Federal Pay Raise Chances Getting Better Every Day

WASHINGTON—Chances of Federal employees getting a pay raise this year are strong, according to a recent poll which shows employees strong for change.

The latest advance in the pay raise sector is an announcement by Ohio Senator Harold Burton, ranking Republican member of the Senate Civil Service Committee, that he would ask for a complete review of the whole Federal system of promotion by test.

Burton’s announcement came on the heels of a statement by both Chairman of Congress’s civil service committee that they intend to support raises for Government employees by 

Poll Shows Employees Strong for Change In Present System of Promotion by Test

Employees in many New York City departments forming behind the proposal of the present City method of promotions by examinations, on the idea that freedom for automatic promotions to be based on satisfactory service, as shown by service ratings.

Recently the staff members of the Manhattan office of the Water Inspectors Register produced the following result:

1. 55% approved the chance
2. 10% opposed any change
3. 35% were doubtful

The new setup as presented to the Water Inspectors by one of the Hampton-Devaney plans by the mayor is a Better plan.

State Employees Queried on Important Civil Service Questions

In order to determine the sentiment of State employees on vital State matters, The Leader asked various delegations of the State Association in Albany how they felt about these issues.

The questions which The Leader asked appear on page 5. The answers appear below.

Harlem Valley

Harlem Valley came the Bureau of Employment and Personnel Changes.

1. In these changes proposed by the Budget Director come to pass, we might as well hang up the law and go back to the old system.

2. The activities of the Board standardization Board indicate that the Senate Director has been dominating the Board. This fact was noted by the Board and the Senate Director's being allowed to function independently is not. Ms. Burton apparently has the best available

3. The Classification Board has done a pretty good job in doing.

4. A few employees feel that their present salary is adequate for the duties performed. But most feel that their salaries set up at 107 levels, might have been changed for them, but that they have dropped and the present system is a negative.

5. Our employee finds the best plan to care for the advancement in the cost of living would be the adjustable scale asked for by the Association. If the cost of living went up the bonus would advance, and if the cost of living went down the bonus would decrease. This is fair both to employer and employee.

The exception to the rule is that the work measured by the merit system is that the unadjusted scale is one of the main causes of the merit system.

6. The Hampton-Devaney Veterans' preference bill is a form of the seven other systems for veterans only. We are in sympathy with the present law regarding veterans in civil service, but the Hampton-Devaney proposals would turn over to the veterans the whole merit system lock, stock, and barrel.

Grievances

7. The 40-hour week has become common. The long hours in the Mental Hygiene institutions should be limited to 40 hours. Employees who go over the 40-hour limit should be allowed to take their meals at home at the institution or wherever they might choose, a liberal retirement after 25 years.

SCHOLARSHIPS FOR VETS

By GEN. BRADLEY

For More State News Pages 7, 8, 9
**Union Head Outlines Plans for Force Reduction**

"Reductions of the government civilian staff, after the war, must be made in orderly manner, not on the basis of indiscriminate firings," said Mrs. Burns in her address to the delegates to the Women's Advisory Committee of the War Manpower Commission.

In discussing the "reduction" goals of his administration, Mr. Burns indicated:

1. That reductions be made in orderly manner, with due regard for the rights of veterans and women who have made the Government service their career.

2. Renew and maintain the right of employees to protect those who are needed for defense, while maximizing the number of men and women that may be maintained and the number of hours that the service will be greater.

4. Make reduction-in-force policies consistent with the object of the plan for optional retirement after service, regardless of age.

**Vet leaf Pays $34 Weekly To Stenos**

Hundreds of stenographers and typists have been hired under the proposed Veterans Administration at 346 Broadway, New York City.

Those interested in these positions should apply at the Veterans Administration at 346 Broadway. Full-time employment is available for approximately six months. Transfers for those on the draft will be given to field assignments to be made by the Civil Aeronautics Administration, Department of Commerce.

There are provisions for interviewing, after a 50-hour week, and are open to typists as needed at once by the Veterans Administration, which is responsible for the employment of the returning servicemen of this war and veterans of this war. All the functions related to National Guard, Reserve and National Guard Auxiliary of the Veterans Administration, after the war, must be maintained and the number of employees required to continue these functions will be increased because of the constantly increasing number of veterans.

**Here’s How She Earns $44 A Week While Studying for a Lifetime Career**

**THAT IS, IF YOU CAN MEET REQUIREMENTS**

Trainees are urgently needed for Aircraft Composition positions with the Civil Aeronautics Administration, Department of Commerce. It is intended that approximately 100 persons be hired and trained in the next few months. Applicants who have had experience in radio or aerial communications, or have an understanding of these types of work, are needed. These positions may be maintained at any lengthening of the work-week will be one of 40 hours.

**Federal Employees Get Time Off to Vote**

WASHINGTON—The White House has made it easier for Federal employees to vote. The President has issued an executive order for Federal agencies and field offices to have time off for voting.

All Federal agencies and field offices have been notified by the War Manpower Commission that employees must be given two hours last day—depending on how much time is needed to vote.

The order wise that the normal time is two hours, but in view of the many persons who live further than normal commuting distance, it is a full day—with pay, and work must be made to permit this.

If it takes more than a day, agencies are instructed to give the time off but charge time in excess of one day to annual leave.

As to working hours: Before the war it was possible for the individual to be on duty during lunch period enjoyed by most other workers.

**What Opportunities Will There Be For Government Girls After the War?**

WASHINGTON—There will be plenty of jobs for Government girls. They make up 67 per cent of the 10,044,000 women who can adapt themselves. This comes from Miss Margaret A. Hickey, chairman of the Women's Advisory Committee of the War Manpower Commission.

She said that the job of getting the Nation back on a peaceful level will be as big as it was to build the war machine and the war machine was a job for women. Women proved they could do anything and even if they were and effectively makes sure of such a program. Those people having the responsibility for women in service are being replaced by war, but which are not adopted to peacetime. This tremendous shift of job opportunities will remain in effect for work, according to Miss Hickey, as well as men, she points out.

**More Working Women**

The trend before the war was for more women to be working outside of the home and although the situation was aggravated by the fact that there were many women who had to work to support families during the war, Miss Hickey claims that if there were not a need for the number of women on the labor market would be reduced, if the families were not so dependent. Overall, however, the government is now holding jobs.

"In the post-war, workers are being placed on a wage basis for the first time, which is to develop a career," she says.

**Retirement**

Mrs. Burns said that in any salary bracket, at any lengthening of the work-week will be one of 40 hours. The 39-hour week is divided by 40.

**Bank Rates**

This operates under Plan I when an employee's individual account (including interest) is credited to the employee's individual account in the retirement fund. Two plans are provided in the law for computing annuities and the increase in the retirement fund. The first plan is used where the employee's applicable average service is the same as the individual's cumulative contribution in the retirement fund. The second plan is used where the employee's applicable average service is greater than the individual's cumulative contribution in the retirement fund.

4. Make reduction-in-force policies consistent with the object of the plan for optional retirement after service, regardless of age.

**Arithmetic Clerk Rate Is Set Up**

The Federal Civil service merit lists have been set up by the Civil Service Commission for the position of Arithmetic Clerk.

**CIVIL SERVICE LEADER**

**Advance in income, engineering, physical science, auditing, accounting or business administration may be substituted in full for the required experience.**

**Where To Apply**

Those interested should apply at once to Room 324, Federal Office, 7th Street, Washington, D.C. All appointments in the Federal service are made in accordance with War Manpower Commission Regulations.
NYC Civil Service Outlines Steps of a Vet
Must Take Before Getting His Job Back

DEMANDS REASONS FOR EVERY SERVICE DISCHARGE

BY FRANCIS KELLY

Of interest to every New York City employee, and those eligible for re-employment in the armed forces, is the recent action of the NYC Civil Service Commission, which set up procedures to handle returning service men.

From the armed forces should report to the veteran's last reassignment to his district examination for the part of the service which would have been occupied by him at the time of his discharge. The person applies to the Commission for its

It is determined that the eligible was released because of a mental or physical disability, an appointment will be made with the medical examiner where the veteran will be examined. If it then is determined that the release was for mental reasons, an appointment will be made with the Psychological Service of the Medical Examiner's Office. The Commission then will be marked "Not Qualified." If, on the other hand, the veteran was released for medical reasons, an appointment will be made with the Medical Board of the Department of Public Welfare, where a thorough examination will be made. The case then will be sent to the Office of the Commissioner of Mental Hygiene, where his claim will be investigated.

The veteran should apply for his former regular posts or for a regular promotion examination. The veteran should also apply for a special promotion examination if he has served in the army for a period of at least six months and has been honorably discharged.

The veteran should apply for his former regular position. If he has served in the army for a period of at least six months and has been honorably discharged, he should apply for a special promotion examination.

If the veteran is not eligible for a regular or special promotion examination, he should apply for a non-competitive employment or for a temporary appointment.

If the veteran is not eligible for a regular or special promotion examination, he should apply for a non-competitive employment or for a temporary appointment.

Court Doesn't Want Cops

The NYC Domestic Relations Court doesn't like the idea of having parolees on its bench. A parolee, a former cop, has been discharged from the armed forces, and the court has refused to permit him to serve as a parole officer.

The court has refused to permit him to serve as a parole officer. The court has previously refused to permit parolees on its bench.

Charging New York City's administration with illegal delay in settling their claims for back pay and adjustments, 251 City employees have started legal action to compel quick action on their claims.

Of Interest to Every New York City Employee

For Attendants of the City Civil Service Commission, protesting against this practice, were ruled not eligible to make provisional appointments. Five patrolmen, so that makes it five.

Discharge

It may take your name and all the details of your discharge, and you will be called in for a physical examination.

If the list is an active one the examination will be marked "Not Qualified." If, on the other hand, the veteran was released for medical reasons, an appointment will be made with the Medical Board of the Department of Public Welfare, where a thorough examination will be made. The case then will be sent to the Office of the Commissioner of Mental Hygiene, where his claim will be investigated.

The veteran should apply for his former regular position. If he has served in the army for a period of at least six months and has been honorably discharged, he should apply for a special promotion examination.

If the veteran is not eligible for a regular or special promotion examination, he should apply for a non-competitive employment or for a temporary appointment.

If the veteran is not eligible for a regular or special promotion examination, he should apply for a non-competitive employment or for a temporary appointment.

It's Easy to Get a Job as a Fireman; Pays $40 a Week

If you're like a good number of citizens of New York City who at $2,000 a year, for the duration. Also, if you are one of the 60 to 70,000 who, under the new budget, you applied for the 60000 jobs that are you. The office in charge will mail you the application, which may be filled out in a physical examination, a test of your abilities and a character investigation.

If you pass, you'll get the appointment and a certificate of appointment, and be put to work alongside the regular firemen.

Fire Dept. Glamour Boys

Get Rescue Company Jobs

The NYC Fire Department last week was considering applications for plum posts in the glamour boys of the department for the sons of men who want to transfer to the Rescue Companies. Only former firemen are eligible for these plum positions. They are for top physical fitness and good service record. They don't get any extra pay, but they have a job for life as others on the two-platoon plan.

They have to get into dangerous spots; back-lane, smoke or gas poisoned victims, are all part of their job.

Only firemen with more than three, less than 18 years of service, are eligible. Laymen with less than 15 years in service, and previous experience in a Rescue Company, were also asked to apply. Those whose special ability or experience for the job will be preferred.
**Why Public Employees Borrow Money**

BY JEROME YALE

Every year, the Municipal Credit Union in New York City lends upwards of $5,000 to City County employees. These employees are allowed to borrow up to $2,500—though the great majority of the loans are for amounts over $1,000. The primary reasons why public workers come to borrow money are:

1. **Lack of Savings**: Many employees do not have the means to save a significant amount of money for emergencies or large expenses.
2. **Medical Expenses**: Employees may need to take out a loan to pay for medical expenses.
3. **Home Improvement**: They might need money for home improvements, which can be surprisingly expensive.
4. **Vacation**: Employees might need to borrow to take a vacation or to cover travel expenses.
5. **Education**: Employees might need to borrow to cover the costs of education or training.
6. **Repairs**: Repairs to a home or car might be a reason for borrowing.
7. **Emergency Needs**: Unexpected emergencies, such as losing a job or a family member, might require borrowing.

**Borrowing Process**

The Municipal Credit Union offers a variety of loan products, including personal loans, home equity loans, and educational loans. Employees are encouraged to discuss their financial needs with a credit counselor to find the best option for their situation.

**Financial Planning**

It is important for public employees to plan their finances carefully. Budgeting, saving, and planning for future expenses can help avoid the need for borrowing. The Municipal Credit Union offers financial counseling services to help employees manage their finances effectively.

---

**School Employees Gain Pay Increase**

A related cost-of-living bonus was granted to employees of the NYC Board of Education's School Finance Service last week. The Board of Education granted the bonus to all non-union employees.

**Transit St. George Group Plans to Open**

Plans have been completed for the entertainment and dance of the St. George Association, NYC Trans. No. 28, which is planned to be held at the Manhattan Center on October 28. Tickets are priced at a $1.25 general admission, $1.50 reserved, and $2.00 from members of the organization.

**Patten Suggests Civil Service Improvements**

Bernard M. Patten, a county employee running for State Assembly, has been heard to say that several improvements in the Civil Service Department are needed. One suggestion is:

1. **Protection of the Pead-Harm Group**: The Civil Service Department should protect the interests of the public when dealing with harmful activities.
2. **Abolition of the 44-hour week in the New York City Fire Department**: The department should consider shortening the work week to improve productivity.
3. **Establishment of appeals**: Employees should have the right to appeal decisions made by the Civil Service Department.

**School Employment**

School Employment is currently looking for new employees. Any veteran, resident in New York state, can qualify for a scholarship.

---

**Civil Service Leader**

Tuesday, October 17, 1944

National Association of Labor Unions
Herman Mullman, executive member of the National Federation of Post Office Clerks: David Schrader, legislative representative; Harlem River Branch, Mailmen's Union, is a member of the Joint Affiliated Board.

---

**Learn to Typewrite**

(5 Room. Weekend. 4 Such Rooms)

New York, Sept. 28, 1944

WED., NOV. 1, 1944, AT 8:00 P.M.

Write for Information

Victor E. McDonald

110 W. 51st St., N. Y. C.

---

**Radio-Television Institute**

NEW YORK SCHOOI. OF RADIO-TELEVISION TELEGRAPH TELEPHONE INSTITUTE INSTITUTE OF ELECTRICAL ENGINEER.

NEW YORK POST OFFICE DEPARTMENT.

---

**Ex-Service Men**

Many ex-service men and women are finding it difficult to find employment, particularly after a long period of military service. The department wants to see more veterans qualify for the present bonus and make the present bonus a permanent feature.

---

**School Directory**

LISTING OF CAREER TRAINING SCHOOLS

Academic and Commercial—College Preparatory

---

**CIVIL SERVICE LEADER**

Page Four

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Scholarships for World Wars I and II Vets, Practically for the Asking

Reversing a previous ruling, the New York State Educational Department has revised that State war veterans' scholarships will now be available to veterans who served during World War I and World War II. The new regulations will take effect on October 1.

With more than 12,000 scholarships authorized by the 1944 Legislature still available, the department says that it will conduct another state-wide series of competitive examinations in August, when the department conducted its first examinations.

In August, when the department conducted its first examinations, the State competed. Awards were made in virtually all cases, regardless of merit because so few competed. But only 300 have accepted these scholarships.

**750 Scholarships**

The department's new approved list of schools and colleges to which it will send competitive examinations for the September 10th examinations will provide an additional 750 scholarships for veterans who served during World War II.
Jobs Now Open
With NYC's School System

A number of examinations for positions with the NYC Department of Education have been announced by the Board of Examiners.

Following are some details of the positions for which tests will be held. For complete information, write or call, Board of Examiners, 242 William St., Brooklyn 3, New York. If you send mail, enclose a large stamp.

First Assistant in Day Social Work. Follows some social work activities of the department. The work includes accounting and administrative jobs, filled by promotion, and salaries up to $8,000 a year.

First Assistant in Mechanic Arts High School. Follows related subjects in the High School Curriculum. Grades 1 and 2, $45. Grades 3 and 4, $50. Grades 5 and 6, $55. Grades 7 and 8, $60.

Salary covers from $1,600 to $2,400 a year, but many technicians and skilled workers now in the department offers opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men in semi-skilled and skilled work.

Many Types of Work

Many office workers will be needed in the department, and the activities of the department. The work includes accounting and administrative jobs, filled by promotion, and salaries up to $8,000 a year.

All branches of engineering are represented in the bureau of the department, and many positions are available for engineers, with salaries ranging from $1,600 to $2,400 a year. Engineers are employed in the sewer treatment offices. The promotion appeal offers an opportunity for the young engineer to start as a junior engineer at $2,000 and work his way up.

Architects, superintendents of construction and repairs, and assistants on many kinds of work.

Candidate for NYC Job May Be Probed Anytime

The time when a candidate for a New York City job is investigated by the Bureau of the Civil Service Commission, is before his appointment. The investigation may take place after the appointment. In either case, he must be ruled "not qualified" if investigation discloses facts which bar him from the job.

In the case of McElroy vs. Valentine, decided in a recent case, the fact that investigations were not made before the

CIVIL SERVICE LEADER

Post-War Employment Opportunities in NYC Public Works Department

Persons interested in permanent and temporary jobs with New York City, especially with those having some background in the field of mechanical and electrical work, should keep an eye on the Department of Public Works. Positions on the waterfront and other activities of the department, where $400,000,000 of post-war plans are already in blueprint form, mean a large number of jobs.

Right now the department is in one of the few fields of service looking for help; the only current vacancies are for maintenance workers at $1,900 a year, but many technicians and skilled workers now in the armed forces, or in war work, will continue to return to the city.

Many Types of Work

Many office workers will be needed in the department, and the activities of the department. The work includes accounting and administrative jobs, filled by promotion, and salaries up to $8,000 a year.

All branches of engineering are represented in the bureau of the department, and many positions are available for engineers, with salaries ranging from $1,600 to $2,400 a year. Engineers are employed in the sewer treatment offices. The promotion appeal offers an opportunity for the young engineer to start as a junior engineer at $2,000 and work his way up.

Architects, superintendents of construction and repairs, and assistants on many kinds of work.

This "day" of a candidate for a New York City job is being written for the Public Works Department. The theory is getting on the payroll. Many tests are due as soon as wartime restrictions on construction materials are lifted, for candidates who are qualified.

The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.

Keeps City Buildings

Another important function of the department is the maintenance of the City buildings. Craftsmen, maintainers, mechanics, and skilled workers are all found here, as are watchmen, janitors, elevator operators, other workers. Every tenant in the city, from the Public Works employees, Carpenters, Ironworkers, and Solar Rays, offers many opportunities for men who have a knowledge of building repairs. The Bridge Operation service of the department offers positions for both skilled and semi-skilled workers. Bridge painters and operators, laborers, and messmen make up the water-front force.
Sen. Wagner, Curran Fight It Out on Civil Service

The Civil Service LEADER this week relinquishes most of its usual editorial page features to provide an open forum for the candidates for State Unit to Sen. Robert F. Wagner and and Thoma.

By Robert F. Wagner

United States Senator, State of New York

Democrat and ALP Candidate for President

Why Employees?

It's important that you know this! I'll tell you frankly that I think that civil service workers are Americans, not "bureaucrats." They should be treated as good, paid employees. All citizens have voting rights, they are pushed around as Mr. Bricker and other Republicans want them to be.

Everyone knows that Government—Federal, State, and local—will play a huge impot during the next few years to maintain prosperity and stability. I also believe that those in public service are entitled to the same consideration that we as citizens are entitled to. In my judgment it would be extremely injurious to the nation, in terms of the patriotic hard working spirit of the citizens that we want to pass on to our children, if we did not give these people the consideration they deserve.

With the threat of the merit principle in this country, the Democratic party has presented a clear-cut alternative to the Republican party. A program for maintaining, extending, and improving the civil service system for a future post-war period, and for winning the election in the fall, if the merit principle is not to be lost.

Always Fought for Merit System

All my life I have fought for the extension of the merit system. I have always opposed those who, for one excuse or another, have attempted to get away from the special political appointments.

I have never seen that Government employment should be for political reasons. I have always maintained that Government employment should include merit, and I have done everything I could to get that principle into the law. I have always fought for the extension of the merit system. I have always fought for the extension of the merit system.

Higher Salary Levels Needed

The first means of scholarship in the merit system is to lay a foundation. The second is that the employees should be paid at a level that will attract the best talent.

Salaried Special Performance

The public employees—Federal, State, and local—are the backbone of every community. I think they should be paid adequately and given every possible chance to improve their efficiency.

People Employment Opportunities

Above all, the provision of unemployment insurance, for Government employees, is immensely important. A proper unemployment insurance scheme will ensure that employees' upon means of obtaining efficiency and that employee suggestions be carefully studied on the committees on which the employees themselves are represented.

Salary Principles Under Control

The merit principle under proper control in more normal times. That is the way it should be. We should try to get it back to where it belongs, where it belongs, where it belongs.

I have always maintained that Government employment should not be for political reasons. I have always maintained that Government employment should not be for political reasons. I have always maintained that Government employment should not be for political reasons.

Always Fought for Merit System

I have always fought for the extension of the merit system. I have always opposed those who, for one excuse or another, have attempted to get away from the special political appointments.

I have never seen that Government employment should be for political reasons. I have always maintained that Government employment should include merit, and I have done everything I could to get that principle into the law. I have always fought for the extension of the merit system. I have always fought for the extension of the merit system.

Higher Salary Levels Needed

The first means of scholarship in the merit system is to lay a foundation. The second is that the employees should be paid at a level that will attract the best talent.

Salaried Special Performance

The public employees—Federal, State, and local—are the backbone of every community. I think they should be paid adequately and given every possible chance to improve their efficiency.

People Employment Opportunities

Above all, the provision of unemployment insurance, for Government employees, is immensely important. A proper unemployment insurance scheme will ensure that employees' upon means of obtaining efficiency and that employee suggestions be carefully studied on the committees on which the employees themselves are represented.

Salary Principles Under Control

The merit principle under proper control in more normal times. That is the way it should be. We should try to get it back to where it belongs, where it belongs, where it belongs.

I have always maintained that Government employment should not be for political reasons. I have always maintained that Government employment should not be for political reasons. I have always maintained that Government employment should not be for political reasons.

Always Fought for Merit System

I have always fought for the extension of the merit system. I have always opposed those who, for one excuse or another, have attempted to get away from the special political appointments.

I have never seen that Government employment should be for political reasons. I have always maintained that Government employment should include merit, and I have done everything I could to get that principle into the law. I have always fought for the extension of the merit system. I have always fought for the extension of the merit system.
ALABAMA—Below follows the recommendation of the Association of Social Workers of Alabama with respect to increased death benefits. It is part of 11 recommendations for simplifying the retirement system for the employees of the State of New York.

At the present time the retirement system of the State guarantees a minimum death benefit of $250. It is proposed that this be increased to $300. The recommendation is based on the need to improve the retirement system for the employees of the State of New York. This is a significant event for many employees who find it difficult to make ends meet. It is from the quiet counselors of the workforce, from the camaraderie of workers, and from the wisdom of those who have been there before, that the courage and wisdom to press forward arise.

Day of Strong Unions Ahead

The DAY of labor unions is ahead, but the day of strong unions is ahead. Today we have numbers in the great industrial unions—numbers we can be proud of, and numbers which will enable us to cooperate and to work toward the common goals of our unionism. Cooperation is the first product of unity. For it is in cooperation that we find the strength to overcome obstacles, to achieve our goals, and to implement our vision of a better world for all.

Today, some of the great unions are struggling with the intensity of our struggles. It is difficult to control the conflict of interest and the conflict of power and money. Human hates and rivalries have all too often overshadowed union ideals and purposes and made thousands upon thousands to suffer from the part of unionism has been the lack of cooperation on the part of employers. Membership raiding by other organizations into a department, they are for some reason no longer interested in the members of the departments. They will de-serve as a source of danger to the strength that comes from the union and the intensity of the many. The line is drawn--adversary is the solution. It is from the ownership and control of property and their desire, and strip that the hierarchy and style of filling in dreams is drawn. It is from the quiet counselors of the workforce, from the camaraderie of workers, and from the wisdom of those who have been there before, that the courage and wisdom to press forward arise.

Outstanding as a cause of lack of constructive achievement on the part of the workers. The workers must have the right to choose their own leaders. They should be encouraged to take an active part in the planning of the work and the work of the union. And if this important truth is recognized, then, of course, it must be reflected in the policies of the employers. The employers must recognize the workers as the agents of the associations in the counseling of management to the point of appealing for, and recognizing, the workers' right to have representatives of their union, the representatives they have chosen, to attend the meetings of management representatives and to voice the workers' demands and problems. They must not be the object of retaliation by the employers when the workers have decided to find the representative through their own, independent organization.

The result of all these accomplishments will find the Association strong in membership and financial resources, with interest and activity at its peak, with a history of rich achievement, and with a record of thoroughgoing service to the worker.

Albany

Employees of the Department of Health of the State of New York held an open-city building in Albany, on Monday, October 16. Just one day later, on Tuesday, October 17, the State Association of Civil Service Employees held a meeting to discuss the resolution that had been passed.

Hospital Army

The Hospital employees had a strong army of supporters, and the followers are the masters which the members of the State Association are determined to defend. 1. Election of Officers. 2. Revision of the Constitution and By-Laws. 3. Constitution and By-Laws. 4. Constitution and By-Laws.

Requests for Promotion Tests

ALABAMA—Under the provisions of the State Civil Service Law, a request to hold an open-city examination for a particular position must be made in writing to the Department of Civil Service, 200 State Street, Albany. The examination will be held on Wednesday, October 17, at 1:30 P.M. in the office of the Department of Civil Service, 200 State Street, Albany.

For a complete account of the activities at the annual meeting of the State Association this week—Don't Miss Next Tuesday's Civil Service Leader!
State Employees Queried for Opinion
On Important Civil Service Questions

The Leader Used This Query
To Determine Employee Opinion

1. WHAT DO YOU think about the changes in the Field?
2. DO YOU think it is the right time to have a new law proposed by the Director of the Board, Mr. Burtton?
3. HAVE YOU any comments to make on the new pension plan?

The U.S. Civil Service Standard Board?
4. DO YOU think the employees feel they get their money's worth?

5. WHAT PLAN do you feel would be best to care for economic advances in the cost of living?
6. DO YOU think the merit system is better administered now than in the past decades? Why?

14. DO YOU have in your institution or office an employer-sponsored Johnnie L. Wooters, Albany, is the next meeting of the State Association.

7. WHICH opinion would be the best for overtime work in State Service? Time and a half? Or equivalent time off? Straight pay?

8. DO YOU have in your institution or office an employee grievance system? What do you suggest in this respect?

15. DO YOU have in your institution or office an employer-sponsored Employee Benevolent Association?

9. CAN'T you say yet. Dissatisfied?

16. DO you favor unemployment insurance for State employees?

10. WOULD YOU like to see a system of merit awards introduced into the State Service for meritorious or outstanding services, such as the City Council?

11. DO YOU think that there are sufficient incentives for the average employees?

12. IS THE promotion system satisfactory?

13. DO YOU think that too much work is being done for the setting of minor disputes or grievances?

14. WHAT do you suggest in this respect?

15. DO YOU have in your institution or office an employer-sponsored Employee Benevolent Association?

16. DO YOU have in your institution or office an employer-sponsored Employee Benevolent Association?

17. DO YOU think that the government is giving the people enough for their money?

18. DO YOU think that the government is spending too much money?

19. WHAT do you suggest in this respect?

20. DO YOU think that the government is spending too much money?

21. DO YOU think that the government is spending too much money?

22. DO YOU think that the government is spending too much money?

23. DO YOU think that the government is spending too much money?

24. DO YOU think that the government is spending too much money?

25. DO YOU think that the government is spending too much money?

26. DO YOU think that the government is spending too much money?

27. DO YOU think that the government is spending too much money?

28. DO YOU think that the government is spending too much money?

29. DO YOU think that the government is spending too much money?

30. DO YOU think that the government is spending too much money?

31. DO YOU think that the government is spending too much money?

32. DO YOU think that the government is spending too much money?

33. DO YOU think that the government is spending too much money?

34. DO YOU think that the government is spending too much money?

35. DO YOU think that the government is spending too much money?

36. DO YOU think that the government is spending too much money?

37. DO YOU think that the government is spending too much money?

38. DO YOU think that the government is spending too much money?

39. DO YOU think that the government is spending too much money?

40. DO YOU think that the government is spending too much money?

41. DO YOU think that the government is spending too much money?

42. DO YOU think that the government is spending too much money?

43. DO YOU think that the government is spending too much money?

44. DO YOU think that the government is spending too much money?

45. DO YOU think that the government is spending too much money?

46. DO YOU think that the government is spending too much money?

47. DO YOU think that the government is spending too much money?

48. DO YOU think that the government is spending too much money?

49. DO YOU think that the government is spending too much money?

50. DO YOU think that the government is spending too much money?

51. DO YOU think that the government is spending too much money?

52. DO YOU think that the government is spending too much money?

53. DO YOU think that the government is spending too much money?

54. DO YOU think that the government is spending too much money?

55. DO YOU think that the government is spending too much money?

56. DO YOU think that the government is spending too much money?

57. DO YOU think that the government is spending too much money?

58. DO YOU think that the government is spending too much money?

59. DO YOU think that the government is spending too much money?

60. DO YOU think that the government is spending too much money?

61. DO YOU think that the government is spending too much money?

62. DO YOU think that the government is spending too much money?

63. DO YOU think that the government is spending too much money?

64. DO YOU think that the government is spending too much money?

65. DO YOU think that the government is spending too much money?

66. DO YOU think that the government is spending too much money?

67. DO YOU think that the government is spending too much money?

68. DO YOU think that the government is spending too much money?

69. DO YOU think that the government is spending too much money?

70. DO YOU think that the government is spending too much money?

71. DO YOU think that the government is spending too much money?

72. DO YOU think that the government is spending too much money?

73. DO YOU think that the government is spending too much money?

74. DO YOU think that the government is spending too much money?

75. DO YOU think that the government is spending too much money?

76. DO YOU think that the government is spending too much money?

77. DO YOU think that the government is spending too much money?

78. DO YOU think that the government is spending too much money?

79. DO YOU think that the government is spending too much money?

80. DO YOU think that the government is spending too much money?

81. DO YOU think that the government is spending too much money?

82. DO YOU think that the government is spending too much money?

83. DO YOU think that the government is spending too much money?

84. DO YOU think that the government is spending too much money?

85. DO YOU think that the government is spending too much money?

86. DO YOU think that the government is spending too much money?

87. DO YOU think that the government is spending too much money?

88. DO YOU think that the government is spending too much money?

89. DO YOU think that the government is spending too much money?

90. DO YOU think that the government is spending too much money?

91. DO YOU think that the government is spending too much money?

92. DO YOU think that the government is spending too much money?

93. DO YOU think that the government is spending too much money?

94. DO YOU think that the government is spending too much money?

95. DO YOU think that the government is spending too much money?

96. DO YOU think that the government is spending too much money?

97. DO YOU think that the government is spending too much money?

98. DO YOU think that the government is spending too much money?

99. DO YOU think that the government is spending too much money?

100. DO YOU think that the government is spending too much money?
State Labor Dept. Employees Protest Exempt Job, Lack of Promotion Tests

Employees of the New York City office of the State Labor Department, can't see eye to eye on a number of recent actions taken by the department, according to the employees. Instead of accepting the new rule, the Commission, have won one minor victory, have asked the Assn. of State Employees to take up the situation in Albany.

One cause of conflict between the employees and the Commisssion was the recent appointment of a new director of the department in the form of a new job, to which some members of the Retirement System have been appointed.

The employees pointed out that the incumbents would be ineligilible for filling the jobs. In answering the Association's objections, the Commission explained that the incumbents did not have to be appointed. The Commission would then have to be satisfied with the new job as of the present salary of $2,900 to $3,100. The latter was not something which the employees felt was going to save the Commission money, or that they were being paid too much to keep.

The employees have been paid within 15 days, and a strong position was sent to the Commssion.

Wanted Promotion Test

The employees pointed out that the recent appointment of a new director of the department in the form of a new job, to which some members of the Retirement System have been appointed.

The employees pointed out that the incumbents would be ineligilible for filling the jobs. In answering the Association's objections, the Commission explained that the incumbents did not have to be appointed. The Commission would then have to be satisfied with the new job as of the present salary of $2,900 to $3,100. The latter was not something which the employees felt was going to save the Commission money, or that they were being paid too much to keep.

The employees have been paid within 15 days, and a strong position was sent to the Commssion.

LUMINOUS DIAMONDS AND ANTIQUE JEWELRY

WE BUY, SELL, TRADE, FOR CASH. JAMES J. ANDERSON. 1501 Chestnut St., Philadelphia, Pa.

MILITARY

New and Used Tires

PATS SERVICE STATION, 609 Central Ave., Albany, N.Y.

Bicycles Repaired

REED BICYCLE COMPANY, 418 River St., Albany, N.Y.

CIVIL SERVICE

SOLÉN NOYÉA — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

SOLEMN NOYÉA — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.

NEW YORK HOSPITAL — TO CHRIST THE KING CHURCH

8 E. 23RD STREET, NEW YORK

OPENING OF NOVEMBER 23

9:00 A.M. — Saturday, Oct. 21

Rev. Nicholas Hopkins, O.F.M.Cap. Sermon on St. Francis of Assisi, the Patron saint of animals. Special music by the S. N. C. Choir. There will be a collection taken for the Society for the Prevention of Cruelty to Animals.
Nation's Greatest Sanitation Dept.

Purchasing problems present formidable headaches to communities today. One of the nation's outstanding purchasing experts outlines the history of cooperative buying by municipalities, a movement which has shown that it can help solve many of the important problems involved. This is recommended reading for all who have to do with municipal purchasing.

By JOSEPH E. NICHOLSON
Vice-president, National Institute of Government Purchasing, Purchasing Agent, Milwaukee, Wis.

JUST as every city department is kept running, so are the purchases in centralization, purchasing.

In this city alone, there are 15 separate purchasing units scattered among 15 separate and distinct city departments, and all of these purchases were being handled independently. peppant pool, however, have deprived us of many of the advantages of cooperation.

The First Organization

The first organization of this type type of record avenile years ago by the City of Cincinnati, Ohio. (in which Cincinnati is located), the Cincinnati County Board of Education, the Public School Board, and the Public Schools were organized as a cooperative group. They found that the purchasing methods and policies at the time were too cumbersome and restricting, however, for us to be able to do a good job.

One purpose in effecting this cooperation was to help cut the cost of buying in the various school districts. Another main purpose was to help the tax payers of Cincinnati, for the tax dollars are the support of the public schools.

Another advantage of this cooperation is that the group is able to buy in larger quantities and thereby receive lower prices. This is especially true in the case of construction supplies, where there is a saving of 10 to 20 percent in buying from the wholesale trade.

The 4,000-miles of streets, 3,500 pieces of motor equipment, and 3,000 miles of sewers and water mains are maintained by the Department of Public Works, which makes the Cincinnati Sanitation Department one of the greatest in the United States.

The Department of Public Works is the largest of the city's departments in terms of personnel, budget, and services. It is responsible for keeping the city clean, removing 2,000,000 cubic yards of garbage each year, and operating the sewage disposal system.

In addition to the regular garbage collection, the Department of Public Works also performs other important services, such as street cleaning, snow removal, and water distribution. The department's budget is one of the largest in the city, and it employs a large number of people.

The Sanitation Department is an example of how municipal government can work together to achieve common goals. By organizing the various city departments into a single unit, the city is able to save money, improve services, and provide better management for the city's resources.

Buying Together: An Important Lesson to Communities

Buying Together: An Important Lesson to Communities

Purchasing problems present formidable headaches to communities today. One of the nation's outstanding purchasing experts outlines the history of cooperative buying by municipalities, a movement which has shown that it can help solve many of the important problems involved. This is recommended reading for all who have to do with municipal purchasing.

Nations' Greatest Sanitation Dept.

How It Performs Its Job in Time of War

By WILLIAM F. CAREY
Commissioneer of Sanitation, City of New York

WE HEAR a great deal these days about the necessity for adequate preparation, sufficient supplies and emergency plans. At the same time, we hear very little about the coordination for our fighting forces. For the New York City Sanitation Department to perform an effective job, it too, must have all the factors required by a torrent of stringent restrictions, however, have deprived us of as many of them as possible.

We are9 Near What Look Ahead

Our daily task is to sweep and clean 4,600 miles of streets; to collect 3,000,000 pounds (1,600 cubic yards) of garbage and refuse; to collect snow, etc., etc. This is a job that must be done every day, and in all weathers.

The sidewalks are swept, dirt and garbage is removed from the street, and trash cans brought to the refuse collectors. The snow is collected and hauled away. The garbage is burned to ashes and hauled away. The trash cans are emptied. The work is done by hand, and by hand labor.

The Sanitation Department is responsible for maintaining the cleanliness of the city and removing garbage and refuse. This involves a large number of employees, who must be trained and supervised.

One of the most important aspects of the Department's work is the removal of snow. The Department maintains a fleet of snow removal vehicles, which are used to clear streets and sidewalks of snow.

The Sanitation Department is also responsible for the collection and disposal of garbage and refuse. This involves the use of refuse collectors, who collect garbage and refuse from homes and businesses, and transport it to the disposal site.

In addition to these tasks, the Department is also responsible for the maintenance of public buildings and facilities, such as parks, playgrounds, and public schools.

The Department is organized into several divisions, each of which is responsible for a specific area of work. For example, the Garbage Division is responsible for collecting and disposing of garbage, while the Snowplow Division is responsible for removing snow from streets and sidewalks.

The Sanitation Department is an important part of the New York City's infrastructure, and plays a crucial role in maintaining the cleanliness of the city. The Department is staffed by dedicated employees, who work hard to keep the city clean and safe for all residents.

Bidders Who Make Errors Are Protected in NY State

Persons or contractors who hand in bids for work in the State of New York, but who make mistakes in their bids, are protected if they unintentionally underestimate their price. So states an opinion of Attorney General Edward P. Regan, issued last week. Public Officers Committee.

"Where a bidder has made an honest or unintentional mistake in his bid, and under such circumstances, it is not a bid and can be withdrawn without the intervention of a court. If the court rules on the validity of the bid, it will be considered as a bargain, and the court will order the bidder to return the deposit and pay the contractor the amount of the bid. If the court rules in favor of the bidder, it will be held that the bid was valid, and the contractor will be ordered to return the deposit and pay the bidder the amount of the bid. If the court rules in favor of the contractor, it will be held that the bid was not valid, and the bidder will be ordered to return the deposit and pay the contractor the amount of the bid."
Communities at Work
By WILLIAM E. WARREN

MANPOWER SHORTAGES are being met by San Francisco, by using female police officers to control traffic at busy intersections.

650,000 TO REBUILD THE CITY AIRPORT is on the future plans book of the City of Cleveland. The project calls for the City to own and maintain all facilities, make improvements, and provide services. Preliminary steps have been taken and leaseholds on airport land, and companies built their own hangars. A recent Ohio Supreme Court decision makes possible the type of financing for Cleveland to issue revenue bonds for airport construction and maintenance.

SELFPETING RUBBISH CONTAINERS are found in Columbus, Ohio. A recent City ordinance passed by the City Council provides that a person who puts out a self-petitioning container without authority shall be punished.

014,966 MILES OF DRIVING in three months was saved by Jacksonville, Fla., which cut down the use of city-owned and private cars by its employees. A system of key and chart are charted through the City purchasing agents. Automobiles are left in downtown parking lots instead of driving to the City garage or employee's home. To save mileage, the electric light department accumulates cut-off and out-of-service before policing.

ELY (MINN.) APPROVES LIGHTING PROJECTS. Two lighting projects at an estimated cost of $1,112 have been approved for the past period by the City. The City Council passed the bill authorizing the construction of single light standards on streets where sidewalks do not exist. Another project calls for street lights on pikes throughout the City.

SHEEP ARE PUT TO WORK in Springfield, Mass., where 200 sheep will tend the grounds at the State College of Agriculture. The sheep are eating grasses over 2,000 acres of park land at Lake Park.

MECHANIZATION WAS THE MEANS of the City of Cleveland. The project calls for the City to own and operate all airport land, and to provide the necessary air traffic control equipment.

PREVIOUSLY THE CITY granted long-term leases on airport land, and the plan book of the City of Cleveland. The project calls for the City to own and operate airport land, and to provide the necessary air traffic control equipment.

Cleveland to issue revenue bonds for airport construction and maintenance.

The number of fatalities suffered by sewer workers in recent years came before the Federation of Sewage Works Association which met in Pittsburgh, Pa.

The city of Detroit, Michigan, is faced with the possibility of the construction of a new sewage treatment plant. The city already has a large sewage treatment plant in operation, but it is becoming increasingly evident that a new plant is needed to handle the increasing volume of sewage generated by the city's population growth.

Light for Night
6. LIGHT FOR NIGHT
6. LIGHT FOR NIGHT

In the development of a lighting project for the city of Cleveland, the electric light department accumulates cut-off and out-of-service before policing.

4.000,000 TO REBUILD THE CITY AIRPORT is on the future plans book of the City of Cleveland. The project calls for the City to own and maintain all facilities, make improvements, and provide services. Preliminary steps have been taken and leaseholds on airport land, and companies built their own hangars. A recent Ohio Supreme Court decision makes possible the type of financing for Cleveland to issue revenue bonds for airport construction and maintenance.

SELF-PETITIONING RUBBISH CONTAINERS are found in Columbus, Ohio. A recent City ordinance passed by the City Council provides that a person who puts out a self-petitioning container without authority shall be punished.

014,966 MILES OF DRIVING in three months was saved by Jacksonville, Fla., which cut down the use of city-owned and private cars by its employees. A system of key and chart are charted through the City purchasing agents. Automobiles are left in downtown parking lots instead of driving to the City garage or employee's home. To save mileage, the electric light department accumulates cut-off and out-of-service before policing.

ELY (MINN.) APPROVES LIGHTING PROJECTS. Two lighting projects at an estimated cost of $1,112 have been approved for the past period by the City. The City Council passed the bill authorizing the construction of single light standards on streets where sidewalks do not exist. Another project calls for street lights on pikes throughout the City.

SHEEP ARE PUT TO WORK in Springfield, Mass., where 200 sheep will tend the grounds at the State College of Agriculture. The sheep are eating grasses over 2,000 acres of park land at Lake Park.

MECHANIZATION WAS THE MEANS of the City of Cleveland. The project calls for the City to own and operate all airport land, and to provide the necessary air traffic control equipment.

PREVIOUSLY THE CITY granted long-term leases on airport land, and the plan book of the City of Cleveland. The project calls for the City to own and operate airport land, and to provide the necessary air traffic control equipment.
Government Openings

This is general information which you should know about United States Government employment. (1) Applicants must be citizens of the United States, or if not, must be physically capable of performing the duties of the position and must be in a legal status entitled to receive pay in this country. Handicapped persons who feel their defects would not interfere with their ability to perform the duties of the position should apply. (2) Veterans preference is granted to honorably discharged members of the armed forces. All veterans, and especially veterans who served in the armed forces overseas after the war, and (3) Persons new employed in essential occupations must receive a sufficient number of applications. An offer of a position will be accompanied by instructions advising them to complete the necessary clearance for securing the necessary clearance for securing the necessary clearance. Essential workers must be free of defects which would constitute employment hazards. This to renew necessary information which you should know about United States Government employment. (1) 10% Discount to All Civil Service Employees.

NEW YORK
ELBEE FURRIERS
200 WEST 135TH ST. Room 215A
NEW YORK 6D 4200
Wife special in the remodeling of old coats.

JOHN EMANUEL
Telephone Chlicking 4-1010
Fine Furs
205 W. 29th St.
New York City
Furs Marked
Remodeling and
5% Discount To All Civil Service Employees

LEADER RADIO
BUY'S
SMAIiR AUDIO SETS
HIGHEST PRICES PAID
9333 Coney Island Ave.
Brooklyn, N. Y.
R-14110-11

WE BUY AT TOP PRICES
Complete A.C. Parts, Photo. Film, Edison Records, Watches.
UNDER 48 Fta.

FURNITURE
Call collect At 9-4686
3313 Third Ave.

USED FURNITURE
Highest Prices Paid For Your Furniture and Old Prices, Sewing Machines, Radios, etc.
48 Fta.

LEADER RADIO BUY'S

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

LEADER RADIO BUY'S

SNAK-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.

SNAP-UP SHIRTS
Adventured
'With snap buttons, we clip the Family from Head to Foot. Children's Clothing. Discounts in Work Uniforms. Connect 224 Lake Ave. Chlicking 4-1010.
KEEP 'EM ROLLING

Urgent Need to Move Service Men and Service Women

THE PULLMAN CO.
LIMITED EXPERIENCE REQUIRED

Upholsterers  Electricians  Mechanics
NO EXPERIENCE REQUIRED

Pullman Porters  Laundry Workers  Commissary Checkers  Carriers  Store Room Laborers

Essential War Workers Need USES Release Statement And Consent of The Railroad Retirement Board

APPLY

THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2518. Grand Central Terminal, New York City
Or Railroad Retirement Board, 181 Market Ave., N. Y. C.

GIRLS & WOMEN
NO EXPERIENCE

FULL OR PART TIME

Bakers  COUNTER GIRLS  FRUIT PACKERS  HAMMER MAKERS  STEEL TABLE  DISHWASHERS  WASHMAKERS

Full Time or Part Time Work  Board  Room  or  Scoop

HOSTESSES  COOKS

DESSERT MAKERS  FOOD CHECKERS  LAUNDRY WASHMAKERS  MILK SCOUTS

MEALS AND TOBACCO

SUNDAY & PUBLIC HOLIDAY PAY

SCHRAFFTS

APPLY ALL DAY
56 West 31st St., N.Y.
Or Apply 8 & 9 P.M.
1381 Broadway, W.R. 38th

MEN

NO EXPERIENCE

RADIO AND CABLES PULLED

FULL OR PART TIME

MACHINISTS  DISHWASHERS

POTWASHERS

PORTERS, Day or Night Shifts

DRESSMAKERS

SCHRAFFTS

APPLY ALL DAY
56 West 31st St., N.Y.
Or Apply 8 & 9 P.M.
1381 Broadway, W.R. 38th

PORTERS

HORN SIGNAL MFG. CORP.
73 VARICK ST., N.Y.
Gland St. Station—All Subways

Essential Workers Need Release

GIRLS  WOMEN

ALL EXPERIENCE

Day and Night Porters

Full Time or 48 Hours

HEARN'S

76 Fifth Ave., New York City

MODEL MAKER

Need: experienced work on Electronic Equipment

HRG. 500 E. Sth St., New York City

HAZELTINE ELECTRONICS

Corporation

630 Lakeview Parkway, New York City

BAKOW & WILCOX CO.
85 Liberty St., New York City

E. E. DEVELOPMENT WORK TRANSMITTERS

DRAFSTMAN  CHECKER - TRACERS

J. H. BUNNELL & CO.
PROJECT MGT. DIV., N.Y.

WOMEN WANTED

FOR LIGHT FACTORY WORK

CONVENIENT HOURS

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING

LOUIS W. 91ft ST., 6th Floor

KLEIN & COMPANY

38-7246 ST., N.Y.

S. KLEIN

4 UNION SQUARE

NEW YORK CITY

Help Wanted-Male & Female

Help Wanted-Females

Help Wanted-Males & Females

MEN

Part Time

Evenings 8 to 10 P.M.

Light Printing Work

GOOD PAY

NO EXPERIENCE NEEDED

Clean, Modern, Day/Evening

APPLY IN PERSON

Monday thru Friday

Revlon Products Co.
619 WEST 14th ST. N.Y.C.

MACHINISTS

All trained, first class for experience or play. Electronic equipment.

HAZELTINE ELECTRONICS

Corporation

630 Lakeview Parkway, New York City

EXPERIENCED WOOD PATTERN MAKER

IDEAL WORKING CONDITIONS

EXCELLENT SALARY

Good Pay-Post War for All

COLUMBIA MACHINE WORKS
100 Chestnut St., Brooklyn, N.Y. E.M., Assembly Department

COLUMBIA MACHINE WORKS

58-20 47th St., Sunnyside, N.Y. C.

MEN

With or Without Experience

for

ASSEMBLY & WIRING OF ELECTRONIC EQUIPMENT

CRITICAL WAR PROJECTS

BELL TELEPHONE LABORATORIES
Washington & Defiance Sts.

Day and Evening Shifts

Tuesday, Thursday, Saturday 8 A.M.

MEN

For Part Time Work

CLEAN, PLASTIC SURROUNDINGS

HUYLER'S

30-30 Northern Boulevard

LONG ISLAND CITY

MEN

NO EXPERIENCE REQUIRED

R.B.M. NOON MORTGAGE

8 A.M. to 4 P.M.

Nassau Smelting & Refining Co., Inc.

Nassau Station, Tottenville, S.I., N.Y.

Int. 417, Bus. 367, Long Island

H. B. & W. 85 LIBERTY ST., NEW YORK CITY

Help Wanted-Females

WOMEN WANTED

GALE 25.

For posting and light factory work.

Avon Ave.

Avon Agency

West 23d St., N.Y, C.

WOMEN WANTED

FOR LIGHT FACTORY WORK

CONVENIENT HOURS

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING

LOUIS W. 91ft ST., 6th Floor

KLEIN & COMPANY

38-7246 ST., N.Y.

S. KLEIN

4 UNION SQUARE

NEW YORK CITY

Help Wanted-Male & Female

Help Wanted-Females

Help Wanted-Males & Females

MEN

Part Time

Evenings 8 to 10 P.M.

Light Printing Work

GOOD PAY

NO EXPERIENCE NEEDED

Clean, Modern, Day/Evening

APPLY IN PERSON

Monday thru Friday

Revlon Products Co.
619 WEST 14th ST. N.Y.C.

MACHINISTS

All trained, first class for experience or play. Electronic equipment.

HAZELTINE ELECTRONICS

Corporation

630 Lakeview Parkway, New York City

EXPERIENCED WOOD PATTERN MAKER

IDEAL WORKING CONDITIONS

EXCELLENT SALARY

Good Pay-Post War for All

COLUMBIA MACHINE WORKS
100 Chestnut St., Brooklyn, N.Y. E.M., Assembly Department

COLUMBIA MACHINE WORKS

58-20 47th St., Sunnyside, N.Y. C.

MEN

With or Without Experience

for

ASSEMBLY & WIRING OF ELECTRONIC EQUIPMENT

CRITICAL WAR PROJECTS

BELL TELEPHONE LABORATORIES
Washington & Defiance Sts.

Day and Evening Shifts

Tuesday, Thursday, Saturday 8 A.M.

MEN

For Part Time Work

CLEAN, PLASTIC SURROUNDINGS

HUYLER'S

30-30 Northern Boulevard

LONG ISLAND CITY

MEN

NO EXPERIENCE REQUIRED

R.B.M. NOON MORTGAGE

8 A.M. to 4 P.M.

Nassau Smelting & Refining Co., Inc.

Nassau Station, Tottenville, S. I., N. Y.

Int. 417, Bus. 367, Long Island

H. B. & W. 85 LIBERTY ST., NEW YORK CITY

Help Wanted-Females

WOMEN WANTED

GALE 25.

For posting and light factory work.

Avon Ave.

Avon Agency

West 23d St., N.Y, C.

WOMEN WANTED

FOR LIGHT FACTORY WORK

CONVENIENT HOURS

NO EXPERIENCE NECESSARY

LOOK FOR BIG WHITE BUILDING

LOUIS W. 91ft ST., 6th Floor

KLEIN & COMPANY

38-7246 ST., N.Y.

S. KLEIN

4 UNION SQUARE

NEW YORK CITY

Help Wanted-Male & Female

Help Wanted-Females

Help Wanted-Males & Females

MEN

Part Time

Evenings 8 to 10 P.M.

Light Printing Work

GOOD PAY

NO EXPERIENCE NEEDED

Clean, Modern, Day/Evening

APPLY IN PERSON

Monday thru Friday

Revlon Products Co.
619 WEST 14th ST. N.Y.C.
News About Employees in New York State

Labor Dept.

Employees Rent Exempt Jobs

(Continued from page 1)

when 10 years in the armed forces, has been placed in action January 15. The Navy Department has Instructed Delinquent, who is in Watervliet. He was in service four years and is now on submarine duty in the South Pacific.

Text McClary

Writes Important Book on Air Force

All royalties from the sales of “First of the Many”, true stories of the original officers, combat and ground crews of the Britain-based 10th U. S. Air Force, will be donated to the Army Air Forces Aid Society.

Stage Plays

Stage Plays

NOW PLAYING

MEXICAN HAYRIDE

BY HERBERT & DOROTHY FIELDS • Staged by HASSARD SHORT

STAGE PLAYS

SANTA CLAUS GIFTS

at

RESTAURANT

NATIONAL

TOWN SQUARES

GAIL RUSSELL

Now at the New York Paramount in a charming screen comedy of adventure, “Went the Week-End” is Gail Russell, young and winning as the title character...

BANQUETS

and

PARTIES

OF ALL SIZES

From intimate meals for special occasions to large corporate banquets, we prepare your food to the highest standards. Call us today for a free consultation.

TOLLFREE MAIN 4606

ST. GEORGE

GAIL RUSSELL

GAIL RUSSELL

Went the Week-End is a charming screen comedy of adventure, starring Gail Russell, young and winning as the title character. You can see her in "Went the Week-End" at the New York Paramount. Don't miss it!
New Exams for Permanent Jobs Opened

by New York State Civil Service

ALBANY—A new series of examinations for permanent jobs has been announced by the State Civil Service Commission. They cover 13 different job groups: assistant judge, court stenographer, head janitor, head steam fumer, housing management field assistant, junior administrative assistant, junior librarian, rehabilitation interviewer, senior laboratory technician, psychiatrist, transportation agent, soil conservationist, and paralegal social work expert. Some of the details about these jobs follow below.

The National Guard now includes the warrant officer, whether they get seniority from the day he assumed the higher grade, not the day he was skipped for promotion because he was above him on the list was in the service when he was skipped.

NYC Law

Appointment is expected to the minimum plus a war emergency bonus.

It is the earnest desire that all employers within the State voluntarily

New York City has already supplied the Federal armed services with innumerable officers and large numbers of men who have been trained to speak and understand the military language. It is a proven fact that members of the Guard entering the Federal service reach non-commissioned and commissioned grade much faster than any others.

You, Too, Can Serve in the Defense Forces

If you are 30 to 45 years old, 17 years old or draft deferred, you can serve in the New York Guard. The Guard needs men for the finest foods. For the finest foods... The New York Guard needs men. For the finest foods...