A GUIDE FOR NYC EMPLOYEES:

How to Choose Your Pension Plan

One of the advantages of New York City employment is membership in the New York City Employees Retirement System. However, many persons coming into the City service make the mistake of choosing the smallest possible pension payments; then realize later that they might have made a better choice of pension plan.

"The flexibility of the municipal retirement system," said Ralph L. Van Name, secretary of the pension bureau, "is perhaps its best feature." Following is a guide designed by Van Name, to help NYC employees make the correct decision among the options offered by the retirement plan when they enter the service or later during their employment. It is possible:

At entrance:

To choose lowest minimum retirement age of 58 instead of 60.

To choose 30 year half-pay basis instead of 33, 34 or 35 year half-pay basis. That is, for each year of service, a pension of less than 1/120 of "final compensation" for each year of service upon retirement.

To contribute any additional lump sum necessary to produce half-pay (where prospective service matches the pension at the minimum service retirement age).

To take any additional lump sum necessary for half-pay during service.

To increase contributions by 50 per cent for purchase of additional annuity.

To contribute any additional contributions necessary to purchase half-pay. (This privilege not available before age 58.)

After resignation or dismissal:

To have service extended in the reclassified titles; that existing eligible lists shall be entitled to the increased eligibility for reclassification that you have the right to elect. The City will then provide, and not otherwise, a pension of 1/120 of "final compensation" for each year of service upon service retirement. Later, for a still larger annuity, you may increase your future contributions.

The annuity obtained by additional contributions will depend on the amount accumulated at 4 per cent interest and the age of retirement.

The Retirement System offers excellent and flexible facilities for building up additional life insurance at minimum cost by a lump sum payment or by contributions over a period of years. If you remain in service beyond the age of eligibility your life annuity will be increased, for accumulated contributions earn interest, and cost of annuity decreases as age increases.

Deposits, both before and above $5,000, with 4 per cent annual interest, are conservatively increased and guaranteed against loss by the City of New York. Special instructions not covered in this article may be requested in writing from the Office of the Retirement System, Room 318, 93 Chambers St., Manhattan, or by telephoning WORLDS 3-4506. The Retirement System Information Bureau."
What U.S. Workers Should Know About S.807

The material which follows isn’t high-winded theoretical stuff, but the kind of facts you’re going to get more of, if you’re looking for it. S.807 is the thing that says you’re going to get more pay; and the article below says that the Civil Service Commission and the Federal Civil Service Board are backing you up. Moreover, it explains measure so you’ll know exactly how it applies to you. And this is an outline of testimony by Mr. W. David J. Committee last week. It’s arranged so you can understand it.

By Arthur S. Fleming

Member, U.S. Civil Service Commission

Introduction

A. S.807 is the most far-reaching, most fundamental and most far-reaching and most fundamental bill introduced in the history of the United States in recent years. It provides, among other things, for a minimum wage provision, establishment of a high pay salary structure, and for the President to approve it. The legislation contained in S.807 which provides for the executive branch of the federal government to increase to 50,000 the minimum wage provision, in accord with the President of the United States.

1. This conclusion is likewise supported by William J. Davis, Director of the Office of Pay and Accounts, Department of Commerce.

2. Speaking of speaking, those provisions of S.807 which relate to the commission’s authority to fix government affect approximately 1.5 million employees. S.807 does not apply to (a) Judges.
(b) Officers.
(c) Employees of the Coast Guard and the Air Force.
(d) Employees whose basic compensation is fixed and publicized.
(e) Employees of the armed forces.
(f) Employees of the armed forces.
(g) Employees of the armed forces.

How Much Pay Raise?

A. The Congress should, in our judgment, grant to the salaried-federal employee under this bill an increase of 15 per cent in basic pay, as provided for in section 100:

B. Provision of the bill, the President’s Office of Pay and Accounts, Department of Commerce, the United States on vessels operated by the National War Labor Board, the Bureau of Sport, and the Civil Service Commission.

C. Congress should, in our judgment, grant to the salaried-federal employee under this bill an increase of 15 per cent in basic pay, as provided for in section 100.

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\[ \text{Continued on Page 11} \]
Which Means More—Education or Experience?

A project to measure the relative values of education and experience in public service examinations and employment has been initiated jointly by the Maryland Commission on Civil Service and the University of Maryland. The project, like a number of others, will be a test of the relative values of education and experience in civil service examinations.

Results of the study may be of considerable potential value because of the effects of the war on the educational progress of war veterans, and because of trends in federal and state preference legislation that have eliminated educational requirements and experience in a considerable number of civil service positions.

Civil service officials hope the study will yield information useful in shaping practical policies on preference legislation and experience requirements in connection with civil service tests.

Three major points are emphasized in the study:

1. To determine whether there is a trend away from the establishment of hard and fast educational requirements.
2. To compare the job success of employees having extended educational qualifications.
3. To identify the occupational fields in which specific educational requirements are necessary, or at least desirable, in connection with the substitution of experience in practice.

Results of the study, first of its kind, are expected to be reported in the near future.

CHANGE SHIFTS

No. 194, June 11, 1942

Fire Groups Clash in Council Hearing

On Measure to Change Pension Trustees

The present state of the "old-line" organizations in the NYC Fire Department, which are under legislation by the State Insurance Department, is being discussed in a hearing on the bill by the Committee on Labor and Civil Service.

The Chief Officers Association, which consists of the Lieutenants and Assistant Lieutenants, is trying to establish a law granting paid time-off for religious holidays.

Against the argument that the organization's strength lies in the change that was made in the laws regulating the Board of Trustees, the Chief Officers Association has placed the position in the hands of the City Council.

According to the recent promotion examination, there was no purpose in perpetuating the old system.

Among those who appeared in favor of the new bill were: Lieutenant Charles F. Furness, Captain Ray O. Dugan, President of the Officers Association; Linus W. Parker; and Attorney Isaac White.

Among those who opposed the measure were: Councilman Louis H. Crane, President of the Board of Trustees; and Attorney Isaac White.

The measure passed by a wide margin.
What NYC Employees Should Know

Eligible Lists

Different types of eligible lists for the same positions are a part of the Civil Service Law. It contains many employees. Following, they are listed as "eligibility" lists:

1. Preferred lists: the eligible list on which the employee has been certified for appointment before resort may be had by promotion wherever practicable; the absence of a preferred list or a list established pursuant to the Military Law, regardless of the absence of a certified list or a list created for the specific position.

2. Promotion lists: the Civil Service Law provides that vacancies must be filled by examination. This examination will be conducted on Sunday, May 13, at 2:30 p.m., at Our Lady of Mercy Memorial and Shrine, site of the new Brooklyn Section, with perpetual use to be determined.

3. Transitory lists: the word "transitory" means most nearly that the circumstances under which both the promotion and open competitive examinations have been reached for appointment before resort may be had by promotion wherever practicable; the absence of a preferred list or a list established pursuant to the Military Law, regardless of the absence of a certified list or a list created for the specific position.

4. "Appropriate" lists: An appropriate list is one where the Civil Service Commission has ordered this examination, many clerks are waiting for the filing period to open. Answers to these questions will determine whether the examination will be held.

Word Test Part of Clerk Grade 2 Exam

Vocabulary tests are an important part of NYC clerical promotion examinations. Following are samples of the type of words frequently asked for in examinations where a specific position will be found in next week's LEADER. Answers to last week's test were:

1. "Contributions to the employ- ment of the word 'controversial' are arbitrated by a committee headed by an editor."

2. A. Deceptively correct.

3. "As he interpreted his assignment he was content to work diligently."

4. "St. Patrick's Cathedral is not only a church, but a national shrine."

5. "If he has a sharp, pointed nose, he is likely to be bald."

6. A. Heated.

7. "To say that the circumstances surrounding an act are ex- traordinary is not necessarily to say that the circumstances are abnormal."

8. The word "domestic" means most nearly that the circumstances under which both the promotion and open competitive examinations have been reached for appointment before resort may be had by promotion wherever practicable; the absence of a preferred list or a list created for the specific position.

9. "In his argument his logic was erratic."

10. "In the opinion of the Court, a defendant has the right to be tried in his own court."

"Transcribing Typists in Welfare Dept. Must Take Exam to Earn Higher Pay"
In the contest will address their arguments to the men.

The contest will close on July 27.

The new Uniformed Fire Officer, Sanitation, and Street Cleaner classification, has been commissioned to do a standards test and simple work will be available.

Another significant statement made was that there will be Douglas MacMahon, president.

The salary schedule of the NYC Department of Health will be held among the D.S. service employees who find the teachers notably entitled, and there will be to make jobs with the people.

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We Analyze an Editorial In Another Newspaper

T HE CIVIL SERVICE LEADER has been honored by President Harry S. Truman, who declared a "Civil Service Day" for the West Indian and Puerto Rican citizens. "We, as Americans, have a responsibility to ensure that all citizens are treated fairly and with dignity," said Truman. "Our civil service system is a cornerstone of our democracy, and we must continue to support it." The Leader, a weekly newspaper, has been active in promoting civil service reform and equal opportunities for all citizens. "We will continue to fight for a fair and just civil service system," said the newspaper's editor. "It is essential for the well-being of our nation."
Charles Burlington Heads Committee Making Harold Fisher Memorial Award

Who has done most, in 1944, to advance the ideals of the merit system and improve the standards of State service?

The Civil Service LEADERS will present the Harold Fisher Memorial Award to the person selected. Actual judgment of who has done most will be turned over to the Civil Service Reform Association, which will make an objective survey of State employees and select the person to receive the award. The winner will be announced by the Miscellaneous Service Reform Association at the time of the decision. They are:

Howard C. Kelly, member of the Charles C. Burlingham, giving the candidate's name, and in full detail the reasons why you think he should be given this award. Address your communication to: Harold Fisher Memorial Award Committee, Civil Service Reform Association, 724 West 44th Street, New York City. Every one of the winners of such a prize will be given thoughtful consideration. Speed is important.

To Be Announced in May The third Harold Fisher Memorial Award will be announced sometime this spring. The Harold J. Fisher Memorial Award, which was established early in 1940, is an annual award for ‘‘outstanding achievement in the field of public administration.”

For his work in New York City, was finally responsible for the implementation of the Federal Civil Service Act. He has been رئيس for several years to a position of significant responsibility.

The Harold J. Fisher Memorial Award, which was established in 1940, is an annual award for "outstanding achievement in the field of public administration." The award is given to an individual who has made significant contributions to the field of public administration in New York City, New York State, or the United States.

New State Law Protects Pension Rights When Maintenance Value is Reduced

ALBANY—One of the important undertakings of the State Legislature is the passage of the New State Law Protecting Pension Rights When Maintenance Value is Reduced. The bill was drafted by the Related departments and was approved by the Governor on March 8, 1945.

The new law applies to pension rights of employees In State service. It is based on the principle that when a change occurs in the maintenance value of a pension, the pensioner should be able to continue to receive the full amount of the pension before the change, or the amount he would have received had the change not occurred.

The new law requires that the pension of an employee who is not a member of a retirement system be reduced to the same extent as his maintenance value. The maintenance value of an employee is determined by the Director of the Current Salary System, and is based on the employee's gross salary before the change in maintenance value.

The new law is a significant step in the protection of pension rights for employees in State service. It will provide a greater degree of security for employees, and will ensure that they will receive full pension benefits when their maintenance value is reduced.

BELIEVE IT OR NOT—$12,750 Vacs Will Sell State Jobs

ALBANY—Well, they’re worked us over this time, but the number is still pretty good. The number is 12,750. Here’s how the number was determined: The research department of the State Employment Service has compiled a list of all the open positions in the State service, and the number is 12,750. In addition, 3 percent of the total represents the number of employees who are in the process of being reclassified.

Applying Percentages

According to these percentages of 5,000,000, the estimated number of New York State veterans, they got that number:

The rough measure of the number of open positions in the State service is obtained by dividing the total number of State employees by the number of positions filled by all State employees. The number of positions filled by State employees is divided by the total number of State employees. For example, if the State service has 12,750 vacant positions and 10,000 employees, then 12,750 positions are filled by State employees.

Applying Percentages

According to these percentages of 5,000,000, the estimated number of New York State veterans, they got that number:

There are 5,000,000 veterans in New York State, and of these, 3 percent are in the State service. This means that there are 150,000 veterans in the State service. In addition, 3 percent of these veterans are in the process of being reclassified.

When Maintenance Value Is Reduced

When Maintenance Value is Reduced, the pension rights of employees in the State service are protected. The new law guarantees that employees will continue to receive their full pension benefits when their maintenance value is reduced. The law is a significant step in the protection of pension rights for employees in State service.

In the case of those receiving the minimum or even the lowest salary, the new law will provide a greater degree of security for employees, and will ensure that they will receive full pension benefits when their maintenance value is reduced.

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NEWS ABOUT STATE EMPLOYEES

Central Islip

IT'S vacation time for Mr. Joe Morellis who is enjoying an
enjoyable time with his family while spending their
family in a vacation home in Central Islip. The family was
enjoying a day at the beach when they
received a call from the hospital indicating that their daughter,
Mrs. Morelli, was in the hospital. The family rushed to the hospital
and was relieved to find that it was just a false alarm. The daughter,
Mrs. Morelli, was later discharged and the family returned to their
vacation home.

Brooklyn State Hospital

Rev. James D. Farraher, former
attendant at the Brooklyn State Hospital, is enjoying a few days'
vacation in Central Islip. He has been attending classes and
studies at the diocesan seminary in Manhattan, where he plans to
complete his studies and become a priest. He is looking forward
to returning to his work at the hospital and the latest addition
to the hospital is the new addition to the hospital wing. The new
addition will provide much-needed additional space for the hospital.

ALBANY—William P. McDonough,
Director of the State Department of Mental Hygiene, is back
in Albany after a few days' rest. He has been back in
Albany for a few days and is looking forward to
resuming his duties.

ADDITIONS TO "J" DRAFT

The addition of a new section to the "J" draft has caused
some excitement among the doctors and nurses. The new
section is designed to help patients with more severe mental illness
and it is hoped that it will provide better care for these patients.

State Assemblies for the Posthumous
Annuity

A new section has been added to the State
Assemblies for the Posthumous Annuity, which allows
people to choose a different beneficiary for their
annuity.

Incompetency or Insubordination

If your employer suspects that you
have incompetency or insubordination,
they should charge you with incompetency
or insubordination and should find you guilty of such
acts in a formal hearing. However, you can avoid the
cost of the entire process by accepting
the charges against you. If you accept
the charges, you can avoid the cost of
the entire process.

The Court's Conclusion

The Court concluded that "the mere circumstances that petition-
der was charged with incompetency or
insubordination" do not constitute an
insufficiency of evidence to support
the charges.

Credit for Provincial Service

Under the provisions of the recent
legislation, you are entitled to credit for
provincial service if you have worked in
provincial service. The credit you earn
for provincial service may be applied to your permanent appointment.

New York City

MEMBERS of the NYC chapter of the
Executive Conference Association have
learned of the coming retirement of their
president, Mr. Charles Culver. Mr. Culver has been with the New York
City Department of Social Welfare for over forty-one years and
has been an active member of the ASCS over since it was founded.
Mr. Culver has been the Association representative
for the past ten years and has
been instrumental in the Association's success.
Mr. Culver's retirement is scheduled for next month and
he will be missed by the Association.

Newark State School

The LOCAL ASCS chapter presented a
Minorah show which proved to be a
success. The show was well-received
by the students and staff of the school.

City, State Social Workers

To Attend Conference

Many of the social workers in the city
and state are planning to participate
in the coming "National Conference on
Social Work". They believe that the
conferences will help them to
solve some of the problems they
are facing.

New York City's social-work
department will be attending the
"National Conference on Social Work"
in effecting the conference.

Schools

STATE UNIVERSITY SYSTEM _ A

ALBANY—A meeting of the Executive Conference of the
State Department of Social Welfare is scheduled for
Tuesday, May 5. It will be held at the Albany
Warren Street Hotel. It will be attended by
Representative Edward J. Blunt, President of the Association.

The meeting will be a review of legislative
actions and current activities of the
Association. The agenda will include
consideration of new legislation,
 proposals for improvement of current
services, and discussion of future
projects.

Library

The Library of the State Department of Social
Welfare has been added to the collection of the
New York State Library.

We are Paying More Than Ever

For Used Cars

JOE SCHATZ

ALBANY, N. Y.

"Member Albanian Auto Business Assn."

ALBANY, N. Y.

TUESDAY, MAY 5, 1945

City, State Social Workers To Attend Conference

Many of the social workers in the city
and state are planning to participate
in the coming "National Conference on
Social Work". They believe that the
conferences will help them to
solve some of the problems they
are facing.

New York City's social-work
department will be attending the
"National Conference on Social Work"
in effecting the conference.

Schools

STATE UNIVERSITY SYSTEM — A

ALBANY—A meeting of the Executive Conference of the
State Department of Social Welfare is scheduled for
Tuesday, May 5. It will be held at the Albany
Warren Street Hotel. It will be attended by
Representative Edward J. Blunt, President of the Association.

The meeting will be a review of legislative
actions and current activities of the
Association. The agenda will include
consideration of new legislation,
 proposals for improvement of current
services, and discussion of future
projects.

Library

The Library of the State Department of Social
Welfare has been added to the collection of the
New York State Library.

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ALBANY, N. Y.
ALBANY—The State of New York will hold a pair of series of examinations for permanent appointment. The tests will cover a wide area of occupations and opportunities. The salaries listed below do not include the additional war bonus which varies from $3300 plus a war emergency bonus. Application forms may be obtained from the State Department of Civil Service, State Office Building, Albany, N. Y. NYC employees prior pension fund.

The examinations will be held on May 26 with one exception:

**APPLICATIONS FOR EQUIPMENT LEADER**

A. Int. 1280, Mr. Rutland. Requires some experience in the field of equipment leadership and abilities involved in the performance of the duties of the position. No experience necessary. Application fee $3.00. Written examination on the knowledge and experience of the position. Written examination on the knowledge and experience of the position.

**APPLICATIONS FOR WRITING AND PROOFREADING LEADER**

A. Int. 1280, Mr. Rutland. Requires some experience in the field of writing and proofreading and abilities involved in the performance of the duties of the position. No experience necessary. Application fee $3.00. Written examination on the knowledge and experience of the position. Written examination on the knowledge and experience of the position.

**APPLICATIONS FOR LEGAL SERVICES LEADER**

A. Int. 1280, Mr. Rutland. Requires some experience in the field of legal services and abilities involved in the performance of the duties of the position. No experience necessary. Application fee $3.00. Written examination on the knowledge and experience of the position. Written examination on the knowledge and experience of the position.

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NYC Opens Variety of Tests

Competitive, Promotion

Applications for the following NYC Civil Service open competitive and promotion examinations may be filed at the Application Bureau, NYC Civil Service Commission, 96 Duanes Street, Manhattan, between 9 a.m. and 4 p.m. Monday through Friday, May 15, 1945. Applications may be brought in person or mailed.

Salary: Broadway on the site and nature of the duty expected. The salary for the position is $1,800 a year after pay assigned. This is an ungraded position of Federal funds, therefore competition is consultant (Medical Social Work)

Salary: $2,800 a year, depending on the site and nature of the duty expected. The salary for the position is $1,800 a year after pay assigned. This is an ungraded position of Federal funds, therefore competition is consultant (Medical Social Work)

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U.S. JOBS
(Continued from Page 15)

Draughting
Mechanical, architectural, structural, commercial, etc., according to ability and training. All work done for reputable concerns. Salary $50 to $100, depending upon ability. Send resume to address below. 

New York Drafting Institute
25 West St. New York 7, N. Y.

Spanish Language Studio
Small select groups $6 monthly ($4 pupil). Address M. 

Day and Evening Co-Educational

School of Engineering, 12 Park Av., N. York 10, N. Y.

ODB Employees Contribute 2,500 Pints of Blood

The ODB's Mobile Unit, at its periodic visit to the Home, brought another record for blood collection last week. Contributions from some 350 employees of the ODB who have volunteered to give a pint of blood at the Home's request, to have been made to date. This brings to 22 the ODB Dimensional Speeds Institute.

A large group of students have been donated by city hospitals. The District Director for Blood Gen. R. H. Gilbert pointed out.

The number of points of blood have now been donated by citizens of the ODB, the District Director for Blood Gen. R. H. Gilbert pointed out.

Two ODB employees who may be the tallest were among those giving blood. One ODB employee is a 6'11" man, while the other is a 6'7" man. The District Director for Blood Gen. R. H. Gilbert pointed out.

The ODB's Mobile Unit will be in the Home again next week. A large group of students have been donated by city hospitals. The District Director for Blood Gen. R. H. Gilbert pointed out.

Service Club

Among those who have volunteered to give a pint of blood at the Home's request, to have been made to date. This brings to 22 the ODB Dimensional Speeds Institute.

RUTH WELLSWORTH, Temporary Trainee of the ODB's Mobile Unit, is second in height among those giving blood. Another woman, Mrs. Anna Gold, is second in height among those giving blood. The District Director for Blood Gen. R. H. Gilbert pointed out.

The number of points of blood have now been donated by citizens of the ODB, the District Director for Blood Gen. R. H. Gilbert pointed out.

Patrolman & Fireman

Clerk Promotion, 6. 2

Preliminary Examination

Every examination of Patrolman and Fireman includes the Bureau of Civil Service written examination. Applicants are in- eluded, as otherwise they will not be eligible for appointment to the Police or Fire Department. The examination includes five objective tests, each of which must be passed. For further information, write to the Commissioner of Civil Service.

The Department of Civil Service

60 Whitehall St., New York 7, N. Y.

New York Preparatory

Eve. of Dwight School

For Boys

254 West 85th St., New York 2, N. Y.

STENOGRAPHY

Typewriting - Bookkeeping

Calculating or Composition

Borough Academy

427 Platinum Avenue Ext., New York 2, N. Y.

Fernandez Spanish and

Language School

Spanish, Italian, French, German, Russian.

New York 2, N. Y.

RADIO

TEN-NOGRAPHY

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New York 2, N. Y.

SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOLS

Boro Hall, 12 Park Ave., N. York 10, N. Y.

Cultural and Professional School

The Worther School of Speech and Drama, Inc.

For Boys, 26 years 26 years old.

DRAFTING

Address: Radio City, New York 2, N. Y.

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DRAFTING

Address: Radio City, New York 2, N. Y.
The overtime pay provisions of 5,077, if enacted into law, would provide for a minimum overtime pay rate which, when added to the regular rate of pay, shall equal or exceed the prevailing minimum hourly rate of pay for work in the same establishment established under Section 104 of this Act; provided, however, that the overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

The overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

Within Grade Supplement

We believe that the overtime pay provisions of 5,077 are necessary to provide a basic pay increase of 15 percent for employees in supervisory capacity. This basic pay increase is necessary to prevent employees from being paid at a lower rate of pay than employees in the same position with the same qualifications.

The overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

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Extra Rewards

1. In private industries having war contracts, on full-time work, one-half additional pay shall be paid for work performed during the week inaugurating the war, and the rate of one-half additional pay for work performed on the meal period.

2. Within-grade supplementary pay shall be paid for work performed on the meal period or during the week inaugurating the war, and the rate of one-half additional pay for work performed on the meal period.

3. In all cases in which the overtime pay provisions of 5,077 are applicable, the overtime pay shall be paid to employees, and the overtime pay shall be paid at the rate of one-half additional pay for work performed on the meal period.

For Vetoiss

5. To be a personal pal of the General, and other employees in that capacity, we might at a rate of pay higher than the prevailing minimum hourly rate of pay for work in the same establishment established under Section 104 of this Act.

6. We might at a rate of pay higher than the prevailing minimum hourly rate of pay for work in the same establishment established under Section 104 of this Act.

7. Provided that such employment is in a supervisory capacity, the overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

For Vetoiss

8. Provided that such employment is in a supervisory capacity, the overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

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9. Provided that such employment is in a supervisory capacity, the overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

For Vetoiss

10. Provided that such employment is in a supervisory capacity, the overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.

For Vetoiss

11. Provided that such employment is in a supervisory capacity, the overtime pay provisions of 5,077 are designed to ensure that employees receive at least the prevailing minimum hourly rate of pay for work in the same establishment when they work overtime. The overtime pay rate shall be not less than one and one-half times the regular rate of pay or the prevailing minimum hourly rate of pay, whichever is greater.
SALESMEN WITH CARS
$200 and up per week
Part-Time Full-Time
To sell low-priced, nearby Long Island acreage for Victory Gardens. Year-round vacation or retirement home. No previous real estate or selling experience necessary. Salesmen will be located in existing offices. Apply Long Island Acres, 10th Floor, 82-04 30th Ave., Whitestone, N.Y. C.

METALLURGISTS
One ferrous and one non-ferrous (brass and bronze) also one electrical engineer for large manufacturing plant near New York City. College degree necessary, 2-5 years’ experience desired. Positions have essential war ratings, will continue through post-war period and have advancement opportunities. Salaries, while not war-inflated, are above that paid by stable industries. Kindly submit qualifications together with minimum salary desired. Apply 414 Civil Service Leader, 97 Duane St., N. Y. C.

METALWORKERS
Welders needed for important war industry. Plant located in the heart of Long Island City. Either may interview you and arrange clearance. Write: Box 499, Civil Service Leader, N. Y. C.

ENGLISH AND SPANISH SALES CLERKS
Looking for experienced English-speaking and Spanish-speaking sales clerks. Apply Employment Office, 3rd Floor, 19th St., N. Y. C.

BOYS — MEN
For large manufacturing plant. 5 years’ experience desired. College degree necessary. 2-5 years’ experience desired. Positions have essential war ratings, will continue through post-war period and have advancement opportunities. Salaries, while not war-inflated, are above that paid by stable industries. Kindly submit qualifications together with minimum salary desired. Apply 414 Civil Service Leader, 97 Duane St., N. Y. C.

BOOKKEEPER
Vacation with pay. Apply Knickerbocker Ice Co. 220 1st St. East 22nd St., N. Y. C.

RADIO Project Engineer
Manufacturing experience. Assistant Plant Manager.

DRAFTSMAN
Pre-war experience on Home Radios.

STOCK MEN AND PACKERS
OPENINGS IN MAIN STORE
LONG ISLAND SERVICE BLDG., Flatbush — 1st Ave., 11th Floor.
Apply Employment Office, 119th St., N. Y. C.

HELP WANTED — FEMALE
HOTEL HELP

NOTE TO JOB APPLICANTS
The regulations of the War Department, Civil Service Commission, and Civil Service Law are applied to this newspaper. Applicants must have record of service on armed forces. Either must have a card or must cooperate with the War Manpower Commission. Either must have uniform and agree to clearance with the War Manpower Commission. Employment is under Civil Service Law 1.4.206.

HELP WANTED — MALE-FEMALE

FINLAY STRAUS
14th Ave. & 82nd St.

BOYS — MEN
General Work. Permanent Franchise Jobs.

KNOTT HOTELS

KNOTT HOTELS
Financial Secretary. New York City.

Knuckles

HOTEL HELP

NOTE TO JOB APPLICANTS
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HELP WANTED — FEMALE

Girls and Boys
For Wiring and Soldering

DAVID KARAS COMPANY
24-12 BUSHWICK AVENUE

STENOGRAPHERS
FADA Radio & Electric Co., Inc.

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**Trainee War Jobs and Spots for Skilled Workers**

The San Francisco conference in making plans for a world at peace has expressed the desire of the United Nations that workers who are turning out the weapons and supphng the troops should be given first consideration. The conference will chart the peace, but their plans can be fully effective only when the peace is established, and the hour comes for the peacemaker to fight back. To finish the war quickly, thousands of additional war workers, men and women skilled or unskilled, are needed immediately. Everyone able to work can be used. And the more people take up war work, the better it will be for everyone. No one who wants a job and is willing to work for it, have a conference with the United Nations, or contact any one of the various agencies listed.

Amidst the war, SKILLED AIRCRAFT WORKERS needed marksmen and machine gunners. A Brooklyn plant engaged in the manufacture of aircraft engine parts is seeking EXPERIENCED MACHINISTS, MACHINERY MASTERS, TOOL AND DIE MAKERS, MECHANICAL ENGINEERS, ELECTRICIANS, WELDERS, ENGINE ASSEMBLY WORKERS, ELECTRIC WIRE CASING HANGING MEN, BOSTON MILLS, ENGINE LAUNCHERS, OILERS, RADIAL DRILLS, SCREW MACHINISTS, DIESEL ENGINE WORKERS, and other skilled craftmen.

Women interested in war work, and who are willing to work for it, have a conference with the United Nations, or contact any one of the various agencies listed.

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**LEGAL NOTICE**

**LOCAL NOTICE**

**HOLANDER, M.**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

**BOOMER, W. H.**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

**GOFF, CHARLES S.**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

**MACK, E. S.**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

**WOOD, WILLIAM E.**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

**ARCH SOUTHERN,**

Foot Correction Appliances 145 W. 20th St., 2nd fl., New York City

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**CREATION IN STYLE AND FASHION.**

**HOLANDER, M.**

Women interested in war work, and who are willing to work for it, have a conference with the United Nations, or contact any one of the various agencies listed.

**BALL, BLACKHEARTS**

A new kind, no terror, satisfactory, hand made work individuals for both men and women. Especially for Workers.

**Hugo Low**

302 W. 44th St., New York City
Amusement

By J. RICHARD BURSTEN

VOGEL TO SPEAK
AT FIRE VETS MEETING

Councilman William Vogel will address the Veteran Firemen’s Association on Saturday afternoon, May 8th, at 3:30 p.m. at Firemen’s Room, Room No. 9, Borough Hall, Brooklyn. It was announced by Jacob Zimmerman, President of the Association.

Councilman Vogel will discuss bill to increase the pensions of retired firemen and policemen.

Alfred LADD RUSSELL
“SALTY O’Rourke”

With William Tabbert

Steve Darrell and

Stanley Clements

At the Paramount Theatre, Ladd, who is now again as "Salty" as ever, is a familiar figure to the theatre crowd.

The in-person show is presented by Charly Spivak and features lively radio singers Jo Stafford and the orchestra. The show is directed by S. H. Evans and Rosalie O'Neal.

GARSON PECK
“The Valley of Decision

Directed by William Keighley, with the cast of Greta Noone, Reginald Gardiner, and Richard Hart.

The play deals with the lavor of SPORTS

Exciting new sports for your summer fun include DEEP SEA FISHING, DEEP SEA DIVING, and DEEP ORANGE BOAT RACING.

The role of the trumpeting clown in the gay Warner comedy, “The Horn Blows at Midnight,” is Jack Benny.

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Choice Wines, Liquors, Cordials
Imported and Domestic

DEEP SEA FISHING

CLIFF GARRETT

OPENED PACE BOAT RENT

From Coastal Fishing Station.

GARSON PECK

LADY AMSON

THE GREATEST

BAD SEAS ALL PERFORMANCES

at Madison Square Garden

WILLIAM GAXTON

TENNIS

Tennis

The Greatest

Perf. 1177 P.M.

The Greatest

History of

The Greatest

JOHN BALL

Children under 12 half price

Years Old

MAIL ORDERS FILLED PROMPTLY

BETTE DAVIS

in WARNER BROS. HIT!

"THE CORN IS GREEN"

With

JOHN BALL

JOAN LORRING

BRUCE NICE

RYHS WILLIAMS

BETT JONES

HOLLYWOOD"
No More Written Tests for U. S. Clerks; Just Walk In, Take a Job — $38 a Week

James E. Rossell, Regional Director of the Veterans Administration, said last week that the clerical situation in Government offices is more serious than it has been in the New York City area before, and that the clerical problem faces the history of the Commission. At the same time, it was made clear that the proportion of clerical positions in the Federal Government is much greater than it has been in the past.

Hereafter, persons applying for clerical positions in the Federal Government will be rated for employment after the Civil Service Commission has received a letter of reference from the employer of the individual. The letter of reference will state that the individual is a suitable candidate for employment and that he has had at least one year of experience in a similar position.

In order to handle the clerical problem, the Civil Service Commission is making arrangements with the various Federal agencies to establish a clerical examination. The examination will be given to individuals who are rated for employment by the Civil Service Commission. The examination will consist of a written test and an oral interview. The written test will be given to all applicants who meet the minimum qualifications for employment. The oral interview will be given to those applicants who pass the written test.

Gen. Hines Proposes 3 Hours Extra Each Day for Vet Agency Employees

WASHINGTON—Assuring veterans their full rights— and out of Government—is occupying increasing official attention here, with strong support for the proposal that Veterans Administration be given cabinet status and transferred to a Department of Veterans Affairs. The President has already made the Civil Service Commission the subject of a presidential memorandum, and a Cabinet-level agency has been proposed by the President in a recent memorandum. The President has also proposed that the Civil Service Commission be given authority to make appointments to positions in the Federal Government, and that the Commission be given the power to fix salaries for positions in the Federal Government.

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Rising costs, the President has said, have made it impossible for the Civil Service Commission to do its work in a way that is satisfactory to the public. The President has also said that the Civil Service Commission has not been able to carry out its work in a way that is satisfactory to the public.

Budget Gains Aid Employees of Boro President

(Continued from Page 5)

The event that those departments did not follow the financial policies of the City and the loss of the work week for another change. The following section of the budget is weighted.

"Employees in departments that are not paid at the same rate, and who are not required to take pay cuts as a result of the department's financial policies, are not required to make pay cuts as a result of the department's financial policies.

OFFICIALS OF THE Veterans Administration, in discussing with the President the shortage of clerical personnel, have said that recruitment plans are now under way. Inductive of the staffing problem, the agency now tends to New York drain. This is one factor in building up 100,000 unpaid veteran claims.

Wage Regulations

Personnel and officials of the Civil Service Commission face a number of problems in connection with the regulation of wages. In the past, the agency has been criticized for its lack of action in this field. The agency is now considering the problem of wage regulation in connection with the regulation of wages.

 Wage Regulatons

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