If You're 1-A or a Vet—

THE JOB YOU WANT

IS LISTED HERE

SKILLED OR INEXPERIENCED, CLERICAL, PROFESSIONAL

The following explanation of civil service rights is important to every person who leaves a New York City Civil Service position for the armed forces; it is a-1 and on a civil service list; or would like to take a test for a City job.

Following is an explanation of the civil service portions of the military law, as prepared by the Department of Investigation.

On Eligible List

Any person whose name is on an eligible list shall, while in military duty, retain his rights and status on such list. If the name of any such person is reached for certification during his military duty, it shall be placed on a special eligible list in the order of his original rating provided he makes request therefor during the period covered following termination of his military duty. Such list shall be certified before certification is made from a subsequent eligible list for the same position. Such names shall remain on such special eligible list for a period of two years after termination of such military duty.

1-A's on Special List

Any appointing officer or 2 body, in his or her discretion, may determine to appoint as members of the uniformed force of a police department, a fire department or Department of Correction from any appropriate eligible list only persons who have not been placed in examination 1-A under the federal selective service act and who are not in any of the reserve military or naval forces of the United States. In the event such determination is made and notice is given to the Civil Service Commission, the appointing officer may make the appointments.

(Continued on page 16)

NEW YORK STATE EMPLOYEE NEWS BEGINS ON PAGE 7

State Employees Entering Private Jobs Won't Find Their Old Positions Waiting

ALBANY.—Although the chances of a State employee getting a certificate of availability, so as to go into a war industry job, are better than 50 per cent on appeal from a denial by the State Civil Service Commission, the chances of the same employee getting back into his State job later are practically nil.

A check of Civil Service Commission records shows that since the job-freeze order went into effect about three months ago, 85 state workers were denied permission by their appointing officers or department heads to leave State service and enter war industry employment.

Of these 85 appeals, the Area Appeals Board overruled the Commission six times and four times upheld the action of the Commission denying certificates of availability.

A number of cases are either incomplete or are on appeal with no decision yet.

"In considering appeals from decisions of the Civil Service Commission, the appointing officer or department head or any employee who has been denied permission to enter war industry employment may file an appeal with the Area Appeals Board of the Commission.

"Requests for reconsideration in the Civil Service Commission may be made from the appointing officer or department head or any employee who has been denied permission to enter war industry employment.

"Requests for reconsideration from the Civil Service Commission may be made from the appointing officer or department head or any employee who has been denied permission to enter war industry employment.

"Requests for reconsideration from the Civil Service Commission may be made from the appointing officer or department head or any employee who has been denied permission to enter war industry employment.

(Continued on page 20)
Red- Tape Clogs Rises In Bklyn. Navy Yard

By JEROME YALE

Employees at the Brooklyn Navy Yard complain that the red-tape involved in getting an increase is driving them to leave for outside jobs in private industry.

When an employee feels that a raise is long overdue, he is handed a yellow sheet, known as a promotion form. This is merely the starting point in a complicated procedure which is administered by the Navy Yard's employee's supervisor, who either approves or modifies, notifies the employee of his decision, and if he has been approved, sends the form to the Office of the Director, Bureau of Yards and Docks, Navy Department, Washington, D.C. There is no time limit, the employee or his supervisor is requested to sign his approval, and neither the employee nor the supervisor is notified what has happened to the form after it is sent to the Navy Department.
Queens Traffic Cop Doing All Right in the Navy

If Lieutenant (j.g.) Joseph L. Paley of 34-43 Avenue, a former construction worker and traffic cop serving in the Navy, could see the current traffic conditions on the streets in his old neighborhood, he probably wouldn't be too pleased.

As a cop, he developed the skill of directing traffic without a whistle or a sign. He could stop a crowd when he needed to, and he had the knack of being able to control a situation quickly.

Now, as a traffic cop in the Navy, he has the same ability to control traffic, but on a different scale. The same skill that he didn't have when he was a cop, he has now.

The Navy has recognized his skills and has given him a position where he can use them.

Phil Hagerty Wants His Old Job Back

Philip P. Hagerty is serving as an assistant manager of the Mason Hotel of Manhattan. He is on leave from the U.S. Navy, where he was a machine gunner.

But Mr. Hagerty has requested permission to return to the Commission. He says he will be back in service in three weeks.

Bridge Tenders

Another survey of City employees is being made by the NYC Department of Investigations to check the ideas of municipal employees on service ratings, lay-offs, promotions and increases.

The department officials feel that the present system is not working properly. They want to improve the service rating system.

Financial Department

For most of the employees, who are still receiving their usual salary, the increase is only a 4% increase in pay. However, the annual increase is in the higher grade.

CIVIL SERVICE LEADER

Another survey of City employees is being made by the NYC Department of Investigations to check the ideas of municipal employees on service ratings, lay-offs, promotions and increases.

The LEADERS present here for the first time the whole story behind this development.

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Another survey of City employees is being made by the NYC Department of Investigations to check the ideas of municipal employees on service ratings, lay-offs, promotions and increases.
These Girls Are the Semi-Finalists
In Search for Miss Civil Service

One of these girls will be chosen from the semi-finalists, by a group of judges, to compete for the title of Miss Civil Service for 1944.

At the end of June, a group of judges, comprising members of the Civil Service Commission, will have been invited to select the semi-finalist. These judges will gather in the office of Newbold Morris, president of the City Council, on Wednesday morning, July 12, at 10 A.M., to hear and see the judges.

How They’ll Be Selected
There are many ways of having fun at
ARROWHEAD
Entertainment, Lectures, Variety Shows, Spor-ting Events, Social Events.
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N. Y. C. Box 153
Syracuse, N. Y.

In the Glorious Adirondacks between Thendara and Northville, 25 miles north of Utica, lies the 225-acre,”crown of the Adirondacks,” MONTEWARDLAKE.Camp on your own private lake. All sports. . . . churches nearby. Open July 10 through Labor Day.

New York City Semi-Finalists

FISHMEN INVITED!

Telegram to your fishing club and friends: Join us at the annual fishing camp at SHANDELEE LAKE — TAKE A WEEKEND HOLIDAY FROM THE CITY.

TRIPS TO THE COUNTRY

New York State Semi-Finalists

Friedman Bros.

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LIVINGSTON MANOR, N. Y.

LIVINGSTON MANOR, N. Y.

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BETTY LAzac, Graphotype Operator, Veterans Administration, N. Y. C. Phone: Brooklyn: Heath View 2-1160; Windsor 8-2577.

MARTHA GROSS, Clerk, Veterans Administration, N. Y. C. Phone: Brooklyn: Heath View 2-1160; Windsor 8-2577.

J. M. T. Walter, Machine Operator, Department of Finance, Brooklyn. Phone: Brooklyn: Heath View 2-1160; Windsor 8-2577.

MARGARET MOORE, Bookkeeper, Central Union Trust Co., N. Y. C. Phone: Brooklyn: Heath View 2-1160; Windsor 8-2577.
How It Was After World War I

Some New York employees who are veterans of World War I are burning up the ears of the current crop of returning soldiers, since the Board of Estimate approved a resolution to pay them the same as those of men who were drafted.

And a large group, many of them police and firemen, but went ahead and purchased a new car "getting any 'pin money' they could," the Board of Estimate passed a resolution to pay them the same as those of men who were drafted.

Finally, after the Armistice, a sale celebration for all returned City employees under the Reesweid's "Continuum-Circle" affair is reported to have cost almost $100,000.

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Finally, after the Armistice, a sale celebration for all returned City employees under the Reesweid's "Continuum-Circle" affair is reported to have cost almost $100,000.
Bad Doctrine Uttered By Gov't. Attorney

We TAKE exception to an argument made by Joseph M. Friedman, Justice Department attorney arguing against the Hatch Act case now proceeding in Washington.

We believe that nobody is compelled to work for the Government. In effect, if you don’t like the conditions of work, nothing prevents you from getting the hell out.

This is the same line of talk that used to be invoked years ago in private industry when employees asked for the Government. In effect, if you don’t like the contract with your boss, you can always go to the boss and request a raise. The boss would answer: “You don’t have to work here. If you don’t like the way we do things, you’re free to leave any time.”

This belligerent attitude was at bottom of much labor strife in the history of the nation. In more recent times it reappeared at this late date by a representative of the Government.

The LEADER has been against that section of the Hatch Act which curtails the political activities of employees, particularly of public employees. Nevertheless, we believe that an argument can be made out for the act with respect to an anarchistic approach as that of Attorney Friedman.

After all, if his argument is taken at face value, then employees are never dare to try to improve their working conditions, or to change any imposition, however onerous, which an official might wish to heap upon their heads.

That doesn’t sound like good doctrine for free men and women in the employ of a free nation.

Training Program Needed For State Employees

For some years now, Albany officials have been playing with the idea of instituting a training program for State employees, something interesting was done, but on the whole we have in New York State no really effective plan-in-service training.

Everybody admits that such a program is useful and necessary, but New York State has long been known to be interested in seeing a dynamic plan get under way. Employees themselves would certainly be for it, because their own chances for advancement would be improved, and something interesting was done, but on the whole we have in New York State no really effective plan-in-service training.

Training through reading books and magazine articles is never a favorite.
Rights of Returning Servicemen

NEW YORK STATE, as an employer, has pledged itself by law to re-employ those who give up their jobs for war service. Of course, every returning veteran wants his former job to be waiting for him, but not all will get such assurance of getting back into their state jobs. Under the law, he has the right to return to his old job, well and good; but the choice should be his. And, he should lose none of the employment benefits he has become attached to while he has been away.

Citizen Responsibility

THEY IS only sound business. The fighting man is not on a holiday day. Citizen responsibility for the welfare of the people as a whole takes precedence over petty selfishness. When the citizen leaves the pay or the desk to defend national frontiers or civil frontiers of some sort, he has the right to return to the pay or the desk when his defense task is ended. Of course, situations which are difficult for the veteran to remember, there will be situations where it may be difficult for the veteran to remember what he has left behind him. There is some situation which could arise, however, where the Federal Government must function to secure this.

Those Rights

THE ASSOCIATION sponsored, and has had the pleasure to see enacted laws guaranteeing to returning men the right to their former employment in the public service. The following broad rights:

To Civil Service

1. He is deemed to be on leave of absence for the duration of his military service.

2. He shall be reinstated to his former position if he makes application for it within 60 days after termination of military service.

3. He shall be entitled to pay for any time he may have served on military duty and he may pay his regular required contribution when he returns to his employment. The reinstatement will be preserved if he becomes employed.

4. He may be appointed to a higher position while on military leave, and if so appointed upon taking up that position, he will have the right to take up that position with all the rights attaching to that position.

5. He has other supplementary safeguards as to his work status.

6. The State has committed itself definitely to assure that the State maintains the public service at their highest skill. The Civil Service Commission then looks into the desires of the employees, whether they are employed by the State or not, and if the Civil Service Commission determines that the employee must be returned to his State job between return and retirement, it can assure that the employee will be dealt with by the Civil Service Commission so that he can get his proper right to the highest skill and to the full benefit of his years.

State Employees Going Into War Jobs Won't Find Their Old Posts Waiting

Upon entering the armed forces, say union officials, employees cannot expect to get all the benefits and perquisites that belong to them in their regular jobs. They cannot return to exactly the same jobs, but they can reasonable hope of returning to a job as close to their former place of employment as possible, and to get the same pay, the same fringe benefits, and to receive the same treatment which they enjoyed while in the service.

Conway Studies Civil Service

ALBANY—J. Edward Conway, head of the State Civil Service Commission, has returned to his duties with the commission after a two-month leave to study the federal civil service system with an eye toward improving the efficiency of the state service. He hopes to make a report of his findings in the near future.

Judge Conway, who is not only an expert on federal civil service but an able administrator himself, plans to spend the summer months in Washington where he conferred with the commission's central office consultant, a member of the United States Civil Service Commission. Judge Conway says it is his purpose to return to his job with the State Civil Service Commission after the summer months and to make a report of his findings to the Public Authority.

Employees Layoff 3-Week Vacations

ALBANY—Requests have been made by the head of the State Civil Service Commission for a three-week vacation this summer. Clifford C. Shor, President of the Commission, made the request in order to give the employees a three-week vacation.

The Commission reports that 536 state employees have left with the heads of departments and the heads of bureaus the word that they will accept the vacation at the end of the week. It was felt that it was in interests of the employees, and that the vacation would be a relief to them and to the Commission.

Employees of the United States Maritime Service have been granted three weeks' vacation by the Commission. The Commission reports that 536 state employees have left with the heads of departments and the heads of bureaus the word that they will accept the vacation at the end of the week. It was felt that it was in interests of the employees, and that the vacation would be a relief to them and to the Commission.

The State Civil Service Commission has received many letters from employees of the United States Maritime Service expressing their desire for a three-week vacation. The Commission reports that it has received many letters from employees of the United States Maritime Service expressing their desire for a three-week vacation. The Commission reports that it has received many letters from employees of the United States Maritime Service expressing their desire for a three-week vacation. The Commission reports that it has received many letters from employees of the United States Maritime Service expressing their desire for a three-week vacation.

The State Civil Service Briefer

By THEODORE BECKER

Some Civilian Duty Is Also Military

Public employees and personnel on active duty in the armed forces may engage in "military duty," as defined by the New York State Civil Service Law. Such "military duty" includes special rights and privileges under such law. The public employees or persons on active duty in the armed forces are therefore guaranteed by State law the right to engage in such "military duty." In addition, the employees or persons on active duty in the armed forces may engage in such "military duty" at a higher pay scale, with access to various benefits, and the like.

The State Civil Service law, however, contains provisions that restrict the right of employees or persons on active duty in the armed forces to engage in such "military duty." In addition, the employees or persons on active duty in the armed forces may engage in such "military duty" at a higher pay scale, with access to various benefits, and the like.

Some employees or persons on active duty in the armed forces have engaged in such "military duty" and have received various benefits and advantages. The Commission has made the determination that such employees or persons on active duty in the armed forces have engaged in such "military duty" and have received various benefits and advantages. The Commission has made the determination that such employees or persons on active duty in the armed forces have engaged in such "military duty" and have received various benefits and advantages.
Buffalo Hospital Chapter.

Gives Retirement Ideas

An open meeting of the Buffalo State Hospital Employee was held at the Buffalo State Hospital Chapter, ASCSE, on Tuesday, May 15, 1940.

Mr. Schwartz submitted a brief history of the Buffalo State Hospital Chapter and the Buffalo State Hospital Chapter's Constituting Convention, held May 19, 1940.

The following officers were elected:

President: Rev. Thomas Kearney, C.S.C.
Vice-President: Miss Hourie, Stenographer, Department of Agriculture
Secretary: Miss Houle, Typist, Department of Agriculture
Treasurer: Mr. Schwartz, Stenographer, Department of Agriculture

The meeting was called to order by the President. The minutes of the last meeting were read and approved.

The following new members were welcomed:

1. Miss Houle, Typist, Department of Agriculture
2. Mr. Schwartz, Stenographer, Department of Agriculture

The following business was transacted:

1. Adoption of the Constitution and By-Laws
2. Election of Officers
3. Election of Representatives to the State Conference and the National Conference
4. Discussion of the needs of the Buffalo State Hospital Chapter

The meeting adjourned at 3:45 P.M.

BUFFALO EMPLOYEES TAKE ACTION ON RETIREMENT

BUFFALO—There are plans for the improvement of the New York State Civil Service Retirement System. These plans are discussed and approved by the executive committee of the Association of State Civil Service Employees, under the auspices of the new organization formed by the members of the new group, known as the New York State Civil Service Retirement System.

BUFFALO—The essential features of the new organization which has been formed since the last meeting were discussed and approved by the executive committee of the Association of State Civil Service Employees, under the auspices of the new organization formed by the members of the new group, known as the New York State Civil Service Retirement System.

BUFFALO—The essential features of the new organization which have been formed since the last meeting were discussed and approved by the executive committee of the Association of State Civil Service Employees, under the auspices of the new organization formed by the members of the new group, known as the New York State Civil Service Retirement System.
Government Openings

This is general information which you should know about the civil service examinations. Candidates must be citizens of the United States; and (2) Applicants must be physically capable of performing the duties of the position and must be free of defects which would constitute employment hazard. Handicapped persons who feel they can perform the duties of the position if they are eligible shall not be denied the opportunity to test but must file a statement of availability in order to be eligible for Federal Job; (3) Appointment is made to the position to which the applicant applies; (4) Appointment is made to the position to which the applicant applies; (5) Appointment is made to the position to which the applicant applies; (6) Appointment is made to the position to which the applicant applies; (7) Appointment is made to the position to which the applicant applies.

Employment Opportunities

Associate Manager to join us in the position of Associate Manager. This is a good opportunity for any individual who is interested in the field of management. For further information, please call the Personnel Department at 11th Avenue, Suite 2, N.Y.C.

WHAT IS THE ROLE OF RACE PREJUDICE?

By Frank G. Breckeler

The role of race prejudice in the solution of the "race" problem. Similar as accusations for each deviation is a plea for the tolerant understanding of the white man.

Price 25 cents.

Addressograph Machine Mechanic, $1860 per annum.

AGENTS

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THE WINDSOR MANUFACTURING COMPANY

125 W. 31st St., New York, N.Y.

The role of race prejudice in the solution of the "race" problem. Similar as accusations for each deviation is a plea for the tolerant understanding of the white man.

Price 25 cents.

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**NO EXPERIENCE REQUIRED**

**TRAINEEs**

Men with mechanical aptitude for experimental machine shops. Start 8 a.m. to 4:30 p.m. to 8 a.m. to 5 a.m.

**CLEANERS**

Full or part-time. Night.

**RESTAURANT HELPERS**

Day work, Full or part-time.

**APPLY**

57 BETHUNE ST., NEW YORK

Monday and Wed., 9 a.m.-8 p.m., Thurs. thru Sat. 9-5 p.m.

**MEN**

**NO EXPERIENCE**

**WANTED!**

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**TEST TECHNICIANS**

Required for electric testing equipment and for electronic testing equipment.

**STATIONARY ENGINEERS**

Excellent opportunity for Experienced Stationary Engineers. Starting salary: $2.25 per hour per shift, plus overtime, increase: $2.50 per hour per shift, plus overtime.

**THE NATIONAL SUGAR REFINING CO.**

(12) $2.25 54TH AVENUE LONG ISLAND CITY, N. Y.

**GREEN BUS LINE**

248 Tussy St., N. Y.

**CHAUFSFERS WANTED**

Starting salary: $2.25 per hour per shift, plus overtime, increase: $2.50 per hour per shift, plus overtime.

**Stationary Engineer**

Experience: under 18 years of age, $2.25 per hour; 18 years of age or over, $2.50 per hour.

**WOMEN**

**PART TIME WORKERS**

**KITCHEN WORKERS**

11 a.m. to 6 p.m. & 6 p.m. to 11 a.m.

**Cafeteria**

**SCHRAFFT'S**

56 West 23rd St., N. Y.

**Apply**

56 W. 23rd St., N. Y.

**At 9 a.m. & 9 p.m., 11 a.m. & 11 p.m.**

Apply until 7 p.m.

**NEW YORK WAR WORKERS**

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**Men**

**NEW YORK WAR WORKERS**

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**No Experience Required**

**Laundry Workers**

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**SEARS ROEBUCK & CO.**

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**NO EXPERIENCE NECESSARY**

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**EAST RUTLAND STATIONERY**

**Look for Big White Building**

**LOOK FOR  BIG  WHITE  BUILDING**

**Sears Roebuck & Co.**
B. Bacon, rare intervals, but he is still the lovely bride to be, favorite Santa Claus. . . . stenographers learned about it the you heard what Commissioner is on July 8th. We wish him and his thinking fantasies. John is being imminent march down the aisle, eligible bachelor, has confided his orello) Lynch, . . . Softball Team lost one and was defeated by 50 votes. Too bad Visitors were at the School recent-.
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

LOOSE-WILES BISCUIT CO.
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SHIELDS MFG. CO., INC.
ERClAIR, INC.
Effects of New Federal Vet Preference Law

(Continued from page 5)

are entitled under the Harrison-Stratton Act.
(1) Persons in group (1), above, are given 5 points in addition to their earned ratings in civil-service examinations. Thus, in written examinations, they need earn a rating of only 65 in order to attain eligibility (nonveterans must earn a rating of 59 in order to be eligible). Persons in groups (2), (3), and (4), above, are given 10 points in addition to their earned ratings in civil-service examinations, and thus need earn a rating of only 65 written in examinations.
(2) Except for professional or scientific positions paying over $3,000 a year, the names of 10-point preference eligibles are placed above all other names on the civil-service list resulting from an examination. From this list, the Civil Service Commission has specified to the appointing officers the name of a veteran eligible for appointment; the names highest on the list are given 10-point preference.
(3) An appointing officer who waives the veteran's earned rating must then add 10 points to the nonveteran's earned rating in civil-service exams and, if eligible, select a non-veteran from the list of nonveteran eligibles.
(4) A preference eligible's earned ratings are added to his earned ratings in a veteran's competitive exam. The veteran's earned rating and added points are thus 10 above the nonveteran's earned rating and the names pass over the nonveteran and other names in the competitive exam.
(5) An appointing officer who has been furloughed or separated from the competitive exam must be furnished by the Civil Service Commission his reasons for so doing. The nonpreference eligible who ranked second in the competitive exam is thus entitled to the veteran's earned rating in the competitive exam. The nonveteran who ranked second in the competitive exam is thus entitled to the veteran's earned rating in the competitive exam.
(6) An appointing officer who has been furloughed or separated from the competitive exam must be furnished by the Civil Service Commission his reasons for so doing. The nonpreference eligible who ranked second in the competitive exam is thus entitled to the veteran's earned rating in the competitive exam. The nonveteran who ranked second in the competitive exam is thus entitled to the veteran's earned rating in the competitive exam.
(7) An appointing officer who waives the veteran's earned rating must then add 10 points to the nonveteran's earned rating in civil-service exams and, if eligible, select a non-veteran from the list of nonveteran eligibles.
(8) A preference eligible's earned ratings are added to his earned ratings in a veteran's competitive exam. The veteran's earned rating and added points are thus 10 above the nonveteran's earned rating and the names pass over the nonveteran and other names in the competitive exam.
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UNRRA Wants Only Experienced Personnel

Thousands of applicants have been coming to the UNRRA office in New York City, to apply for overseas positions with the United Relief and Rehabilitation Administration, of which Mrs. Marion Ray, recruiting officer, is in charge.

It is important to remember that only those persons at each level will be considered, they must have had at least three years in the type of work they will be performing.

Positions Open

Following are the positions which are being filled:

Local M.S.C. Workers, $6.00.
Chief of Mission, Deputy Chief of Mission, $8.00.
District Social Service Director, $10.00 to $12.00.
Distribution Office, $10.00 to $15.00.

A State Exam?

The examination will be held at any of the State Examining Stations, on June 13, 1944. The examination has been sent to the Administrative Division for printing.

Preparation for the exam should be done immediately, as the passing grade will be set high.

Have You Taken a State Exam?

If you are planning to take a State exam, it is important to be prepared.

- Review the material covered in the exam.
- Practice with previous exams.
- Attend any review sessions offered.

NYC Custodial System Ruled Illegal by Courts

An uneasy situation in the NYC custodial system has been attacked for years, as or- dered by the Supreme Court. The constant of pay for custodial workers is subject to a change in the amount and frequency of the pay.

A substantial number of custodial employees are alleged to be members of the Lewis' Movers Workers Union, feeling that they are not being paid fairly.

That is why they are now suing the City, and the courts are hearing their case.

NYC custodial employees are paid a minimum wage without overtime, which is causing a problem.

NYC custodial system is illegal by Courts

S34 a Week Awaits 400 High School Grads

Government jobs at S34 a week are waiting for about 400 high school graduates who are simple requirements. No busi-
ness experience is required of the most of the positions; a high school diploma will suffice.

Applicants for jobs at New York City Office of Veterans Affairs will receive a salary of $2,200 and up. Applicants with one year business experience or the equivalent for a higher grade starting salary.

There are opportunities for clerical work in Washington City, New York City.

Application should be made to the United States Employment Service in Washington City, New York City.