Meaning of Last Week's NYC Dual-Job Decision

Once again the courts have ruled for the employees and against New York City in the controversy on dual jobs. The decision in the case of Charles Putkowski is important for the City's workers, but it is not in any sense as basic as established the legal right of employees to hold a second job without interference from their department heads.

This article deals with some of the effects of the court action. Reviewing an earlier decision, Justice Benjamin F. Schreiber, threw out the City's motion to dismiss the action brought on behalf of Charles Putkowski, a sanitation employee who had been threatened with dismissal for holding an evening job.

A regulation against outside employment adopted by a City department exceeded the power conferred upon such a department by the City Charter," ruled the judge.

May Seek Protection
Justice Schreiber upheld the arguments of Matthew Silverman, attorney for Mr. Putkowski, who had maintained that an employer had the right to seek the protection of the law from arbitrary and capricious rulings against outside jobs without having to wait until he was fired or dismissed, and then bring suit for protection.

As Mr. Silverman explains the effects of this ruling:

1 - It opens the way for a trial to determine whether the Supreme Court will issue an injunction forbidding Commissioner or Clerk of Sanitation from interfering with the rights of the employees to hold outside jobs.

2 - It throws out the City's contention that each employee would have to bring his own suit to protect his outside working privileges.

City May Appeal
However, the City has 10 days (from July 28) to appeal and may carry this action to the Appellate Division, to have the issue decided before the case is submitted for an injunction. It reaches the Court.

Suggested State Pension Plan Would Allow Earlier Retirement, Pension 'Floor'

ALBANY—It is possible that, in the not-too-distant future, State employees will see a liberalized retirement system in effect.

In response to the needs of employees, and to criticisms of the present retirement system, both the State itself and the Association of State Civil Service Employees, working independently, have been studying the problem.

Already, a number of interesting innovations have emerged. The State Association asks all employees who have been or are on service to improve the present retirement system to bring about changes that are deemed desirable. The Association of State Civil Service Employees, working in concert with the State of New York, has been studying the problem.

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Old Concept
Mr. John T. DeGriff, counsel for the ASCSE, last week outlined the basis of the present retirement system. It was, he said, "an old concept."

"The old concept of retirement was, first, to retire people in the service and to compensate employees State for their severance by granting them the additional security, second, to furnish a method whereby, when they had outlived their usefulness, they might be retired instead of staying on indefinitely. It was recognized that incentives were required to make a career service, and the need for security in old age was used as an important selling point. Many persons in civil service say they went into Government employment because of the security."

In Filtered Buses
"However," Mr. DeGriff continued, "in due time the social security concept filtered down among the people, and social security for all came to be an accepted concept. The Federal Government and private industry introduced a different form of security for employees. In fact, all private industrial firms have retirement plans which in some respects are superior to that of the State of New York."

"This means that the original (continued on page 16)

Higher Pay Rate
Men Receive

Another batch of increases in pay rate went out to NYC Transit employees last week.

This time, about 13,000 shop and maintenance workers had another 6 cents an hour added to their rate, which will bring each employee another $1.20 a year.

With the increases, the Board of Transportation said the shops were in working conditions in the IRT shops. The IRT employeewere paid on the same 8-day week as shop and maintenance men in the other divisions. Also, the halving of the pay period, which was extended from 1,400 to 2,500 in the car shops and maintenance departments.

BUY EXTRA BONDS TO BACK UP THE BOYS

NEW YORK STATE EMPLOYEE NEWS BEGINS ON PAGE 7
Victory Ideas Bring Cash to ODB Employees

NEWARK—One hundred dollars, the highest cash award yet to be won by an employee of the Department of Public Welfare's Office of Dependency, was presented on Tuesday to Miss Evelyn A. Cattaneo, of Union, N. J.

Victory Ideas—Senator John J. Dickson, of the Senate Appropriations Committee, said on the Senate floor today that a total of $1 million has been spent on the Victory program, which is aimed at reducing the consumption of luxury items.

The senator said that the program was necessary to ensure that the war effort was successful. He noted that the program had been highly successful, and that it had helped to reduce the consumption of luxury items.

Cash for Ideas—The Department of Public Welfare is offering a $100 cash award for the best idea submitted by an employee. The award is being offered as part of the Department's effort to encourage the submission of ideas that will help to improve the efficiency of the government.

The award is open to all employees of the Department, and the deadline for submissions is December 31, 2023.

Lump-Sum Leave Payments Asked—The Department of Public Welfare is asking for lump-sum leave payments for federal employees. The payments are intended to help federal employees who wish to take leave for family reasons, such as the birth of a child.

Even If You Have No Experience You Can Get an Important Job at $34 a Week—The Department of Public Welfare is offering a $34 a week job to anyone who has no experience. The job is available in the Department's Office of Dependency.

U. S. Retirement Fees Congressional Queries—The Department of Public Welfare is seeking comments on the potential impact of the recent U.S. retirement fee increase on federal employees. The fee increase will take effect on January 1, 2024.
Last Week's Entrants in Miss Civil Service Contest

Selection of Miss Civil Service Now in Hands of the Judges

Well, it’s all over but the judging! With more than 300 Federal, State, and municipal girls entered, the LEADER’s search for Miss Civil Service came to an end on Monday, July 27. Through the efforts of the judges, 12 girls have been selected who will compete for the title of Miss Civil Service.

The judging process began on Monday morning, July 13. The judges, composed of the staff of the LEADER, spent the day going over the entries and deciding which girls would be invited to appear in the final judging.

During the judging, the girls were required to answer questions about their background, experience, and knowledge of their job. They were also required to participate in a written test and a speech on a topic of their choice.

On Wednesday, July 15, the judges announced the names of the 12 girls who had been invited to appear in the final judging. The girls were then required to prepare for the final judging, which took place on Monday, July 27.

In the final judging, the girls were required to answer more questions about their background and experience. They were also required to participate in a talent show, which included singing, dancing, and other performances.

On Tuesday, July 28, the judges announced the winner of the Miss Civil Service contest. The winner will be chosen from among the 12 girls who had been invited to appear in the final judging.

About one-fifth of the staff came on Saturday, last summer. Saturday hours were 9-2, this year they’re 9-4.

Central Office of the Department works a full day during the summer. The nurses are on duty from July and August, and about half the staff comes in on Saturday.

Department of Public Works has a large staff on Saturday, but keeps the regular working hours during the week.

The Sanitation office staff work from 8-4, instead of their usual 8-2, because of the increased demand for service.

The summer schedule is full-time, but employees follow a full-time schedule which calls for work on one and one half Saturdays per month for the summer.

Water Supply, Gas and Electric staff works from 9-6 daily, but only about on-fifth of the staff comes on Saturday. Last summer Saturday hours were 9-2, this year they’re 9-4.

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NYC Employees Ask: ‘Are We Covered by Workmen’s Compensation Laws?’

By FRANCIS KELLY

What happens to a New York City employee injured on the job is the subject of considerable employee interest these days.

Edward Conk, State Industrial Commissioner, reports that he frequently receives inquiries from employees concerning their rights and, says: “It appears that the highly selective coverage benefits in the various States are not conducive to a satisfactory employment situation in the city.”

Who Is Covered?

Under the state-mandated laws involved State laws determine which employee is covered in case of accidents, and which isn’t.

In general, to be covered, employees, other employees who do outside work are either officers or employees of the corporate or partnership. The question of outside affiliation has not yet been determined, and probably won’t be until November. For the present, it will be held at the “conventional” level for all employees. We don’t want a one-man show; we don’t want an organization run by the executive officers.

Article 5 of the constitution implements the statement that “All power . . . shall be taken only after a constitutional amendment.”

Members Must Give OK

This right, according to the by-laws, that no action on any matter shall be taken except after a constitutional amendment, hours of duty and salary, be subject to the approval of the Executive Board or officers of the organization which we can make it. We don’t want a one-man show; we don’t want an organization run by the executive officers.

Executive Board

The executive board consists of the officers elected by the board. Members appointed by the board shall be taken only after a constitutional amendment, the. The question of outside affiliation has not yet been determined, and probably won’t be until November. For the present, it will be held at the “conventional” level for all employees. We don’t want a one-man show; we don’t want an organization run by the executive officers.

The organization is to no sense an endorsement group. It has done nothing to the protection of the rights of employees and to the advancement of the merit system. One interested citizens’ board, after a bill to apply Workmen’s Compensation to every employee of the City, including employees, officials, etc.

Train, 1505 Jerome Avenue, N. Y. C.

The Mayor also proposed that the Department of Transportation make special arrangements with the Organization to keep the regular employees from the benefits of the organization, because it is unfair to operate, it may be applied to the employee Association . . . assistance and protection . . . TRIPS TO THE COUNTRY

The new York City employees, including employees of the City, are eligible for the compensation instead of submitting to State compensation. One councilman.

Another Quiet

Barnes suggested that any other employee be paid for the summer. The next day, Monday, the executive officers and members of the union, including employees of the City, are eligible for the compensation instead of submitting to State compensation. One councilman.

The Mayor also proposed that the Board of Transportation make special arrangements with the Organization to keep the regular employees from the benefits of the organization, because it is unfair to operate, it may be applied to the employee Association . . . assistance and protection . . .
Facts Don't Jibe With LaGuardia Words
As NYC Hires Part-Time Employees

Despite all the fire and bombast on the dual-job front between Mayor LaGuardia and the City of New York, various City departments indicate that only three departments have submitted the list of questions on their outside activities. These are: Fire Department, Department of Sanitation, and Board of Transportation. Em-

The Machinery for the Dual Job

Mr. LaGuardia is chiseling by taking out the sub-employment clause. His reason in this case is that the employees who are chiseling by taking out the sub-employment clause are receiving their basic pay and receive no additional pay. So, he claims, they are not being chiseling

Whatever the City believes, however, the employees will get no additional pay. The reason of the City is that the employees who are chiseling by taking out the sub-employment clause are receiving their basic pay and receive no additional pay. So, he claims, they are not being chiseling.

The machinery for the dual job is being operated by the City. The machinery is to be operated by the City. The machinery is to be operated by the City.

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State Pay Board Must Face a Fact

A NOOTHER word, please, on the State Salary Standardization Board. That Board has recently finished hearing appeals for new salary allocations for every category of employee in the State hospitals—attendants, nurses, doctors, hospital employees, farm employees, printers, barbers, tailors, cobblers and others.

The members of the Board must face a simple fact: with the funds given the hospitals, a large part of the problem is the work of the hospital and the proper functioning of the State's institutions.

It is generally recognized that large numbers of employees have remained with the State all these years in the hope of betterment through action taken by the Salary Standardization Board and the Board has been noted even though they could have done far better for themselves by accepting posts elsewhere.

Now, if they learn that their appeals have been futile, that nothing is going to be done for them—there will be a general exodus out of the hospitals. In the present manpower situation such a move could break down the proper functioning of the hospitals.

The present members of the Salary Standardization Board are as vital as any which the present administration has had to make. We hope the Board will act with wisdom.

Firemen vs. LaGuardia—Two Steps Remain

NOW that New York City's firemen and Mayor LaGuardia have taken the first step toward settling their dispute, it is hoped that the new waiver form, which the members of the Uniformed Firemen's Association agreed to accept, is satisfactory to both sides. Well and good.

Two additional steps must now be taken:

1. The next step should be the granting of the men as of January 1, 1944. This is the procedure followed in every other City department, and it should be followed, too. Other than the original labor boards of the department, there are newwaivers forms, which the members of the Uniformed Firemen's Association agreed to accept, is satisfactory to both sides.

2. The second step is the appointment of John Crane and the five lieutenants who were dismissed from their duties for "turning out on turn," and the man who the Mayor is treating them without rancor or vindictiveness.

The present members of the Board are as vital as any which the present administration has had to make. But, instead of granting the firemen what they desire, the Board has given them the first City hospital which offered to make the State's institutions.

On the critical side of the present Board, there are many administrative details in the Central Office. Lives on Hospital Grounds

Every day, on Welfare Island, on the hospital grounds. His chief interest is the over-riding concern of cancer and chronic illness. It is the reason why the City has built the first City hospital which offered numerous courses to outdoor audiences, and has also done research in neurological diseases.

One of his chief qualifications for continued possession of the fact that he has served in many of the state hospitals is to be familiar with all their problems. He has had personal experience with some of these problems, as he is able to look at the mark of the man.

In 1938, he became medical superintendent of the Welfare Island Hospital in which he has had personally known all the residents of the island as a call of the medical board. His name is known in Kings County, Greenpoint, New York.

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POLICE CALLS

New Careers for NYC Police

Suggested by Delaney Bureau

A new road to advancement for younger men and women in the New York City Police Department, particularly those with some college training, is being fostered in the present Board, Mayor LaGuardia has agreed to recommend the J.A.B.

In their report, the members of the committee charged a need for a larger and more effective J.A.B., and to back up this claim, they found that the present J.A.B. was for a permanent staff of police who have been granted an annual salary. The new J.A.B. is generally on day-to-day basis. The present J.A.B. staff is listed as a Deputy Commissioner in the Police Department, 20 clerks.

Training Program

A training program to prepare members of the force for careers in the J.A.B. and other employment is under the charge of the Personnel of the Juvenile Aid Bureau. The J.A.B. should also take advantage of the fact that more and more recruit police and others in the Police Department are college graduates.

The Bureau should therefore plan a training with those colleges in the New York area which have courses in policing and crime prevention which would be of assistance. The Brooklyn, Queens, and Manhattan colleges who have an interest in the problem of young people and who can be trained in the J.A.B. and other employment should be contacted and a meeting should be held.

To Retired Policemen

Checks are waiting for you in the Police Department. They are for that portion of your basic pay due for the period of the year for which you are entitled. (June 27, 1944)

Civil Service Board

Tuesday, July 4, 1944

Men of Merit

his work as the first day he started. Now, after long hours in the Central Office, he has many administrative details of small importance to his name, the night sitting in the various hospitals under supervision.

Lives on Hospital Grounds

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CIVIL SERVICE LEADER

Tuesday, July 4, 1944

State Workers May Not Fight Fires Off Premises

ALBANY—State employees cannot be required to fight forest fires, even when a reciprocal arrangement exists with a local fire district. This decision affects all state institutions.

"It is unlawful for the head of a state institution to order an employee to fight forest fires off the premises," noted Mr. Francis J. Tracy, state labor commissioner.

Employees objects such unauthor- ized request "are bound to be covered by workers' compensation laws and, where feasible, might be liable under such cir-

stances," he said.

"There are some of the replies that I have gotten," Judge Conway asked for certain additional information and was told that there were 25 to 30 members in the class, no doubt justified this action as far as you are concerned, yet the former title and salary has been complied with by Mr. Maltbie." It has been the practice at some institutions to enter into oral reciprocal agreements with nearby fire districts to provide for fire-fighting service in fighting forest fires, it developed.

Tough Problems of Civil Service To Be Discussed

ALBANY—One-day meetings for city civil service commissions are to be held during the month of July in connection with the State Civil Service Commission on the subject of "Tough Problems of Civil Service." The issues to be discussed will include the procedure to be followed in filling vacant positions, the principles to be applied in deciding the eligibility of candidates for appointment, and the practice of interviewing candidates for certain positions.

Recent Changes in the Civil Service

The dates and cities where these meetings will be held are as follows:

- July 1, New York City
- July 2, Buffalo
- July 3, Rochester

Use of Preferred List

The petitioner had served as a mail carrier for the New York City Transit Commission until he was laid off in 1942. His application for reinstatement was rejected because he did not have the qualifications for a preferred list.

The court held that the petitioner was entitled to the position he sought, and ordered him reinstated.

Layoff Rights of Veteran

The petitioner, a World War II veteran who was laid off from his job as a bellman at the New York Times, contended he should be certified for layoff rights. The court held that the petitioner was entitled to the position he sought.

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Gen. Bradley Impressed
By Contributions of State Employees to War Effort

"I am amazed at the magnificent work which woman employees are doing towards home-front support" was the comment of Brigadier General Bradley, High Commissioner for Refugees, while examining the numerous contributions of the employees of the New York City Department of Civil Service at the War Service Center.

The contest closed at midnight, June 17 and the General is carefully going over every letter and card, remembering that the employees rate the top award for homes behind the lines and a fair contribution of America's war effort. From the viewpoint of the finished military career, he is in a position to select the winner.

In announcing the letters, General Bradley found it necessary to write to some officials of various State departments to ascertain that all the home-front activities of the finalists are included and to assure them of the importance of their work in the prosecution of the war.

The final decision will be made in the very near future. The winner will receive a score of a $500 war bond donated by L. J. Fine and a handsome LEADER trophy. Runners-up will receive handsome money certificates signifying the importance of their work in the prosecution of the war.

**Hospitalization Plan Praised**

The undertaking of over 100,000 Civil Service employees of the New York City Department of Civil Service at the War Service Center of the Department is well done.

Charles A. New, Jr., president of the Civil Service Employees Association of the State of New York, while visiting the War Service Center, said that the 100,000 subscribers is a fact which demonstrates that more and more employees are taking advantage of the benefits of the Hospitalization Plan of the Department.

**Disabled Vet Gets Preference By the Courts**

The question of preference for the veterans of the State and Federal agencies of the United States was the subject of a recent decision of the Supreme Court of New York City.

On January 3, 1944, when he filed the complaint in the Supreme Court, he was not receiving these payments; he was employed in the State Hospital as an examiner; and the Veterans Administration had not approved the payments.

However, by this time (April 15, 1944), the Civil Service Commission had recommended that he be allowed to seek compensation for his injuries and that he be paid compensation for the period since his discharge from the service.

**Have You Taken A State Exam?**

Here's how things look on your test, as of June 20

**Industrial Examinations**

— June 14, 1944

It appears that the examination of the candidates for the post of **Industrial Examiners** is complete. The Civil Service Commission has approved the examination of the candidates who have passed the test, and the candidates are now being notified of their acceptance.

**Civil Service Court Cases**

Cases from Civil Service Court (as of May 17) and the functions of the operation of elevators was transferred from the Department of Transportation to the New York City Department of Building and Housing.

The decision in this case was rendered by Judge J. H. Covert of the Civil Service Court of the City of New York, with its principal office on 40th Street and 6th Avenue.

**Conclusion**

In conclusion, it is safe to say that the Civil Service Commission has demonstrated its ability to handle the many cases of employees who have been injured or disabled in the performance of their duties.

Ours at BANK RATES

**Ours at Bank Rates**

Our complete facilities make it possible for loans to be made quickly and easily. We offer all types of personal and business loans. Our rates are the lowest in the Bronx.

**Main Office**

BRONX COUNTY

Third Ave. of 146th St.
BRONX 5-5000

NEW YORK CITY, N. Y.

Federal Deposit Insurance Corp., Federal Reserve System
New York City

IDEAS FLEW when the delegates of the various departments met for the first time in the ASCHE chapter... John Brown was elected to head his colleagues recommending farm rice and the horse out to the public. At the annual meeting of volunteers to aid the Industry Fire Department, to head the revised certification and by-laws. Mr. Albauy 2 80.111

Miss Smith of the State Insurance Department has assumed responsibility for the New York City... on Blaine-white of the Department. Mr. Albauy 2 80.111

Reid described the importance of the rating bureau... has been through the trial... and Mr. John Mur... in the course of events that has been... to the hospital many... efforts, Mrs. Helen Olson entertained the... to let an executive board meeting... and Mr. and Mrs. Harold Spink... Mr. and Mrs. Edward J. Hurlburt. Director. VICE, 196 Lark St., Albany 4-6981.

Recent State Eligible Lists

State Journal of Houses and Senate, Albany, N. Y. reports, via H. Van Volkenberg

Who Should Get Credit for Military Service?

ALBANY — Which employees — State and municipal — should be given recognition for having performed military duty? It isn't a simple problem.

Section 24c (6) of the Military Law defines military duty as military service in the military, naval, aviation or maritime service of the United States subsequent to July 1, 1940. As used under the Inspector General Law, the terms 'military service' is broad in scope... that Mr. Collins was named a recipient of the hundred-dollar prize that this chapter gives to all employees retiring after twenty-five or more years of service. A well-used gentleman, he

There's the way I like to see them," said Gen. MacArthur when he saw the rows of jams in the Admiralty Islands. In this war — the costliest, crooked war of all times — no boys must fight with fury. Kill or be killed! And on how well each play his part depends the lives of many of his buddies.

The house on the front line, too, not churn the attack on isn't enough.

Back the Attack! - BUY MORE THAN BEFORE

This advertisement is a contribution to America's all-out war effort by

ARTISTIC SILKSCREEN, INC.

AUTOMATIC CANTER CO. OF LONG ISLAND

SOUTH PORK & MEAT PRODUCTS

HELPLN MANUFACTURING CO.

J. POPEL & SON, INC. G.

TERESCHI & TERESCHI CO.

O. GABRIEL MILLIERT, INC.

SERVICE BLOUSE CO., INC.

J. MAXENZOS & CO.

SKINS TRADING CORP.

TUDD KNITTING MILLS MARRA CIGAR CO.

VON ALTMAN FURSES

QUEENSBORO FARM PRODUCTS, INC.

AQUA PROOF COAT CO.

ZIEB Y. KENNEDY

MAHAN BALANCE HEBBLE

JACKSON DEPARTMENT STORES CORP.

F. F. LAPP & CO.

CUTTING ROOM APPLIANCES CORP.
Tests for NYC Positions

Four open-competitive and 14 promotion examinations of the New York City Civil Service Commission are on the July schedule. Filing dates close from July 5, 6, to July 20, 1944. Application may be made in person or by mail at the Application Bureau of the Commission, 95 Queen Street, New York City.

Following are the important details of these tests. Apply at the Commission's examination rooms and at the specified locations.

OPEN-COMPETITIVE

Assistant Chemist
Salary: $375 a month.
Application may be made in person or by mail at the.uri-Application Bureau of the Commission, 95 Queen Street, New York City.

OCEANOGRAPHIC SERVICE

Grade 5, Mirrold
Salary: $200 a month.
Office of the Commissioner, New York City.

National Cash Register Machine Operator
Salary: $300 a month.
Office of the Commissioner, New York City.

Tests for All These Tests are from 9 a.m., July 5, to 4 p.m., July 20, 1944. Application may be made in person or by mail at the Application Bureau of the Commission, 95 Queen Street, New York City.

Duties: To perform skilled chemical or mechanical laboratory work, and to operate testing machines in a laboratory.
Vacancies: 14 in various City departments.

Hours: 9 a.m. to 4:30 p.m., Monday to Saturday, except 10 days of vacation paid during the fiscal year.

Additional Details:
- Applicants must be citizens of the United States.
- Wives and widows of honorably discharged veterans may be considered.
- Three years of service in government employment, (1) in a permanent state or federal government position, or (2) as a member of the armed services.
- Unless otherwise noted, application forms are available at the Secretary of State, New York City.
- Examination will be held on September 15, 1944.

Additional Information:
- A copy of the Civil Service Law will be issued, and a list of Vacancies for the Grade 5, Mirrold, National Cash Register Machine Operator, and Assistant Chemist will be held on September 22, 1944.

Government Openings

This is general information which you should know about United States Government employment. (1) Applicants must be citizens of the United States, (2) for the highest positions, the applicant must be physically capable of performing the duties of the position and must have the necessary experience, (3) unemployed persons who find their defects would interfere with their ability to perform the duties of the position must not apply. (2) The preference granted to honorably discharged veterans is extended to preference-eligible non-veterans, (3) Veterans' Preference is granted to honorably discharged veterans who are considered non-preference eligible. (4) All veterans are considered for positions in the Federal service, regardless of preference eligibility. (5) Persons now employed in essential occupations must receive notice of their employment status for ten days from the date of the birth announcement. (6) The offer of a position will be rescinded by the agency in instructions advising what status in the Federal service will be necessary to maintain the position in the Federal service.

Additional Information:
- A copy of the Civil Service Law will be issued, and a list of Vacancies for the Grade 5, Mirrold, National Cash Register Machine Operator, and Assistant Chemist will be held on September 22, 1944.

When you have spotted the job that suits you, jot down the employer, and get in touch with the Civil Service Commission office nearest to you. Remember that you can save yourself a lot of time and effort by getting information about the duration of the examination, the number of positions available, and the terms of employment. If you require any further information, such as the number of positions available, the number of applicants, the qualifications required, or the duration of employment, you should contact the Civil Service Commission office nearest to you. The Civil Service Commission office will be able to provide you with this information and assist you in your job search.

Additional Information:
- You can also search for jobs online at the Civil Service Commission website, where you can find a list of current job vacancies and information about how to apply.
- You can also visit your local library or community center to obtain information about the Civil Service Commission and the job opportunities available.
- You can also contact your local government office to obtain information about the Civil Service Commission and the job opportunities available.
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SALESMEN
To sell low-priced, nearly new, fashionable and serviceable furniture for Victory Gardens. No previous retail experience necessary. You simply make the sale. Tremendous advertising campaign underway—hundreds of leads on hand. Generous commission to the successful person. Call Rode 30 19.

HELP WANTED

MEN—MEN
MACHINE OPERATORS. 

ClARKS, GIRLS—WOMEN
(At least 18 years of age)
No previous experience necessary. Knowledge of typewriting. We will employ you in interesting, high-grade desk work handling International Radiograms. You will also learn to handle Telegraph or Radiotelegraph. Operating in our fine school.

Apply weekdays except Saturdays between 2:00 and 4:00 P.M. Cashiers, watchmen and women. E.C.A. Communications, Inc., 56 Broad Street, New York.

CLOCKMAKERS
Opportunity to learn radiotelegraphy. Apply, Employment Dept., Western Electric Co., 840 Madison Ave., N.Y.C., Room 400, 403 Hudson St., Rm. 406, 500 5th Ave., N.Y.C., Room 2612, Grand Central Terminal, New York City.

GIRLS & WOMEN
No Experience Necessary
Full or Part Time

Eastern Work

Bakers

Apply weekdays except Saturdays between 2:00 and 4:00 P.M. Cashiers, watchmen and women. E.C.A. Communications, Inc., 56 Broad Street, New York.

TYPISTS
Experienced in filing to letters, reports, and similar work. Good rate and tips.

D. H. AHREND CO.
31 Dunne St. (no City Hall), N.Y.

GIRLS-WOMEN 16-45
Experience Unnecessary To Be Trained

Application Form

25-10 Thomson Avenue, Long Island City, N. Y.

PORTERS

PART TIME WORKERS

CONVENIENT HOURS

MEN and WOMEN for LIGHT FACTORY WORK

FULL or PART TIME

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING
EASILY REACHED BY ALL SUBWAYS

LOOSE-WILES BISCUIT CO. 25-10 THOMSON AVENUE, LONG ISLAND CITY, N.Y.

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and Laundry Help, part or full time.

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For Train Service and Laundry Help, part or full time.

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GIRLS—WOMEN

FOR-A OR DRAFTSMEN

Industrial Experience Necessary

HIGHER SALARIES!

REPUBLIC, STEEL CORP.
326 West 23rd St., N.Y.C.

PART TIME WORKERS

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MEN and WOMEN for LIGHT FACTORY WORK

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1881 Park Ave., N.Y.C., Room 601.
Suggestions for State Retirement

(Continued from Page 11)

Improvements in the retirement system should be made to bring it more in line with the needs of the modern working world. The private pension plans of many companies have been expanded to provide benefits beyond the law of the State. It is the duty of the State to see that the retirement plans it provides are as good or better than those that are available elsewhere.

The following improvements can be made:

1. Improve the cost of living adjustment: The cost of living has increased significantly since the establishment of the retirement system. A cost of living adjustment is necessary to ensure that the retirement benefits keep pace with inflation.

2. Increase the actuarial factors: The actuarial factors used to calculate the retirement benefits need to be increased to reflect the changes in life expectancy and the cost of living.

3. Improve the investment of the funds: The funds available for retirement should be invested in a manner that provides a secure and steady stream of funds for the retirees.

4. Allow for a phased retirement: This would allow employees to retire gradually, working part-time and gradually reducing their hours, which can be beneficial for both the employee and the employer.

5. Consider a supplemental retirement system: This would allow employees to contribute more to their retirement accounts, which would increase their benefits.

In summary, the State Retirement System should be improved to provide a secure, steady, and fair retirement system for all its members. The improvements outlined above are necessary to bring the retirement system in line with the needs of the modern working world.
**READER’S SERVICE GUIDE**

**BEAUTY**

- **Guthrie’s:** 37 East 47th St. (541-3050)
- **Plucky’s:** 131 East 63rd St. (986-5990)
- **Barber College:** 1700 Fourth Ave. (743-8080)
- **Gutterfield’s:** 30 West 47th St. (688-0230)
- **Beauty Supply:** 24 West 47th St. (688-0230)
- **Bodkin’s:** 221 East 63rd St. (986-5990)
- **PERMANENT WAVE: Antonio’s:** 84 East 63rd St. (986-5990)

**MEDICAL**

- **KIDNEY — BLADDER — URINARY DISEASES**
  - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

- **MEDICAL EXAMINATIONS**
  - **Dr. Burton Davis:** 415 Lexington Ave. (7214)
  - **Dr. L. A. S. Orleans:** 415 Lexington Ave. (7214)

**PHARMACY**

- **าย ARY RUSH:** 130 East 63rd St. (986-5990)
- **Mr. Fix It:** 84 East 63rd St. (986-5990)

**MOTION PICTURES**

- **Loew’s State:** 135 East 63rd St. (986-5990)
- **Loew’s Amato:** 135 East 63rd St. (986-5990)

**RESTAURANTS**

- **BUT AFFILIATED WITH ANY UNDERKATE OF LIKE NAME**
  - **William P. J. Bible Funeral Home:** 110 East 57th St., N.Y. (7214)

**SERVICES**

- **BAY AND MEET AT THE RED ROOSTER:**
  - **Religious and Negro Altar Trends:**
    - **Dr. Deruha:** 123 East 63rd St.
  - **Religious and Rhythmic Trends:**
    - **Mr. Fix It:** 123 East 63rd St.

**SOME LIFE TIPS**

- **Every Day is a New Day:**
  - **Dr. M. S. Libby:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)

- **HEALTH SERVICES**
  - **Hearing Aids:**
    - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
    - **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
    - **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

- **COMBINATION HOMES**
  - **Complementary Services:**
    - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
    - **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
    - **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**SIDEWALK SALE**

- **25% off All Regular Prices:**
  - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**STREET BUTTONS**

- **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**STRONGER GUMS**

- **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**STUFFED TOY PRICES**

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- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**SURGICAL TREATMENT**

- **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**THE CURE**

- **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**TIME**

- **10:30 A.M., 2 P.M., 8:30 P.M.:**
  - **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
  - **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)

**VITAMINS**

- **Dr. A. M. Kirkland:** 350 Central Ave., 15th St. (865-4435)
- **Dr. N. D. Libby:** 350 Central Ave., 15th St. (865-4435)
- **Dr. M. H. Libby:** 350 Central Ave., 15th St. (865-4435)
YOUR BLOOD CAN SAVE HIS LIFE

Blood plasma is ammunition.

Only you on the home front can provide that blood so necessary to carry on at the battlefront.

There are many others in your department who are helping to provide life blood for America's fighting men.

Have you done your part?

Call your Red Cross blood donor service today for appointment.

The pint of blood you give, painlessly, may mean the difference between life and death for someone's brother or husband or father.

In New York City

BLOOD DONOR SERVICE - 2 East 37th Street, N.Y.C.

Murray Hill 5-6400

This advertisement is a contribution to America's all-out war effort by

BREWSTER AERONAUTICAL CORP.
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THOS. ROULSTON, Inc.
S. S. THOMAS
FOREMOST JEWELRY CO., Inc.
KAUFMAN RUDERMAN CO.
FRIEND OF THE BLOOD BANK
Promotion Exams

Promotion exams are now going through the offices of the NYC Civil Service Commission. The following tests will be held in the near future: George Ferguson, grade 5, Office of the President, Borough of Manhattan; Foreman of Pavers, Office of the President, Borough of Manhattan, grade 6, Office of the President, Borough of Manhattan; Trees, Parks, Bureau of the City, Foreman and Division Head, Office of the City, Foreman of Bicycles and Section Blacksmith, Departments of Corporation and Domination.

Takes Cut to Get Raise

Julia R. Mercandino was a Probation Officer, at $1,800 a month. But in the future, she will be a Probation Officer, at $2,040 with the bonus.

Mathematical Calculations

Grade 2, clerical positions in the near future: Garage Foreman, $1.16 per hr., $1.20 per hr.; Carpenter, $1.16 per hr., $1.20 per hr.; Cook and Baker, $1.60 per hr., $1.80 per hr.; Attendant, $1.40 per hr., $1.50 per hr.; General Mechanic Helper, $1.80 per hr., $2.00 per hr.; Maintenance Aid, $2.00 per hr., $2.20 per hr. For the full list of positions and salaries, please refer to the official notice.

Arithmetic for Grade 2 Clerks

Grade 2 Clerks are required to perform calculations as follows: 1. To add the numbers 120, 230, and 340. 2. To subtract 340 from 560. 3. To multiply 230 by 4. 4. To divide 1200 by 6.

SMIT SUBWAY MEN

A group of New York subway employees have every right to walk around public killings themselves, to get a break. Practical tests for promotion to Construction Maintenance "Group B" were given by the City Civil Service Commission during May. The record shows that every candidate from the 1ST and BMT Divisions passed the test. A recent musical comedy, and high in the Adriodora Section, "The Mask of Dimitrios," based on Erle Stanley Gardner's best-seller, "There's Your Woman," will be put into production shortly.

"SEEN AND HEARD IN VET AGENCY"

THE MOVE is on again at Vet A, 2 Lafayette, and 299 Broadway. The new Assistant Chief Medical Examiner, Of- fice of the Chief Medical Examiner, Office of the Mayor, Borough of Manhattan, is now occupying the space at 299 Broadway.

For the finest foods... Strictly home cooking

For reservations, call 10-30-15

SEEN AND HEARD IN VET AGENCY

THE MOVE is on again at Vet A, 2 Lafayette, and 299 Broadway. The new Assistant Chief Medical Examiner, Office of the Chief Medical Examiner, Office of the Mayor, Borough of Manhattan, is now occupying the space at 299 Broadway.

Werner Bros. Hit "The Mask of Dimitrios"

With Sydney Greenstreet * Sachi Scott * Peter Lorre

Louis Prima and His Orchestra

Extra Alphones

Phil Regan

Air-Conditioned STRAND B'WAY & 47TH ST.

BETTE DAVIS is in Werner Bros. HIT "Mr. Skeffington" with Claude Raines

Hollywood

"Once Upon a Time"

Joaquin R. Mercandino was a Probation Officer, at $1,800 a month. But in the future, she will be a Probation Officer, at $2,040 with the bonus.

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UNRRA Seeks First-Rate Stenos for Overseas Posts

The United Relief and Rehabilitation reconstructing office at Room 900, The Federal Building, 641 Washington Street, NYC, reports that 200 people a day are coming in to apply for work. UNRRA is in the market for the most qualified applicants and are giving every person careful consideration, from stenos to prospective mission chiefs at $9,000.

**Biographical Information:**
- Stenographers and stenographic service are needed, but their requirements are simple. They want girls who have some experience as stenos. The qualifications are: 4½ words a minute in shorthand, and 8½ words a minute in typing. The average salary for stenos is $2,000, but there are those over 25 years old who will be considered. UNRRA is after a 22-year-old who spoke a foreign language other than English.
- The positions are open to all. As for the positions listed, interested individuals should have the necessary qualifications. The positions include: Director of Welfare, calls for some- one who has headed the relief service and has a certificate plus a good business background. They are good positions for men with actual heavy experience in international law.

**Here’s Why NYC Lists Of Eligibles Are Moving**

Following are recent actions on lists of eligibles by the NYC Civil Service Commission:

- **City Medical Officers:** The NYC Civil Service Commission has made 17 names eligible for the Fire Department, at $4,000, but the city is not satisfied with the candidates who have applied. The 17 names are: Dr. A., Dr. B., Dr. C., and so on. The names are likely to fill positions on the list. The Commission is making a survey of candidates to find out who is the best.
- **Surgeon:** The NYC Civil Service Commission has made Dr. A. eligible for the Fire Department, at $4,000, but the city is not satisfied with the candidates who have applied. The 17 names are: Dr. A., Dr. B., Dr. C., and so on. The names are likely to fill positions on the list. The Commission is making a survey of candidates to find out who is the best.
- **District Welfare Officer:** The NYC Civil Service Commission has made Dr. A. eligible for the Fire Department, at $4,000, but the city is not satisfied with the candidates who have applied. The 17 names are: Dr. A., Dr. B., Dr. C., and so on. The names are likely to fill positions on the list. The Commission is making a survey of candidates to find out who is the best.
- **Welfare field officer:** The NYC Civil Service Commission has made Dr. A. eligible for the Fire Department, at $4,000, but the city is not satisfied with the candidates who have applied. The 17 names are: Dr. A., Dr. B., Dr. C., and so on. The names are likely to fill positions on the list. The Commission is making a survey of candidates to find out who is the best.

**Sanitation Awards to Come in August**

The annual presentation of awards for sanitation work for the months of July and August will be held in the Civil Service Commission building. The awards are: $100 for the best sanitation worker, $50 for the best sanitation assistant, and $25 for the best sanitation inspector. The awards will be presented to the winners on August 31st.

**New Payment Rates for Skilled NYC Employees**

Here are the new rates set for payment of skilled NYC workers by the Commission for the following groups: 9,000 employees whose wages are less than the prevailing wage in private industry for the same type of work. Following are the old rates of pay, and the new rates which have been set for the future. These employees will also receive back pay for the periods listed below:

<table>
<thead>
<tr>
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**Subway Foreman**

**Tangle Still Complicated**

Turning assistant foremen on the subway lines into foremen has its complications, as the NYC Civil Service Commission is finding. The hangups are:

- **First:** The Board of Transportation is deciding on the number of assistant foremen. The Board plans to make 10 assistant foremen.
- **Second:** The Board of Transportation is deciding on the number of assistant foremen. The Board plans to make 10 assistant foremen.

When the measure came before a hearing last week, there were plenty of questions.

For one thing, an examination for the grades set for assistant foremen, and shops, is in progress. The examination will be completed, and a list of eligibles will be made. Lieutenants, Peter, John, Robert, and so on, will be made. Lieutenants, Peter, John, Robert, and so on, will be made. Lieutenants, Peter, John, Robert, and so on, will be made.

Five lieutenants will also be made.

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**Machinists**

**Supplies togo to those who passed the test, 315 failed.**

Those Who Passed

But the test was not the point of view of those who passed or failed. "It is unfair," they said, "and a violation of civil service to stop in the middle of a promo- tion examination in order to make those who have failed and those who have not take the same paper." The view of this point was shown by a specimen for the American Federation of Labor, who also expressed disapproval of the proposed reclassification.

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**New Payment Rates for Skilled NYC Employees**

Here are the new rates set for payment of skilled NYC workers by the Commission for the following groups: 9,000 employees whose wages are less than the prevailing wage in private industry for the same type of work. Following are the old rates of pay, and the new rates which have been set for the future. These employees will also receive back pay for the periods listed below:

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