Many of the New York City employees who viewed a system of automatic promotions as an answer to the problem of stagnation on a city job, wonder what has happened to the proposal.

A LEADER survey of the situation indicates that failure of any employee organization to get weight behind the measure has damped the movement.

However, several organizations among City employees still have the subject on their agenda. After an unpublicized discussion at a recent meeting, the active Engineering Club of the Department of Water Supply, Gas and Electricity has referred it to its Resolutions Committee for action.

"Doesn't Solve Problem"

Members of various local in the American Federation of Labor have brought the automatic promotion plan up at meetings, but no active stand was taken. John Batten, international representative of the American Federation of State, County and Municipal Employees, AFL, explains that he didn't have the plan, but only because he felt that it didn't solve the problem.

He said Batten: ‘A system of automatic promotions wouldn't solve the problems, so long as a promotion in the New York City civil service doesn't mean a promotion in position, with added duties and responsibilities, and more pay. There is little use in discussing automatic promotions when, under the present system, there is an existing relationship between an employee and his duties. People have been sitting at the same desk for 30 years, performing the same duties and have been promoted haphazardly. Under this setup, an automatic promotion system could 25 per cent on all basic salaries up to $2,000; permanent salary increase.

The LEADER, page 3, quotes, "The Plan"

The idea for a method of automatic promotions, about which many NYC employees have written, The LEADER, would provide, in addition to the present automatic promotion by examination, for regular promotions of employees.

(The Continuation on Page 16)

Defeat of $400 Postal Pay Bill Hits All Federal Employees

WASHINGTON—Civil Service Commission and Federal employee unions, with the death of the 78th Congress, have started loading guns to blast important Federal employee legislation through the 79th Congress which will come into being January 3. For one thing the Association of New York employees is in over the day required by the ruling of the chair. Senator Josiah W. Bailey (D., N. Y.) was decided to recommend some kind of promotion plan up at meetings, but no active stand was taken. John Batten, international representative of the American Federation of State, County and Municipal Employees, AFL, explains that he didn't have the plan, but only because he felt that it didn't solve the problem.

He said Batten: ‘A system of automatic promotions wouldn't solve the problems, so long as a promotion in the New York City civil service doesn't mean a promotion in position, with added duties and responsibilities, and more pay. There is little use in discussing automatic promotions when, under the present system, there is an existing relationship between an employee and his duties. People have been sitting at the same desk for 30 years, performing the same duties and have been promoted haphazardly. Under this setup, an automatic promotion system could 25 per cent on all basic salaries up to $2,000; permanent salary increase.

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(The Continuation on Page 16)

For More State News Pages 6, 7, 8, 16
Urgent! Take a War Job For Only Three Months

This is urgent, this is MUST reading for every person with a skill not now employed fully in the furthest of the war, and for those who wish to become trainees. Read carefully. Then act. Official to whom this report has been taken. If you fail to return, you will be materially affected by the response to this message—whether it is positive or negative.

When you receive this message, you take a new job for 90 days. You do not have to take this job, but you do have to tell the War Manpower Commission that you are interested in doing something for the country. When you sign up for your present work, you are relieved of this obligation. If you should be a banker, insurance salesman, etc., your present work arrangements may be unaffected by your action. But pay on these jobs is entirely voluntary.

And you won't have to argue with your boss. The War Manpower Commission has all the Walton's for you through the local United States Employment Office.

Changes in Law Benefit Many Postal Employees

WASHINGTON, D.C. — Recent changes in the Postal Laws benefit many postal employees. Following are some changes made in working conditions of postal employees by Congressional action.

Pay for Night Work

Superannuated employees, special clerks, clerks, substitute clerks, watchmen, passengers, mail handlers and employees of the motor vehicle department, find themselves in a better position. The former men had no chance to do night work; the latter, who were often required to do night work, will be paid at the rate of 10 per cent above the hourly rate. Night work is defined as work between 6 p.m. and 6 a.m.

Promotion for Custodians

All officers and employees of the custodial service who have been in the postal service for five years and are needed at once by the Department of Commerce, Agriculture, and other Federal agencies, are eligible for promotion to the grade of custodian. The pay rate next higher than that of custodian will be $3,000 per annum.

Motor Vehicle, Custodians

On 8 Hours

Motor vehicle employees provide an 8-hour day for custodians and motion picture employees, and every Monday and Wednesday of the week, and on Saturday, they are paid double time. The Act of July 26, 1941, which regulated the payment of custodians and clerks, was repealed. Custodians are now paid on an hourly basis, with time and a half for overtime.

Necessary expenses for the purchase of motor vehicles shall be allowed custodians, and the amount allowed shall not exceed the amount paid by the custodian for the purchase of motor vehicles. The prices of motor vehicles shall be determined by the War Manpower Commission.

U.S. Requires Agricultural Inspectors

The United States Civil Service Commission has announced a contest for the filling of a vacancy in the quarantine department of Agriculture’s Bureau of Animal Industry, to fill the vacancy of a quarantined inspector. The contest is open to all qualified persons, and the pay is $3,163 per annum for a 40-hour week.

Motor vehicles, general department, shall be used to fill certain vacancies in the Bureau of Animal Industry. The contest is confined to those qualified persons who are needed at once by the Department of Commerce, Agriculture, and other Federal agencies.

The contest is confined to those qualified persons who are needed at once by the Department of Commerce, Agriculture, and other Federal agencies.

Promotion Panel System Used by Veteran Office

Promotions which seem to depend on favoritism or the whim of superiors are often cited by employees of the Veterans Administration. Here is the new setup, which may be used by the Veterans Administration.

To the bottom of the Very Good of the names on the promotion panel, the name of the first applicant under the name of the person whose making the application is not required to be on the promotion panel.

In the event of the appointment of a vacancy by the Veterans Administration, the vacancy shall not extend over a longer period than the pay period in which the vacancy was filled.

Promotions of employees of all grades, except those in the grade of Assistant or above, shall be made by the Veterans Administration on the basis of their regular ratings received in the departments of commerce, agriculture, and other Federal agencies.

Here is the new setup, which may be used by the Veterans Administration:

1. Promotion panel shall be sub-

2. Each employee shall be placed on a vacancy list for the first position, and the selection of any one of the names appearing thereon shall be considered proper.

If the number of applicants for the filling of more than one vacancy is not sufficient to fill the vacancies, the names shall be furnished for the filling of the vacancies, and the name is for consideration in the event of the appointment of a vacancy.

For example, five names may be furnished for the appointment of one vacancy, and the name of the person whose making the application is not required to be on the promotion panel.

The name is to be determined by the Veterans Administration. The name is to be determined by the Veterans Administration.

The names of employees having "Excellent" and "Very Good" efficiency ratings may be placed on the vacancy list for the filling of any vacancy.

Direct Recruitment

When an employee of the Veterans Administration is appointed to a position in the Veterans Administration, the names of the employees having "Excellent" and "Very Good" efficiency ratings may be placed on the vacancy list for the filling of any vacancy.

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Ithln their physical limitations—

By State law, disabled veterans administration certificates. proper performance of the duties of the position applied for. In this connection, the recommendation should further state that if the disability is totally disabled in such a character than the position applied for. Where it disqualifies for all City employment, or that the preference be granted for appropriate positions only such where appropriate positions require physical standards of a lower and less strenuous disability class applied for.

A recommendation that preference be denied because the applicant is not presently suitable for the position described in the certificate (Veterans' Administration) presently exists and that it cause a loss of employment or impairment of bodily physique or disfigurement, but

Councilman Wants to Hear From Vets Treated Unfairly

Veterans on any New York City civil service list who have been deprived of any civil service right due to war or to injuries are invited to let Councilman James J. Phillips make a clinical exam of the employee of the NYC Department of Civil Service. At the close of the examination, the applicant will be dismissed and told that he will be notified of the Commission's decision on granting him preference. In making this recommendation, the examiner will make a clinical examination of the applicant, while a registered nurse records his findings. Copies will be made of Veterans' Administration certificates. Proper performance of the duties of the position applied for. In this connection, the recommendation should further state that if the disability is totally disabled in such a character than the position applied for. Where it disqualifies for all City employment, or that the preference be granted for appropriate positions only such where appropriate positions require physical standards of a lower and less strenuous disability class applied for.

A recommendation that preference be denied because the applicant is not presently suitable for the position described in the certificate (Veterans' Administration) presently exists and that it cause a loss of employment or impairment of bodily physique or disfigurement, but do not present the applicant from properly performing the duties of the position in question.

2. A recommendation that the preference be denied because the applicant is not presently suitable for the position described in the certificate.

3. A recommendation that preference be denied because the position applied for is not suitable for the applicant due to the nature of the position.

Who Gets Vet Preference

Non-Citizens, Non-Residents OK for NYC Posts

Non-citizens and non-NYC residents were approved for jobs in the NYC Health and Hospitals Department when a local law was signed by Mayor LaGuardia last week.

The interest of Mr. Phillips in veterans' treatment stems from his supreme sacrifice, another is a swell time."

NYC Fireman Must Live By His Rules Book—Or Else

When a man becomes a New York City fireman, he is handed a pocket-size, 124-page loose-leaf book entitled, "Rules and Regulations for the Uniformed Force." In truth, if he should happen to use his book in, or 45 comes out of his last paycheck.

The volume tells him what he may, and may not do, exactly what he can do on his job, what duties of the rules in the book are punished by the Department. Such punishment may by loss of pay, dismissal, reprimand or suspended sentence, after trial before a departmental officer. If the verdict is "guilty," but sentence is not imposed. If the conviction is sustained, the conviction is removed from his record. For minor violations a commanding officer may order extra hours of "housework duty.

Most common are on the trial list, but the one that calls for fire is the fire. Most other offenses are punishable by a special order. For instance, in some recent cases, a fireman (who also work in the Fire Department) has been disciplined for failure to report fire. In one instance, a fireman was suspended from duty for six months for failure to report fire.

In announcing the following schedule of special municipal hearings, Mr. Patterson indicated that City officials expected great improvements in salary rates. The City's budget for the year 1944-1945 that will be within the next few weeks, the city-owned companies in the city-owned companies, paid them.

The hearings will take place at the various New York City Municipal Buildings, at the time scheduled, in the following manner:

MONDAY, JANUARY 15

10:30 A.M. Supreme Court, First Dept.

1:30 P.M. Supreme Court, Second Dist.

6:00 P.M. City Hall, City Council

FRIDAY, FEBRUARY 9

10:30 A.M. Court of General Sessions, 5th Dist.

1:30 P.M. Supreme Court, First Dist.

6:00 P.M. City Hall, City Council

Budget Hearing Dates Set

Important to NYC Workers

At the annual department budget hearing, a New York City Budget Director receives the year-round budget for the city, plus any amendments for the next fiscal year. These are public hearings, which City employees and their representatives may attend, but they are not allowed to vote in the discussion between Budget Director Thomas J. Paps and the Department Heads. However, the employees, at these hearings, may present themselves for the public hearing.

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6:00 P.M. City Hall, City Council

According to Rule 225, which says: "Members and other citizens are required to join with other members without further notice to the Chief of the Department, which members and other citizens are required to join with other members without further notice to the Chief of the Department, which is now being conducted in court by the firemen and in public by their agents, organized as the Firemen's Lively of Greater New York.

Water to Examine, Beer to

New York City employees are human. At a recent trip to the Jerome Park Reserve, members of the Department of Water Supply, Gas and Electricity, went into the technical aspects of water chlorination.

After a long period of time spent in examining chlorine levels, residual and standard comparison tubes, the Engineering Chief of the Department, Mr. Anthony P. Turski, reviewed his trip over a nearly salon. All in all, we had a swell time."
He Failed An Exam—Condemns the Exam—Tells Why

A candidate for promotion who failed a New York City examination is the latest to air his complaint. He is the third candidate in a week to register his dissatisfaction with the examination system. The others were clerks among employees. The present crop of candidates are: as to Mr. Furtman's position, the Finance Department and two city departments.

As the weeks pass, we find ourselves in the position of answering more and more complaints about the examinations. The one common denominator is that we feel that it strikes a response among all employees in the city. In the LEADER on December 13 it was reported that there had been a failure of a promotion examination. Since then, we have been contacted by many employees from all departments of the city, who feel that something is seriously wrong with the examinations. While the Service Commission was called upon to look into the specific details of examination questions, the type of criticisms made in the article have been heard so often that it is clear that the problem is not isolated to one examination.

The problem of taking into civil service examinations when the NYC Board of Education is holding school examinations is a real problem. The Commission is considering a clarification of this issue as it relates to the proper function of employees in civil service. The week, last week, this problem came on top of another pressing issue for the Mayor Lasker for their unemployment aid to all worthy cases.

How to Get a NYC War-Duration Job Without Taking an Examination

Many jobs in New York City are now open without civil service examinations. This is temporary, however, and many will last for the duration. Here is how to get on the job:

First, look through the list below of the jobs available:

- Bookkeeper
- Bridge Officer
- Bridge Tender
- Bricklayers
- Electrical Engineering Draftsman
- Surveyor
- Photostat Operator
- Physicist
- Playground Keeper
- Mortuary Caretaker
- Motion Picture Worker
- Sanitation Foreman
- St. Albans, N. Y.
- Superintendent of Motor Vehicles
- Tabulator
- Tailor
- Telephone Operator
- Electrician
- Building Inspector
- Accountant
- Typewriter-Bookkeeper
- Cleaner (Men)
- Climber and Pruner
- Mechanic
- Mechanical Engineer
- Junior Physicist
- Junior Surveyor
- Zoologist
- Electron Microscopist
- Doctor of Medicine
- Doctor of Veterinary Medicine
- Physician
- Dentist
- Nurse
- Medical Assistant
- Medical Laboratory Technician
- Medical Technologist
- Medical Record Clerk
- Hospital Clerk

Drive Begins To Set Up $480 Permanent Raise

A general increase of $480, on City employee's from far less than 50 years in order to maintain the "fair level" or "fair value" from new expenditure tax, water assessments, special taxes, nor does it relate to the procedures of the department as reported in 44, 14 of the Administrative Code and Chapter 17 of the City Charter. This question is a budgetary problem, a question suitable for mandating the decisions of the Budget Director's Office. In 1948, there appeared a notice of promotion which concerned salary $3,000 to $5,000 per annum. Among the duties advertised for this job are: to assist in preparing budget, to prepare estimates of major programs, to advise heads of appropriate agencies on the proper procedures of the Finance Department.

It is clear that question 11 is a question of cost, appropriate for a job paying over $3,000 per annum. What the Finance Director does with the budget, the how there is a question relating to the specific functions of the Finance Department.

Class—Unlimited

Question 11—Finance Dept.

O. (Double-weight question)

Assume that you have been asked to prepare job descriptions for all positions in the department. Explain your proposal.

Question 12—Board of Assessors

O. (Double-weight question)

Prepare a comprehensive statement in general terms of the functions that should be required of a clerk in each of the following classes of personnel.

Continued on page 15.
Head Overseer. In denying the right to assign a man to work puty Commissioner had requested decision, as a precedent, may have wide implications.

More Sanitation men are being hired by the NYC Department of Sanitation, according to court examination. Apply to supplied details. Will Street, 235 West Street, Flp. of gardeners and laborers. Building Superintendents was turned down when appellants in a case of building code that was tried. Negotiations are still going on. Mr. Daly is employed at the Municipal Lodging House, where the Commission to approve the change Title

Law Department

Department of Marine and Aviation

Army National Guard, Home Defense Team, 38th Street, 1945.

CIVIL SERVICE LEADER

New York's "Home-Town Bank" offers now, low-cost help!

FIRENCE Vote To Outlaw Discrimination

A resolution protesting discrimination on racial or religious grounds was passed by the Uniform Firemen's Association at their recent meeting. Firemen on the resolution expressed their disbelief that the new contract permits any or all employees to work the new contract permits any or all employees to work

More Sanitation men are being hire
To a Year of Hope, Greetings!

GREETINGS!

To the people of the nation, and to the men on the battlefields and in the ships, let the new year bring you health and happiness.

To the men and women in Government, let 1945 bring public recognition of their work in expediting the war, of their courage and unselfish deeds.

To those men and women, let this coming year bring some of the better things of democracy: higher pay, unemployment compensation, and security at the war's end.

Let the postal workers win their $4.00 permanent increase.

Let the employees of New York State, of New York City, of the Federal government, emerge with a better pay structure, so that they too may enjoy the results of their labor against the high cost of everything.

Greetings to those employee organizations which are working to the end of betterment of the public servant. Greetings to the administrators who try to do a sincere job in the public interest.

Greetings to the President of the United States; to the Governor of the State of New York; to the Mayor of New York City.

But to the enemies of free peoples everywhere, may 1945 bring the bitter fruit of the evil they have sown; and may freedom, an end for which life itself is more than 60 per cent of the cost, bring the peace and security for which our forefathers fought and died.

William P. Seaver

William P. Seaver, native New Yorker and now Assistant Commissioner of the New York Housing Authority, has just returned from Washington, D.C., where he assisted in the presentation of the 1945 Housing Bill. Mr. Seaver, who has been in Washington for the past three months, has been instrumental in securing the passage of the Housing Act of 1945, which will provide for the construction of 400,000 new homes for veterans and their families.

Mr. Seaver is well known in the field of housing and real estate, having served as a consultant to various governmental agencies and private organizations. He is a graduate of the University of Chicago and holds a degree in economics.

In addition to his work in Washington, Mr. Seaver has been active in the New York real estate industry, serving as a director of several prominent real estate companies.

To the people of the nation and to the men on the battlefields and in the ships, let the new year bring you health and happiness.
**The State Employee**

*By CLIFFORD C. SHOOG, President, The Association of State Civil Service Employees*

In writing "The State Employee" as a regular weekly feature of The Albany Leader, one hopes to discuss all and any matters of interest to employees of the State of New York, and make this column complete because to express his own views.

**WHAT GOES ON!!!**

EARLY THIS WEEK Mr. Charles L. Campbell, best known as the Commissioner of Health for Albany, declaimed that the legislation was an "expression of public policy," and that if it were not enacted, it would be unenforceable.

Mr. Campbell, in a letter to the editor, expressed his opinion that the law was not "enforceable" as to public employees. He based his conclusion on the fact that another section of the law provides for a $50 penalty against the State or municipalities. He bases his conclusion on the Standardization Board, has now ruled that this law is not "enforceable" as to public employees. Why did the Salary Board authorize the Salary Standardization Board to make a determination?

"Unenforceable." But in Public Policy

WHILE BELIEVING that the law is "unenforceable," he nevertheless declares that it is "an expression of public policy" which may "work fairly." He bases his conclusion on the fact that the State really believe that the Legislature intended that the State Department of Health. Albany 1.

To rise 25 per cent, since that index is a few points below 30. This represents the administration, three representing the public. All applications for overtime pay, as approved by the board, must be paid $50 a day for their services to the public. The average of the state's employees who have asked Court

The letter: "We are going as far as possible, to provide protection for all persons who have been carried away by the disease, to promote an award or hope of reward, under any circumstances."

"We are going as far as possible, to provide protection." In explaining to his employees his reasons for the action of the Civil Service Department.

"We are going as far as possible, to provide protection for all persons who have been carried away by the disease, to promote an award or hope of reward, under any circumstances." The letter: "We are going as far as possible, to provide protection for all persons who have been carried away by the disease, to promote an award or hope of reward, under any circumstances."
the supervisor notified the employee that he requested a hearing he could have it any time convenient to him by advising the Sherriff. At 9:38 A.M. on August 21, the supervisor publicly called, in the presence of other members of the force, to the witness of the Sherriff's hearing. At 9:50 A.M., the witness declared the hearing could only be held date, that day although he was "afraid of the whole in an office adjoining that of the Sherriff and contested thereby a door which is kept open."

For the Court is believe they found the 'correct order' and the "Supervisor" did call him.

It is the opinion of the court that the respondents were unable to show that he was entitled to more than the minimum which is now automatically will be given to everyone. Each employee in the month of October. Every employee in such position whose pay is below the minimum of $1,000 a year dating from October 1, 1945.

Not Retrenched

This does not give to the many laid-off State workers more than 1 year and more who are now receiving their regular salary minimum but less than the $1,700 maximum required in the employees' new contracts.

Neither does the Commission's action make it possible any increase retroactive to April 1, 1944, as the employees had hoped.

C. W. C. C. Carpenter, has been called to his home in retirement.

"A very significant promotion and one that was always and surely well deserved," with "greatly missed by the citizen to which he was called in daily contact and by those of us that knew him."

Robert R. Hopkins, President of the Retired Civil Service Employees, 1944-45, Mr. Hopkins is an active leader in the Buffalo District, Division of Pension and Employment Insurance.

Government Openings

This is general information which you should know about. Unemployment is the problem. The unemployed must be readjusted to the filaments of the problem and find their careers. There are well defined trade unions which constitute unemployment hazards. There will be a selection of members of the armed services. Wives and widows of unmarried single men are to be considered for preference benefits. Appointments are made under war service regulations in any of the recognized metal working occupations to which assigned, and to re-apply. Such experience should include in their experience. The duties of the positions are to plan, direct, and supervise the work of workers engaged in various phases of the trade. You will be paid at the rate of $3.75 per hour.

Credit will be given for all valuable experience of the type required. Separate experience may be combined to make a maximum of years service. Applicants may substitute an academic degree for the one required in the type of service in which they have been engaged.

Applicants must have had at least 7 years of experience. Credit will be given for all valuable experience of the type required. Separate experience may be combined to make a maximum of years service. Applicants may substitute an academic degree for the one required in the type of service in which they have been engaged.

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General Remuneration: Applicants must have had at least 7 years of experience. Credit will be given for all valuable experience of the type required. Separate experience may be combined to make a maximum of years service. Applicants may substitute an academic degree for the one required in the type of service in which they have been engaged.

People's Health, 18 East 35th Street, New York, N. Y.

The duties of the positions are to plan, direct, and supervise the work of workers engaged in various phases of the trade. You will be paid at the rate of $3.75 per hour. Credit will be given for all valuable experience of the type required. Separate experience may be combined to make a maximum of years service. Applicants may substitute an academic degree for the one required in the type of service in which they have been engaged.

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People's Health, 18 East 35th Street, New York, N. Y.

Your Blood Can Save Your Life

BLOOD DONOR SERVICE

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
Short Course in Municipal Purchasing

By JOSEPH W. NICHOLSON
City Purchasing Agent, Milwaukee, Wis.

Small cities can benefit through centralized purchasing if they follow the direction of por-
table newspapers for use in most large cities. The purchasing function requires professional leadership, and when the governing body is well informed, it will act in the best interest of the community.

Public officials should be as well informed as possible on the advantages of centralized purchasing and should cooperate in promoting the scheme.
"Describe it to me, will you, Mac?"

"Yeah, I hear 'em yelling.

"This is what I used to dream about in the jungle, God, if I could only see for just five seconds."

"That girl there—is she laughing... or crying? I had a girl— once. Sure I wrote her when this happened to me. I told her I was tired of her. What else could I say?"

"Listen to that newsboy... 'GERMANY FINISHED'! I'd give anything to see those headlines. What else does it say? Anything about the Pacific? I hope you guys realize there's still the Pacific."

"Yeah. I was there, all right. If you could have seen what I saw, you wouldn't need to read any War Bond ads. Kids you grew up with, with their faces smashed to bits. Nothing left of your best friend but his helmet landing in your lap. Made me kind of mad, I guess. They say I was still fighting when I couldn't see any more."

"Yeah, it's bad enough. But it makes it worse when you hear someone saying the war's practically over. Acting as if it's time to ease up on War Bonds and all. Then you wonder what you did it for. It's not over yet. Those Japs can do a lot of damage. I ought to know."

"Do me a favor, will you, Mac? Keep on buying War Bonds for my buddies out there. And put a little extra in for my sake, will you?"

"KEEP ON BUYING BONDS
TILL IT'S OVER, OVER THERE!"
KEEP 'EM ROLLING
Urgent Need to Move Service Men and Women

THE PULLMAN CO.
LIMITED EXPENSE REQUIRED
Upholsterers Mechanics

NO EXPERIENCE REQUIRED
Pullman Porters Car Cleaners

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

THE PULLMAN CO.
EMPLOYMENT OFFICE
Room 2142, Grand Central Terminal, New York City
or Railroad Employment Bldg. 411 South Avenue, N. Y. C.

MEN
WORLD WAR II VETERANS

J PLUMBERS

WORLD WAR II VETERANS

SHIPMAKERS

BEND HANDS

LATHE HANDS

ANNEALING HANDS

BLACKSMITHS

SHIP PAINTERS

CARPENTERS

CIVIL SERVICE

ASSOCIATION

ELECTRICIANS

(1st Class Membership)

MEN

Female and Male Laborers

And Helpers in All Trades

WOMEN
Over 16 years of Age

Part Time

CLEANING WORK

Daily 5 P.M. or 6-10 P.M.

S. KLEIN

1 UNION SQUARE

NEW YORK CITY

WOMEN

NYC Employee

Critiques

Classified Test

(Continued from page 4)

Now let us analyze question 12 as it appeared on the examination of the Board of Assessors. It clearly states that a statement of specific tasks and duties are required of a clerk. (The answer to question 11 was the same.)

12. The Civil Service Commission published a pamphlet which claimed that similar departments in other states and cities had published their own job descriptions for positions in the Department.

Wants to Know Why

It is interesting to note the similarity of the answers which the Civil Service Commission published in answering the first question for a 4th Grade Clerk as it does for a job paying well over $5000 per annum.

In the name of fairness, honest competition, and because of our merit system the Civil Service Commission to re-grade grades in the Civil Service and have them competently answered.

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(Continued from page 4)

Now let us analyze question 12 as it appeared on the examination of the Board of Assessors. It clearly states that a statement of specific tasks and duties are required of a clerk. (The answer to question 11 was the same.)

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New  York  17,  N.  Y.
A terrific success in his role of a Nazi youth in the Broadway production of "Here Come the Waves," now at the Roxy Theater is one of the best war pictures yet. Like the Broadway show of last year, the film is composed of Army Air Corps personnel. Of course you may recognize former Hollywood favorites—Bing Crosby, Betty Hutton and Mack Lathrop and Virginia Lee who provide the tap routines. Herman will take over as big man in February to start production on his latest film "Bar of Music." This picture will be titled "Winged Victory," now at the Globe Theater.

A Clarence Brown Production

"Perfect show for the entire family."—San Francisco Chronicle

A Metro-Columbia Picture

Humphrey Bogart in "This is the Army." This picture is to be released in New York on December 27.

The Paramount Theater begins its holiday show on December 27. "Here Come the Waves" is the film. It is three Hollywood favorites—Bing Crosby, Betty Hutton and Skippy Homeier. Woody Herman will take over as the star of the in-person show. Other stars are Buddy Lester, comedian and Mack Leopold and Virginia Lee who provide the tap routines. "Winged Victory," now at the Roxy Theater is one of the best war pictures yet. Like the Broadway show of last year, the film is composed of Army Air Corps personnel. Of course you may recognize former Hollywood favorites such as Edmund O'Brien who plays the boy from Brooklyn. Skippy Homeier will star again in this role. A terrific success in his role of a Nazi youth in the Broadway production of "Here Come the Waves," now at the Roxy Theater is one of the best war pictures yet. Like the Broadway show of last year, the film is composed of Army Air Corps personnel. Of course you may recognize former Hollywood favorites—Bing Crosby, Betty Hutton and Mack Lathrop and Virginia Lee who provide the tap routines. Herman will take over as big man in February to start production on his latest film "Bar of Music." This picture will be titled "Winged Victory," now at the Globe Theater.
Federal Employees Face Great Post-War Activity

WASHINGTON—A heavy burden of responsibilities in the post-war world will be borne by Federal employees, according to the National Federation of Federal Employees. That will require, record the union, an efficient service manned by sufficient competent employees to meet the demands that will be made on the Federal service.

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