

City Approves Set Of Rules For Employees

Establishes Uniform Basis For Handling All Personnel Matters EFFECTIVE AT ONCE

Provide Leave, Service Ratings And Discourage Political Activity

The city manager announced Saturday that the new regulations have already been distributed, and have been thoroughly explained to department heads in conference, Mr. Nichols said.

The rules apply regular, full-time city employees that they may receive two calendar weeks of annual leave in each fiscal year; a calendar day of sick leave for each month of service; will receive semi-annual service ratings; and are directed to refrain from engaging in municipal political activities.

Flexible

Despite the definiteness with which the personnel policy has been written, it allows for flexibility, and takes into consideration the disposition of the individual department heads with reference to their workers. It also invites suggestions for improvement, and permits employees the right of a hearing in the event that discrimination or unfair treatment is alleged, Mr. Nichols pointed out.

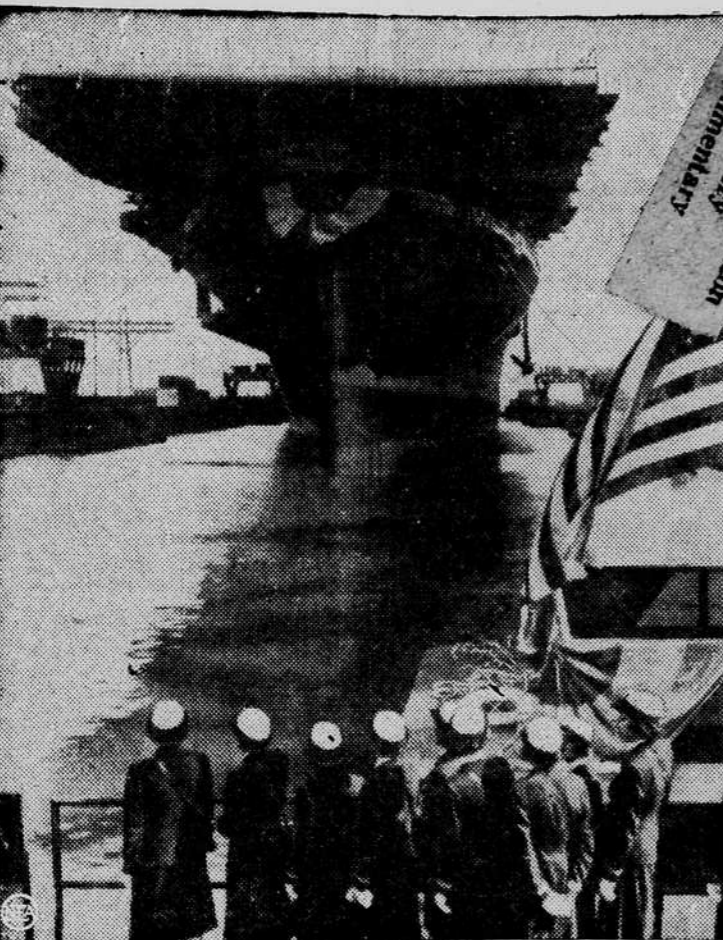
A resume of the contents of the eight-page set of rules:

Legal holidays for the city will be New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

The two weeks' annual leave will be accrued full-time employees who have worked for the city one year or longer; time lost by an employee by reason of leave of absence without pay, or time other than sick leave or vacation time, shall not be considered; vacation schedules shall be developed by department heads subject to approval.

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Wave Chief Christens New Carrier



A group of Wave officers watches the new U. S. aircraft carrier Franklin float out of her bulking docks at Newport News, Va. The new cruiser, fourth U. S. warship to bear the name, was christened at her launching by Commander Mildred McAfee, commander of the WAVES.

Lewis Calls On Striking Miners To Resume Work

SENDS TELEGRAMS Believes WLB Will Approve Industry-Wide Contract Soon

WASHINGTON, Oct. 16.—(P)—John L. Lewis, asking striking coal miners to go back to work, told them today he thought the War Labor Board would approve next week an industry-wide contract lengthening the working day and boosting average earnings about \$1.75 a day.

In telegrams sent to local unions in Alabama and Indiana, the United Mine Workers' president declared that this was his "considered personal judgment" as to the board's probable action. He urged the 25,000 miners idle in the two states to go back to work on Monday.

WLB called on Lewis last night to ask the striking coal miners to return to work, and followed up today by sending orders to the miners to "return to work forthwith."

Unauthorized

The union had not authorized the strikes which followed the government's return of the mines to the owners. Some miners called the walkouts a protest against working for private owners without a contract.

About 22,000 were out in Alabama and about 3,500 in Indiana. In his telegram, Lewis said he had definite assurance that the board would rule on the "pending contract" next week. This is a tentative agreement with the Illinois Coal Operators Association which calls for revision of the historical method of figuring the miner's time on the basis of time actually spent at the coal seam.

It would make the work day for underground men 8 1/2 hours including all time required in traveling from the portal of the mine at the beginning of the shift until the miners emerge at the end of the shift. The wage rate, now \$7 for a 7-hour day, would be straight time for the first 40 hours of the week and time and one-half thereafter.

It would give an average of \$8.75 a day for a 5-day week. WLB has approved concessions

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Mine Strike Reduces Alabama Steel Output

BIRMINGHAM, Ala., Oct. 16.—(P)—Steel and iron production in this center of heavy industry dropped to its lowest rate since Pearl Harbor tonight as John L. Lewis, United Mine Workers' president, urged some 22,000 idle Alabama coal miners to return to work immediately.

Seven blast furnaces and five open hearths were ordered banked in the Birmingham district because of the fuel shortage, thus reducing iron production here to 60 per cent of capacity and reducing steel output to 70 per cent.

The walkout of miners, which began Wednesday following announcement of the release of the shafts from federal management, left only three mines operating in the state today.

SHRINE LAUNCHING PROGRAM PLANNED

Sudan Temple Members To Take Part In S. S. Kathay Ceremony

Launching ceremonies for the S. S. Kathay, scheduled for Tuesday afternoon at 4 o'clock, will include a program conducted by the Sudan Temple, Order of the Mystical Shrine.

Shrine with its ceremony, Tuesday's launching will be sponsored by Miss Julia May Raney, daughter of L. A. Raney of Wilmington. Her attendants will be Miss Jean Whitley of Windsor, Va., and Miss Barbara Cutrell of Goldsboro.

The Shriners will conduct a ceremony earlier, at 1 p. m., in the City armory. Registration of its members will begin at noon, following which the Shriners will hear Past Potentate T. L. Simmons.

The christening program will

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WAR BOND SALES

TOTAL \$6,756,834

Latest Report Shows New Hanover Surpassed Quota By \$703,834

The War Finance committee announced Saturday that the latest report from the Federal Reserve bank discloses that New Hanover county has soared above its Third War Loan drive of \$6,033,000 to \$6,756,834.

This figure was as of the close of business October 13, and though it shows that this county's quota was surpassed by sales amounting to \$703,834, officials expressed the opinion that even more gratifying results will be revealed when the final report is released. This is expected next week as the last count is to be made through October 16.

New Hanover reached 85 per cent of its quota of purchases of Series E, F and G bonds, and officials de-

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Rail Pay Raise Issue Is Given To New Board

Trio Will Consider Request Of Million Non-Operating Employees F. R. SETS DEADLINE

Operating Brotherhoods To Ascertain Sentiment For Strike Action

WASHINGTON, Oct. 16.—(P)—The year-long effort of more than 1,000,000 non-operating railroad employes (clerks, shopmen, etc.) to obtain a wage increase was tossed into the lap of another emergency board by President Roosevelt today.

This action came as the time neared for a meeting of the operating brotherhoods (trainmen, engineers, etc.) to ascertain sentiment for strike action in protest against a four cents an hour raise.

The president named Elwyn R. Shaw, Springfield, Ill.; Richard F. Mitchell, Fort Dodge, Iowa, and Walter C. Clephane, of this city, to reconsider the demands of the 15 non-operating unions which have been pending since September, 1942.

Sets Deadline

He gave the board, second of its kind to tackle the case, until Nov. 15 to report and said its recommendations, which must be within the limits of his stabilization program, would take effect 15 days after that date unless changed by Fred M. Vinson, economic stabilization director.

The first board reported last May, recommending an increase of 8 cents an hour in contrast to the 20 cents sought by the workers. The workers were not entitled to a further increase under the little steel formula limiting wage increases to 15 per cent of the January, 1941, levels.

But he proposed instead a graduated scale of increases based on the elimination of sub-standards and the reestablishment of standards to reconsider on this basis. This it refused to do and the board dissolved.

May Consider Old Report

In creating the new board today, the president asked it to submit recommendations in conformity with Vinson's opinion of June 30. He also said the board "may give such consideration as it deems appropriate" to the report filed by the board last month which proposed the 4 cents an hour increase for the 300,000 operating brotherhood members.

The operating unions had asked an increase of 30 per cent or \$3 a day, whichever was the higher in the case of each individual. The 4 cents amounted to a 4 1/2 per cent raise, the board holding there were no substandards of living.

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Argentine Chief Hits 'TAMPERING' Employees Who Asked Return To Constitutional Democracy Fired

BUENOS AIRES, Oct. 16.—(P)—President Pedro Ramirez today discharged all government employes who signed a manifesto published yesterday which called on the government to return to constitutional democracy and to fulfill its international obligations in the hemisphere solidarity program.

The order, which was directed to all government employes whether they occupied salaried or honorary positions, followed a statement by Ramirez in which he said the government "won't tolerate any tampering." The presidents order discharging the governmental employes said the declarations in the manifesto "were incompatible with the honorable discharge of public functions."

(A Montevideo dispatch said that Ramirez's cabinet, which was reshuffled this week after three ministers regarded as pro-democratic resigned, was regarded now as even more reactionary than its predecessor and that it was plain the nationalist government plans to stay on indefinitely and to harbor no intrusion from outside its closed ranks.)

Commenting in yesterday's manifesto, Ramirez said in part:

"A group of persons calling themselves representatives of a thing decrepit and non-existent published yesterday in some newspapers a manifesto demanding fundamental solutions to some of the national problems. x x x

"The revolution was conceived and achieved by armed forces with national moral support and will not permit under any circumstances a return to the conditions which existed under the former regime as wanted by those who led the people and the republic to the deplorable position well known to all.

"Meanwhile (the government) emphatically calls attention to the fact that some of the signers of the manifesto addressed to the Argentines are foreigners. Some of them were born in far-off lands;

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Mangum Is Named Head Of Hospital

Succeeds Winston As Superintendent Of James Walker Institution

Charles Mangum, of Newport News, Va., and a member of the staff of James Walker Memorial hospital for the past several months, has been appointed superintendent of the institution, J. C. Roe, chairman of the board of managers, announced Saturday.

Mr. Mangum succeeds M. E. Winston, who has retired from hospital work due to ill health.

The new superintendent has had extensive experience in the hospital field in North Carolina and Virginia.

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ALLIES CAPTURE TWO VITAL ROAD JUNCTIONS, 10 TOWNS IN ITALIAN FRONT ADVANCE

Germans Mount 21-Division Front Against Guerrillas In Yugoslavia

Beat Off Counter-Attacks Designed To Permit Orderly Withdrawal

CERRETO CAPTURED

Germans Attempt To Reduce Bridgeheads Used By Clark's Men

BY E. C. DANIEL

LONDON, Oct. 16.—(P)—The Germans have mounted a major front with perhaps 21 divisions against guerrillas who are threatening to over-run Yugoslavia's main east-west communications line, and have placed two top generals in command of the drive, it was reported today.

Field Marshal Gen. Baron Maximilian Von Weichs arrived in Belgrade to establish headquarters under the overall command of Field Marshal Erwin Rommel, and there was evidence of a determined drive by the liberation army of Tito (Josip Broz) to disrupt or seize control of the Sava river valley and its vital railway.

The valley, along which runs the Zagreb-Belgrade railway connecting with western Europe's rail network, bisects Yugoslavia from east to west.

To combat Tito's effort to carve out an invasion bridgehead for American-British armies, the Germans were reported from Istanbul to have put 12 German divisions into Yugoslavia, plus nine Bulgarians.

The Istanbul dispatch was broadcast from Cairo and recorded by the Associated Press. These figures, if true, would mean that the Germans were exerting nearly as great an effort against the Yugoslavs as against Lt.-Gen. Mark W. Clark and Gen. Sir Bernard L. Montgomery in Italy. In London, however, it is estimated the Germans still have fewer than 20 divisions in all the Balkans, and about 25 in Italy.

The main aim of these forces undoubtedly will be to clear the guerrillas from strongholds on the Dalmatian coast, where an Allied invasion might be landed, and rescue the Sava river-railway line from Tito's depredations.

Today's Yugoslav communique said large-scale operations were successfully underway in Slovenia and lower Styria, with the heaviest battles being fought for a railway bridge over the Sava river at Senica, 40 miles east of Ljubljana. It declared 4,200 Nazis had been killed or wounded so far in that sector.

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Russians Gaining Over Nazis In Bitter Fight For Melitopol

ARGENTINE CHIEF KILLS MANY GERMANS

Relief Army Captures Several Hamlets In Advance Toward City

BY HUDSON O'QUINN

LONDON, Sunday Oct. 17.—(P)—Gen. Feodor Tolbukhin's south Russian army wrenched, fiercely resisting Germans from block after block of battle-shattered Melitopol, gateway to the Crimea, killing 2,000 Nazis as one of the bitterest struggles of the war today entered its fifth day.

Fifty miles to the north of Soviet relief army, slugging its way toward Melitopol, captured several hamlets in an advance of three to six miles.

There was new fighting at the Soviet bridgehead southeast of Kremenochka in the middle Dieper where Soviet units were declared to have cracked the German lines and captured several settlements and over 250 prisoners.

Repulse Counter-Attacks

North and south of Kiev where the Russians were fighting toward the Ukrainian capital, over 1,000 Germans were wiped out, said a Moscow communique recorded by the Soviet Monitor. In one week's fighting there the Russians said they beat back over 200 German counter-attacks, wiped out over 8,000 Germans in a step-by-step advance, and destroyed 176 tanks, 187 field guns and over 400 machine-guns.

Gomel was another objective of heavy fighting as the Russians closed on the White Russian town from the north and south. Eight hundred Germans fell yesterday, the bulletin said, and big guns duelled throughout the day and night.

The Melitopol fighting, which rivaled Stalingrad for intensity and bloodshed, saw the Germans hurling waves of men and machines into the Maestrom despite their losses. Forty German tanks were destroyed in the southwestern part of

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Russia Preparing For Allied Meet

Is Willing To Discuss Post-War Political And Economic Problems

MOSCOW, Oct. 16.—(P)—Russia is willing to discuss post-war political and economic problems as well as military issues at the forthcoming three-power conference in Moscow, but holds that the matter of "the second front" should come first, the official government newspaper Izvestia indicated today.

In a front-page article reflecting assurance that an accord can be reached on both political and military questions, Izvestia declared the Allies are cooperating successfully and expressed confidence that they would continue to do so.

The article appeared amid growing indications of a generally warm atmosphere for the conference of

(Continued on Page Two; Col. 3)

CIO Labor Dispute Halts Work At Cramp Shipyard

PHILADELPHIA, Oct. 16.—(P)—Thousands of workers at the Cramp Shipbuilding company, which operates one of the largest shipyards on the east coast, stayed away from their jobs today in a dispute with the management, and the company said production was at a standstill.

The work stoppage developed yesterday when 2,000 employes left for lunch and failed to return. The company said "virtually all" workers joined the stoppage today.

Meanwhile Rep. Michael J. Bradley, Philadelphia Democrat, disclosed that he had suggested to the Navy on Wednesday that Navy intervention in the dispute might be necessary.

Philip H. Van Gelder, secretary-

Air Raids Point Toward New Plans For Invasion

WASHINGTON, Oct. 16.—(P)—The aerial offensive against Germany appears now to be entering the stage of preparation for an Allied invasion of western Europe.

Attacks constantly increasing in force and frequency probably can be expected from now on against those industries and arsenals essential to Germany's development of reserves for the critical campaign which will start when across the English Channel.

This is a conclusion drawn by some observers here from the American air force assault Thursday on the great ball-bearing production center at Schweinfurt, Germany. Widespread concern

over the fact that the operation cost 60 Flying Fortress bombers evoked from official sources enough information to show that the damage done was worth the cost.

Consequently the Schweinfurt raid is down in the books as the most important single accomplishment to date of American bombing over Germany—an operation required by major strategic consideration and made possible by American ability to replace the losses which were suffered.

Ranking almost equally in importance is the raid made on the oil refineries at Ploesti, Rumania, which also proved very expensive in heavy bombers.

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WEATHER

FORECAST NORTH CAROLINA AND SOUTH CAROLINA: Colder east portion and continued cold west portion Sunday and Sunday evening.

Small craft warnings displayed south of Hatteras to Jacksonville.

(By U. S. Weather Bureau)

Meteorological data for the 24 hours ending 7:30 p. m. yesterday.

TEMPERATURE

1:30 a. m., 68; 7:30 a. m., 71; 1:30 p. m., 76; 7:30 p. m., 61. Maximum 78; Minimum 60; Mean 69; Normal 65.

HUMIDITY

1:30 a. m., 97; 7:30 a. m., 90; 1:30 p. m., 44; 7:30 p. m., 50.

PRECIPITATION

Total for the 24 hours ending 7:30 p. m., 0.00 inches.

Total since the first of the month, 0.00 inches.

TIDES FOR TODAY

(From the Tide Tables published by U. S. Coast and Geodetic Survey)

High Low

Wilmington 12:10a 7:14a 12:37p 7:53p

Masonboro Inlet 10:41p 4:34a

Sunrise, 6:10 a. m.; Sunset, 5:26 p. m.; Moonrise, 8:55 p. m.; Moonset, 10:18 a.

Cape Fear River stage at Fayetteville on October 16, at 8 a. m., 8.60 feet.

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Australians Make Gains In Uria, Faria Valleys

ALLIED HEADQUARTERS IN THE SOUTHWEST PACIFIC, Sunday, Oct. 17.—(P)—Australian troops moving toward the Japanese base of Madang, New Guinea, have scored advances in the Uria and Faria Valleys, General MacArthur reported today in a communique.

In support of the troops, Mitchell Medium bombers strafed from Sio to Saidor, dropping 35 tons of bombs.

Writing from an advanced New Guinea post, Associated Press War Correspondent Robert Enson said the Mitchells skimmed the coast above Finschhafen at no higher than 150 feet to deal death on Japanese retreating northward from that Allied-won base.

"The strike hammered villages to the ground," Enson said.

Places where Japanese might be hiding were razed, including a mission building on tiny Sio Island.

In the most advanced of the newly won central Solomons, Vella Lavella positions of the Americans were raided by Japanese planes, the communique said.

In the sector northwest of Australia, Liberators bombed the Japanese-held Aroe islands and destroyed an intercepting fighter. Japanese bombers made weak raids on Finschhafen and Cape Sudest, New Guinea.

In the South Pacific, to the northwest of Vella Lavella in the Solomons, light naval units downed an enemy float plane over Shosuel.

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