Older Men Get U. S. Jobs
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Maintainers exam answers A, B
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Sanitation Men:
Your questions answered on Coordination Test
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Must Score 100% for Apprentice Jobs
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City Adopts New Appointing Plan
Page 2
New Method of Appointment
“SELECTIVE CERTIFICATION” INTENDED TO CHOOSE BETTER PEOPLE

A new method of appointment from Civil Service lists was adopted last week by the Municipal Civil Service Commission. It means that some city appointments will be made in numerical order from lists but by a process known as “selective certification.”

The system of selective certification has been used by the Federal Civil Service Commission. It means that some city appointments will be made in numerical order from lists but by a process known as “selective certification.”

Purpose of the plan is to secure—better qualified persons for specific jobs.

A department wants a Civil Engineer who knows something about evaluation. There is no list for this particular job, although there is a list for Civil Engineer. Under the process of selective certification, a person on the Civil Engineer list who has had experience in evaluation will be found and called in for a job interview. He will not be on the top of the list. Safety

Commissioner Ferdinand Q. Morton, who is drawing up plans for the system, explained that “safeguards” will be erected to protect the system from abuse.

In order that departments can use—better qualified persons who want a job, the Civil Service Commission can do the following:

When a department wants a person to fill a specific job, it should have a list for the specific job. If there is no list, the Commission’s Board of Examiners will be called in to qualify persons for oral interviews (or even written examinations). The Board may qualify persons for oral examinations. The Board may also qualify persons for oral examinations and interviews.

Applies to All Lists

It is anticipated that the plan will apply to all existing eligible lists. Commission Chairman Morton said that the Commission holds this power in the future, all exam announcements will be made to the public in a way that selective certification will be applied to the list when necessary.

The closest thing to selective certification formerly existed in the civil service examination system. For example, in the admission examination for Firemen’s examination, a candidate was placed on the list in numerical order but he might not be considered for appointment to that job if he did not pass the physical examination.

It is not enough to just have the list when the entire list will be used by departments. Morton believed it would be better to in turn resort to the system. Subscribers are requested to inform the Leader of any change of address at least one week in advance.

UNEMPLOYMENT INSURANCE INSURANCE

Examinees are tested on a variety of subjects including—but not limited to—fear, stress, anxiety, depression, and other mental health issues. It is not enough to just have the list when the entire list will be used by departments. Morton believed it would be better to in turn resort to the system. Subscribers are requested to inform the Leader of any change of address at least one week in advance.

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Short, Chunky Men Win In Sanitation Exam

By JOHN F. MONTGOMERY

We took the ferry over to Staten Island last week to have a closer look at the Sanitation Exam and talk with handsome, slightly-built "Tubby" Raskin, Brooklyn College coach in charge.

We learned some odd facts.

New York's next group of sanitation men will be mostly short and spindly. They probably won't average more than five feet seven inches in height.

The boys with strong legs, broad shoulders seem to do best in the physical competition...the tall, lanky ones have trouble, especially on the weight-lifting and abdominal tests...Most of the applicants are caused by the fact that the utility test, if they aren't cut-off to anyone, may testing 10,000 men.

There is a serious deficiency of men from different parts of the city more differently. Highest scores are made by the men from Woodbridge and Jamaica, we were told.

On July 23, we saw several fat men trying to shrug off 200 pounds, but who could only manage 150...Not a single one did...Overweight means thumbs down for thousands to be tested.

Thousands to Be Tested In Sweltering Weather

Examinations for several thousand men were given by the Municipal Service Commission announced a schedule for the test.

Thursday, July 22, 23 and 24.

Medical, Assistant, (Housing Assistant), July 22, 23, 24 and 26.

Group C, July 25.

Physical (Medical), Group A, (Education Commission), July 25.


torsion like likely to result from this fact.

The investigation of the Municipal Civil Service Commission, conducted by six or seven experts on the commission, had throughout been held under strictest secrecy. Ellis claimed that his associates had gathered a large number of Civil Service, hunting

agility, 9% on the endurance, and (as you may) 85% on the coordination. New and these four marks together and divide by 1. Your final mark would be the result.

The signs How does the coordination test work?

The candidate is seated in a cab, at the back of a regular sanitation truck. Ten feet in front of the cab is a signal box. The signal box has five panels in which are printed: LEFT TURN, RIGHT TURN, STOP, FOOT, HAND BRAKE. Under each of these there are two lights. The top light is green, the bottom light is red. But only the top lights are on when red begins the test.

Don't worry about the green light; that's for the examiner. In the cab there are a steering wheel, two foot pedals (one for the right foot, and one for the left foot), and a hand brake. The candidate keeps both hands on the floor; both hands on the steering wheel. When the candidate starts, he intends to pass his examiner, and the test begins. The test is over when the candidate sees a red light flashes on one of the signals (one at a time) and the candidate then does not know how to jump off the signal box.

The clock is a measuring device which records in tenths of a second the amount of time a candidate takes to perform the various signals. You should watch the signal as the candidate.

How is the coordination test graded?

Each candidate performs five separate movements. Most of time allowed between each movement.


do not matter to me. I am asking you for the purpose of the coordination test.

The grades, which appeared exhaustively in The Leader last week, are as follows:

Less than 2 seconds 100% 2.1 90 2.2 85 2.3 80 2.4 75 2.5 70 2.6 65 2.7 60 2.8 55 2.9 50 3.0 45

The signals (on the top) are: LEFT TURN, RIGHT TURN, STOP, FOOT, HAND BRAKE. Under each of these there are two lights. The top light is green the bottom light is red. But only the top lights are on when red begins the test.

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Ellis and Kern at Grips

By MAXWELL LEHMAN

The struggle between giant Kern and a giant Emil K. Ellis begins this week. In the chambers of Supreme Court, Foley Square, Ellis moves up his light artillery for public inspection. The heavy munitions come later.

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The following are latest permanent appointments made in New York and Albany from the State lists:

**CIVILLI SERVICE LEADER**
Every still contains names in the city.

Payroll Examiner found 136 filing errors, 684 State-wide, 529 from the metropolitan area. The present list is completed, and the list will be published by August 1. Assistant-experience is not yet rated.

Senior interviews on experience are now being conducted by the State Commission.

**Latest Information of State Personnel Exam Referee Exam**

By MORTON YARMON

As exclusively and accurately revealed in The Leader of July 9, the test for Unemployment Insurance Referee is tentatively set to begin in October or November. Before the State Commission schedule a series of exams for October 26, the next open Saturday, as it must be, whenever the New-York Day and Armistice Day week-ends intervene on November 2 and 9.

The Saturday schedule for State exams generally results now something like this: September 28—armistice, no exam; October 10—last exam, no filing, Prison Guard test; October 12—Columbus Day; October 13—last test, no filing, after October 26—Unemployment Insurance, test on November 26 and 27; November 22—Election Day week-end, no exam; November 26—Armistice Day week-end; November 27—last test, or State lists. The last two November week-ends are during the "first" and "second" Thanksgiving holidays.

Application blanks for the Referee test will probably be available in at least two months prior to the exam date, to meet the expected large registration. The test has just been opened to all lawyers in practice throughout the State, following the ruling of the Court of Appeals in the Owen v.ency case. They will have 10 weeks or somewhat more to qualify.

The 2,033 candidates took the first test for the given job, given March 28, 1940. An ultimo August announcement afterwards stopped the Commission from marking the papers. The test was open to qualified lawyers only, destroyed. No fees were charged the candidates, and only personal appearance involved in the rounding up of a large staff of personnel.

Since that time, however, the State has set up a new schedule, and candidates for the new exam will be rated by 48. Applications filed for the previous exam will probably be returned.

The next exam will be run by the special DPUI unit of the State Civil Service Commission.

For the coming test are to be 30 for the written, 50 for training and experience. In practice serving for less than one year, they will be displaced by a person serving for over one year, but the former pays 53.50-$4,375, according to the experience of the Parks and Recreation Board.

The present test will be open to high school graduates, with five years experience, or equivalent. Where in some experience, in either 1) the state department, 2) any other state or local government, the passage involving management or the employment of a large number of employees, or 3) a private agency dealing with a large number of employees in any situation involving the performance of insurance claims.

**Court Rules It’s OK for Small Town Employees to Come Under Civil Service**

While printers rushed through the press its final statistical report on local governmental employment in New York State, mattress manufacturers wondered if the new Civil Service Division ruling which may have considerable effect on their work.

For the court’s ruling, clerical, maintenance, and cafeteria employees in the City of New York are to be rated under some form of the civil service system this fall, and has already been established by August 1.

The court’s ruling, in effect, says that the State has the constitutional right to come in under the State’s Civil Service system within the State, in New York City, and in Westchester County, have a District No. 1, Town of Eastchester, and School District No. 2, Town of New Rochelle. The situation in State Government, the scene of political maneuvering, is altogether different. In the City of New York, a machine is being set up a fee system, and can be tested by the voters to see how it fits the situation.

The next step on the Commission’s list of things to do consists of many rating in various representative groups, and the State will demand that local officials choose his or her own officials, and a non-legislative, non-appointive system to the Commission’s direction. The Commission will then have to make a report, which is a form of recommendation.

Professor Emerson D. Fite, chairman of the State Civil Service Commission, is preparing to carry on with the work of rating, for the 1940 exam, given December 9, 1939, was the first to be jointly held by the two commissions.

Candidates for the city jobs in all parts, particularly in the City of New York, in the first part only, and a list is expected soon. The chief competing for the State jobs must rate the first list, and no one can tell how long the record they make the test.

**Status of Title Examiner Test**

With part of the Title and Chancery list to be completed by the Municipal Civil Service Commission, the State Civil Service Commission will probably start a main examination in the State Capital.

Hospital Administrator with an experience of seven years and a degree from the University of Illinois will be required to make the test. The test will be held over two days so that some candidates may qualify for two titles.

**Salaries of Attendants**

The salary of Hospital Attendants in the State’s institutions from July 1 to December 31, 1940, is $5,000-$6,500, according to a recent announcement. The average salary of Attendants in 44 counties not now under Civil Service, at the end of the year, was $4,500 maximum. The general rule is that the salary paid to an employee will be the same as that paid to other employees in the same grade.

In addition, action will soon be forthcoming on the part of the State’s Civil Service Commission to make a list of the civil service employees throughout the State, in New York City, however, where a staff of 33 investigators are on the job, nothing is on the horizon.

There are several examination policies for the State’s civil service employees, and these are divided into three main categories:

1. A written examination, and a written examination, and a written examination, and a written examination.

2. A written examination, and a written examination, and a written examination.

3. A written examination, and a written examination, and a written examination.

The examination test will be given on the fourth day of each month, or any day thereafter.

Examiners Must Wait

The 560 candidates who took the State examination on 1935, Assistant, Assistant, Assistant, Assistant, Assistant, Assistant, Assistant, Assistant, Assistant, and Assistant, will be rated on 1 July 1940.

Jury-raters have been engaged by the State Commission to help in the rating.

The test will be held on the first day of each month, or any day thereafter.

Senior interviews on experience are now being conducted by the State Commission.

W E PROVIDE 5 of Every 6 in DPU Tests

Five of every six candidates for two open competitive DPU tests given Saturday by the State Civil Service Commission came from the metropolitan New York City area. Filing for the Friday test on 1,417 State lists, 1,243 from the metropolitan area, on the Employment Council's test, 684 State-wide, 529 from the metropolitan area, the State lists are already exhausted by the time of announcement.

The promotion list for this examination is exhausted for up-State, but still awaits candidates in the city. The new list will be used up-State only, and then classified as a complete list in the city.

Anything you want to know about Civil Service jobs in New York City? Write the Civil Service Leader.

It's at 97 Duane Street, just off Broadway, New York City.

**CIVILLI SERVICE LEADER**

Albany—$900 JUNIOR CLERK

2200

New York—$900 JUNIOR CLERK

2400

Applicants for the following tests, December 9, 1939, will have to wait several weeks before learning the results. The tests are 1,260.

Junior-examiner has been chosen by the State Commission to help in the rating.

The tests will be held on the first day of each month, or any day thereafter.

A written examination on experience is now being conducted by the State Commission.

1,686 Welfare Tests

While on four exams issued by the Welfare Commission in the State, the Social Service Commission will probably start a main examination in the State Capital.

The commission will next be held by the State Civil Service Commission, and has already been established by August 1.
A new stenographer and typist examination will be announced within the next three months, and The Leader has learned exclusively.

The demand for additional stenographers and typists, both male and female, during the past few weeks has hardly any parallel. During the month of June, alone, the War Department hired 400 stenographers and typists and 225 were added at the Navy Department.

A stenographer-typist examination for both males and females is currently in effect and Civil Service officials at the time predicted the eligible list would last for about three months. About 12,000 persons and the tests the candidates showed that from three to four thousand would be added to the list annually.

Don't Forsee It

But Civil Service officials, like many of us, did not foresee the huge national defense program in the offing. The tests no longer require the student to be around 6,000 names now on file. But the new wave of enlistments which will add new eligible employees are being added at the head of time it takes to test and grade the papers it won't be a bit too soon to anticipate another test within three months.

In the preceding exam for stenographers and typists, the salaries were listed at $1,250 for Senior Stenographers, $1,440 for Junior Stenographers, $1,620 for Senior Typists, and $1,980 for Junior Typists.

Applicants were tested in the following:
1. Copying from plain copy (typing)
2. Reading from rough draft (typing)
3. Stenography (required only of stenographic competitors)

For senior stenographers, the dictation was at the rate of 120 words a minute; for Junior stenographers, 90 words a minute. Any system of underlining, including the use of shorthand-writing machines, was acceptable.

Requirements

Applicants in the former test were required to meet the following qualifications:
1. Age: 18 to 22, Jewish sound.
2. There were no educational requirements.
3. TheLeader will keep interested persons fully informed of the progress of stenographers and typists are invited to make use of The Leader's free information service.

Top Age Raised to 62 for Skilled Men: Jobs Available

The U.S. Civil Service Commission announced that the maximum age limit for many jobs has been extended to 62, the retirement age.

Other words, the demand for added labor is so great that age limits were strengthened in the following trades: machinist, toolmaker, blowpipe, shipwright, shipfitter, shipbuilder, oil well driller, and piper covered. The maximum age limit for many war jobs was increased to 62.

With all the great demand for machine operators, the exams are now in full swing for all positions.

Vacancies in the position of Immigration Inspector are available in the Bureau of Immigration and Naturalization.

Replacement List

4. A replacement list, composed of persons not employed in the Government, has been set up by the Immigration Service. People on the list, whether or not they have Civil Service marks, will be given a chance to get jobs in the following positions:
   1. War and Navy Service Inspectors
   2. Census Inspectors
   3. Census Survey Inspectors
   4. Census Field Inspectors

The Leader is able to present information which will help enlighten many who have taken the U.S. Civil Service examinations, in connection with the position of Immigration Inspector. The salary is $1,000 a year and physical and oral examinations are an integral part of the examination for the position outlined above.

The physical examination for this position is a very rigid one and your failure to pass the physical examination will eliminate you from any consideration in the oral examination. KPSS must not be less than 30/20 in one eye and 20/40 in the other, regardless of whether or not corrected by glasses. Clinical and laboratory tests will be taken of all applicants.

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1. Age: 18 to 22, Jewish sound.
2. There were no educational requirements.
3. TheLeader will keep interested persons fully informed of the progress of stenographers and typists are invited to make use of The Leader's free information service.
We shall re-establish in the federal Civil Service a real merit system on a truly competitive basis and extend it to all positions in the federal service.

Democrat

We pledge the immediate extension of a genuine system of merit to all positions in the executive branch of the federal government. Otherwise we pledge to pass the Ramspack bill. It has been a legal gamble to try to improve the federal service by passing the Ramspeck bill. It has been a legal gamble to try to improve the federal service by passing the Ramspack bill. It has been a legal gamble to try to improve the federal service by passing the Ramspack bill. It has been a legal gamble to try to improve the federal service by passing the Ramspack bill. It has been a legal gamble to try to improve the federal service by passing the Ramspack bill. It has been a legal gamble to try to improve the federal service by passing the Ramspack bill.

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Attendant-Messenger Eligibles

Sirs: Through the columns of your newspaper you can help the charitable objects. Postal eligibles may hold positions in (The National Defense Commission) and the Post Office Department. Arthur S. Plemming, U.S. Civil Service Commissioner, has issued a recent radio address praising the work of the Post Office Department. He has said: "The Post Office Department is a great service and it is a great honor to be associated with it." Alfred Avallone, U.S. Postal Eligibles Association, 265 West 38th Street, New York City.

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Shall Job Xchange Be Abolished? 

AN INSIDE VIEW

Office Memorandum:

Boston, July 23.

Mr.际 Haasrd to Seward Brisbane and Martha Leb-

Office Memorandum:

I'm attaching a copy of Jerr-

In conclusion, we would seem to be in need of a clear and

Shall Job Xchange Be Abolished?

By J. H. F. MANNING

Police Chiefs Convene

The Police Chiefs of New York will arrive at a banquet in New York, beginning Tuesday, July 23, at the Waldorf Astoria. It is understood that the session of the convention will be today's luncheon inspection tour by the Patrons Benevolence Asso-

Deputy Inspector

Spain Honored

On Monday night, July 18, some 400 friends of Deputy Inspector Spain hosted a informal banquet at the Waldorf Astoria in honor of Spain's promotion to inspector. A large number of "Grass Roots" were present at the banquet. The banquet was held at the Waldorf Astoria in New York City. It is understood that the session of the convention will be today's luncheon inspection tour by the Patrons Benevolence Association.

Police CALLS

by BURNETT MURPHY

Welfare Department News

Supervisors Ask Leaves, Training, Increment

Commissioner Hudson has received fourteen proposals from his staff on the increased department's increment. The staff have suggested: (1) a training program should be instituted for the staff; (2) leaves of absence, with or without pay, should be allowed; (3) summer work for teenagers, and (4) a seminar program should be undertaken in order to "educate" administrative skills; (5) the staff should have its say in all significant, important, major issues, such as recruitment of new police

Corsi on Relievers

Ed Corsi to Brooklyn's merchant.

"If everyone in this audience were to be an unemployed private employee, the city could be saved from a number of unemployed the unemployed men who work for the government. The unemployed men are the backbone of our society. If only the government were to provide relief, such issues would be resolved.

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This department of information is conducted as a free LEADER service for Civil Service employees, for eligible, for all who desire to enter the Service. Address your questions to the Civil Service Leader, P.O. Box 434, St. New York City. If space does not allow printing your name, you will receive a reply by mail. Therefore, state your name and address plainly for thorough analysis by a well-known Civil Service authority.

**Question Please?**

by H. ELIOT KAPLAN

CONTRIBUTING EDITOR

**COMPLAINT CORNER**

**Vacations for Transit Workers**

ANY of the employees of the BMT and IRT transferred to the BMT by the agreement reached under the unification plan have been wondering whether they are to be able to take time off in the matter of vacations now that they are in the city service.

Before the old private management, J. T. employees who were paid a fixed salary per month, and who were allowed to work five or six days a week, had five or six weeks each year as paid vacations. Now, however, this is no longer the case, as the vacation periods are generally not permitted to be taken in the same week, and the companies have often added paid vacations in the following week.

Under the contract provisions with the BMT, the vacations for the BMT employees this year have been similar to the schedules adopted under the agreements with the IRT employees.

**New System**

Under the Transportation Board agreements, both the offices are working on the other hand, and their employees are scheduled to work the Sunday or holiday. Employees, however, do not have to be in the office during regular operating hours to be counted. The employees may work as late as four o'clock in the afternoon, or even earlier, in order to be counted. In the event that the employees are not able to work on the Sunday or holiday, they are given the option of working the same hours on another day.

For substitute employees, the same rules apply, and the hours worked are counted as paid vacations. In some cases, however, the substitute employees may be asked to work on the Sunday or holiday, and their hours worked are counted as paid vacations. In other cases, the substitute employees may be asked to work for a period of time, and their hours worked are counted as paid vacations.

For some substitute employees, the same rules apply, and the hours worked are counted as paid vacations. In some cases, however, the substitute employees may be asked to work for a period of time, and their hours worked are counted as paid vacations.
The Leader presents, for the benefit of those who plan to take the Prison Guard exam, study material consisting of sections of the preceding test. The Leader will print at regular intervals much material of help to candidates.

Part 1 of the last examination for Prison Guard consisted of an "Observation Test" which counted 25% of the total 100% of the test. Candidates were given a picture which they were allowed to observe for a short period of time. They were required to answer questions based on details in the picture they had just observed. Men training for the Prison Guard exam would be wise in testing themselves by this method. Almost any picture or photograph will do. Look at the illustration for a minute or so and then remember having seen the picture. When you are finished, go back to the illustration to see if you have missed anything.

TEST II—READING COMPREHENSION (25 Marks)

ECTIONS: Read the selection and examine the questions Nos. 41 to No. 40 following. If the statement is true, place a T in the margin. If it is false, place an F in the margin.

The main building of the institution is located outside of the wall but access to the buildings within the wall may be had through this main building. Because of its central feature this main building is known as the "Dome" and is said to be third largest building of its type in the world. Attached to this "Dome" are two dormitory wings capable of accommodating 632 young men. Attached also to this "Dome" are two dormitories, fives and hospital facilities. Adding greatly to the beauty of the "Domestic" building in which are located the dormitory rooms for both officers and inmates, chapel, laundry, baths, and drill halls is the fact that the Domestic building and attached buildings are located on the highest point in the "Dome" building.

Reprint ed from this group is a large industrial building, accommodating a print shop, shoe shop, tailor shop, electric shop and a ship yard. It is the purpose to provide a place where young men may be separated from the older offenders in the State Prison and given the greatest possible opportunity to reform. Many young prisoners commit crimes that ordinarily would lead to severe penalties. The sentencing of the State has located near Balto near the State in the possession there are a number of buildings which was not being used for any purpose. The Domestic building of the Reformatory has grown into quite a large structure on the top of which stand 200 acres are either under cultivation or have been used for building purposes.

The Oregon Reformatory Construction of the Oregon Reformatory was begun early in 1901. Its purpose is to provide a place where young men may be separated from the older offenders in the State Prison and given the greatest possible opportunity to reform. Many young prisoners commit crimes that ordinarily would lead to severe penalties. The sentencing of the State has located near Balto near the State in the possession there are a number of buildings which was not being used for any purpose. The Domestic building of the Reformatory has grown into quite a large structure on the top of which stand 200 acres are either under cultivation or have been used for building purposes.

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by May Andrea Healy

May Andrea Healy is granted the added Uatitude in expressing her views. Her opinions do not necessarily represent the views of The Leader.

The teachers of New York City were delighted to learn that the Board of Education by action last week authorized the promotion of Mrs. Miss B. C. Byrne for her promotion license in Vocational Schools. After a lifetime of fine service and devotion to her job she certainly deserved to be promoted. It had not been for Dr. Altman there would never have been any question of her tenure. We are indeed happy that no other teacher will have to face Dr. Altman in the future. The morale of the teaching force will be far better now that he is to be replaced and we earnestly hope that his successor will be fair and humane.

Speaking of Dr. Altman we are reminded of the Byrne Case. I am not in a position to say whether Miss Byrne or B. C. Byrne should be retired or not but this I do know—that our retirement law provides workable rules. Indeed the Byrne Case may be used in its judgment a teacher should be retired.

The fact that Miss Byrne refused to appear before Dr. Altman is no reason for all the unpleasant publicity given teachers as a group. Many teachers would have done the same thing and the Commissioner of Education ruled, be within their rights.

The retirement law states that the Board of Education may apply for the retirement of a teacher if the teacher refuses to do so. Miss Byrne was willing to appear before the medical board of the Teachers Retirement Board but refused to present herself to Dr. Altman.

Reading the newspapers, the public gets the impression that the Board of Education is hamstrung due to the Commissioner's ruling. Such is not the case. All the Board of Education needs to do is to make application to the Teachers Retirement Board for a teacher's retirement. The Board will then send the teacher and her file to the Teachers Retirement Board to determine if the teacher is fit to continue.

If Miss Byrne refused to appear before the Retirement Board, the Board of Education would have had a difficult time unless the Commissioner and the Commissioner would uphold his action, cannot understand and many of our organizations fail to understand why the Board of Education does not proceed according to the law.

The teachers and the public are generally interested in removing from the teaching force those unfit for service. The provision in the Teachers Retirement Law that there be a Board of Education could be done in an orderly fashion, a provision fair to the teacher and fair to the public. We do not want to face the Byrne Case again.

At the last session of the legislature we were put on the defensive. The white story had not been told to the legislators by the Board of Education. Many of them were pleased when the Board extended the retirement bill. The Byrne case. He realized that the law provided for the retirement of a teacher and that the Comptroller was not necessary.

I am not arguing for or against Miss Byrne. We are purifying in the case bringing about the facts before the public.

The Board of Education may like to have additional powers not now in the law but we teachers are no reason for all the unnecessary publicity given teachers as a group. Many teachers would have done the same thing and the Commissioner of Education ruled, be within their rights.

The unfair publicity given in this case caused several pension bills to be introduced during the last session of the legislature. Teachers and their friends were outspoken and respect for the profession was challenged. There is no reason to think that this trouble could have been avoided if Miss Byrne's retirement had been handled.

Amendments to our retirement law are not necessary. The law has been a model over twenty years. Many States have copied it and many more are about to adopt it.

It is in the teachers that we are allowed to devote all their time and energy to fine schools and not to be disturbed by such ripple bills as were attempted this past year.

Thanks to the efforts of the Committee of Teachers of Organizations and the Board of Education none of these bills was enacted. In fact only one reached the Governor's desk. That one he vetoed.

As is the order of the day, the Board of Education is not fit if not everlasting peace. Do not let us get each year to the rights we are entitled to.

Let us glorify the teachers and support our disputes within the family.

For News and Information of Vital Interest to You

Teachers Newsweekly

Every Week

Hopes of employment for the men and women of the Board of Education are in some part most with private manufacturing with which hold some contracts. However, possible employment in government manufacturing with which holds some contracts and which hold some contracts was revealed at a meeting of the Board held in the absence of a state of the art. The matter was not discussed in any detail. It is possible to discuss the matter in any detail.

No further action was taken on the Board's recommendation that the Board be given the same kind of investments that are allowed for saving banks.

Retirement and Investment

The Teachers Retirement Board believes in putting all its eggs in one basket, a policy for which it was tactfully taken to task last week by the Board of Education. The Board does not think that the Board invests its funds in New York's Electric and Gas Insurance Company. He realized that the Board does not think that the Board invests all its funds in New York's Electric and Gas Insurance Company. He realized that the Board does not think that the Board invests all its funds in New York's Electric and Gas Insurance Company.

The Board's action last week voted a budgeting of the funds and equipment of the school buildings. The total amount was $98,997,000. Of this amount $4,000,000 was voted in the 1940-41. This represents the first part of a six year expenditure in which $98,997,000 will be invested in the neighborhood of $214,000,000. Approval of the program by the Board of Education is necessary.

The funds for 1941 will provide for regular evening school teachers at $6.25, and 404 subsidies at $6.25.

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Profile
Franklin J. Keller

Franklin J. Keller, you're about 17 years old, maybe knocking on 40. He's just that way.

He's that's why they picked him for one of the toughest assignments, to cope with the job of a new teacher in an experimental class. It was in mid-June that the panel of Education had something planned for him, an assignment to spend on training men in national defense industries. He was chosen to handle the man was Keller.

What had he done in the short time of one month, seemed almost incredible. Three thousand men only are in schools learning war industry trades. Many of them are already attending classes scattered three weeks after Keller learned his assignment.

Doesn't Look It
Keller is a FrD.B, but you just can't get used to saying "Dr. Keller." A strapping, robust fellow, he doesn't look the part. He took his degree way back in '46 from YU, specializing in education. Ever since then he's been a vocational school administrator. All except two years, and those two years reflect some of the spirit. He was an Assistant Principal of a New York high school, and decided to take a shot at the newspaper business. That was in 1946. For the next two years he was a city teacher for the reporter on the New York Times, and occasionally wrote educational editorials for the paper.

Decent of the education of the ranks wasn't for long, because when he was appointed by the Board of Education, his job was to cope with the job of a new teacher. Keller is that kind of a guy. He's old in experience, young in energy and spirit. His leadership is already apparent. He's already spoken the language of a man with a purpose.

Salary
The pay is $4.50 an hour for a recognized B.A.

Training Schools
One of these cases is that of William A. Gargan, formerly the school's teacher, who is now teaching in a summer school. His course is in preparation for a fourth year of work.

PROGNOSTIC TENDENCIES
The prospects for language teachers in the public schools? Would you advise me to study this line of teaching? "No," answered Keller. "I don't think that language teachers do not appear good for the schools?" He was an Assistant Principal of a New York high school, and decided to take a shot at the newspaper business. That was in 1946. For the next two years he was a city teacher for the reporter on the New York Times, and occasionally wrote educational editorials for the paper.

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LEARN TO MULTIPLY RAPIDLY
"Mental Multiplication" by Charles L. Wiien
"Read This Amazing New Book"
"Mental Multiplication"

You Can
Immediate Results

The World's Fair, of course. But you will, naturally, be looking other vacation plans as well. To help you New York State has prepared a big, boldly illustrated 60-page guide giving full descriptions and detailed information concerning the vast array of recreational facilities which this great State spreads so generously before you. For your free copy, copy, with World's Fair Folder, includ-
## SANITATION AND THEIR JOBS

### Sanitation Assistants

- **Duties:** Assist in the performance of more skilled workers engaged in cleaning and sanitizing public health facilities, such as schools, hospitals, and public buildings.
- **Responsibilities:** High school graduation or equivalent.
- **Salary:** $4,000.
- **Vacancies:** 12.

### Sanitation Inspectors

- **Duties:** Supervise the work of sanitation assistants and ensure compliance with sanitation regulations.
- **Responsibilities:** College degree in public health or equivalent.
- **Salary:** $4,400.
- **Vacancies:** 9.

### Sanitation Engineer

- **Duties:** Plan and direct sanitation programs, including the design and construction of sanitation facilities.
- **Responsibilities:** Bachelor's degree in engineering or equivalent.
- **Salary:** $5,000.
- **Vacancies:** 3.

### Sanitation Director

- **Duties:** Oversee the sanitation department, ensuring compliance with federal, state, and local regulations.
- **Responsibilities:** Master's degree in public health or equivalent.
- **Salary:** $6,000.
- **Vacancies:** 1.

## How to Apply for a Test

1. **Filing Deadline:** July 23, 1940, for a group of competitive examinations beginning on July 4.
2. **Exams:** Available at 56 Duane Street, New York City, (9 a.m. to 5 p.m.), or write to the Application Branch of the Civil Service Commission at 56 Duane Street, New York City, enclosing a self-addressed, 9-inch stamped envelope (4 cents for Manhattan and Brooklyn, 6 cents elsewhere).
3. **Vacancies:** For City jobs, obtain applications at 56 Duane Street, New York City, (9 a.m. to 5 p.m.), or write to the Civil Service Commission at 56 Duane Street, New York City, enclosing a self-addressed, 9-inch stamped envelope (4 cents for Manhattan and Brooklyn, 6 cents elsewhere).
4. **Application Fee:** $2.

## Examination Requirements

### City Tests

- **Airport Assistant**
  - **Salary:** $1,200.
  - **Requirements:** High school graduation or equivalent.
  - **Vacancies:** 18.

- **Duties:** Assist in the operation of airport facilities.

- **Assistant to the Commissioner**
  - **Salary:** $4,000.
  - **Requirements:** Bachelor's degree in public health or equivalent.
  - **Vacancies:** 1.

### Section Stockman (Welfare)

- **Salary:** $1,800.
- **Vacancies:** 13.

### Other Positions

- **Attorney**
  - **Salary:** $4,000.
  - **Vacancies:** 1.

- **Bacteriologist**
  - **Salary:** $3,000.
  - **Vacancies:** 2.

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Federal Exams

Navy Yard Jobs

Open

Twenty-eight jobs are open for filling at the Brooklyn Navy Yard. Applications may be secured from the Navy Yard, from the Federal Building or from any first class Post Office. No examinations will be given, but experience is required. The jobs are: Anglemith, Heavy Hirer; Anglemith, Other Hirer; Blacksmith, Heavy Hirer; Blacksmith, Other Hirer; Boilerlayer; Boilerlayer; Boilermaker; Boilermaker; Brickmolder; Brickmolder; Chain Runner; Frame Bender; Oak Cutter or Burst; Moldor; Toastman; Moldor; Pipecoverer and Insulator; Puncher and Shearer; Riveter; Rivet Heater; Sashmaker; Rivet; Sheet Metal Worker; Shipfitter; Shipwright; Toolmaker; Welder; Electric (Specialty Skilled); and Welder; Goo.

Sr. Inspector, Ordnance Material ($2,600)

Inspector, Ordnance Material ($2,500)

Asst. Inspector, Ordnance Material ($2,000)

Junior Inspector, Ordnance Material ($1,800)

Junior and assistant grades, 20-45 years; other grades, 21-55 years. Filing open. Ordnance Dept., War Dept.

Precision Lens, Prism and Test Plate Maker

Salary: $7,872; $8,382; $8,832 per day. Place of employment: U.S. Navy Yard, Washington, D.C. Age limits: 20 to 40. Filing open until further notice.

Duties:
- To manufacture or inspect prisms, mirrors, and lenses of the type used in military optical instruments, to grind and polish lenses to the Newton ring test; to correct and polish prisms, including roof edge prisms, to correct optical parallel plate mirrors, and to perform related work.

Requirements:
- Completion of a four-year apprenticeship program, lens and prism test plate maker.

Assistant Inspector, Air Corps Technical School, $3,200

Junior Inspector, Air Corps Technical School, $2,600

Assistants are required to be graduates of an engineering school and, in addition, except for certain specialties, have had professional engineering experience for a minimum period of two years, according to the grade of the position. Applicants will be rated on their education and experience on a scale of 100.

Assistant Instructor, Ordnance Instructor, Air Corps Technical School, $2,600

Assistant Instructor, Ordnance Technical School, $3,200

Assistant Instructors are required to be graduates of an engineering school and, in addition, have had professional engineering experience for a minimum period of two years. Applicants will be rated on their education and experience on a scale of 100.

Assistant Instructor, Ordnance Technical School, $3,200

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DRAFTING JOBS OPEN

(Continued from Page 13)

Visualization Specialist, $3,200

Assistant Visualization Specialist, $2,600

Pile by July 30. Age limit: 35.

Duties

With responsibility varying according to the grade of the position, to conceive, develop, and direct a comprehensive program of visual information using all types of visual materials for the presentation and interpretation of facts and ideas.

Requirements

Applicants must have completed a four-year course in a college or school of fine arts. In addition, applicants must have had two or more years of experience, according to the grade, in the preparation of visual materials, such as exhibitions, charts, photographs, etc.

Weights

Applicants will be rated on their experience and fitness on a scale of 100.

Senior Engineer Aide

(Topographic)

Salary: $2,000

U. S. Geological Survey

Pile by December 31, 1940.

Duties

Under professional supervision, to prepare engineering aide reports for use in connection with topographic field surveys. Certain substitutions for these educational and experience requirements will be allowed.

Weights

Applicants will be rated on their education and experience on a scale of 100.

Marine Surveyor

Salary: $1,200, United States Maritime Commission.

Duties

To operate and maintain surveying equipment on ships, to make field surveys, and to prepare reports thereon.

Weights

Applicants will be rated on their experience and fitness on a scale of 100.

Associate Aircraft Inspector (Factory)

Salary: $7,500

Duties

To make inspection and to receive reports on aircraft construction and to make recommendations to the chief inspector concerning such reports.

Weights

Applicants will be rated on their experience and fitness on a scale of 100.
THE MECHANICAL AGE TRIUMPHS

This nifty little machine is an Auto Western Sweeper. It was first used last winter as a "teaser" for those modern wall sweepers who can do the work that 10 men once did with a "hands-on method."

You'll see these modern sweepers being used out in the suburbs nowadays. The Sanitation Department is the most mechanized one in the city, and using more machines each day.

HE'S CHAINED TO HIS JOB

This incisor worker is feeding refuse into the fire pit. It seems that a heavy chain attached to a belt prevents him from falling into the pit. Before this safety device was developed several men were killed when they lost their balance and plunged into the red hot fire. The Sanitation Department uses all latest safety devices.

NO MORE AROUND

Don't see snow-removal trucks of this sort on the streets in the winter? They've been replaced by swanky modern vehicles that plough into the piled up snow with great fury. The sanitation department has gone the method of dealing with heavy snowfalls; with

U.S. Tests

(Continued from Page 14)

Senior Engineer, $4,600

Engineer, $3,800

Associate Engineer, $3,200

Assistant Engineer, $2,600

Arts and Sciences Branch

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Arts and Sciences Branch
Defense Program Need Swells List Of Federal Jobs Now Open for Filing

...used on board ship; to manufacture and install all kinds of equipment needed for loading and unloading, including the various fittings, such as clamps, splices, unlashers, etc.; to make in a rigging loft, and to care for, repair or replace vessels.

Forger, Light: Forger, Heavy: Forger, Drop: Forger, Divers, and Divers, and around harvest, in under air pressure and do all necessary steam and drop forging of steel, bronze and forgings, etc.; to make in making under water surface and seams of steam equipment to best advance in the use of dies, their fit, draft, and proper allowance for finish; to inspect and direct the activities of other workers, and to perform any other work as required.

Forger: To make forging of steel, bronze and other materials by use of dies for various fittings: to inspect and operate steam and drop board hammer, blacksmith's, and gas forge, and oil and gas furnaces; to skill in the use of their tools, and to make and test finished products at the depot of delivery; to prepare inspection reports and correspondence and maintain necessary records; to assist in the preparation of specifications. Bedroom inspectors are required to inspect mattresses and feather pillows.

Rigger: To perform forging of various carbon and alloy steels, forge identical nonferrous metals from bars or billets 6 square or round, or square, weighing 100 to 500 pounds, up to 100 tons, using steam, gas, and oil forging presses; to inspect finished products; to make and inspect the quality of materials and accuracy of casting; to assist in the preparation of specifications. Cabinet makers required to inspect cabinet work of cabinets, chests, tables, desks, etc.

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CIVIL SERVICE LEADER

Tuesday, July 23, 1940

New Examinations

Radio Operating Officer, Assistant

Duties
Radio Monitoring Officer: to be employed in the Radio Monitoring and Direction-Finding Department of the Post Office Department for the proper performance of such service. Must have had at least three years' experience in connection with radio monitoring or direction-finding. Must have had at least one year of practical experience in the transmission and reception of radio waves.

Practical experience of 6 months or more, to be selected for appointment will be required to have been acquired in practical work instead of formal instruction.

Senior Explosives Engineer

Duties
To direct and supervise the manufacture, storage, transportation, and use of explosives and blasting equipment, and to establish and direct the functioning of laboratories and testing stations; to prepare regulations and rules for the safe handling of explosives; to establish and supervise the operation of experimental laboratories; to make and maintain records of all experimental work; to supervise the manufacture and testing of explosives; to carry out such other duties as may be assigned.

Weights
Applicants will be rated on their experience and fitness for rank and scale of $1,200.

Foreign Service Study Material

(Continued from Page 9)

19. Yes
21. Yes
36. Hays
39. To the formers
44. Their survivors rated on the basis of their experience and fitness for rank and scale of $1,200.

Weighs
Applicants will be rated on their experience and fitness for rank and scale of $1,200.

Senior Laboratory Mechanic


Duties
To perform with precision and speed, the development, maintenance, and inspection of experimental apparatus in a laboratory engaged in the development and manufacture of explosives. The applicant must have at least two years of experience in the development of experimental apparatus.

Weights
Applicants will be rated on their experience and fitness for rank and scale of $1,200.

Assistant Cotton Textile Engineer

Cotton Textile Engineer, Associate

Associate Cotton Textile Engineer

Salary: $3,200

Duties
To develop and direct all phases of the technical and mechanical work involved in the manufacture, testing, and inspection of books of cotton, in addition to the technical and mechanical work involved in the manufacture of leather goods, in connection with the production of books of cotton, in addition to the technical and mechanical work involved in the manufacture of leather goods.

Weights
Applicants will be rated on their experience and fitness for rank and scale of $1,200.

Technical Oral Tests for License to Install Oil Burners in Boston

Technical-oral tests for License to Install Oil Burners in Boston will be given at the Civil Service Commission, 919 Boylston Street, on August 7, 1940.

Buy The LEADER Every Tuesday
City Commission's Calendar

Labor Class Changes

An important new addition to the proposal of the Municipal Civil Service Commission to include Laborers in the competitive service was made last week. The change, for the time being, places Laborers, once they are reclassified into the competitive class, shall be graded.

In its original draft of the reclassification plan, the Commissioner proposed provisions for grades in labor jobs; thus, an Asphalt Worker was classified within a certain salary range, but there was no higher grade within that title. Now, for example, there will be Asphalt Worker, Grade 1; and Asphalt Worker, Grade 2—two positions, the latter corresponding with the Assistant Foreman position. Such changes in the Labor Reclassification amendment to the Civil Service Rules must be approved by the Mayor and the State Civil Service Commission.

Last week Paul J. Kern, president of the Commission, reported that rapid progress is being made on the whole job of putting Laborers into the competitive class—a task which will be completed on July 1, 1941, and which will result in the abolition of the labor class, as in, New York City Civil Service.

Other items on the Commission's calendar include:

- **Administrative Assistant**
  3474. The experience key for Senior Administrative Assistant (Housing Authority) was approved.

- **Taxi Assassin**
  3497. Because no vacancies exist in the positions, the following examinations, which were ordered, were canceled: Psychologist (competitive); promotion to Foreman (Grade 2); Promotion to Sergeant (Manhattan): Promotion to Senior Storekeeper, Department of Purchase.

- **Civil Service**
  3411. An amendment to the Civil Service ordinance was made to bring a number of related positions under the Civil Service.

- **Labor Class Changes**

  - **Attorney Messenger**
    The Commission decided to use the Attorney-Messenger eligible list to fill jobs at the Post Office (Port Authority) on the Board of Trustees.
  - **Medical Social Worker**
    3435. The salary key for Medical Social Worker, Grade 2, was approved.
  - **Terror Eater**
    3397. Following complaints concerning the dismissal of certain employees of the Times Mirror organization, the Commission voted to study further the problem of dismissing employees who may be found to be playing in these dismissals, and if they are being made strictly on the basis of seniority.

**New Fire Appointments**

Seventy-nine new appointments to the Fire Department were made last week. The list for these appointments was certified the previous week. It is expected that the next batch of appointments will be made early this Fall. Those who entered the department last week are:

- **Attendant Messenger**
  - Hunter, Geo. T.
  - DeYoung, P. J.
  - Shapiro, Milton
  - O'Neill, Ed. P.
  - McDermott, E.
  - Ulstrand, W. G.
  - Freeman, O. D.
  - McFarland, W. G.
  - Buresh, J. W.

**Trunks**

**Savoy** 60 E. 59th St.
COMPETITIVE

About 50% of the written test.

Notice of Examination, Class A: Rating of the written test to be given. Medical and physical examinations.

Stenographer (Law), Grade 1: Rating of the written test not scheduled.

Structure Maintainer: Examination of written test.

Telephone Operator, Grade 1 (Male): List published last Tuesday.

Title Examiner, Grade 2: Rating of the written test completed.

BULLETTIN BOARD

The Watchman - At test Graded Eligible Grade 1 Association will hold a general meeting on Thursday, July 18, at Greenwich Ave., M. Stone, Manhattan. The meeting will be held on 8 p.m. by R. G. Weber.

A special meeting has been called to address members of the committee for the purpose of rating the division.

Watchmen Eligible Plan Important Meeting

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Real Estate News

State Commission Meets

The State Civil Service Commission, in session Tuesday and Wednesday, July 30-31, in Albany. The 12 resolutions reclassifying New York City services is on the agenda, but may not be reached. Commissioner Howard P. Jones has been ill for the past two weeks, and a number of matters have been left over as a result.

Colony Houses. Their selling prices have risen, as the homes sold in 2 weeks.

At the end of Long Island, a new development has been called Montauk Beach. Lots for summer homes and cottages are being offered under the sponsorship of a daily newspaper, and from the reports we have, sales are going at a great rate. These lots are on the beach, and private, and they are offered to the purchasers.
Let's Have the Facts!

The Leader does not care to engage in controversy with Frank J. Healy, president of the state civil service, The Chief. But to permit a most inaccurate story to appear in this paper is tantamount to standing without correction is good-and-plenty when it saw the state facts.

In the issue of February 23, 1940, the Chief had quoted Miss Rosey as saying she "would like" to hold a Prison Guard test in June. Miss Rosey had a Letter from the Chief saying she would do so. In The Leader's statements that the test would be held in October.

It must have hurt Frank J. to have to back it's surely time to stand without correction is good-and-plenty when the Chief had been misquoted by The Leader. And that is what The Chief and The Leader want when they state the facts.

PRISON GUARD TEST COMING SHORTLY.

The chief of the state civil service commission has announced an examination for the jobs, but the FCC is not required to fill positions for the Department of state buildings.

All candidates were notified of their examination for the job. The examination is to be held on July 31 or August 15. All of this will insure high rating on list.

Application for the complete Cord Book, 97 Duane Street, New York City.

Radio Operators, Here's Your Chance!

Radio operators, here's the opportunity you've been waiting for. The U. S. Civil Service Commission has announced an examination for the job. The examination is to be held on July 31 or August 15. All of this will insure high rating on list.

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