is about to launch an occupational and compensation survey of all city employees.
- ABC Eligibles Have Ideas for Getting Jobs
- Eligibles on the 1,500-name list for Investigator, Alcoholic Beverage Control Board, have two ideas on how they can get more jobs: 1) by having the list declared eligible for the Civil Service, with similar duties and responsibilities, and 2) by having the board's jurisdiction widened so it can make competitive examination and supervision of the liquor trade.
- These were among the recommendations on the agenda last week when 200 eligibles formed the Civil Service Association. and asked Commissioner Hamilton to be made for a new test, reports the Nassau County Civil Service Commission. The age limits are to be changed, but no one knows yet what the new test will be.

LEADER every Tuesday
Sabbath Observers
In Conference
There will be an important meeting of the Sabbath Observers of the New York City chapter and Theodore D. Ellis, and the Misses Mae Kazmark, and Elizabeth Curran.

Memorial Mass
Friends of the late Mrs. Margaret Tyrone, State Regent, will attend a Memorial Mass for her at 12:30 p.m. in the auditorium of St. John's High School, 30 East 36th St. and Irving Place, Manhattan.

Pension Contributions
9. Pension contributions will be made on the same basis and at the same rate as that existing with respect to the employees who are in the payroll on the 1st of the month. Similar arrangements will apply to pay- ment of insurance premiums.

DPU Night of Fun
DPU employees of the Association State Civil Service Employees are planning a "Cuban Night" theme party for the benefit of the American Red Cross. The night will be held by provisions from the Patro- nem, P. D. Ass'n and a certificate from the agency listing the number of days absent during 1940 claimed in figuring the 30 days' full pay. In determining this period, the number of days absent during the first 60 days in the payroll. The number of days absent during 1940 claimed in figuring the 30 days' full pay. This shall be determined by the Comptroller's Office. The number of days absent during the first 60 days in the payroll. The number of days absent during 1940 claimed in figuring the 30 days' full pay. This shall be determined by the Comptroller's Office.

Special Notice to Candidates for Unemployment Insurance Referee
To make available the maximum amount of study material, for Leader leaders, combination specials of study manuals are offered by THE LEADER BOOKSHOP

State Workers' Rights in Military Service
A detailed explanation of exactly how the rights of State employees who are in military service because of national, naval, military, or Reserve Corps service can be protected, was given last week by W. N. Sherritt, director of the Office of the Department of Audit and Control. A first section is section 346 of military law, as outlined in a memorandum by Attorney General Bennett, Jr., on September 1. This section provides that these bodies by the same law that authorized the maintenance. 4. Military compensation will include the value of maintenance received by the soldier in the form of lodging. Such value is to be governed by the law that authorized the maintenance.

Points
1. A certificate of entrance into the military service (Form M. S. 1) is to be filled out and mailed to the Comptroller's Office, where the full pay was received, the soldier and the command- ing officer are to fill out a certificate (Form M. S. 2), and forward it to the department or organization where the soldier was em- ployed. It will then be referred to the Comptroller's Office.

2. Payroll will be prepared in the Comptroller's Office and filed with the Comptroller's Office upon receipt of Form M. S. 2.

3. Pension contributions will be made on the same basis and at the same rate as that existing with respect to the employees who are in the payroll on the 1st of the month. Similar arrangements will apply to payment of insurance premiums.

4. State agencies are required to submit a certificate from the agency listing the number of days absent during 1940 claimed in figuring the 30 days' full pay. This shall be determined by the Comptroller's Office.

5. Summer training will be con- sidered in figuring the 30 days' full pay. In determining this period, the number of days absent during the first 60 days in the payroll. The number of days absent during 1940 claimed in figuring the 30 days' full pay. This shall be determined by the Comptroller's Office.

6. A certificate of entrance into the military service (Form M. S. 1) is to be filled out and mailed to the Comptroller's Office, where the full pay was received, the soldier and the command- ing officer are to fill out a certificate (Form M. S. 2), and forward it to the department or organization where the soldier was em- ployed. It will then be referred to the Comptroller's Office.

7. At the time military pay is re- ceived, the soldier and the command- ing officer are to fill out a certificate (Form M. S. 2), and forward it to the department or organization where the soldier was em- ployed. It will then be referred to the Comptroller's Office.

8. Payroll will be prepared in the Comptroller's Office and filed with the Comptroller's Office upon receipt of Form M. S. 2.

9. Pension contributions will be made on the same basis and at the same rate as that existing with respect to the employees who are in the payroll on the 1st of the month. Similar arrangements will apply to payment of insurance premiums.

10. State agencies are required to submit a certificate from the agency listing the number of days absent during 1940 claimed in figuring the 30 days' full pay. This shall be determined by the Comptroller's Office.

11. Garnish executions will be honored only to the extent of the amount paid by the State. If credit for service is de- sired for retirement purposes. Similar arrangements will apply to pay- ment of insurance premiums.

12. The original copy of a power- of-attorney is to be submitted with the Comptroller's Office.

13. A supply of Forms M. S. 1 and M. S. 2 is available at the Com- partes. Office. State agencies with employees in military service are advised that these benefits should be honored only to the extent of the amount paid by the State. If credit for service is de- sired for retirement purposes. Similar arrangements will apply to pay- ment of insurance premiums.
Political Pull?

LAST week Team Leaders published an article explaining how to obtain a temporary Christmas job in the Post Office.

The complaint that we have published received information that an applicant for one of these jobs, in a Post Office in the vicinity of New York, was turned down because the Post Office personnel official told him he didn’t know anything about the temporary jobs. Later, the young man returned with a letter of introduction from his local Postmaster. That was that.

Team Leaders article was based upon a notice issued by the Fourth Assistant Postmaster, Washington, D. C. To the notice we add the original notice stating how local postmasters to deny jobs to those without political backing. The basis on which Christmas jobs are assigned is given. Both local postmasters and Postmasters-General should be informed of this statement containing the basis on which Christmas jobs are assigned. Second choice goes to those applicants, in order of their application, having dependents, should be given first consideration in employing extra help for Christmas. Third choice goes to those applicants, in order of their application, who have the required ability, are unemployed, and have dependents to support.

An 8-Hour Day, Please

The 8-hour day and the 5½-hour week are pretty well accepted by most Americans as a reasonable working principle. We believe that a government would lead in establishing good working conditions for its employees. But take a look at some cases of working hours in New York City.

Watchmen in the Board of Transportation work 12 hours a day.

Cop men can’t get a full day off each week, under the outdated “19-squad” set-up.

In the Department of Public Works, auto engineers work all kinds of hours.

Sanitation men put in an additional Sunday every now and then, of course.

Custodial helpers in the schools are subject to any hours their superiors choose to impose upon them.

On the whole, Team Leaders believe that “wherever underestimating, there is bound to be a long working day.” Many of the city’s department heads think so.

Why not establish those 8-hour-working-day principle for all New York City employees who don’t now enjoy it? This principle would improve moral, better work done, more of it.

We Suggest --

THAT ELECTRICIANS, BLUEPRINTERS, CRAFTSMAN, WELDERS AND OTHER QUALITY AS MYPANS watch for new city exams for these positions which are due for announced soon.

THAT EMPLOYEES OF THE BMT AND IRT subway lines who find that they have not gained citizenship within the designated periods leading to their application for citizenship should be made aware of the 8-hour day for which they wold work if accepted as such.

Letter from Walter Winchell

Dear Mr. Leader:

I am enclosing a copy of the column I wrote in the New York Daily News of the 8th instant and I am sorry to say that people are not paying much attention to it. I would like to urge this group to get out to you. In the rush.

N O R M A N KERN

Mr. Kern is a member of the group who is urging the 8-hour day.

Wealthiest citizens: about your Social Security

By the time you read this, Social Security legislation has developed to the point where it needs a new name. It is not yet ready for the kids to call Social Security.

The War Department is now inviting the National Association to house various such groups to plan a national meeting. The National Association is one of the political organizations that have been holding hearings up and down the country.

Joel Ellis, who was the leader of the Social Security group, is being questioned by Senator Robert F. Wagner. Ellis is trying to save the committee's time by suggesting that Social Security legislation is not yet ready for the kids to call Social Security.
Why Not Now?

Last January Police Commissioner Lewis J. Valentine appointed a budget director, Kenneth Dayton. He asked Judge Bryan to appoint 600 more Patrolmen, to bring the Department up to its authorized strength. In the 10 months that followed this recommendation, 300 men have been appointed, and resignations, retirements, and deaths have created more and more vacancies. Yet the Commissioner has been under fire by veteran's groups. Other groups have asked for similar exclusion from the Social Security System and have recommended the adoption of new Civil Service systems and laws. Senator Wagner agreed last week to amend the bill to protect established pensions. See page 11.

PBA Working on 11-Squad Chart

The比我ñoined the Patrolmen's Benevolent Association are now working on a final draft of a bill to provide for the adoption of the 11-squad chart. The bill will be submitted in the city council within a few weeks. The bill will face a fight and the combined support of all members of the Police Department is needed to help it go through.

The adoption of the 11-squad chart will provide cops, for the first time, with a full 48-hour swing, or in other words, a day off each week. The great increase in overtime the men have been putting in during the last two years completely justifies the adoption of the 11-squad chart.

Same Pay For Same Work

A resolution strongly denouncing the plan of Mayor La Guardia to pay veterans to the Police Department in case of war or other calamities has been adopted by the New York County American Legion. The Mayor's plan means a loss to the actual performance of a service and will involve paying a soldier who is not able to do battle, out of his vital defenses at top speed. There is no honorable reason why New York should delay police appointments any longer.

Pension Bill

The Councilman Snell has introduced a bill in the Council known as the Police Pension Bill which provides for pensions for Firemen killed while on duty, who are killed in the line of duty, in connection with the actual performance of a service. It is no good to cover cops killed in similar circumstances.

Burkard On Security Bill

A bill introduced in the Senate by Senator Wagner to provide for a five-man board to govern employees in the city has been under discussion. If the PBA president Joe Burkard has asked for an amendment that would specifically exclude Police who have relinquished their positions. Other groups have asked for similar exclusion from the Social Security System and have recommended the adoption of new Civil Service systems and laws.

Fire Bells

Answers To Captain Exam

Tentative key answers for the recent promotion exam for Captains are published in this issue. The exam was announced by the Municipal Civil Service Commission. The answers listed below are for Part I of the test. Candidates for promotion to Captain, however, will not be told to the objections to any of the questions.

NICKELS AND DIMES:

Graduate Nurses

Graduate nurses of Harlem Valley Sanatorium are to be added to the hospital staff. This is the story of Andru Horton, a man with a Billy Rose complexion. It involves the employees and patients of Rochester State Hospital.

The Man With the Billy Rose Complex

It is the story of Andru Horton, a man with a Billy Rose complexion. It involves the employees and patients of Rochester State Hospital.

A few years back, new buildings were to be added to the hospital group. Among the recommendations was an amusement hall, for recreational activities of patients and employees, such as dances, picture shows, card parties. Included would be a stage with frames for backdrops, scenery, etc.
Question, Please?

by H. Eliot Kaplan

CONTRIBUTING EDITOR

All About Grades
R. A. D.: The grade of a position is determined by the salary. If the grade range is $1800 to $2400, then all employees, with salaries within that range, hold that grade. It makes no difference what grade position someone was originally held for, it is the salary you actually are paid that fixes your grade. Suppose Tom Jones was originally a Grade 1. As long as he remains in existence he may be eligible for further advancement (when reached in regular order) for a Grade 3 position with the salary of the second Grade. After the original Grade 2 list terminates, however, he can get a Grade 3 salary only after a promotion test for Grade 2 and certification in regular order from the promotion test.

Fixing Salaries
R. A. D.: The Civil Service Commission does not have anything to do with the fixing of salaries of individual positions or particular employees. It can neither increase nor decrease any employee's salary anywhere in the service (except its own staff employees). Salaries are fixed by the department head within the appropriations made in the budget for the particular position. Therefore, the minimum maximum that the Commission can determine the salary of each employee in the service of the city or State. That is correct.

The grade range of the position, the highest and lowest, determines the grade for the position, for the purpose of control over promotions and transfers. To illustrate: The Commission fixed the grade of an Assistant Engineer. Let us say, for the first grade, $1,300, to $2,400; and the second grade, $2,401 to $3,000. Jones, who receives $2,100, is in Grade 1. His salary cannot be fixed by his department head at any time for any reason, at any rate, and up to the maximum provided by the budget for the position. The maximum for his position is $2,400. Suppose the budget line for the particular position in question is increased the next year to $2,500. The department head cannot pay Jones more than $2,400. The maximum salary of the position is determined by the department head would pay a salary of over $2,400. In fact, if it is only $2,401, in any one holding a Grade 1 position, he can pay only to the employee who is on the promotion eligible list for Grade 2 and certified for promotion. He cannot single out Jones and give him more than $2,400. If Jones can be promoted from the list. Nor can the Civil Service Commission bill the department how much salary shall be paid to Jones or anyone else. This holds, too, when it comes to making defense measures. In the department can decrease an employee's salary at any time as long as the salary remains within the range of the grade. When, however, the decrease would carry the salary below the minimum of the grade range fixed by the Commission's grading, then the seniority rule must apply. In the next time decrease below the grade being in effect, in abolition of the higher grade, the Commission re-creates in the position of the new position in the lower grade. When, therefore, the Commission decides to change the grade, it raises or lowers the maximum or minimum of the salary, it is the existing salary of an employee. The only solution of such a situation is to change the lines of promotion or demotion, of course, where the Commission re-creates the maximum of a grade from $3,000 to $1,500, these getting above $2,000 continue to receive salaries above $2,000. Jones cannot thereafter get more than the new maximum of $2,700. To get more than the new lower maximum of $2,700 they will have to take a promotion examination and get on the list for the higher grade. Although I hope I have made this perplexing problem a little clearer.

Leaves of Absence
H. J.: Your desire to help the Federal Government in the emergency is most commendable. You cannot, however, take a leave of absence from your present position without approval of the Board of Transportation. Leave for the purpose of engaging in industries concerned with national defense, like all other leaves of absence, are entirely in the discretion of the department. No leave of absence may be taken without express permission of the department in writing; otherwise you may unfortunately find that you have "resigned" or been dismissed.

Subway Citizenship Facts
L. O. M.: Our understanding is that the Board of Transportation has adopted the policy of not dismissing any of the employees of the R.I.T. and I.R.T. whose citizenship claims are in question until after the court rules. And the Supreme Court, provided it appears to the court that every reasonable effort has been made by the employees to comply with the citizenship requirements of the Wicks Law, will give the employees a hearing and opportunity to comply with the Wicks Law within the period expired under what the Court test case, known as the Maranolla case, has been sponsored by the B.M.T. Office and Supervisory Employees Association. The Association takes the position that the Wicks Law requires only substantial compliance within the time required, that in prior to December 19, 1940, and that at this time has done everything that could reasonably be expected of him in diligently pursuing his application for citizenship the employees comes within the Wicks Law. The Municipal Commission has construed the Wicks Law to run actual possession of "first papers" before December 19, 1940. A court decision is expected soon.

Don't Fall for It!
L. O. P.: Don't be a sucker. You can help get you a higher rating in your examination than your paper will warrant. The persons who told you that getting the number of your examination paper or any other identification mark would help are down in your examination paper or any other identification mark would help are down. You may help yourself, however, is as much bound by the Board's quota rule to your reinstatement. Your reinstatement is making every possible effort to certify the list for approval, is your reinstatement.

Probationary Period
C. A. J.: When you received your appointment, November 19, 1940, you were a "probationary appointee." Your probationary period began then probationary period in May, 1940. Received notice that your status was changed "probationary appointment" does not require you to start a new probationary period in May. If the Civil Service Commission hopes to change your temporary appointment only, your probationary appointment begins from the date of your original appointment.

Subway Transfer
George: What do you mean by "subway transfer"? I am an employee of the City of New York and I have been working in the Department of Transportation. My father and mother-in-law are employees of the Department of Transportation, and I wish to transfer to another department of the Department of Transportation. Is this possible? George: As you already hold a competitive classification, you cannot transfer from the Department of Transportation to another department of the Department of Transportation. The Municipal Civil Service Commission is proceeding rapidly to fill the vacancies resulting from the recent transfer of several hundred individuals by the Department of Transportation. The transfer of the employees from the Department of Transportation to the Department of Transportation is expected to be completed within the next few months. The Commission hopes to have the transfer to the Department of Transportation to a number of Civil Service employees to the Department of Transportation to the Department of Transportation to a number of Civil Service employees to the Department of Transportation.
Background
Of The Week's News

Wagner Assures Civil Service Workers on Social Security

Civil Service employees now covered by sound pension systems will be assisted by Labor Robert F. Wagner's bill to extend the Civil Service Security Act to the Wall Street district and other Seaboard cities to protect the men outside the fold of the Social Security program.

The Wagner-Johnson bill, is now before the joint committee of House and Senate Ways and Means Committees. The measure, which would take over the social insurance program for federal workers, was introduced by Rep. James McNulty and Sen. N. M. Dye.

The bill would provide for the establishment of a Social Security Board, to be appointed by the President, to administer the program. It would also establish a Social Security Administration, to be headed by a Commissioner, to enforce the provisions of the act.

The measure would cover all government employees, including those in the armed forces, and would provide for a retirement system, a disability system, and a system for the protection of workers' families in case of the death of an earner.

Protection For Teachers

Plans to protect drafted government employees are beginning to shape up, and last week the Teachers Department of the Women's Section of the American Federation of Labor launched a campaign at giving teachers a break. The union's program involved the threat to provide teachers with salary differentials, and to protest to the Treasury, protection rights and pension. It calls on school officials to fill tenures, to substitute teachers to prevent discontinuance of classes and to increase in working hours.

In presenting its plan, the WTV pointed out that no existing legislation covering teachers, who are drafted, although laws are in effect to protect those who are members of the National Guard, Naval, Military and other reserve corps.

The union's proposed plan follows:

Salaries

1. All employees of the Board of Education shall receive from the city the same salary as they did before the war in the same position. The teachers of the Board of Education shall be deprived of their regular status for the duration of the war. The salary shall be increased by 10 percent on completion of the year.

2. Substitutes and other non-regular employees of the Board of Education and other state agencies are allowed to receive the same salary as they received before the war, but their salaries shall be increased by 10 percent on completion of the year.

3. Teachers who are drafted shall receive their regular salary, plus 10 percent, on completion of the year.

4. Teachers who are drafted and are living on military pay, shall receive the difference in salary between their military pay and their highest annual earnings in any of the preceding five years of period of military service, without loss or retirement benefits.

5. Teachers who are drafted and who are available for school service, shall be considered time spent in the service as well as in the school system.

Tenure

The tenure of the service in the school system is the same as it was before the war. The tenure shall be extended to the date of the election of the Board of Education.

Open School Week

The annual Open School Week luncheon of the United Parents Association will be held on Friday and Saturday at the hotel of the American Federation of Labor, 5th and 6th Avenue, New York City.

Special guests at the luncheon will be Dr. James Angell, former president of Yale; Dr. Cassoty, chairman of the Board of Education; Walter White, secretary of the National Association for the Advancement of Colored People; and several others.

The luncheon will be followed by a joint meeting of the committee of the American Federation of Labor and the Teachers Department of the Cincinnati Women's Section.

Light Mallory Satisfying! Brewed according to Old Knickerbocker Formulas. Have you tried it recently?
ATTENTION: ALL WHO PLAN TO TAKE THE COMING FIREFIGHT EXAM

The Department is prepared to conduct a special pamphlet to help in preparing for the examination. To obtain a copy of this excellent study aid, address the Examining Board only if you are cost of handling, and send in Box 415, Civil Service League, 127 Duane Street, New York City.

CIVIL SERVICE LEADER

Sanitation Candidates

Form Eligible Group

A new list has been started to form an eligible organization of men who will be eligible for appointment to the new Sanitation list. Any eligible if reasonably assured of a place on the list has been placed on the new Sanitation list. Soon as a sufficient number of eligibles are available, the examination will be held. The eligible list may be used for appropriate positions in a lower grade.

City Tests

DETENT PTIME (Competitive)

This is an announced announcement. Candidates who failed this examination in the past are not eligible. Salary: $5 a day for eight hours. Application deadline: November 15. The eligible list may be used for appropriate positions in a higher grade.

DEPUTY MEDICAL SUPERINTENDENT, GRADE 4

Salary: $2,400, with maintenance and 

DEPUTY MEDICAL SUPERINTENDENT, GRADE 4

Salary: $2,300, with maintenance and 

Supervising Tabulating Machine Operator, Grade 4, (I.B.M. Equipment), Grade 4

Salary: $1,900. File by November 15.

Supervising Tabulating Machine Operator, Grade 4, (I.B.M. Equipment), Grade 4

Salary: $1,900. File by November 15.

X-Ray Technician (Competitive)

Salary: $1,800 with maintenance or $800 with maintenance.

X-Ray Technician (Competitive)

Salary: $1,800 with maintenance or $800 with maintenance.

Junior Engineer (Mechanical), Grade 3

Competent in the positions of Mechanical Draughtsman, Grade 3. File by November 15.

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Competent in the positions of Mechanical Draughtsman, Grade 3. File by November 15.

DUTIES

Under direction to perform elementary mechanical engineering work, such as the design of electrical layouts and equipment, the drafting of electrical and mechanical drawings, the preparation of specifications, the construction of electrical and mechanical equipment.

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U.S. Tests

Aeronautical Inspector ($3,200-$5,600)
Associate, $3,200; Assistant, $2,600; Draftsman, $1,800; Senior, $2,600; Engineer of Aircraft, $3,200; Ordnance Engineer, $4,600. Applicants must have had four years of engineering experience in the field of aeronautical engineering.

Engineering Aid (Aeronautical) ($1,620-$2,600)
Assistant, $1,620; Engineering Draftsman, $1,800; Draftsman, $1,620; Principal, $2,300; Chief, $2,600.

Inspector, Engineering Materials (Aeronautical) ($1,620-$600)
Assistant, $1,620; Inspector, $2,600; Draftsman, $1,800; Senior, $2,000; Associate, $2,600; Engineer, $3,200; Ordnance Engineer, $4,600.

Aircraft Inspector (Factory) Associate ($2,900)
Chief Aeronautics Authority. Age limit: 40. Applicants must have had two years of experience in the inspection and testing of aircraft or its major components.

Air Arm Service Inspector, Associate ($2,900)
Chief Air Arm Service Authority. Age limit: 40. Applicants must have had two years of experience in the inspection and testing of aircraft or its major components.

Aircraft Engineer ($2,600-$5,600)
Associate, $2,600; Assistant, $2,600; Draftsman, $2,000; Senior, $2,600; Principal, $3,200; Chief, $4,600.

Inspector, Signal Corps Equipment ($2,000-$600)
Assistant, $2,000; Inspector, $2,600; Senior, $3,000; Associate, $3,200; Mechanical Engineer, $4,000.

Engineering Draftsman (Ordnance) ($1,620-$2,600)
Assistant, $1,620; Draftsman, $1,800; Draftsman, $1,620; Principal, $2,300; Chief, $2,600; Navy, $2,600; Air Force, $2,600; Army, $2,600; War, $2,600; Navy, $2,600; Navy, $2,600. Applicants must have had one year of college training in engineering or technical school.

Inspector, Powder and Explosives ($1,620-$3,000)
Assistant, $1,620; Inspector, $2,600; Senior, $3,000; Associate, $3,200; Mechanical Engineer, $4,000.

Engineering Draftsman (Electrical) ($1,620-$2,600)
Assistant, $1,620; Draftsman, $1,800; Draftsman, $1,620; Principal, $2,300; Chief, $2,600; Navy, $2,600; Air Force, $2,600; Army, $2,600; War, $2,600; Navy, $2,600; Navy, $2,600. Applicants must have had one year of college training in electrical engineering or related field.

Inspector, Ship Construction ($2,000-$6,000)
Assistant, $2,000; Inspector, $2,600; Senior, $3,000; Associate, $3,200; Mechanical Engineer, $4,000.

Arkoc Unemployment Insurance Referee
By DONNER & BRANIN
Office of the Commissioner of Employment Security 545 Fifth Avenue, New York, N. Y., No. 1, Issues 50c, October 1940

Civil Service Handbook—Procedure, sample questions
Civil Service Handbook—Procedure, sample questions

U.S. Customs Tariff—First Supplement
1,000 Civil Service questions
Civil Service Handbook—Procedure, sample questions

Civil Service Review

POLITICAL ADVERTISEMENT

RE-ELECT
STATE SENATOR
DANIEL GUTMAN
Democrat—9th Senatorial District—Kings County
Sponsored:

A REAL FRIEND OF THE CIVIL SERVICE EMPLOYEE

must be elementary training or experience in the field of drafting. Certain substitutions are allowed for part of experience.

Engineering Aid (Aeronautical) ($1,620-$2,600)

Assistant, $1,620; Engineering Aid, $2,000; Secretary, $2,600. Applicants must have had one year of college training in engineering or related field.

Inspector, Engineering Materials (Aeronautical) ($1,620-$600)
Assistant, $1,620; Engineering Aid, $2,000; Principal, $2,300; Chief, $2,600; Navy, $2,600; Air Force, $2,600; Army, $2,600; War, $2,600; Navy, $2,600; Navy, $2,600. Applicants must have had one year of college training in engineering or related field.

A real friend of the civil service employee

There’s gold in them there books . . .

Higher grades mean better jobs for you!

LEADER BOOK SHOP

97 Duane Street, New York

Border Patent lor $1.00
Unemployment Insurance Referee $1.00

Civil Service Handbook—Procedure, sample questions
Civil Service Handbook—Procedure, sample questions

Civil Service Review

T ECHNICAL PREPARATION

Engineering Review

Diesel Motor

Water Gas

New Air Guide

Diesel Engine Manual

Rudy Brick Practical Electricity

FIREMAN PROMOTION PREPARATION

The Fireman's Textbook of Entrance and Promotional Examination

Fireman Study Book

History of the Fire Department

Fire Department Manual of Instruction—Prepared for professional fire-fighters by Lowell M. Lippin

Fire Prevention Guide

POLICE PREPARATION

Palmerton Study Text...


Everyday Law

General Fireman’s Guide

Guide to Municipal Government

Your Federal Civil Service—A 600-page manual on procedure

Civil Service Handbook—Sample question

MISCELLANEOUS

Legal, Political and Business Guide—A practical handbook on personal and professional advancement...

Mental Multiplication

Let’s Play Vocabulary

Draul Facts

Conscription

Building Code

Statutory Code

Final Exam Guide

C.S. Retirement Law
### Telephone Construction Foreman

**Salary:** $2.00. File by November 15.

**Requirements**
- Applicants must have at least three years of experience in general telephone construction. They must also have demonstrated knowledge of and proficiency in all phases of the trade.
- Will be rated on their experience and fitness on a scale of 100.

### Superintendent of Laundry

**Salary:** $2.50 to $3.00. File by September 25.

**Requirements**
- Applicants must have at least two years of experience in general laundry work. They must also have demonstrated knowledge of and proficiency in all phases of laundry operation.
- Will be rated on their experience and fitness on a scale of 100.

### Superintendent of Clothing Factory

**Salary:** $3.00 to $3.50. File by November 15.

**Requirements**
- Applicants must have at least two years of experience in general clothing factory work. They must also have demonstrated knowledge of and proficiency in all phases of clothing factory operation.
- Will be rated on their experience and fitness on a scale of 100.

### Other Classified Advertisements

**Convalescent Hospital Orderly**
- Salary: $1.50 to $2.00.
- Requirements: Applicants must have at least one year of experience in hospital work. They must also have demonstrated knowledge of and proficiency in all phases of hospital operation.

**EXTRA DOLLARS FOR YOUR SPARE TIME**

- Advertisements for various odd jobs are listed, including work in the printing trade, as indicated by the requirements for each position.

**USED CAR BARGAINS**

- Various used cars are advertised, with prices ranging from $75 to $175.

**Summary**

The document includes various classified advertisements for employment opportunities, including positions in the telephone construction, laundry, clothing factory, and other industries. The advertisements list specific requirements and salaries for each position. The document also includes an offer for extra dollars for your spare time through various odd jobs. Additionally, there are used car bargains advertised with prices ranging from $75 to $175.
**New Jersey Exams**

**Department of Civil Service**

**January 16, 1940**

**Clerks, Carpenters, in Jersey Exam Series**

(Continued from Page 10)

**Salary:** $1,500 per annum. Open to male and female citizens, resident in Essex County, who have served as such in a permanent capacity for at least 12 months immediately preceding the announced date for this test, Vacancy, City Hospital, Newark.

**Appointment Test:**

- **Inspectors, in the Department of Public Works, Newark, who have served as such in a permanent capacity for at least 12 months immediately preceding the announced date for this test, Vacancy, City Hospital, Newark.
- **Note:** Application blanks for this promotion test can be secured from the Civil Service Commission, City Hall, Newark, only.

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ATTENTION! YOU WHO LOVE AMERICA

These 12 questions are your most important business between now and November 5. They summarize all there is to this campaign. Here they are:

1. Will you ignore the example of Washington, Jefferson, Madison and Jackson in refusing a third term, and abandon the high principle they established that no man is indispensable, in order to continue in power a President who with political subterfuge eliminated other aspirants, and forced himself and his choice for Vice-President on a sullen Democratic Convention?

2. Will you continue in office an administration which sought to adjourn Congress at a time when the President had brought the nation to the brink of war without a program for its defense?

3. Will you continue in office an administration which makes deals with foreign nations without the advice and consent of the Senate as provided in the Constitution and which does not think it necessary to inform Congress of what it is doing in domestic and foreign affairs?

4. Will you reward with a third term an administration which tried to settle the United States Supreme Court so as to cripple another coordinate branch of the government; which has attempted to purge its critics and has driven from office decent men whom it could not bend to its will?

5. Will you vote a third term to an administration which has failed, in the face of the warning of its own agents, to prepare us for defense, and which has sought to delude the public by confusing airplanes, tanks and munitions on order with those actually on hand? Do not forget that France collapsed because of leaders who misled their people in just this way and that England has narrowly escaped the same fate?

6. Will you plunge us into international war at the whim of an exceedingly whimsical, executive, made arrogant and dictatorial by prolonged tenure of high public office? Will you leave it to Mr. Roosevelt, by himself and without congressional and public debate, to decide whether we shall send our Navy to battle with Japan over the Burma Road, Indo-China and the East Indies? Will you leave the issue of war and all its horrors in the hands of an administration which creates crises for partisan purposes and to further the restless ambition of a President who has sought in every possible way to concentrate power in his own hands?

7. Will you continue in office an administration which for eight years, has bred class conflict and hatred, which has fomented sectional, industrial, racial and religious discord and division and which has thus created the very weaknesses from which Europe is suffering today?

8. Will you give a third term to New Dealers who have announced that we shall always have ten million unemployed and that relief on a subsistence scale is all that these millions can look forward to in place of honest work and wages in a revitalized industry? Do you believe that industry can be revitalized by its sworn enemies in the government itself which has sought by every means in its power to cripple, hamstring and strangle it? Do you want every man to work for a government bureaucracy which will absorb all private industry and effort, or do you want your children to have a chance to exercise initiative and energy in a country which still has boundless opportunities and limitless horizons?

9. Do you want your savings, your insurance and all that you have laid aside for your family and for a rainy day reduced and jeopardized by a government committed to extravagance, inflation, unsound financial experiments and communist theories of the redistribution of wealth?

10. Do you want the nation administered, with the aid of radicals, amateur experimenters, bootlickers and partisans, or with the aid of responsible Cabinet officers and advisers?

11. Will you by your vote support the notorious alliance between the municipal machines of Chicago, Jersey City, Memphis, Kansas City and the Bronx and the Roosevelt Administration? Do you want our great cities sold down the river in a trade for votes between Boss Flynn, Boss Hague, Boss Nash and the other bosses? Do you want to give permanent immunity to municipal politicians of this type in order to elect a third term president?

12. Will you repudiate the New Deal and put in office a responsible executive trained in business, without illusions of grandeur, who will perform his duties faithfully with sole regard to your interest, who will appoint competent administrators and delegate authority to them, and will keep you and your elected representatives currently, frankly and honestly informed on the domestic and foreign affairs of your nation?

You have only a few days to think it over. For the good of the nation, for your own good, for the future of your sons and daughters, for the cause of freedom established by your fathers THINK IT OVER and DO YOUR OWN THINKING.

CLEAN GOVERNMENT COMMITTEE FOR WILLKIE, 41 Park Row, New York, N.Y.

LEONARD M. WALLSTEIN
Chairman

EDWARD CORSI
CLEANDIE N RYAN, JR.
Chairman

WILLIAM FELLOWES MORGAN, JR.
Vice-Chairman

ROBERT MOSES
Vice-Chairman

ALMERINDO PORTFOLIO

WM. J. SCHIEFFELIN

VICTOR F. RIDDER

PAUL WINDEL'S

The above statement was prepared and signed by the officers of the Clean Government Committee for Willkie. This committee was formed by veterans of the successful campaigns for clean government in New York City in 1933 and 1937. Among the veterans of those campaigns who have joined the Clean Government Committee are the following:

George W. Alger
George H. Bell
Mme. Henry Breckenridge
William Grant Brown
Herbert L. Carpenter
Eunice Carter
William M. Chadbourne
Harold Fowler
Mrs. Margaret E. Gifford
Julius Hols
Mrs. Raymond V. Ingersoll
Oswald W. Knauth
Walter C. Korn
Jerome Lewin
Grayson M. P. Murphy, Jr.
Charles Newman
Henry Fairfield Osborn, Jr.
Mrs. James Russell Parsons
Mark Raskob
Alfred Rheinstein
Harriet Rieder
Francis Rivera
Charles M. Rosembluh
Leon D. Sachter
Louis Steckler
Thomas D. Thacher
Philip Thurston
Henry C. Turner
Charles H. Tuttle
Oswald Garrison Villard
Edmund Waterman
Max Weil
Walter N. Weis

VOTE FOR WILLKIE and McNARY

THOMAS JEFFERSON, 1807.
So You'd Like to Be a G-Man!

Jersey Exams (Continued from Page 1)

Every year thousands of letters are received by the Federal Bureau of Investigation from those desiring to apply for appointments as G-Men. It's a job that has glamour and prestige. But it isn't easy to be a Special Agent for the Bureau.

G-Men at Work

Under the steps of the Federal Court House on Foley Square in New York, G-Men have their own practice range. It cost them about $15,000 to build, steel-walled, bullet-proof serving as a target. Note the deadly accuracy of the two agents firing tracer bullets from Thompson submachine guns. Each agent must pass a shooting test once a month. If he fails below specified FBI standards, he must practice until he catches up.

35. The minimum age requirement for the position of Special Agent is higher than that of other law enforcement agencies in the United States. The reason: it is obviously necessary that these investigators be sufficiently mature to recognize their own responsibilities and at the same time be able to impress others.

In order to qualify for the position of Special Agent, an applicant must be a graduate of a law school of recognized standing, an experienced accountant, or have had a constructive type of law enforcement experience. This last makes it possible for cops to compete. In addition to the educational requirements, the applicant is required to have had at least two years' practical experience in commerce, business or professional work in law enforcement.

Why Law

The need for those qualified in law enforcement in a law enforcement agency such as the Federal Bureau of Investigation is perhaps best explained by the following illustration:

As a well-trained geologist is accompanied by a tenderfoot, building work is designed and directed by a geologist. So with even the least trained police officer. The training grades one way, while the tenderfoot tends toward the practical side. Two months later the geologist returns with six bags of gold. He has been successful and has accomplished his purpose. Twelve months later the tenderfoot returns. He, too, has gold, but there is very little gold in the collection which he has brought back after searching as long as the geologist. In collecting gold or in collecting evidence, the trained man is more successful than the tenderfoot. He does the job more quickly. He gets the evidence that is material, doesn't bring back useless information, rumors and gossip which have no bearing on the investigation. He does the job economically. The well-trained Special Agent does not require the trained agent to handle all the evidence. The investigation is done in its entirety. The well-trained Special Agent is trained to handle all the evidence. He, of course, can be made to handle all the evidence. If there are four types of investigations to be made, each of the Bureau's Special Agents was given eight of E. H. Curry's files. Four men were required to handle that city. It would be impossible for the Bureau to perform its large volume of work unless every Special Agent was trained to handle all types of investigations within the Bureau.

Why Accounting?

As for expert accountants, their services are in demand by the International Bank and Federal Reserve Bank, violations, as well as claims against the Government, and in carrying with the accounting problems involved in mail fraud cases. After they have made their investigation, they must be able to qualify as experts on the witness stand in order that their conclusions will be accepted by the jury.

Investigate Frauds

When it is understood that Special Agents investigate bankruptcy frauds and anti-trust violations, and make examinations of judicial and bank robbers, the necessity for having a man trained in accounting is readily understood. Then, too, there are not a few more than 100 Special Agents in the Federal Bureau of Investigation. When an Agent arrives in a town, he must be prepared to handle all the investigations pending in that city. Otherwise, if there were four types of investigations to be made, each of the Bureau's Special Agents was given eight of E. H. Curry's files. Four men were required to handle that city. It would be impossible for the Bureau to perform its large volume of work unless every Special Agent was trained to handle all types of investigations within the Bureau.

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Medical Requirements

Before an appointment can be made to the service, it is necessary that he have either a College of Physicians and Surgeons of the United States, or a college of medicine, or a family physician certify that, from a physical standpoint, he is capable of performing the vigorous physical activities required of Special Agents. In addition, each of those appointed is required to undergo a thorough and rigorous physical examination at the New Jersey Reformatory at Annandale, New Jersey.

Salary

Salary: $400-$500 per annum, and $800-$900 per year for those male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Ungdommement Commission, Irvington General Hospital, Irvington, New Jersey.

Pump Attendant

Salary: $150 per annum. Open to male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Irvington, Irvington General Hospital, Irvington, Irvington General Hospital, Irvington, New Jersey.

Assistant Nurse

Salary: $600-$700 per annum, and $1,200-$1,400 for those male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Department of Public Works, New Jersey, Department of Public Works, New Jersey.

Salary: $800-$900 per annum, and $1,600-$1,800 for those male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Department of Public Works, New Jersey, Department of Public Works, New Jersey.

Salary: $1,000 per annum, and $2,000-$2,500 for those male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Department of Public Works, New Jersey, Department of Public Works, New Jersey.

Library Assistant

Salary: $1,000 per annum, and $2,000-$2,500 for those male citizens, resident in Essex County for at least 12 months immediately preceding the announcement date, or Vacancy, Department of Public Works, New Jersey, Department of Public Works, New Jersey.

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By James Clancy Munroe

Ethel Merman

Popular songwriter, appearing with Bud Sydorv's third successive hit on Broadway, "Pamona Hotto.

This film version of Ethel Vance's best-seller concerns the efforts of a pretty American to get her Granlund-born mother, a famous actress, out of jail. Natural concentration除去朱尔的饰演的康斯坦

percent of the written test has been rated.

PROMOTION

Assistant Engineer, Grade 4 (City Wide): Rating of written test has been completed. The list will probably appear soon.

Elevator Mechanic's Helper: All parts of this examination have been completed. The list will probably appear soon.

Junior Engineer, Railways: Rating of Part 1 has been completed. The list will probably appear soon.

Lieutenant (Fire Dept.): The rating of the written test has been completed. The list will probably appear soon.

Transport Examiner, Grade 3 (Social Service): The examination has been completed. The list will be rated. The outcome of the rating will be decisive.

Oilt Burner Inspector: The written test was conducted October 26th.

U. S. Wants More Inspectors

More Procurement Inspectors are needed at the Air Corp, Wright Field. This is due to the increasing branch of Inspectors, aircraft mechanics, supplementary aircraft mechanics, aircraft propellers, and tools and equipment.

The U.S. Civil Service Commission is looking for experienced men for these jobs but it announces that in the past few months there has been a large demand for Procurement Inspectors. $1,250. The upper grade pays from $2,000 to $4,000.

The upper grade pays from $2,000 to $4,000.

Cultural leaders and politicians who are in the gust of new ideas and who are strong for cultural progress and cultural development.

Teachers Support Assemblyman Crews

Members of the administrative and teaching staffs of the Board of Educa
tion have been particularly active in sup-
porting the candidacy of Assemblyman
Robert J. Crews, Republican candidate
in the 4th A. D. Brooklyn.
A personal message
to my friends in the
Police and Fire Departments

Another important election—perhaps the most important in our lifetime—is almost upon us. From working side by side with you in past years, I know that the policemen and firemen of New York do not vote as a unit. Your individual opinions will prevail on Tuesday, just as they always have.

I would like to tell you about a mutual friend—Franklin D. Roosevelt, a friend of mine and a true friend of yours. Many of you men know what he did for the policemen and firemen of New York when he was Governor. Let’s brush up our memories a bit!

Of the many laws he put into effect during 1929-32, one in particular has really allowed you to keep your chins up.

ROOSEVELT SIGNED THE BILL WHICH FINALLY GAVE ALL FIRST-GRADE NEW YORK CITY POLICEMEN AND FIREFMEN THE $3,000 MINIMUM WAGE.

I well remember that bill, for I recall with pardonable pride that I worked with the committee that steered it through to victory.

Since 1933, Franklin D. Roosevelt has brought this same personal concern for people such as yourselves to the entire nation. For eight years he has seen to it that all Americans enjoy a fuller life. Your wives, children, and you must be sure that the destiny of America remains in the hands of one whose experience, training, and sympathies are with the men who protect and defend America.

Let’s reelect this friend of all America—Franklin D. Roosevelt.

FORMER NEW YORK CITY FIRE COMMISSIONER.