What Every Federal Employee Should Know About His Job-Future

By CHARLES SULLIVAN
WASHINGTON—Here are the all-important reduction in force regulations just issued by the U. S. Civil Service Commission. They tell you just how the axe is going to fall when the war is over.

This is the order in which Federal employees will be fired when the time comes to get government back on a peace-time basis:

1. Recalled persons who retired before the war and persons kept beyond the involuntary retirement age.

2. Temporary employees with appointments which are not those requested in each case, but are an improvement over those already employed.

3. War service appointments with jobs under and excepted from classified service, and those serving temporary or trial periods. This is called the “transitory” category.

4. Below is a short list of career employees:

   a. Executive employees in the classified service that no cut in force is possible in the future. The Civil Service Commission in making the regulations gives priority to the retention rights of career employees, veterans preference, efficiency, and seniority.

   b. What is a Career Employee? Career employees are defined as those employees with jobs in the classified service with permanent status and employees who have been employed by the government in the classified service, but who have a maximum permanently of tenure attainable in their respective agencies.

   c. As a result of the existence of the Starnes-Scruggs Veterans Preference Act, recently passed, the new regulations include all employees in the Federal executive civil service. Before the Act only persons with jobs in the classification (comptroller) services were affected by reduction in force.

   d. “No Cut in Size” With the advance of the regulations comes the warning to Federal employees that no cut in forces is as yet in sight. The Commission says the regulations will apply at this time only to those agencies having with the rules and not because any reduction is imminent. The Commission makes a special appeal for all workers to stay on the job.

   e. In making any reduction when the time arrives, persons will be competing only with those in the same occupational group, such as clerks with clerks and accountants with accountants.

   f. In the first two groups above workers without veteran preference must go before those with veteran preference serving under similar types of appointment. Within the non-veteran and veteran groups, less efficient employees will be cut off first. When everything else is equal the length of service will decide who stays. When necessary cuts have taken place, the personnel director will pass upon all medical examinations incident to applications for ordinary and special disability pensions.

   g. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision in a special appeal for all workers to stay on the job.

   h. When necessary cuts have taken place the personnel director will pass upon all medical examinations incident to applications for ordinary and special disability pensions.

   i. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   j. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   k. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   l. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   m. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   n. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   o. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   p. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   q. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   r. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   s. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   t. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   u. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   v. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   w. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   x. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   y. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   z. The Civil Service Commission says that the final decision to fire a worker in the classified service will be the judge of the facts developed in the investigation of disability claims. The decision of the judge is the final decision.

   {Continued from Page 10}
WASHINGTON — Because of the passage of the Starnes-Scruggham Veteran Preference Act," and not with the thought that there is any imminent reduction in force in the Federal service, the U.S. Civil Service Commission last week issued new regulations governing the manner in which Federal employees must be selected for separation from Federal service.

Reduction-in-force regulations now apply for the first time to all employees in the Federal executive civil service. In the past, they applied only to incumbents of positions in the classified (competitive) service (positions subject to classification under the Civil Service Act). Extension of their application to all civil service employees will be based in accordance with Civil Service Commission regulations which shall give due effect to tenure of employment, military preference, preference in competitive service, and efficiency ratings.

What It Means

According to the Commission, recommendations for reduction in force are made on an involuntary separation from the roles of reduction in force for the purpose of making personnel actions. Reduction in force is in excess of 90 days, of one or more employees in order to reduce the size of personnel in the classified (competitive) service (positions in an occupational group). The next step is to categorize employees in the occupational group as to the manner in which employees shall be separated.

The Commission explained that issuance of the new regulations does not mean that the Commission is anxious to effect a reduction in force. It believes that employees in the Federal service are believed to be immeasurably, and advantage of aiding those other in order to avoid a reduction in force.

"Public interest requires that every Government employee remain on his job as long as he is needed," the Commission said. "Where a work load has to be made, due notice will be given to employees who are to be separated from their positions. Employees shall be selected for separation from their positions in order of the elimination of the Federal employees. Incumbents of positions in the classified (competitive) service, except those who are required to have a classified (competitive) status, in order of the elimination of the positions in the classified (competitive) service. The Commission said that the elimination of the classified (competitive) service is based on the T repriorization of employees.

"Temporary" Employees

The following employees are given for a "Fair" efficiency rating, and 96 for a "Very Good" rating, and 98 for an "Outstanding" rating.

1. Service employees who have veteran preference, other than those in group 1.
2. Career employees who do not have veteran preference.
3. Transitory employees who have veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.
5. Transitory employees who do not have veteran preference, other than those in group 2.
6. Transitory employees who do not have veteran preference, other than those in group 3.

No Efficiency Rating

The right to appeal from reduction in force. The next step is to categorize employees in the occupational group as to the manner in which employees shall be separated.

Priority Guide

The priority guide, designed to resolve problems of separation, is as follows:

1. Career employees with statutory restoration, reemployment, or retention rights.
2. Transitory employees (non-competitive employees), with statutory restoration, reemployment, or retention rights.
3. Career employees with veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.

The following employees are given for a "Fair" efficiency rating, and 96 for a "Very Good" rating, and 98 for an "Outstanding" rating.

1. Service employees who have veteran preference, other than those in group 1.
2. Career employees who do not have veteran preference.
3. Transitory employees who have veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.
5. Transitory employees who do not have veteran preference, other than those in group 2.
6. Transitory employees who do not have veteran preference, other than those in group 3.

No Efficiency Rating

The right to appeal from reduction in force. The next step is to categorize employees in the occupational group as to the manner in which employees shall be separated.

Priority Guide

The priority guide, designed to resolve problems of separation, is as follows:

1. Career employees with statutory restoration, reemployment, or retention rights.
2. Transitory employees (non-competitive employees), with statutory restoration, reemployment, or retention rights.
3. Career employees with veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.

The following employees are given for a "Fair" efficiency rating, and 96 for a "Very Good" rating, and 98 for an "Outstanding" rating.

1. Service employees who have veteran preference, other than those in group 1.
2. Career employees who do not have veteran preference.
3. Transitory employees who have veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.
5. Transitory employees who do not have veteran preference, other than those in group 2.
6. Transitory employees who do not have veteran preference, other than those in group 3.

No Efficiency Rating

The right to appeal from reduction in force. The next step is to categorize employees in the occupational group as to the manner in which employees shall be separated.

Priority Guide

The priority guide, designed to resolve problems of separation, is as follows:

1. Career employees with statutory restoration, reemployment, or retention rights.
2. Transitory employees (non-competitive employees), with statutory restoration, reemployment, or retention rights.
3. Career employees with veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.

The following employees are given for a "Fair" efficiency rating, and 96 for a "Very Good" rating, and 98 for an "Outstanding" rating.

1. Service employees who have veteran preference, other than those in group 1.
2. Career employees who do not have veteran preference.
3. Transitory employees who have veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.
5. Transitory employees who do not have veteran preference, other than those in group 2.
6. Transitory employees who do not have veteran preference, other than those in group 3.

No Efficiency Rating

The right to appeal from reduction in force. The next step is to categorize employees in the occupational group as to the manner in which employees shall be separated.

Priority Guide

The priority guide, designed to resolve problems of separation, is as follows:

1. Career employees with statutory restoration, reemployment, or retention rights.
2. Transitory employees (non-competitive employees), with statutory restoration, reemployment, or retention rights.
3. Career employees with veteran preference, other than those in group 1.
4. Career employees who do not have veteran preference.

The following employees are given for a "Fair" efficiency rating, and 96 for a "Very Good" rating, and 98 for an "Outstanding" rating.

1. Service employees who have veteran preference, other than those in group 1.
2. Career employees who do not have veteran preference.
3. Transitory employees who have veteran preference, other than those in group 1.
**Resolutions OK’d Affecting Many NYC Employees**

The New York State Civil Service Commission announced several recent changes in the NYC civil service rules which were approved by Mayor LaGuardia. These changes will affect many employees of the New York City employees.

Following are the resolutions which are effective immediately in the New York City:

---

**NYC Workers Won't Use Carrier Pigeons**

The New York State Public Service Commission is about 50,000

of postal workers. The Commission has stated that it will not use any carrier pigeons for postal

services because of wartime priority.

---

**A Threat to the Financial Welfare of New York City**

New York City's financial welfare is threatened by a proposed

change in the city's financial policies. This change, if approved by

the Board of Estimate, would result in a reduction of

*Proposed Budget Changes Would Freeze Pay, Hamstring Promotions* 

BY FRANCIS KELLY

A threat to the financial welfare of New York City employees was disclosed last week, when details of a

proposed budget revision were announced by the powerful

City Corporation. This Association, which has

opposed the cost-cutting moves in City government, now

has a member who sits on the Board of Estimate. The

City Corporation, which is the legislative body of

New York City, has agreed to hear the Association's

position on the proposed budget changes.

The first seven of the Association's 12 proposals are:

1. **Ratify the approx. $420,000 deficit in the

     Personnel Department's budget.**

2. **Remove the proposed budget cuts in

     Personnel Department.**

3. **Repeal the proposed budget cuts in

     Personnel Department.**

4. **Reduce the proposed budget cuts in

     Personnel Department.**

5. **Delay the proposed budget cuts in

     Personnel Department.**

6. **Cancel the proposed budget cuts in

     Personnel Department.**

7. **Reverse the proposed budget cuts in

     Personnel Department.**

---

**NYC Whitewings Want Overtime But Can’t Have It**

Many employees of the New York City

Government are asking for additional

overtime. However, the New York City

Government has refused to grant

additional overtime to all employees. The

employees are protesting against the

refusal to grant additional overtime.

---

**No Sunday Pay**

Until recently, all employees were paid

regular pay on Sunday. However, a

new state law has been passed which

requires that all employees be paid

extra pay on Sunday. The New York City

Government has accepted this law and

will be paying employees extra pay on

Sunday.

---

**Flaw in U. S. Vet Preference Act Might Work Out Against Returning GI's**

Several Federal officials claim they've found a flaw

in the proposed veterans preference act

for entrance into the military service, which will

work against GI's returning home.

The act provides that returning GI's who have served in

the military service for at least 30 days will be

given preference over non-veterans for employment

in the federal government. However, the officials

claim that the act is designed to work against

GI's who served in the Army, Navy, Air Force,

or Marines, but not in the Reserves.

---

**If You Want LaGuardia to Answer, Say So!**

The Engineer Club of the NYC Department of Water Supply, Gas and Electricity recently sent a letter to Mayor LaGuardia listing all their complaints and suggestions for improvements in the city's water supply and gas and electric services. Mayor LaGuardia listened to all their complaints and suggestions for improvements, but said he did not have enough time to answer all of them.

---

**CIVIL SERVICE LEADER**

Tuesday, August 15, 1944

Page Three

---

**If They'll Take You No Line Holler Knijcinwr.**

---

**Shop Around—See If They’ll Take You**

This New York City Department has provisional clerical work-

ers when vacancies have to be filled, and there is no list of eligibles

who can be appointed. Thus, when an appointment is made, the

department must advertise for applicants. The agency

department is required to advertise for applicants.

---

**The New York City Departments have provisional clerical work-

ers when vacancies have to be filled, and there is no list of eligibles

who can be appointed. Thus, when an appointment is made, the

department must advertise for applicants. The agency

department is required to advertise for applicants.

---

**Future NYC Promotion Tests**

Another group of promotion tests will be advertised in the

New York City Bulletin, the official organ of the

Civil Service Commission. These tests will be

given for various positions in the City government.

---

**Open Competitive**

Chief of the Division of Research and Training (Child Hy-

giene). Grade B.

---

**Clerk Promotions**

The New York City Civil Service Commission is looking for

employees who can perform clerical work. The Commission

will be accepting applications from clerical workers.

---

**'Nothing New' On Grade 3, 4**

The NYC Civil Service Commission has announced that

there will be no 'Nothing New' on Grade 3, 4 for

the next few weeks.

---

**Over 70, They Stick to the Job**

The Board of Directors of the Army and Navy Employment

Company is short about 50,000

private nurses, and the company is now

looking for more nurses.

---

**Future NYC Promotion Tests**

Another group of promotion tests will be advertised in the

New York City Bulletin, the official organ of the

Civil Service Commission. These tests will be

given for various positions in the City government.

---

**Open Competitive**

Chief of the Division of Research and Training (Child Hy-

giene). Grade B.

---

**Clerk Promotions**

The New York City Civil Service Commission is looking for

employees who can perform clerical work. The Commission

will be accepting applications from clerical workers.

---

**'Nothing New' On Grade 3, 4**

The NYC Civil Service Commission has announced that

there will be no 'Nothing New' on Grade 3, 4 for

the next few weeks.

---

**Over 70, They Stick to the Job**

The Board of Directors of the Army and Navy Employment

Company is short about 50,000

private nurses, and the company is now

looking for more nurses.
You Can Decline NYC Job, Stay on Eligible List

BY HERMIE YALE

You may be in the same fix as a lot of other people who are on a New York City eligible list. Today you are making a decision that could affect your future job, and the job you would take in a post-war career, and the qualifications for which you might be ruled unsuitable. It is possible to refuse the offer of a job, and still remain on the list, with an excellent chance of taking the job in the future. But you must refuse under certain restrictions.

The Conditions

Following are the conditions under which the Civil Service Commission will accept refusal, and the qualifications which the actual reason for not accepting the position, according to the Commission. If you do not meet these requirements, you may not be certified for a position in any category other than the one in which you live. But you may, at your own request, notify the Commission, that any borough is OK and immediately the chances for an appointment.

1. Inadequate salary.

If the position offered is below the maximum stated in the announced examination, then you have the right to refuse it. If the future, you will be certified to any opening paying less than the salary.

2. Temporary inability to accept more work, or not available.

The Civil Service Commission requires that the Commission may require a full and satisfactory statement of the facts showing why you are not available. Under circumstances, inability to obtain satisfactory information about your work, are among typical reasons. Employment with a part-time or full-time job will be withheld in order to accept the job, but if you are being offered for "indiscriminate" positions, the restrictions may be lifted.

3. "Inadequate" nature of the duties of the positions are also valid grounds for refusal if the position is found to be hazardous or unsuitable.

Another point to remember is that you must withdraw your refusal within five days after receiving an offer of appointment. You will lose your waiting list chance for an appointment.

Hines Case

Has Big Lessons

For Employees

The civil service cases behind the recent decision in the Philip Hines Pension case are of interest to civil service workers here in New York, as the cases are presented to the courts, and recent cases have shown a large increase in the number of employees who have been able to present their cases. The courts have found that the Civil Service Commission cannot be held as the examiner in the matter, as the examinations are generally not considered to be the courts of the state. The court has ruled that the board of estimate cannot accept the qualifications of the examiner on the grounds stated, but must submit the case to the courts of the state for the determination of the actions of the examiner. It is possible that if the examiner was ruled that the board of estimate had no right to withhold the pension, the claim was found to be insufficient.

It seems that there were several reasons for the court's decision. It is possible to refuse the pension, as Mr. Hines had resigned and had been dismissed for misconduct.

Decision Reversed

Rines appealed, and in April, 1944, the Supreme Court reversed the decision of Judge Miller and granted an annual pension to Mr. Hines.

Some of the points of interest in this case are that the Civil Service Commission had a practice of approving appointments retroactively, and that this was so in accordance with law; also that the case of Hines had no right to withhold the pension, as Mr. Hines had resigned and had been dismissed for misconduct.

Reversal Again

Then the case went higher, up to the Court of Appeals. The Court of Appeals reversed the decision of Judge Miller, and held that the civil service system could not be held to be illegal, and that the pension was not granted because of Hines' failure to receive a pension.

Civil Service Consequences

For the civil service consequences of this decision are important to any employee of the City. Although it is not a must that a city worker must receive a pension, the case is considered to be an important decision in the light of recent events.

This is the decision which is expected to protect the city employee's rights to pension, and this is the decision which is expected to protect the city employee's rights to pension.

For Employees

The Civil Service Reform Association has been called to the attention of the city employees, and the Association has been called to the attention of the city employees. The Association is considered to be a powerful organization, and the decision is considered to be a powerful organization.
New York City Eligible Lists

New York City departments are faced with a tough manpower situation. As a result, the department is prepared to offer on the eligible list for the Parks near the municipal buildings to see if they could be talked into taking jobs with the City.

But when they learned that the salary offered for the jobs, was only $1,200 a year, the boys said, "Phooey!"

Impartial Board To Hear Problems Of Subway Men

A new deadlock between the employees and the New York City Board of Transportation will now be brought before a panel of arbitrators. The Trans- Port Workers Union is dissatisfied with the present system, in which Deputy Com- m i ss ioner Edward C. Maguire is in charge of personnel matters and the labor advisor to the Board of Transportation, and has asked the Mayor to set up machinery for arbitration. This is provided by the Wilson Transit Committee, a group appointed last year.

Bklyn Clerk Wants Credit For Postal Zoning Idea

A Brooklyn postal clerk feels that he's the originator of the zoning system which is now in use and that he should get some credit for the idea.

New Job for Deputy Welfare Chief

Manhattan's Deputy Com- missioner Joseph P. Pietroli of the NYC Welfare Department had another assignment handed to him last week.

Acting Commissioner Harry W. Marsh appointed him to the De- partmental Board of Examiners, a panel of experts that selects the salaried employees hired directly by the department.

Other members of this Board are Miss Dorothy A. Vann of the Welfare; Mr. W. Godfrey, and Miss Dorothy Y. Siers.

As Ernest Bettino explains it-

Back in 1930, as a postal clerk, he came up with the idea of zoning. This was an idea that would divide the city into different zones and, then, divide the zone into sub-zones, based on population and the number of employees.

He gets an idea

That was the date, and from then on, he has been trying to make the idea work.

He says that the idea is not new, but it has been the subject of many discussions.

(Continued on Page 15)

CIVIL SERVICE LEADER

Tuesday, August 15, 1944

Page Five

Bootblacks Don't Want NYC Jobs

New York City civil service commissioners have indicated that they will not accept applicants for the job of bootblack.

Bootskiper was sent to the Board of Transportation in New York City at a salary of $1,200. The same list was also sent to NYC Housing Author- ity for appointment at $1,200 plus a bonus of $119. The list name reactions have not been returned.

Correction Promotion

James V. Higgenbotham was certified from the promotion list for Carpen- ter, Superintendent, at $2,401. He is number 16 on the list.

Sanitation Doctors

The open competitive list for City Medical Officer was used to make three promotions for appointment as Medical Examiner in the Department of Sanitation.

Another office appliance opera- tor went to the Finance De- partment. The Promotion-Headed Key Punch, Grade 2 list will be used to fill this vacancy at $1,440 a year. The first 13 names were sent to the Finance Department.

Another promotion list was published on June 30, 1944.

The open competitive list for Bookkeeper was sent to the Board of Transportation for appointment at $1,200. The same list was also sent to NYC Housing Author- ity for appointment at $1,200 plus a bonus of $119. The list name reactions have not been returned.

Medications

The list for the above positions was published on August 1, 1944.

Several City departments are offering vacations from the open competitive list for Auto Kin- gdom, at $1,500 a year.

Number 1, the list which was sent to the Parks and Hospitals De- partments.

Quick Action

The list for the Auto Kingdom Operator was made available on Augus- t 31, 1944.

The list for the Auto Kingdom Operator was made available on Augus- t 31, 1944.
Concerning State Pay Adjustments

THE recent official decisions of the State Salary Standardization Board, referring to laundry and physical therapy employees, ignore the request of the workers that they have been doing under conditions which have been comparatively moderate. They've been doing the job under conditions which have been comparatively hard.

Moreover, the employees have been doing far higher spiral wage increases. They haven't even asked for adjustments.

Letters

How to Get Job

As Police Temp

A friend, who has a vacancy in an agency requiring the position of Temporary Police Temporary, has asked me how he can get an application for this position.

The NYC Police Department is not only the largest police department in the world, but also one of the best organized. It is an excellent place to start your career in law enforcement.

The NYC Police Department

The NYC Police Department is currently accepting applications for the position of Temporary Police Temporary. This position is a temporary position that provides an opportunity to gain valuable experience in the law enforcement field.

She’s Worried About

Post-War Job

She’s in the midst of the job market, and she is worried about finding a good job. She is concerned about her future, and she wants to make sure that she is making the right decisions. But she doesn’t know where to start.

Social Service Leaders

Merit Men

J. Frank O’Marah

J. Frank O’Marah has just been appointed chief of a new group called the State Civil Service League. This group is being formed to bring about a fairer system of employment for civil service employees.

The group is made up of a group of individuals who are concerned about the civil service system. They believe that the system is not fair and that it needs to be changed.

On August 15, 1941

POLICE CALLS

An Idea—Mobile Kitchens for Cops

Why not mobile kiosks for cops? It seems like a good idea. Cops are on their feet for long hours, and they need to be able to eat when they’re working.

One idea is to have mobile kiosks that can be set up in different locations throughout the city. These kiosks could be equipped with hot and cold food options, and they could be staffed by volunteers.

The idea is being considered by the Police Department, and it is a step towards providing better care for the city’s police officers.

The Leader

The Leader is a weekly newspaper that covers news and events in New York City. It is a supplement to The Leader, a daily newspaper.

PBA Delegates Vote Employee Group Plan

The PBA delegates voted for the Employee Group Plan. This plan is designed to improve the working conditions of city employees.

The plan includes provisions for better wages, benefits, and working conditions. It also includes provisions for improved working relationships between employees and management.

The plan was voted on by the PBA delegates at their monthly meeting. The vote was unanimous.

The Leader

The Leader is a weekly newspaper that covers news and events in New York City. It is a supplement to The Leader, a daily newspaper.
New State Retirement Head Promises To Humanize Present Pension System

ALBANY—State Comptroller Frank C. Moore revealed this week that he had designated Deputy Comptroller Edwin B. Kennngott of Buffalo in charge of the State Retirement System.

Mr. Kennngott told the LEADER that he intends later to confer with representatives of the Association of State Civil Service Employees on the pension system as suggested by Comptroller Moore.

Charles C. Dubuar, chairman of the Association's committee studying the retirement system, said he would be willing to meet with Mr. Kennngott.

The Aims of Social Security

If you are a member of the Federal Social Security Act, you may not be barred from full time employment, public or private.

The ranking is not determined on your years of service, but only on your age and your earnings.

Employees who have contributed to the federal Social Security Act will be eligible for retirement benefits.

The Benefits of Social Security

The benefits of Social Security are determined by the age of the employee at the time of retirement.

The benefits are calculated by taking a percentage of the average earnings of the employee during the five years preceding the date of retirement.

The Federal Social Security Act provides for a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The benefits are increased by 1% for each year of age over 65.

The benefits are increased by 2% for each year of service after the employee has contributed to the system for at least 30 years.

Summary of Social Security

The Social Security Act was passed by Congress in 1935 to provide retirement benefits for workers who have contributed to the system.

The benefits are determined by the age of the employee at the time of retirement and the number of years of service.

The benefits are increased by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed as an amendment to the Federal Old Age and Survivors Insurance Act.

The Social Security Act was passed as a result of the Great Depression.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.

The Social Security Act was passed to increase the benefits by 1% for each year of age over 65 and by 2% for each year of service after contributing to the system for 30 years.

The Social Security Act was passed to provide a basic benefit of $15 per week for persons aged 65 or over who have contributed to the system for at least 10 years.
When an Employee Gets in Trouble

By Frank H. Dealer
Civil Service Consultant, State Civil Service Department

The following article, written for The Leader by Mr. Frank H. DeArler, is reprinted in the hope that all persons who have to do with employees in large organizations will read it carefully. The editor suggests that all employees clip this page for future use. Mr. DeArler has had a great deal of experience with the State Employment Service and is considered an outstanding expert on civil service law and civil service techniques.

Types of Trouble

The responsibility in which an employee may find himself is vast, and it may come as a surprise to know that drastic action is necessary, in most cases, to keep a position with the State. There are at least three possible causes of trouble: (1) incompetency, and (2) insubordination.

Incompetency has close interpretations. It may be said to be inability or failure to do the work for which the employee is employed, or it may be the neglect or abandonment of the duties which may be properly assigned to the position held by the employee. It usually results from lack of interest or lack of knowledge. It may also result from physical defects or mental incompetence.

Misdemeanors involve wrongdoings in some degree and the term includes many acts, such as manslaughter, robbery, theft, or perjury. In the case of impeachment, the employee is removed from the service for a specified period, usually two years. The employee must give the employee a reasonable time in which to answer the charges in writing. Although the law is not specific as to what constitutes a serious offense, the State Civil Service Commission has found that four or preferably eight years should be considered a sufficient period. If the employee is a U. S. Government employee, an underwriter as defined in the Federal Labor Relations Act, the employee must be given a hearing upon notice rendering a decision.

Finding a determination of the charges, the employee may serve from a period not exceeding thirty days. But if the charge is accepted, the employee must be reduced to his position for a period of suspension.

Insubordination is the deliberate refusal to execute the orders given the employee by his superiors. The employee's name must be placed on the preferred list for appointment from the Civil Service Commission. If the employee refuses to execute the orders, he is sanctioned by an employee's action warrants discipline. The statement should be written down, if the statement should be written down, if not, it is not admissible as evidence. The employee's action warrants discipline.

What Redress Has the Employee?

If a State employee believes himself aggrieved by the penalty imposed on him, he must give the employee a reasonable time in which to answer the charges in writing. Although the law is not specific as to what constitutes a serious offense, the State Civil Service Commission has found that four or preferably eight years should be considered a sufficient period. If the employee is a U. S. Government employee, an underwriter as defined in the Federal Labor Relations Act, the employee must be given a hearing upon notice rendering a decision.

When the employee is given a hearing, he may present witnesses to support his case, but he is not necessarily entitled to a hearing or to be informed of possible sanctions. The employee must be given a reasonable time in which to answer the charges in writing. Although the law is not specific as to what constitutes a serious offense, the State Civil Service Commission has found that four or preferably eight years should be considered a sufficient period. If the employee is a U. S. Government employee, an underwriter as defined in the Federal Labor Relations Act, the employee must be given a hearing upon notice rendering a decision.

What Redress Has the Employee?

If a State employee believes himself aggrieved by the penalty imposed on him, he must give the employee a reasonable time in which to answer the charges in writing. Although the law is not specific as to what constitutes a serious offense, the State Civil Service Commission has found that four or preferably eight years should be considered a sufficient period. If the employee is a U. S. Government employee, an underwriter as defined in the Federal Labor Relations Act, the employee must be given a hearing upon notice rendering a decision.
was known affectionately as "Pop"

August 15, 1914

Shocked by the death of Kathryn Robinson.

Tutmdft?, August 15, 1914

were extended to his widow.

She attended the meeting at Albany on August 3rd as delegate, and sub-

were fishing at Picton, Ont. . . .

was had by all. . . .

after defeating Perry, Attica and Gainesville. Three

Stores Clerk and

The Ladies Schools

The President of the firm is firmly in his hand, but was for-

at any time.

Grace and Barbara Apples are away on vacation. . . .

The President of the Chapter, having

Bought and sold. . . .

HURLBURT OFFICE, 667 Central Ave.

Borough Cafeteria, Inc.

American Express

Bonds

We have announced the birth of a

A. Menachem

M. Nacha

J. Kasper, Jr.

B. Menahem

Jas. F. Albese

Jas. F. Albese

Uncle, are going to other cities, and if any of you

and membership number.

To save time and cost, you can start buying Bonds by buy-


targets. Blackouts merge


due by September 30th. . . .

classification and salary Stan-

and are pain-

express an opinion with regard to

expressed, I expressed to present pension

in New York, with a Pension

and the prevailing hot weather, short-

We hope that this action in conjunc-

with present salary conditions and

Improving the present pension

August 30th. . . .


debts both as to

is doing a bang-up job

with your name and address,

and membership number.

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

Your House may not be a military target, but bonds don't stop to inquire. Bonds don't ask your name on the names of your

children, either. In this war, as in no other in history, we are all targets. Blackouts merge

soldiers and civilians alike. "War is hell" . . .

for all of us. And it is costly . . .

Not only for the guns, but for the tanks and ships and planes

your boy must have to smash the Axis?

Why? Why, all of us . . .

the man next door. Because we are all in this

everybody. Everybody must put every dime and
dollar he can spare into Bonds and Stamps, even if it means going without something else. For we are all

to go without everything, unless we win.

Remember you can start buying Bonds by buy-

for all of us. What is going to be the key? Not only for the

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?

for all of us. What is going to be the key?
State Opportunities For Permanent Jobs

The State Civil Service Commission has opened a large number of permanent positions. These positions are in the State and in the county service.

Applications for the examinations listed below will be received up to the date of the examinations. Applicants must file applications and pay the necessary fee. The examinations will be held at the dates shown in the table. For further information, applicants should write to the examination offices listed in the table.

**Future Tests For Permanent NYC Positions**

- ASSISTANT BIOCHEMIST. Division of Laboratories and Research. Requirements: Two years of satisfactory experience in laboratory research, or in analytical studies of food or pharmacy. Application fee $2.00. Usual salary range $2,400 to $3,000.
- ASSISTANT DISTRICT HEALTH OFFICER. Department of Health. Requirements: Four years of full-time work experience in health or public health service, or two years of full-time public health service and two years in a responsible supervisory position. Application fee $3.00. Usual salary range $2,100 to $2,500.
- ASSISTANT EDUCATION SUPERINTENDENT. Division of Adult Education and Library Services. Requirements: Two years of satisfactory experience in library school or in a college library, or one year of satisfactory experience in a public library, or one year of satisfactory experience in the field of education, and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,500 to $3,000.
- ASSISTANT LIBRARIAN. Division of Libraries and Library Services. Requirements: Two years of satisfactory experience in a public library, or one year of satisfactory experience in a public library and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT PRINCIPAL. Division of Adult Education and Library Services. Requirements: Two years of satisfactory experience in administration, or one year of satisfactory experience in administration and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT TREASURER. Division of Finance. Requirements: Two years of satisfactory experience in public accounting, or one year of satisfactory experience in public accounting and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT VETERINARY SURGEON. Division of Agriculture. Requirements: Two years of satisfactory experience in veterinary work, or one year of satisfactory experience in veterinary work and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT WATER ENGINEER. Division of Water Supply. Requirements: Two years of satisfactory experience in water service work, or one year of satisfactory experience in water service work and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT WATER OPERATOR. Division of Water Supply. Requirements: Two years of satisfactory experience in water service work, or one year of satisfactory experience in water service work and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
- ASSISTANT WATER SUPERINTENDENT. Division of Water Supply. Requirements: Two years of satisfactory experience in water service work, or one year of satisfactory experience in water service work and a college degree or its equivalent. Application fee $3.00. Usual salary range $2,400 to $3,000.
BOYS! PERMANENT POSITIONS
Immediate Openings

RADIO communication technicians.
Must possess at least 2nd class license; essential workers need release.

American Airlines
WANTED!
INSTRUMENT MAKERS
Mechanics or men with similar experience for building mechanical parts for airframe testing equipment.
Apply: Employment Dept., 511 W. 23d St., N. Y. C.

SCHRATF'S
FOR SALE, WANTED
APPLY ALL DAY
56 W. 23d St., N. Y.

MEN
NO EXPERIENCE NEEDED
GENERAL FACTORY WORK
ASSIST SHIPPING AND RECEIVING
Uniforms Furnished
Day or Late Afternoon Shift
Apply 11 to 5 or 4 to 8 P.M.
Room 616

GUARDS
PORTERS
HORNI SIGNAL
Distributors of American Airlines
To Fold Clean Diapers
FOR WORKING WOMEN
FREE MILK AND COFFEE
CAN EARN $35 WEEK OR MORE WITH REGULAR HOURS
General Diaper Service
51-30 Alton Ave., Ridgewood, L. I. (15 minutes from 7th Ave. Subway)

SCHRATF'S
ALL DAY
56 W. 23d St., N. Y.

CAPTAIN
CAMERAS
FOR SALE OR SERVICE
34 W. 39th St., New York, N. Y.

MEN
-10 A.M. TO 6 P.M.
-7 A.M. TO 6 P.M.

AERO SPARK PLUG
STEADY WORK!
TO EARN $35 WEEK OR MORE WITH REGULAR HOURS
FOR SALE
FOR SERVICE
55c to start
Apply 11 A.M. to 8 P.M.

CAR EXPENSE
MACHINISTS
FOR KILGY FORMING SINKERS
TO FOLD CLEAN DIAPERS
FOR SALE
FOR SERVICE
GIRLS, WOMEN
-10 A.M. TO 6 P.M.
-7 A.M. TO 6 P.M.

SPERRY PRODUCTS
AIRPLANE CLEANERS
B-seat ad. 18 Acres, Elmont, L. I.

AMERICAN AIRLINES
MEDICAL—SPORTS—AMUSEMENT
STENDS—TO 10 A.M. TO 8 P.M.
APPLY 108 4th St., N. Y. C.

CIVIL SERVICE LEADER
In the field of radiation engineers, many states require a bachelor's degree in engineering or a related field, along with professional experience and licensing. The detailed requirements can vary by state and position. It's important to check with specific state boards or licensing agencies for the most accurate information. If you're interested in pursuing a career in radiation engineering, it's advisable to start with a solid education in physics, mathematics, and computer science, followed by relevant internship or professional experience. Licensing and certification are also important, depending on the state and the specific role you wish to take on. It's a good idea to explore the career opportunities in this field and to stay informed about any changes in educational and licensing requirements. If you have any questions about pursuing a career in radiation engineering or any other field, feel free to ask for more information.
LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.

On this the 31st day of July, 1944, the undersigned, FRANK S. SHARP, Deputy Secretary of State, of the State of New York, acting as Secretary of State of the State of New York and as such duly authorized, has filed in this department this day a certificate of dissolution of the corporation named in the caption hereof. This certificate was duly signed by THOMAS J. CURRAN, Secretary of State.

The name and place of residence of the person filing said certificate is FRANK S. SHARP, 121 Park Row, New York, New York, and the name and place of business of the corporation which said certificate dissolves is MANUFACTURING CO., INC., 213 East 58th Street, New York, New York.

The corporation dissolved is MANUFACTURING CO., INC., hereinafter referred to as the dissolved corporation.

The dissolved corporation has complied with Section 106 of the Stock Corporation Law of the State of New York and that it is dissolved. Given in duplicate under my hand and the seal of the State of New York, at the City of Albany, this 31st day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.

FRANK S. SHARP, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.

On the 25th day of July, 1944, the undersigned, FRANK S. SHARP, Deputy Secretary of State, of the State of New York, acting as Secretary of State of the State of New York and as such duly authorized, has filed in this department this day a certificate of dissolution of the corporation named in the caption hereof. This certificate was duly signed by THOMAS J. CURRAN, Secretary of State.

The name and place of residence of the person filing said certificate is FRANK S. SHARP, 121 Park Row, New York, New York, and the name and place of business of the corporation which said certificate dissolves is S. S. SIMETTI, INC., Park West, New York City, New York.

The corporation dissolved is S. S. SIMETTI, INC., hereinafter referred to as the dissolved corporation.

The dissolved corporation has complied with Section 106 of the Stock Corporation Law of the State of New York and that it is dissolved. Given in duplicate under my hand and the seal of the State of New York, at the City of Albany, this 25th day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.

On this the 25th day of July, 1944, the undersigned, FRANK S. SHARP, Deputy Secretary of State, of the State of New York, acting as Secretary of State of the State of New York and as such duly authorized, has filed in this department this day a certificate of dissolution of the corporation named in the caption hereof. This certificate was duly signed by THOMAS J. CURRAN, Secretary of State.

The name and place of residence of the person filing said certificate is FRANK S. SHARP, 121 Park Row, New York, New York, and the name and place of business of the corporation which said certificate dissolves is MÉTIER CORPORATION, 213 East 58th Street, New York City, New York.

The corporation dissolved is MÉTIER CORPORATION, hereinafter referred to as the dissolved corporation.

The dissolved corporation has complied with Section 106 of the Stock Corporation Law of the State of New York and that it is dissolved. Given in duplicate under my hand and the seal of the State of New York, at the City of Albany, this 25th day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.

On the 31st day of July, 1944, the undersigned, FRANK S. SHARP, Deputy Secretary of State, of the State of New York, acting as Secretary of State of the State of New York and as such duly authorized, has filed in this department this day a certificate of dissolution of the corporation named in the caption hereof. This certificate was duly signed by THOMAS J. CURRAN, Secretary of State.

The name and place of residence of the person filing said certificate is FRANK S. SHARP, 121 Park Row, New York, New York, and the name and place of business of the corporation which said certificate dissolves is THE BoDIED CORPORATION, INC., 213 East 58th Street, New York City, New York.

The corporation dissolved is THE BoDIED CORPORATION, INC., hereinafter referred to as the dissolved corporation.

The dissolved corporation has complied with Section 106 of the Stock Corporation Law of the State of New York and that it is dissolved. Given in duplicate under my hand and the seal of the State of New York, at the City of Albany, this 31st day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.

Said certificate was duly signed and filed at the office of the Secretary of State of the State of New York, at the City of Albany, this 31st day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.

On this the 31st day of July, 1944, the undersigned, FRANK S. SHARP, Deputy Secretary of State, of the State of New York, acting as Secretary of State of the State of New York and as such duly authorized, has filed in this department this day a certificate of dissolution of the corporation named in the caption hereof. This certificate was duly signed by THOMAS J. CURRAN, Secretary of State.

The name and place of residence of the person filing said certificate is FRANK S. SHARP, 121 Park Row, New York, New York, and the name and place of business of the corporation which said certificate dissolves is THE BoDIED CORPORATION, INC., 213 East 58th Street, New York City, New York.

The corporation dissolved is THE BoDIED CORPORATION, INC., hereinafter referred to as the dissolved corporation.

The dissolved corporation has complied with Section 106 of the Stock Corporation Law of the State of New York and that it is dissolved. Given in duplicate under my hand and the seal of the State of New York, at the City of Albany, this 31st day of July, 1944.

FRANK S. SHARP, Deputy Secretary of State.
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
DIPL Employees
Lost Daily Rest Period

Employees of the New York City office of the DIPL have a new complaint. Last week the staff up-State was lopped because of lack of work.

The complaint came down to the New York office ordering immediate re-organization of all organized rest periods. Formally, the DIPL workers were scheduled to have their rest periods off in the morning, another 10 minutes in the afternoon. The order, signed by Herbert A. Kenney, assistant director, states that now they have to manage their own breaks or go without.

New Identification System Developed for State Exams

A new examination identification system, replacing the former method of assigning specific identification numbers for each examination, has been instituted by the New York State Civil Service Commission.

Under the new system, candidates will place their names and other identifying information on a detachable card which will form a part of the examination booklet. Identification numbers will not appear on any other part of the examination. As soon as the cards are collected, candidates will not know their identification numbers, and a computer will print the proper number on each examination booklet and the examination identification numbers for each examination booklet will be placed on the examination papers which will be delivered to the examination depot from which the papers are taken. The numbers will be placed on the examination papers which will be delivered to the examination depot from which the papers are taken.

When a State Employee Gets Into Trouble

(Continued from Page 8)

charges in accord with statute and whether the charges are of a serious and substantial nature.

In reviewing determination that an employee has been guilty of misconduct or incompetence in serious particulars warranting his dismissal, the court has no right to review facts generally as to weight of evidence, beyond noting to it that there is substantial evidence to support such determination.

In reviewing the record of the Court, the Court usually looks into a claim that the charges by the upon the employee have not been made in good faith.

Public employees who are peculation or expense volunteers, the may obtain a full review of certificate for applying to the Court.

An appeal to the Court must be instituted by the employee within six months from the date of his discharge from public service.

DIPL Employees Lose Daily Rest Period

Employees of the New York City office of the DIPL have a new complaint. Last week the staff up-State was lopped because of lack of work.

The complaint came down to the New York office ordering immediate re-organization of all organized rest periods. Formally, the DIPL workers were scheduled to have their rest periods off in the morning, another 10 minutes in the afternoon. The order, signed by Herbert A. Kenney, assistant director, states that now they have to manage their own breaks or go without.

New Identification System Developed for State Exams

A new examination identification system, replacing the former method of assigning specific identification numbers for each examination, has been instituted by the New York State Civil Service Commission.

Under the new system, candidates will place their names and other identifying information on a detachable card which will form a part of the examination booklet. Identification numbers will not appear on any other part of the examination. As soon as the cards are collected, candidates will not know their identification numbers, and a computer will print the proper number on each examination booklet and the examination identification numbers for each examination booklet will be placed on the examination papers which will be delivered to the examination depot from which the papers are taken.

When a State Employee Gets Into Trouble

(Continued from Page 8)

charges in accord with statute and whether the charges are of a serious and substantial nature.

In reviewing determination that an employee has been guilty of misconduct or incompetence in serious particulars warranting his dismissal, the court has no right to review facts generally as to weight of evidence, beyond noting to it that there is substantial evidence to support such determination.

In reviewing the record of the Court, the Court usually looks into a claim that the charges by the upon the employee have not been made in good faith.

Public employees who are peculation or expense volunteers, the may obtain a full review of certificate for applying to the Court.

An appeal to the Court must be instituted by the employee within six months from the date of his discharge from public service.

DIPL Employees Lose Daily Rest Period

Employees of the New York City office of the DIPL have a new complaint. Last week the staff up-State was lopped because of lack of work.

The complaint came down to the New York office ordering immediate re-organization of all organized rest periods. Formally, the DIPL workers were scheduled to have their rest periods off in the morning, another 10 minutes in the afternoon. The order, signed by Herbert A. Kenney, assistant director, states that now they have to manage their own breaks or go without.

New Identification System Developed for State Exams

A new examination identification system, replacing the former method of assigning specific identification numbers for each examination, has been instituted by the New York State Civil Service Commission.

Under the new system, candidates will place their names and other identifying information on a detachable card which will form a part of the examination booklet. Identification numbers will not appear on any other part of the examination. As soon as the cards are collected, candidates will not know their identification numbers, and a computer will print the proper number on each examination booklet and the examination identification numbers for each examination booklet will be placed on the examination papers which will be delivered to the examination depot from which the papers are taken.

When a State Employee Gets Into Trouble

(Continued from Page 8)

charges in accord with statute and whether the charges are of a serious and substantial nature.

In reviewing determination that an employee has been guilty of misconduct or incompetence in serious particulars warranting his dismissal, the court has no right to review facts generally as to weight of evidence, beyond noting to it that there is substantial evidence to support such determination.

In reviewing the record of the Court, the Court usually looks into a claim that the charges by the upon the employee have not been made in good faith.

Public employees who are peculation or expense volunteers, the may obtain a full review of certificate for applying to the Court.

An appeal to the Court must be instituted by the employee within six months from the date of his discharge from public service.
What Every U. S. Employee Should Know About 'Reduction in Force'

(Continued from Page 1)

In the first two groups, only those who voluntarily resign and career personnel start getting the axe.

Order of selection for release is determined by seniority. This is the case in normal layoffs, as in the first two, with the exception of a fundamental concept which is standard policy throughout.

Reduction Credits

Reduction credits are composed of two major parts, seniority and career personnel status. Each part is to be evaluated but seniority is the chief consideration. A system of 'redemption' is set up, under which seniority and length of service and efficiency is rewarded.

Seniority

Seniority credits are computed according to the formula: 'credit for service times years of service equals credit.'

Career Personnel Status

Career personnel status is determined by a system of 'granting 'career' status as a result of certain factors inherent in the employee's position and duties. A career person is placed within a certain category and given certain rights and responsibilities in personnel matters.

Reduction Procedure

A procedure is set up, and the employees are given the opportunity to appeal to the Commissioner of Civil Service to have their cases reviewed.

The Commissioner of Civil Service is set up as a body to hear grievances. This unit would serve as a clearing house for grievances, discipline, separations, and other personnel matters.

The grievance unit will hear cases involving disputes over pay, promotions, and terms of employment.

The procedures are designed to provide employees with an avenue for redress of grievances. The system is intended to prevent the occurrence of unfair and discriminatory practices on the part of the employer.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

Employees are required to file grievances within specific time limits.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.

The grievance unit is set up to provide employees with an opportunity to appeal decisions that affect them.