NEW OPENINGS AT GPA

Civil Service Guys and Gals Slam and Praise the System

BY JEROME TAYLOR

A LEADER writer was handed the assignment to get out and find just what NYC employees complain about and what they like about their jobs. As might have been expected, the leading complaints was about City salaries which aren't high enough to meet wartime living expenses. Another prevalent kick was the uncertainty over the holding of outside jobs. "We have to add to our income," complained one Welfare investigator, "but now it seems that the Mayor doesn't like it. Our colleague, the highest possible court, says we can hold another job—and we do." Here is the detailed report on NYC employee gripes:

**Salary**

The LEADER reported here complaints and comments of the system. The most frequent was the "I can't make enough money."" Compare our jobs with outside jobs on the same level. We get less pay. We have too high a grade requirement than employees in private industry, but we're not paid as well. The increments of the civil service doesn't come near any point in the rise of the cost of living. There is a composite answer here by all city departments.

The usual comeback is the security offered by the civil service—steady employment and retirement pensions, and the assurance of increments. To a person in the civil service, there's far fewer layoffs to private industry, but has been in Civil Service over 30 years. Civil Service has been there 10 years, in private industry, but not in Civil Service. As long as what yours supports, we'll support you. Civil Service doesn't have the biter type of worker because they're not high enough to meet wartime living expenses.

A frequent gripe—you guess it—not many complaints and compli-

**Insurance**

Another prevalent kick was the uncertainty over the hold-

cations. Many other forms found that he was unhappy with his job. Civil Service doesn't offer the best type of work you get in private enterprise.

"Hey," she continued, "like my job here, but it doesn't wear out. I get 5 work, so I can do this work, and do other things.

An annual "change of scene" for employees was suggested by a war worker of the Depart-

Our work handling the ap-

Women employees of Municipal Building's 22 floor are also

"We work the routine. Same thing every day. We don't do as much, but there's no change to it. I'm getting fed up with it."

Just as loud came the hearty praise for the Departments of Welfare. "You serve more than any kind of people, and all of them are interesting. Our staff and clientele represent a cross section of the city as you can get it anywhere.

"Our work handling the appara-

Women employees of Municipal Building's 22 floor are also

"We work the routine. Same thing every day. We don't do as much, but there's no change to it. I'm getting fed up with it."

"To do it and I get out 5 o'clock."

"There aren't enough first aid kits in Municipal Buildings. There should be one on every floor." a supervisor opined.

"Keep our windows clean." A frequent gripe in that building.

"No incentive in civil service." Promotions aren't automatic, and if you do a routine type of work you get paid for it, and that's all there to it.

"Many charges were made that higher paid employees are not given promotions, and they refuse to work."

"People charge that they're not paid as well. The increments aren't there."

"The amount of her paycheck that goes into War Bonds, the amount of her blood she donated to the Red Cross..."

**Management**

There are two optional branches, children's and women's clothing, and accessories. Applicants will be for the Department of Civil Service in charge of the Civil Service. Applicants will be for the Department of Civil Service of New York, and nearby states by the United States Civil Service Commission.

War specialist, and assistant, and special personnel investigators will be appointed in New York and nearby states by the United States Civil Service Commission. Commodity price specialists will receive $4,428, while basic salary, plus $250 part time pay. Price assistants will receive $3,165 annually, basic salary, plus $250 part time pay. Special personnel investigators will receive $3,082 annually, basic salary, plus $250 part time pay. Special personnel investigators are selected in the States of Delaware, Maryland, New Jersey, New York, and Pennsylvania, and the District of Columbia, (Continued on page 8)

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New Navy Svc Wants Improved Civil Service

BY CHARLES BULFINCH

WASHINGTON—Department of the Navy employees and all government workers have a good friend in James V. Forrestal, who is on the General Accounting Office's list of heroes. He is on record as favoring raising salaries. He has even advanced the theory that every employee be paid $4900 a year. That would give us all a chance to save money to live on.

In the case of the Navy, the government is already putting in place a whole series of reforms. The Navy has recently announced that it will be training a new class of officers who will be able to write their own paychecks. This is a major step forward in the battle against bureaucratic waste.

In a letter to the heads of military personnel, Mr. Forrestal wrote: "I urge you to consider the following reforms to improve the efficiency and morale of our military personnel.

1. Pay raises for all military personnel.

2. Suggestion box for military personnel to submit ideas for improving the military.

3. More frequent promotion opportunities for military personnel.

4. A system for evaluating the performance of military personnel.

I believe that these reforms will greatly improve the efficiency and morale of our military personnel. I look forward to your prompt action on these matters.

Sincerely,

James V. Forrestal, Chairman, GAO

Leaf Rulings Simplified A Possibility

WASHINGTON—Leaf rulings are being simplified in an attempt to reduce the burden on agencies. The War Manpower Commission has issued a new set of guidelines for the preparation of leaf rulings.

The new guidelines call for a more uniform and concise format. They also require that the content of each leaf ruling be clearly stated and that the rationale for the ruling be given. This will make it easier for agencies to understand and comply with the rulings.

The new guidelines are expected to save agencies several hours of work each day. They are also expected to reduce the number of appeals filed by employees.

Washington Wants Clerks Immediately

WASHINGTON—The Federal Public Housing Authority is being hailed here as an idea which could well be followed by other Federal agencies. The FPHA is a model agency with a clear and simple mission. It can be run on a shoestring budget and still provide excellent service.

The FPHA has been praised for its efficiency and effectiveness. It has been reported that the FPHA has reduced the number of employees needed to perform a given task by 50%.

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CIVIL SERVICE LEADER

Page Three

Cobweb-Thinking ‘Decried’
By ‘Leader’ Editor

Discusses Employee-Management Relations

"Relations between management and employees in civil service must be friendly, and efficiency and clarity must be fostered." - Max Miller, Editor of the Civil Service LEADER, lecturing last week at the U. S. Civil Service Commission 28th Conference on Personnel Management. After a study and clarification of the problem, Mr. Miller, an authority in the field, discussed the problem of employee-management relations.

Among the stories told by the LEADER editor was that of a machine operator who, when asked why he was not more efficient, said, "I'm on the job, but I'm thinking of my next job." Mr. Miller referred to this as "cobweb-thinking." He continued, "This cobweb-thinking is what we all are exposed to every day. It is a way of life."

Incentives

Mr. Miller also advocated proper incentives for personnel, suggesting that "all industries need an incentive plan of some sort." He emphasized the need for "incentives that will give the background of several cases to show that dis-service are muddled, and offer a vast field for study and adequate protection against un-incentives in Government service."

Mr. Miller pointed to the incentive programs, although often criticized, as having been fruitful. He stated, "Incentive programs can be an excellent suggestion, and that the employee would be rewarded with half-a-day off as a result. With such an approach, you can be certain that no employee would be without a job."

Cobweb-thinking must be defeated. The LEADER editor gave it as his opinion that: "These incentive programs have usually been ineffective, because the employee used the funds to buy more alcohol."

The LEADER editor continued, "There is much room for imagination. Cobweb-thinking has been fruitful. It is much smaller than the in-service program."

Crude to its Heart-Palpitations

"Cobweb-thinking" has been fruitful. It is much smaller than the in-service program. It is a common problem of all industries. It must be defeated. The LEADER editor gave it as his opinion that: "These incentive programs have usually been ineffective, because the employee used the funds to buy more alcohol."

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Open to the public by Mayor LaGuardia and Deputy Mayor Jacob K. Javits, President of the Board of Commissioners, the Municipal Building will be held May 24, at 9 A.M. Among the events scheduled are: a short program of orations, each by his own in- stitution, and a speech by the chairman of the Municipal Building Commission. At the municipal building the public will be shown in its many aspects, for the site is located in the heart of the city.

Many Riders on the Gravy Train; These NYC Jobs Are All Political

There are still plenty of jobs with New York City which call for political "pull" rather than for passing a civil service examination. Generally these positions are at the highest pay grades in the City service—and they often call for a very slight amount of actual labor. These positions are often filled by people who are not qualified to perform the job. This list, called the "political ladder," is a list of the highest positions in the City service and is used to fill these positions.

Note from A G. I. Jane

(Received in a letter to The Weekly Wash of the U. S. Civil Service Commission at Wellington 35, D. C.)

I was impressed by the opportunity to qualify as a typist or stenographer. (Oh, yes, I read all the applications.)

To Apply

The application is 60-70 cents and opens on May 24th. The U. S. Civil Service Commission in Washington, D. C. will be open on May 24th.

Salary $81.752 a year

Here is your opportunity to be part of an important activity in Washington, D.C. No experience is necessary. Women and men may take the test, which is open to all racial, economic, and political backgrounds of applicants.

To apply, mail your application to the Commission on May 24th.

The NYC Civil Service Commission has appointed a committee to screen applicants for the clerical positions. This committee will screen applicants for the clerical positions.

NYC Employment Employees Donate to Blood Bank

Many employees in the NYC Department of Purchase have given blood to the Red Cross several times to help the 169 department men in the service. Donations to date have given blood to the Red Cross several times to help the 169 department men in the service.

Robert Schauffelberger, Edward Goldberg, 3; Jacob Jay, 2.

Many civilians at the bureau of purchase, Jack Resnick, 5; Mae Yunker and Lilliani Schwartz, 3; Abiler Gitlin, 2; Thomas Halloran, 3; David Guinazzo, Edward Cerny, 4; Muriel Sampson, 3; Meyer Friedman, 4; Montgomery.

The NYC Civil Service Commission has appointed a committee to screen applicants for the clerical positions. This committee will screen applicants for the clerical positions.

City Lists

The NYC Civil Service Commission has appointed the following committee to make the list of clerical employees. These committees will make the list of clerical employees.

Office Appliance Operator, Junior Civilian, Office of the Budget. Assistant Director of Administration. Deputy Commissioners.

Thank you for your cooperation. It is much smaller than the in-service program. It is a common problem of all industries. It must be defeated. The LEADER editor gave it as his opinion that: "These incentive programs have usually been ineffective, because the employee used the funds to buy more alcohol."

If you have a good story, go to the office of the Secretary to the Commissioners or the office of the Secretary to the Mayor. Many clerical teals are given to determine if they are eligible for the clerical positions. These clerical teals are given to determine if they are eligible for the clerical positions.

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NYC Promotions on the Way

The following promotions and examination approvals were announced last week by the New York City Civil Service Commission, and applications will probably be in by the end of this month.

The Fireman Was Fired But Fire Officials "Shut Up"

The Fireman Was Fired But Fire Officials "Shut Up"

Dear Boss,

I had another bout with the Fire Department today. I had talked at a budgetary hearing that the Fire Department today. I had talked at a budgetary hearing that the Fire Department today. I had talked at a budgetary hearing that the Fire Department today. I had talked at a budgetary hearing that the Fire Department today.

"The Commissioner doesn't talk, just because anyone asks him a question," the Chief said.

"But I represent the press!" I pleaded. "I'm not supposed to be a liar."

"What's your attitude?" he snapped. "Do you want to be a liar?"

"I just want to do a good job!"

"It doesn't sound reasonable."

"But I've always wanted to be a fireman."

"That's what I want to hear."

Frank Cohen should be restored to full duty. The record shows that he was never on duty because of alcohol. The Commissioner, or Valentine, just denied the request.

The Commissioners decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work.

Chemist Exam Due Soon

The next open competitive examination held by the NYC Civil Service Commission will be for the position of Assistant Chemist.

The Commissioners decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work. They decided to cut the maximum hours that they could work.

The Guys and Gals Have Their Say

The argument that "You get a raise on an employee who gets gunned down" was introduced. But I found that we wanted to work harder. I found that we wanted to work harder. I found that we wanted to work harder. I found that we wanted to work harder.

Two promotions to the Police Force on September 16, 1944, were announced. The decision was made by the Commissioner, or Valentine, just a few days ago. The decision was made by the Commissioner, or Valentine, just a few days ago. The decision was made by the Commissioner, or Valentine, just a few days ago. The decision was made by the Commissioner, or Valentine, just a few days ago.

An order by Justice Benedict D. Johnson was issued on Tuesday, May 23, 1944.

Tuesday, May 23, 1944
A resolution urging the legal states necessary to establish a $100,000,000 housing and medical project for municipal employees was presented by Henry Feinstein, president of the American Federation of State, County, and Municipal Employees, to the Municipal Credit Union planning board.

As envisioned by members of the employee union who wrote the post-war plan, the project would be a $100,000,000, a complete medical unit, for more than 100,000 employees. It is hoped that the major section of the project will be located along the East River front across from Grand to 23rd Street. Area along the East River is also in the plan, although the office of the planning board of the New York City Real Estate Board is opposed to running the commercial enterprises there.

Feinstein will ask the Board of Education, the Borough of Manhattan, and the Planning Board of Manhattan for comments on the proposed unit.

Legal Needs

In the study of legal complications, it is necessary to have the Department of Legal Services of the Credit Union and other legal services, as well as the aid of the credit union itself, and to bring the employees of the Credit Union together.

The housing project would be complete the service ratings of their employees for the year ending Tuesday, May 23, 1944.

In New York, New York City Real Estate Hotel 979 W. - West End Ave. CALL 7-3184 or 7-6568

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MAY 1944

Page Five
Two Answers On Outside Jobs

A prize example of asinine public relations, we give you...

The dismissal of Fireman Vincent Calafapietra, by the NYC Fire Department, Calafapietra, by the way, has been a news story in New York City. The case brings out the logical consequences of a new dispensation of the law. It was already known that Calafapietra had an excellent record in the department; his ouster is perplexing because Calafapietra was one of the firemen working on the 1937 fire in the Stuyvesant building. The firemen involved in that disaster were always on call; that outside job helped the war effort; Cal had already given it up before he was charged and convicted. The Fire Commissioner, Pat Walsh, because you're an old-time fireman yourself, must have some sympathy for your men and the way they think. Don't you see what you're doing by dismissing Fireman Cal? You're preventing the incentive for other men to want to leave the Fire Department in droves, so that they, too, can have better jobs in private industry.

Naturally, your men believe that they're going to give up their outside jobs just because you threaten them by dismissing one of their number? They've already shown that if they're going to leave the Fire Department.

Now, to the law. Assuming you're wrong on the law, then the firing of Calafapietra is the man's best way out of a tough situation. The company he is employed by is going out of business, and he is going to lose his job.

Talk about asinine!

ON THE OTHER HAND—

Yes, the dismissal of Fireman Vincent Calafapietra is the way out of a tough situation. He is employed by a company that is going out of business, and he is going to lose his job.

Loyalty Rating Without Prejudice

E described for you, in last week's issue, how the Civil Service Commission, as compared to the U.S. Civil Service Commission, works. We approved the plan, which is designed to prevent the personality pasa...
In writing "The State Employee" as a regular weekly feature of The LEADER, Clifford C. Shoro discusses all and any matters of interest to employees of the State Commission. He is writing this column with complete freedom to express his own views.

Discipline — Morale

Any organization—large or small—if it is to function smoothly, efficiently, productively and without friction, distraction and dissension, must be properly disciplined. Discipline may be raised by discipline properly maintained or it may be reduced or even destroyed by over-discipline.

In the Home

Discipline in the home, if properly exercised, can produce the very optimum of family accord. Lack of discipline among children creates a sense of laxity, an atmosphere of disrespect, and a habit in the ways of living that lead to happiness and contentment.

In the School

WELL MANAGED schools, schools in which discipline is maintained under the highest standards, produce graduates trained not only in the arts and sciences but in the ways of living that lead to happiness and contentment.

In the State Service

THE EXACT SYSTEM is intended to attract well trained school teachers, doctors, nurses, engineers, and other persons of the highest caliber. If the morale of the group is high, he finds it a simple matter to become a part of the group and learn his duties. If the over-discipline is too great, he may be slow to "warm up" to their calls. The method of discipline is not to be considered the same for all groups.

In Institutions

His new job, to do a good job, and be happy and contented in his position if he will only realize the importance of individual and group discipline.

A high level of discipline is essential for a high level of production and efficiency. It is not only as required by their duties and "stay on the job." There must be the discipline of the group that unselfishly and even unselfconsciously is common and, that, in the eyes of the Boss, produces the result of "over-discipline." The "Big Boss" does not realize that he is exercising supervision over a group of adults and not children. He knows only as required by their duties and "stay on the job."

The LEADER is the mouthpiece of the employees, officers of the State Association of State Civil Service Employees. Conway had issued a resolution which later had the approval of the President of the State Civil Service Commission after the approval of the Executive Board. The request was approved as assistant directors of the Bureau of Civil Service. The Association has appealed to Judge Kemerer, President of the State Civil Service Commission, to allow the Association to file its appeal and to protect its members from the interference of the Federal Government in the State Civil Service. The Association has appealed to Judge Kemerer, President of the State Civil Service Commission, to allow the Association to file its appeal and to protect its members from the interference of the Federal Government in the State Civil Service.

State Commission Adds Two New Exempt Jobs

ALAINE—Two jobs paying $4,980 a year at last were filled this week in the State Department of Agriculture after the positions had been vacant for a considerable time in the battle of competitive to non-competitive examination. All two competitive appointments it was revealed Thursday were filled this week in the Department of Agriculture. This is due to the fact that the state Commission has been in the process of selection for that position.

State Association Reports on Recent Standardization Hearings

The activities of the State Salary Standardization Board are of interest to every New York State employee. In the past, the employees were represented by the Association of State Civil Service Employees of the State of New York:

The present same work for many years and were employed before the present standardization. Occupational qualifications were given by the State Commission. Although they were working as teachers rather than Therapists, Recreation Instructors, they still had similar duties.

State Employees

The author of this article has been graduated from the State University of New York at Albany.

McDonough Hits Low Pay Scale

In Institutions

When the Salary Standardization Board met on Monday May 13th, 23 to hear appeals of attendants in the State Home for the Aged, and the Association of Civil Service Employees, the Board was ready with forceful arguments on both sides of the question.

There was also a general discussion of the possible presentation of the claims of the employees. The Board is working on the present weekly LEADER for full story of the attendants' case. The appeal is the Salary Standardization Board.

For the returning soldier... 

The present weekly LEADER for full story of the attendants' case. The appeal is the Salary Standardization Board.

There are only seven more days in which State employees can avail themselves of one of the best insurance days in the market—and without medical examination. After May 30, 1944, the Group Life Insurance Plan which is in operation for its members' claims. The Board has been recommended by the employees, officers of the State Association for its members. The request was approved by the Board.

The present weekly LEADER for full story of the attendants' case. The appeal is the Salary Standardization Board.

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**Post-War Expansion For State Employees Federal Credit Union**

**By EDWARD J. RAMER**

Treasurer of the State Employees Federal Credit Union

We have what we believe to be the largest credit union run by public employees in the country. It is a cooperative, saving and loan association, owned and operated by State workers for their own benefit, in accordance with the requirements of the Bank Act, the Federal Credit Union Act, and state law.

It has two aims: to promote thrift and to create a source of credit of $25 to $3,500 for members.

In the days ahead we expect our credit union to be of even greater benefit to its members. A great victory for the Federal Credit Union Act in the service after the war is discernible now. We intend them after the war, to be able to thrive the credit union movement in the State in serving our members in securing the needed capital for living, through cooperative buying.

**Started in '34**

We have come a far since the Federal Credit Union law was enacted in 1934. Then a few State employees in Albany got together and decided to form a credit union under this new federal statute. We were granted a charter under this new federal Federal Credit Union law on the statute. We were granted a charter under this new federal law in December, 1934, and on January 2, 1935, we opened our doors.

We believe we are the first group of State employees to open a credit union. In the years since, there has been a N. Y. State Credit Union Law for many years, we decided to still work for the benefit of our employees because our credit union would be available to all State employees employed in Albany. The Federal Credit Union Act and the Banking Department would be available to all State employees if they have to audit books and accounts of all State credit unions.

Today there are approximately 1,000 members in the State employees operating in various credit unions throughout the State.

$1,100.00 TO $100,000

Organizing a credit union is an exciting experience. Ending our first year (1935) with assets of $1,100.00 and until a sum of $250,000.00 was reached, during the early part of 1937. Then, the effect of the depression and the loss of our latest depositors enabled us with about $80.00. And even in unsteady times, a credit union subscriptions.

For our first two years, the details of running the credit union was performed without charge by a few of the officers during their off-time, such as lunch time, evenings, etc. As business developed, paid assistants were employed until we had a force of two employees. These men are all in the Army, all are graduates from Albany, and for the record their names follow:

**President: James E. O'Callahan**

**Secretary: John J. Kelly**

Wilton Wright, Joseph Chelew, and a va- 

**Treasurer: Requa, Jr., secretary; John J. Kelly, Ar-

The present directors and com-

**Supervisory Committee:**

**John S. J. Kelly, chairman; Requa, Jr., secretary; John J. Kelly, Ar-

Three men who aided in developing our credit union in the past and who have served the credit union well are: William Maher of Civil Serv-

**Board of Directors—Charles Messina, mem-

Our credit union is a main current of employment and home 

We thought so well of these "babe bonds" that we purchased $5,000 worth at $3,579.50. The fore-

We are told that the Federal Credit Union Law on the statute.

We were granted a charter under this new federal law.

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What Spring Means At A State Hospital

From Dannemora, N. Y., an employee of the State Hospital sends in his story of what spring means at a New York mental institution. We've been told from these employees before, Here is another story:

Good luck to you, we wish you success in your loan applications.

May 31

The Deadline

(Continued from page 7)

and for those over $1000, a year's interest on the amount loaned. The Insurance will be effective on the date the loan was made, and any file on all credits until the end of the month. The file on all credits until the end of the month. Any file on all credits until the end of the month. Any file on all credits until the end of the month.

Department of employment and home 

They threw me to the floor and 

the amount of insurance is $1,000.

MEDICAL EXAMINATION IF FOR THIS GROUP INSURANCE

FOR THIS GROUP INSURANCE

Who's Done Most for the War Effort?

(Continued from page 1)

Where the woman who is active in her local defense council? Do you know a girl who enlisted for some services? A combination of many activities may determine the answer.

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WESTFIELD STATE FARM
The Annual Dinner of the Westfield Chapter of the Association of State Civil Service Employees will be held at the Club Bar in Mt. Kisco, New York, on December 1. Mr. William J. Schaeffer, a charter member, who resigned from the Westfield Chapter, will preside. The guest of honor, Mrs. Naomi McKee, President of the Westfield Chapter, president, and Rabbi Max Felshin, Jewish Chaplain of the Temple Israel, Mt. Kisco, will be the principal speaker. The association will present Mr. Johnston with a Victory Bond and a Schaeffer Lifetime Pen as a token of appreciation for his devotion and service to the Chapter. Mrs. Mary Ravas, Executive Secretary of the Chapter, will entertain the members of the association to support it in every way the members of the organization to support it in every way.

A total of 55 employees and 15 members of the Young Women's Christian Association were honored at a ceremony in celebration of the 35th anniversary of the American Red Cross. The event was held at the Club Bar in Mt. Kisco, New York. Mr. William T. Johnston, a veteran of the American Red Cross, was the principal speaker. He paid tribute to the members of the organization for their dedication and service to the country. The ceremony was attended by a large number of guests who were enthusiastic about the work of the American Red Cross.

For the Ladies
Girls' Clubs, 23 E. 30th St. VA 0-3964
Parker, or write to Hobby-In-
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- Air-conditioned. 349 A Hudson Ave., Albany, New York. Mr. William T. Johnston, a veteran of the American Red Cross, was the principal speaker. He paid tribute to the members of the organization for their dedication and service to the country. The ceremony was attended by a large number of guests who were enthusiastic about the work of the American Red Cross.

BATTLE CRY

CHINESE SOLDIERS have a battle cry: "Gung-Ho!" Literally translated, means "Working together." In Americanese, it means Teamwork. And Teamwork is a word every American understands—because it has been a part of our way of life for as long as memory. The soldiers of the Chinese army have been working together since the beginning of the war. This has been their way of life, and it has been their way of life for as long as memory.

In us to provide the material to do the job
It means buying War Bonds. And a very good buy they are, too.

For every three dollars we invest in War Bonds, Uncle Sam promises four back in ten years. There's no more wonderful present in the world! Buy War Bonds. They're a wonder-

For hints on what your farm
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**Government Openings**

This is general information you should know about United States Government employes. (1) Appointments must be offered to citizens of the United States; (2) Applicants must be physically capable of performing the duties of the position; (3) Applicants will be required to submit a statement of employment or financial relationships, if any, with other Federal agencies; (4) Applicants may be asked to submit a statement of their financial resources, if any, in order to determine their ability to perform the duties of the positions, as agreed to in accordance with Civil Service Commission regulations. The minimum age for all Federal positions for which appointments are subject to the provisions of the Civil Service Act is 18 years.

In the absence of special requirements, the general qualifications necessary for Federal employment are: (1) basic academic training; (2) experience in leading discussions or making presentations; (3) progressively responsible experience in organization and supplies; promotes a continuous flow of experience; (4) experience in a field of endeavor to which the position is related. The qualifications necessary for each position are set forth in the following notices.

**Area Group Service Specialist**

Salary includes the amount paid for temporary quarters at the place of employment. For details in the New York Area, telephone 202-850-2000.

Closing date: Applications will be received until March 10, 1944. tutting to the April Group Service Specialist Committee.

**MEN AND WOMEN FOR LIGHT FACTORY WORK**

**NO EXPERIENCE NECESSARY**

**LOOK FOR BIG WHITE BUILDING EASILY REACHED BY ALL SUBWAYS**

**LOOSE-WILES BISCUIT CO.**

29-30 THOMSON AVENUE, LONG ISLAND CITY, N. Y.

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
<th>Overtime</th>
<th>Weekly</th>
<th>Commission</th>
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<tr>
<td><strong>Bake Boys</strong></td>
<td><strong>$2100</strong></td>
<td><strong>$1.28</strong></td>
<td><strong>$32.20</strong></td>
<td><strong>$363.80</strong></td>
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<tr>
<td><strong>Bake Girls</strong></td>
<td><strong>$1800</strong></td>
<td><strong>$0.85</strong></td>
<td><strong>$25.80</strong></td>
<td><strong>$293.20</strong></td>
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<tr>
<td><strong>General Factory Workers</strong></td>
<td><strong>$2000</strong></td>
<td><strong>$1.13</strong></td>
<td><strong>$40.00</strong></td>
<td><strong>$439.00</strong></td>
</tr>
<tr>
<td><strong>Maintenance Men</strong></td>
<td><strong>$2000</strong></td>
<td><strong>$1.13</strong></td>
<td><strong>$40.00</strong></td>
<td><strong>$439.00</strong></td>
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**SCHOOL GIRLS AND BOYS**

14 YEARS OLD—WILL BE GOOD COOKS AND UNIFORMS FRENCH

WALDORF CATERERIAS

100 West 46th St, cor. Av, New York City.

**GOOD-PAYING JOBS:**

**PLENTY OF OYSTERSHED MILLING MACHINE OPERS.**

**SHOULD MEET REQUIREMENTS SET OUT IN THE JOB DESCRIPTIONS,**

Capable of reading blueprints and performing tasks associated with the work of millers.

**CINEFLEX CORP.**

350 EAST 56 STREET

**Cigar Clerks**


Boys, 15, Civil Service. Clerk.

**Help Wanted—Men**

**BOYS-MEN**

**STOUFFER'S RESTAURANTS**

BAR-FOR-BOYS RECEIVING MEN

**DISHWASHERS**

Fulton & Boys St, Brooklyn, N. Y.

Essential Workers Need Release.
CIVIL SERVICE LEADER

Tuesday, May 23, 1944

HAVE FUN AND KEEP FIT THIS SUMMER!

JOHN

BROOKLYN CENTRAL
Y. M. C. A.

Special Summer Membership
Now Available at
3 MONTHS FOR $7.50
FULL PHYSICALS PROVIDED
Swim, write or telephone for information.
TAYLOR PL. 1772

ADVERTISMENT

SCHOOL DIRECTORY
LISTING OF CAREER TRAINING SCHOOL

Academic and Commercial—College Preparatory
BORD HALL SCHOOL—Mount Vernon, N. Y. All grades, coed. Accredited.
A. M. I. BORD

AUTO DRIVING
A. M. Naum, 256 Woodlawn Ave., Bronx. 3-9043

LANGUAGE INSTITUTE
Leslie English Institute, 11 W. 11th St. All commercial and business subjects in English and Foreign Languages, and office service. Advanced classes.

SHEER AND FORGE COMPANY
29-21 21st Ave., Sunnyside, N. Y.

HIGH SCHOOL
BELLEVUE INSTITUTE—1014 Eastern Ave., Jamaica, L. I.—Junior-Senior.
NEW YORK INSTITUTE OF ARTS AND LETTERS—100 E. 36 St., N. Y. C. 1-2049
High School and Commercial Courses.

WATERFRONT JUNIORS
10 W. 14 St., New York City. Classes in Fingering and Knitting.

GRAND CENTRAL SCHOOL OF ART
New York City Terminal, N. J. 5-2458

MEN & WOMEN
MECHANICAL DENTISTRY
MILITARY-CIVILIAN

STENOGRAPHY
TYPWRITING-BOOKKEEPING
CALCULATING ON COMPTOIRS
BORG HALL ACAD. M. M. I. BORG HALL.

MANHATTAN ASSISTS' SCHOOL
414 W. 22 St. New York City.

ENGINEERING, ELECTRICITY, MECHANICS
F. K. MILLER, (L. S.) 114 E. 29 St., N. Y. C. 1-3050

SHEET METAL WORKING
F. K. MILLER, (L. S.) 114 E. 29 St., N. Y. C. 1-3050

Bible Institute
Andersen Avenue, Brooklyn, N. Y.

GRAND CENTRAL SCHOOL OF ART
120 E. 20 St., New York City

PULGATURAL SOCIETY
GAM MASS LEAGUE
For the Living and the Dead
A LL-AMERICAN ORGANIZATION
For all who have served or are serving in the Armed Forces of the United States
Grand Charles of the Unit
EDWARD J. CONRAD, C. D. M., 349 E. 150th St., New York 55

PULGATURAL SOCIETY
MADONNA HOUSE
253 W. 72 St., N. Y. C. 1-4137

YOUR BLOOD MAY SAVE A LIFE
Visit Your Blood Donor Service Today
Bernice Blouse Co., Inc.
512 BROADWAY, N. Y. C.

NEW YORK UNIVERSITY
EDUCATIONAL OPPORTUNITIES
FOR WORKING MEN AND WOMEN
A. D. D. M. L. W. C. 15 E. 24 St., N. Y. C. 1-3050

LEGAL NOTICE

JOHN A. BYRNES, J.C.O.

STATE OF NEW YORK
DEPARTMENT OF PUBLIC HEALTH
STATE INSURANCE CO. OF NEW YORK

STATE INSURANCE CO. OF NEW YORK
The application of AL JAY SHECHTER, a resident of the Borough of Manhattan, City of New York, for the change of name of the said AL JAY SHECHTER in the place of his present name of AL JAY SCHECHTER.

APPROVED.

IN WITNESS WHEREOF, the undersigned, the Clerk of the Supreme Court of the State of New York, has hereunto set his hand this 3rd day of May, 1944.

THOMAS J. CURRAN
Secretary of State.

JOHN A. BYRNES, J.C.O.

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**STAR LAKE CAMP**

In the Glorious Adirondacks

Bathing, Tennis, Hiking, Golf, Swimming, Great Food, Great Accommodations, Great Fun.

**HEIR MITLER**


**HERN MIKLER**

Wagner's "Meistersinger" takes over the act at the Holbrook Theatre Thursday. Starring in this picture is Betty Davis. Following the current attraction

**RESORTS**

George Carmany, Sales Manager of the Hotel New Yorker, and his wife, have taken over and will operate the Howell House at Westhampton Beach, L.I., for the summer. The Farm Country Club, Lake Placid, N. Y., has been acquired by Carl Brown and 'Scot-roy' Rocker, New York theatrical men.

Klein's

HILLSIDE

FOR

GREATER VACATION VALUES

HOME LUXURY

FILTERED SWIMMING POOL

CARCHETTEN

Place your letter in the Pool. New Lake. N. Y. Highland Mts. 7805

Between Thousands Inland and Aus-geous woodlands. Bungalows and playground, 1,800 feet elevation and

nis Courts, Canoeing, Swimming, meals. Dietary Laws. Rate $.15.00

Send for Booklet - New York Office

N.Y. Office: 277 BROADWAY

GOLF FREE on Premises

RESERVE NOW

John Garfield

Paul Henreid

"BETWEEN TWO WORLDS"

in person

The U.S. Coast Guard Presents

"TARS AND SPARS"

with the name and date of the U.S. Coast Guard

including VICTOR MAHER

"THE ADVENTURES OF MARK TWAIN"

NEW HIGH MARK IN WARNER ENTERTAINMENT

"THE WHITCLIFFS OF DOVER"

Starring IRENE DUNNE with ALAN MARSHAL

In THE GREAT SPOON! A sensational and spectacular romantic story produced by renowned director Howard Hawks, master of the Western, photograph by Robert B. Andrews, photography by Cedric Gibbons, starring the incomparable Robert B. Andrews, master of the Western, stars Alan Marshall under the direction of B. Howard Hawks.

RADIO CITY

MUSIC HALL

Shawdow of the Titian, color of the Combat, beauty of the Artistic.

A Halio-Golden-Mary Pictures

"THE WHITE CLIFFS OF DOVER"

Starring IRENE DUNNE

with ALAN MARSHAL

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To make money in Real Estate... Follow the crowds—FELIX ISMAN

FOLLOW OUR 3000 BUYERS TO PROFIT IN THE BUILDING BOOM

EVERYBODY KNOWS that BUILDING ACTIVITY increases the value of land. We have sold more property during the last eighteen months than all other New York land developers combined. The great majority of our more than 3000 buyers have signified their intention of building homes as soon as conditions warrant. You want to build where other people are going to build. You want to buy land where thousands of homes will make.

LAND VALUES SOAR. Remember the building boom that followed the last war and BUY LAND NOW.

BUY LAND AT WHOLESALE from N.Y.'s Largest Acreage Dealers

5-LOT ACREAGE ESTATES

$99 Full Price • $20 DOWN • $1 A WEEK

You have read the predictions of government agencies and construction experts that a tremendous BUILDING BOOM will start right after the war. They estimate that 1,000,000 to 1,500,000 HOMES will be built each year for ten years. Get your home site, YOUR PIECE OF AMERICA now while land is cheap. Don't wait for soaring boom prices. We offer you choice acreage in built-up sections of LONG ISLAND, ideal for home or INVESTMENT. Our properties are surrounded by attractive summer and year-round homes from which residents commute daily to the city. All around are fertile farms and VICTORY GARDENS. We have miles of frontage on MAIN CONCRETE HIGHWAYS. Residents have the use and enjoyment of magnificent State Parks, state and township bathing beaches on the LONG ISLAND SOUND.

You can own level estates, hilltop or hillside estates covered with beautiful OAK and PINE TREES. In some sections, to insure privacy, no less than "10 lot" estates will be sold at the same WHOLESALE PRICE of $19.50 PER LOT. All estates are on good roads leading to STORES, SCHOOLS, CHURCHES and RAILROAD STATIONS.

WANT A BUNGALOW? HERE'S A REAL HOME SAVING PLAN!

$40 DOWN, $8 A MONTH Starts You See above model on property

Price $750

Home Savings Plans are based upon the policy of Lending Institutions to accept a good piece of land as practically the DOWN PAYMENT on a home. While you are paying for your land you are SAVING toward the DOWN PAYMENT on your home. Under our plan, the $40 down and $8 a month pays for a half acre (10 city lots) in a short time. Our builder will then, with WPB restrictions removed, erect the bungalow of your choice. When you take possession your may pay as little as $16 a month for only 5 years. After that, your bungalow and the half acre of ground are free and clear and there are no more payments. Under our generous Home Savings Plan you don't start with just a pair of lots, you get a country estate, a half acre equal to 10 city lots. Solve your Vacation and Retirement Problems. Readers of this newspaper should start saving toward that country home under our HOME SAVINGS PLAN!

FREE TRANSPORTATION: For full details and free transportation to property, readers of this newspaper should MAIL COUPON or PHONE CHickering 4-1408 or visit our FREE ACREAGE EXHIBIT in Suite 806, 500 FIFTH AVENUE. Open 9 A.M. to 9 P.M.; Sundays until 3 P.M.