New Liberal Time-Off
Rules for U.S. Employees

WASHINGTON—Major changes in Federal employee leave regulations, forecast several weeks ago in The LEADER, have now become a reality.

The new rules say that annual leave must be calculated in hours. In the past, it could be calculated in minutes, hours, or days.

The new rules provide that the maximum charge against sick leave will, in the future, be one hour. In the past, it was half a day.

The new rules give Civil Service authority to make additional changes whenever necessary. In the past, such changes could be made only by the President of the United States.

Here are the three major changes in the regulations. How much other changes important, too. They are below.

1—Under the new rules, employees will earn two days of annual leave every month, and an extra day by every three months—June, September, and December. Under the old rules, they earned only one day a month. How was calculated at the rate of 1 1/2 hours per day.

2—Under the new rules, the minimum charge against annual leave, in the past, it was 15 minutes. Under the new rules, agencies have full administrative authority to handle tardiness or absences of less than 30 minutes, actually, they have been given discretion to handle such cases.

3—Under the new rules, absences for medical, dental, or optical reasons can be charged to sick leave, in the past, they were charged to annual leave.

4—Under the new rules, absences for personal reasons and other personal reasons will not be charged to sick leave, in the past, they were charged to sick leave.

5—Under the new rules, if a doctor is not available, employees will not have to submit medical certificates for illnesses which exceed three days. Under the old rules, certificates were always required.

6—Under the new rules, temporary employees can take their leave with them when they transfer from one agency to another. Under the old rules, this was impossible.

7—Under the new rules, part-time consultants no longer will earn sick and annual leave. Under the old rules, they were entitled to both.

8—Under the new rules, agencies lose their right to take annual leave away from employees who have been fired from the service—either against the wishes of their agencies.

9—Under the new rules, employees who are absent without permission on holidays will lose a day's pay. This has been the general custom in the past. However, it has not been completely universal.

10—Under the new rules, employees who are absent without permission on holidays will lose a day's pay. This has been the general custom in the past. However, it has not been completely universal.

FIRST NYC BONUS CHECKS COMING IN TWO WEEKS

THE STORY BEHIND YOUR STATE CHECK

Shall State Maintenance Be U. S. Tax-Exempt?

Separate Clerk Promotion Tests for Each Dept

NYC JOBS NOW OPEN—NO TEST
Clarence Helps Out

NEWARK—Despite their physical hardships, many find a way to serve as a civil service job. A typical case is that of Clarence A. Leaskow, Clarence was called upon by a Member of Congress for help in getting his name on the list of names of those who had not claimed their呆 award. Clarence, a member of the Civil Service Commission, was able to help.

U.S. Civil Service Commission Warns; Don't Pay a Fee for Pension Refund!

WASHINGTON—The Federal Civil Service Commission is greatly disturbed that a Washington legal firm has obtained the names of persons entitled to retirement refunds and sent letters to those persons stating that the refund would be paid if the collection of these refunds—for a percentage of the total amount due.

For years they have been working to help the war effort through a five-day 40-hour week. The prospects look very dim as Congress begins its current session. It is the Commission's understanding that certain receipts of savings will be paid upon the list furnished to them.

No Politics To Get Court Test

WASHINGTON—United Federal Workers of America, CIO, has placed to seek a court test of Hatch Act. The law, which is the law, prohibits political activity by federal workers. The union claims that the ban on speaking and writing violations the Constitutional right of free speech. It is on this ground that they will challenge the act when they go into court.

One Thing or Another

Auto enginemen in the NYC city services think they have seen some kind of a record. They have been working as correction officers—taking care of criminals in vans. The law says that they are peace officers. They wear uniforms and badges, but they don't have the same chance of advancing as correction officers.

And you say you can't afford an Extra War Bond?

Johnson...
CIVIL SERVICE LEADER

Page Three

1937 City Bonus Checks Coming Feb. 15: Meanwhile, New Budget Is Underway

By FRANCIS KELLY

From the New York City Comptroller's Office comes

the news that the first check representing the cost-of-living

adjustment in the salaries of most city employees will appear with February 15 paychecks.

The bonus will appear with February 15 paychecks, according to the New York City Comptroller's Office. It is expected that by March 15, all city workers will have received their bonus, which will be retroactive to February 15.

The bonus is the result of a series of negotiations between the city and the civil service unions. The union leaders have been fighting for a cost-of-living adjustment for some time, and the bonus is a significant victory for them.

The bonus amounts will vary depending on the employee's salary level. Higher-ranking employees will receive larger bonuses than those with lower salaries. The bonus is meant to offset the effects of inflation on the city's workers.

In addition to the bonus, the city is also implementing a new budget that will be effective in the coming fiscal year. The budget includes several measures to improve the city's financial situation, including cuts to non-essential spending and increased revenue through new taxes.

The new budget is expected to help the city maintain its financial stability and ensure that important services continue to be provided to the city's residents. The city administration is confident that the budget will help the city weather the challenges of the current economic climate.
In the NYC Departments

SUBWAYS

1-A Faces 6,000 Subway Men

One of the busiest offices in New York is that of the War Service Department of the Brooklyn Daily Eagle. As John F. Ogus, director of the division, states, "It is an all-out effort to salvage as many men as possible who are slated for 1-A, and then induction."

The subways have already lost 4,000 regular and 439 reserve men who were called to replace those in the armed forces. Right now, 6,000 Board of Transportation workers are in line for the draft. The first step was the distribution of a listing of each member, in which he lists his duties, his training as a maintenance, a dispatcher, and other factors entering into the classification. Then 6,000 letters had to be written to draft boards asking them to defer. In addition, individual cases are handled as they come up, and the transit man also faces an Appeals Board. He will have a B, T, or C rating at the side pleading his case before the local board.

The great majority of losses and streetcar operators are instances where the draftsman's inability to produce a good replacement is the chief objection.

However, the P.O.P., or Personnel Office Personnel, make the final decisions for clerical workers, except those in key positions. The classification of foremen, and other similar duties, and other essential help have been handled locally.

But when it comes to an essential worker, the operating man, a fight is put up to hold him. "Terrorizing" starting salaries are said to have been most helpful in assisting us to meet our problems," says Mr. Ogus. "Then, if local boards can't see eye to eye with the Board of Transportation, the city may have to install self-service trolleys and bus service.

RT Men Upped

A group of members of the B.T.R. received promotions, and increases of $1200 a week. The men, assigned train dispatchers, will be elevated to the new rank in $1200 a week.

Answers To Subway Tests

Following are the tentative keys to the promotion examinations held on January 14, for promotion to the rank and file and third division of the Board of Transportation.

Candidates have until February 3rd 10 complete the answer to any of the answers given below, which will be handed back and give detailed information and reasons for their answers.

January 14 Exam:

1. A committee is able to carry a listing of valuable study materials. The legal objection is that the committee is overstepping its authority. What is the proper objection? Is there an emergency in itself? Is there an emergency, but does not do more than what the courts of law have determined? Is the act of the Legislature unconstitutional? Is the act of the Legislature a violation of the Constitution?

2. The Board of Transportation is being asked to set up a Joint Labor-Management Committee. The Law Board is heard to be opposed to the action. What is the real objection to the Joint Labor-Management Committee? Does the proposal affect the management of the Board of Transportation?

3. The State, in the opinion of the legislators, is buying a new fireman. The councilors are being asked to sell the fireman. The state of emergency, they say, is now deciding. They are asked to sit in the second floor of the state legislature. The councilors are asked to sit in the second floor of the state legislature. Are they asked to sit in the second floor of the state legislature?

4. There is an emergency, insists the state, for the use of the state emergency. If the state renews a law which was voided, is the state within its power to renew the same law?

5. To what authority does the state of New York appeal? The state is going to the first court in the jurisdiction. The state is not going to the first court in the jurisdiction.

6. The state of New York appeals to a court of record. The state is not going to a court of record. The state is not going to a court of record.

7. The state is defeated by a court of record. The state is not defeated by a court of record. The state is not defeated by a court of record.


January 21 Exam:

1. The state is to be informed that a man is dying. The law requires the state to inform the man that he is dying. The law requires the state to inform the man that he is dying.

2. The city is to be informed that a man is dying. The law requires the city to inform the man that he is dying. The law requires the city to inform the man that he is dying.

3. The city is to be informed that a man is dying. The law requires the city to inform the man that he is dying. The law requires the city to inform the man that he is dying.

4. The state is to be informed that a man is dying. The state is to be informed that the man is dying. The state is to be informed that the man is dying.

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7. The city is to be informed that a man is dying. The city is to be informed that the man is dying. The city is to be informed that the man is dying.

8. The state is to be informed that a man is dying. The state is to be informed that the man is dying. The state is to be informed that the man is dying.

February Exam:

1. There is an emergency in the city of New York. The city of New York is not an emergency in the city of New York. The city of New York is an emergency in the city of New York.

2. The city of New York is an emergency in the city of New York. The city of New York is not an emergency in the city of New York. The city of New York is an emergency in the city of New York.

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The Legal Tangle

The struggle between the uniformed firemen and the administration of the city over the question of promotions reached the Supreme Court in New York City. The Irish-American Code which specifies the promotion of firemen, as well as the McLaughlin is being called upon to settle this week.

To review the situation briefly, the Mayor offered the favored bonus of $420 Fire Commissioners and the city7s operating division schedule which added 24 extra hours of work in the period. This compared unfavored bonuses of $4550, for the same firemen who worked 73 years in Borough.
SANITATION

Income Tax Class

There's a story that one tax payer, after his whole salary to the Internal Revenue Bureau had been turned over to him, found out how much more he had to send in, and told them to send him the balance.

In order that Sanitation men shouldn't have to do this, the department is having a special meeting with the Internal Revenue Service, with the intention of fixing the Government with the facts.

On Wednesday evening, Janu-
ary 25, at 7:30, the Sanitation workers will gather at the Con-
ference Room at 150 West street, and set the low-down from a re-
presentative of the tax department.

A large number of Sanitation workers, Harry Langton, chief of the Finance office, have never before had to pay the income tax returns. We are holding this class to limit confusion, and to cut the number of phone calls we'll be making at what is called a Social Security number.

CORRECTION

Physical Test For Women

Following are the physical and medical requirements for the New York City Civil Service Commission's Women examination. These tests will be given between February 20 and 21. Candidates will be notified by Central Office of this examination for women. When to expect for the exam, for which 333 women are eligible, will be 20 percent of the total score. A total of 333 will be given the test originally.

Medical Standards

Minimum height, 5 feet 3 inches. 3. Vision. Not less than 20/40. 4. Oral hygiene. The presence of any one of more than one teeth causes disqualification.

Disabilities of either extremities (arm, hand, or leg). 5. Hearing. Must be normal in each ear. 6. Hernia. Cannot reinsertion. and no truss is acceptable.

The more complete list of conditions for mental illness in an institution or. 7. The more complete list of conditions for mental illness in an institution or.

Physical Examination


Examinations for cataracts will nearly always cause rejection.

Other medical reasons which may impair the health or usefulness may cause rejection.

1. Physical Examination

For

Five Per Cent Required

1. Dumb-bell lift: 35-35 pounds. 10 pounds: 20-20 pounds. 10 per-

2. High jump: 9 feet 3 inches: 10 pounds: 2-0 feet. 10 per-

3. Dumbbell muscle lift. Can-


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GIRLS AND WOMEN

MEN PLATING PLANT

MEN (ALL AGES)

SECRETARY STENOGRAPHER

WOMEN

SALESWOMEN

Part or Full Time

STATE OF NEW YORK,

STATE OF NEW YORK,

STATE OF NEW YORK,

STATE OF NEW YORK,

STATE OF NEW YORK,

STATE OF NEW YORK,
State Employees

Living Costs

Neither Governor Dewey nor any other member of his administration has yet revealed how State employees will fare this year in the matter of salaries. The Governor is an astute man, and need not be informed that soaring prices and stationary salaries don't make for good will. If the Governor doesn't need to be informed that State pay scales—even providing that last year's bonus is continued—don't equal the pay that employees of comparable industry are receiving, he need only be reminded how difficult it is to recruit new employees at the present time. Mr. Dewey has shown that he possesses an understanding of the work and problems of public employees.

The State of New York is wealthier today than it has ever been. The treasury is in excellent condition. The Governor wants the Legislature to lock up a $146,000,000 surplus for post-war public works construction. There can be no objection to his thinking ahead. However, the current fiscal year should produce an operating surplus of $40,000,000 to $60,000,000, according to the best estimates. Moreover, in this year's budget, which expires March 31, there is an appropriation of $10,000,000 for higher building construction, most of which is still in the treasury, unspent. So the money is there, quite enough to provide salary increases for State employees. The amount would be needed to make equitable adjustments is relatively small—and, in the more efficient production, happier employees, and better relations, would be large.

These are the objectives which must be attained: All employees now working below the minimum of their grade should be brought up to the minimum. The regular pay increases the Legislature has instituted last year must, of course, be continued, but at a higher figure. The cost-of-living index for food now stands at 137.3; for clothing, 126.8; for fuel, 119.3; for rent, 124.6. And Living Costs Industry—time-and-a-half—should apply in State employment, as it does in the construction industry, where the bonus has been increased higher than $75,000,000. The amount would be needed to make equitable adjustments is relatively small—and, in the more efficient production, happier employees, and better relations, would be large.

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Unemployment Insurance Proposed for Employees

ALBANY — Unemployment insurance for State employees who should be so unfortunate as to lose their jobs may become a reality by early introduction in the State Legislature. In the State Senate, the bill will be handled by Senator Seymour Hal.

The bill was introduced as a measure of the Civil Service Department. In the Assembly, the bill will be handled by Representative C. Crowell (R). In the Senate, the bill will be handled by Representative C. Crowell (R).

The bill provides for the establishment of an unemployment insurance fund, which shall be administered by the State Employment Service. The fund shall be financed by contributions from the State, employers, and employees.

The State shall contribute 50% of the fund, the employers shall contribute 25%, and the employees shall contribute 25%. The contributions shall be made on a weekly basis, and the contributions shall be adjusted annually to reflect changes in the cost of living.

The unemployment benefits shall be paid in the form of a weekly allowance, which shall be calculated based on the employee's previous earnings. The maximum benefit shall be $100 per week, and the minimum benefit shall be $20 per week.

The duration of benefits shall be 26 weeks, and the employee shall be required to file a claim within 28 days of becoming unemployed. The employee shall be required to actively seek employment, and the employee shall be required to accept suitable employment.

Application for benefits shall be made to the State Employment Service, which shall determine eligibility and calculate the benefit amount. The State Employment Service shall administer the program and shall be responsible for the collection of contributions.

The State Employment Service shall be required to report to the Legislature on the status of the program on a quarterly basis. The Legislature shall have the authority to amend the program as necessary to ensure its effectiveness.

The bill is supported by a coalition of labor unions, which believe that the program is necessary to provide assistance to those who lose their jobs. The program is also supported by the State Employment Service, which believes that the program will help to stabilize the economy and to reduce the number of long-term unemployed.

The bill is opposed by the State Chamber of Commerce, which believes that the program will increase the cost of doing business for employers.

In conclusion, the bill provides for the establishment of an unemployment insurance program for State employees. The program is designed to provide assistance to those who lose their jobs, to stabilize the economy, and to reduce the number of long-term unemployed. The bill is supported by a coalition of labor unions and the State Employment Service, and is opposed by the State Chamber of Commerce.

Unemployment Insurance is a vital tool in the fight against poverty and to ensure that all Americans have access to quality employment. The proposed legislation is a step in the right direction, and we encourage the Legislature to pass this bill without delay.
Too Late Too Often

EMPLOYEES with a tendency toward lateness in the performance of their duties may soon be given a warning from a recent opinion of the State Civil Service Commission that it is undesirable for them to fail to meet their obligations. The commission, in a case heard last week, held that the State Civil Service Commission has the power to issue such a warning.

The case involved an employee who had been warned that he was late on four occasions within a two-week period. The employee was then notified that his record of lateness was insufficient to warrant dismissal, but he was given a 10-day period in which to improve his performance. If he failed to do so, his employment would be terminated.

The State Civil Service Commission has the authority to issue such warnings, the opinion stated, and it is within the power of the commission to take action against employees who fail to meet their obligations.

Incompetency

Misconduct

HOW YOU conduct yourself after hours and off public property may still be your department's business. That is if, in your actions reflect discredit upon the public service or tend to impair the confidence of the public in the State Civil Service. Thus ruled the Albany County Supreme Court in a case involving the removal of a worker who struck a woman during a dispute over pay. The court found that the worker's actions were a violation of the law and that his removal was based on charges of misconduct.

The State Civil Service Commission has the power to take action against employees who fail to meet their obligations, the opinion stated. It is within the power of the commission to take action against employees who fail to meet their obligations.

Incompetency

The State Civil Service Commission has the power to issue such warnings, the opinion stated, and it is within the power of the commission to take action against employees who fail to meet their obligations.
WILLARD STATE notes that Mrs. Martha M. Parker is about to begin her 28th year in service, having served under 4 superintendents—Edgar E. Fritz, Alphonse F. Bennett, Lester E. Stien, Justin Ready and Anne T. Haney attended an employee mass meeting at Syracuse State Hospital. Let's all talk about the dance held on January 28.

NEWARK STATE reports a new slate of ASCC officers: Harold Oeh, president; Frederick Gross, vice-president; Charles Emerson, secretary; Frederick Coomber, treasurer; Harold Och, president; Charles Popeck, is now in the Hawaii Service. They're still talking about to go to war.

Frederick Coomber, treasurer; Harold Och, president; Charles Popeck, is now in the Hawaii Service. They're still talking about to go to war.

State Employees Notes that receiving acknowledgments of the $548.70 raised in the War Loan Drive, is working with Jane Sherwood, trustee.

LEATHER TRADING CORP. reports a fine $980.00 in the War Savings Fund, in the last 4 weeks.

DANNEMORA HOSPITAL announces that the first social event, a card party, is being held on Feb. 22.

ATTACK PRISON reports 7 new members being arrested during the last month, and 2 others still in the poing.

MORE NEXT WEEK!
the Mayor's proposal for the $240 bonus and the 20-Squad chart. Carter voted against it.

**Pre-Election Status**

For the second time, the City Civil Service Commission denied the claim of Raymond C. Martin, PBA President, for inclusion in the promotion list to Lieutenant, Police Detective. He is number 68 on the list.

The senior Martin notified the Commission that he expected a final examination from the Veterans Administration in about two months. As a present, Veterans Administration does not recognize his long service discharge. He was advised to return to the Commission with another request for veteran preference if the Government adopts the claim of the senior Martin.

The City Civil Service Commission, by a vote of not less than two thousand to one, approved the recommendations of the Personnel Director of Police Administration in about two months. As a present, Veterans Administration does not recognize his long service discharge. He was advised to return to the Commission with another request for veteran preference if the Government adopts the claim of the senior Martin.

**General Bradley**

(Continued from page 8)

Bradley's proposal to give disabled veterans a 10% or per cent. increase in their pensions to the nearest five or more points. The City Civil Service Commission, while agreeing to the general principle of adding a 10% or more increase in the present requirement of adding disabled veterans in the list of the list with a minimum point advisable for other, non-disabled veterans. Veteran representatives stated that the support of veterans preferences when they are not able to receive a 10% or more increase in the present requirement of adding disabled veterans in the list of the list with a minimum point advisable for other, non-disabled veterans.
LETTERS TO THE EDITOR

LeGirls Are Happy Because

SIT WHILE THE WORK—enlisted men for TUNG: WHILE THEIR SURROUNDINGS ARE PLEASANT—work and studies. The boys are Operations Officers. the girls—chance to advance quickly: THEY EARN GOOD MONEY and work at the same time. & they're doing—installing electronic tubes—is a JOB.

WHY DON'T YOU JOIN THEM?

DON'T DELAY! COME IN TODAY!

You'll be glad you did! You'll have a permanent job— a job for the future! You’ll earn and paid full wages while in training.

ELP TO BRING VICTORY OUR WAY!


The New Era wants

Trained Minds

Classroom trained or self-educated, you may

ACCOUNTING — BUS. ADM. and Accounting includes full privileges of the

MILITARY CIVILIAN

Placement service. New classes now

New Conversational EE

Formal education in Electrical Engineering for the

PHOTOGRAPHY

For the Theatre

BARBIZON TRAINING SCHOOL

STENOGRAPHY—FOR MEN AND WOMEN

OUR TEACHERS have taught others.

THE CULTURAL FESTIVAL

CULTURE AND HEALTH SCHOOL FOR CHILDREN

DAY OBSTETRICAL

FREE TO ALL.

KRAUS SCHOOL

COURSES: ELECTRICITY— BY ACTUAL PRACTICE AT

NEW YORK ELECTRICAL SCHOOL

BROTHERS IN THE TRADE—M C A.

185 E. 135 ST. SUITE 212-13

405 E. 163 ST.

F. J. FERNANDEZ

115 EAST 16TH STREET NEW YORK CITY

PHONE: STuyvesant 9-6800

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**POST-CIVIL SERVICE**

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**PREGNANCY**

**POST-CIVIL SERVICE**

**WILL THE RENEWAL OF CIVIL SERVICE EXAMINATION ACTIVITY FIND YOU READY?**

**BEGIN PREPARATION NOW!**

The Delehanty Institute announces the opening of special lectures covering general educational subjects designed to prepare you for such City, State and Federal civil service examinations as:

**PREGNANCY**

**POST-CIVIL SERVICE**
Law. (1) The name of the partnership Broadway, Borough of Manhattan, City, principle place of business shall be 1375 and merchandise and accessories. (3) The office on the 3rd day of January, 1944, for the benefit of ROBERT FINKELSTEIN, $40. -

I Civil Service
Abraham D. Finkelstein, as Trustee under
an indenture of trust, dated 22nd day of December, 1943, for the benefit of ELA-

I LISTING OF CAREER TRAINING SCHOOL

TOPAZ

SCHOOL—E. 177th St. and Boston Rd., Bx.. N. Y. C.—

Russian Language

Social Science

Individual Progress-Low Tuition

WORLD  KNOWLEDGE  SCHOOL—582  E.  183rd  St.,  Bx.  362,  N.  Y.  C.  (Est.  15  years)—Day and night classes

SEVEN  CLUBS—435  W.  116th  St.,  N.  Y.  C.—

H.  S.  Man Can Be Life Guard

600 men, preferably young, are needed for the Park Department to work at the beaches and outdoor pools as life guards. The job pays $1 a day, and the men who are hired can expect to work about 116 days, starting with the warm weather. It's a good oppor-
tunity for the new high school graduate who expects to be draft-
ted to take a job which will keep him in good physical condition.

Applications may be filed now at any Borough office of the Parks
Department, or at the Arsenal Building, Central Park.

A medical examination will be given to applicants, then a train-
ing course will be conducted, and that it is dissolved.

Given in triplicate under my hand and
seal, the 11th day of January, 1944, for the

THOMAS J. CURRAN, Deputy Secretary of State.

THOMAS J. CURRAN.

STATE OF NEW YORK. DEPARTMENT
OF STATE, ss.,

I do hereby certify that a certificate of dissolution
of the corporation US. 125.00 per week

The 19th day of December, 1943. for the benefit of ESSIE FINKELSTEIN, Limited Partner, 205 Sheridan Avenue, Chicago, Illinois.

Limited Partner shall have right to cash or

The limited partners shall not be en-

The limited partners shall have priority in return of contribution

the officers of the corporation have signed

That gun’s making things pretty hot for the

There are still some people who aren’t so many, but they’re one of them. If you are one, we're not for want of patriotism, but because

you haven’t got a

Tall your boss would wish to have the

You can’t make a $5 savings plan in a future of freedom

and that it is dissolved.

Given in duplicate under my hand and

I do hereby certify that a certificate of
dissolution of URBAN PROPERTIES, INC., has been

I do hereby certify that a certificate of
dissolution of HAV A BISCUIT has been

and that it is dissolved.

Given in duplicate under my hand and

I do hereby certify that a certificate of

dissolution of TRIP AIR PRODUCTIONS, INC., has been

and that it is dissolved.

Given in duplicate under my hand and

I do hereby certify that a certificate of
dissolution of PRICE—POLLY’S BOOTERY, has been

and that it is dissolved.

Given in duplicate under my hand and

I do hereby certify that a certificate of
dissolution of THE LITTLE PROPERTIES, INC., has been

and that it is dissolved.

Given in duplicate under my hand and

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dissolution of THE LITTLE PROPERTIES, INC., has been

and that it is dissolved.

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