JOBS FOR H. S. GRADS

TRAINING OPPORTUNITIES SURVEY

U.S. Employees Entering Armed Forces

What Happens to Money You've Paid Into Retirement Fund

Half-Day Off Looms for U.S. Workers

Postal Men

Their Draft, Memory and Pay Problems

Promotion Tests Open for City Clerks

Full Requirements—See Page 2

General Bradley shows you

SAMPLE OF AIR CADET TEST

See Page 7
Federal Employees Get Chance To Have Their Say-So on Policy

By CHARLES SULLIVAN

Many federal employees have been granted an important voice in the management of their personnel matters. Through their employee unions, they have been admitted to a new system of collective bargaining that was recently created by the Civil Service Commission, the federal government’s personnel management agency.

The new system is part of a broader movement to involve employees in the decision-making process. It is based on the belief that employees have a stake in the success of their own work, and that they should be involved in decisions that affect their jobs.

The system is known as collective bargaining, and it allows employees to negotiate with their employers over a wide range of issues, such as wages, benefits, and working conditions. The goal is to create a more productive and equitable workplace, and to improve the quality of life for federal workers.

The system has been receiving increasing attention in recent years, as more and more employees have joined unions and begun to participate in collective bargaining. The system has also been the subject of extensive debate, with some critics arguing that it is too costly and cumbersome, while others argue that it is necessary to ensure a fair and just workplace for federal workers.

Regardless of the debate, the fact remains that collective bargaining has become an important part of the federal government’s personnel management system. It is a system that allows employees to have a say in the management of their own workplace, and to help shape the future of the federal government.
Keep Out of the Way of Contractors!

The new Navy Yard is almost completely rescheduled and completed. A difference between the old and new becomes quite striking when you consider the change in the workmen's hours, as well as the cleanliness of the yard. The old Yards was a never-ending battle, with the workmen trying to get along with the job and the supervisors trying to keep them from doing anything. The new Yard is a place of work, with the workmen being more cooperative and the supervisors being more understanding.

BALLOONING COSTS

The most consistently heard complaint is about the quality and quantity of the services. The food is almost always overpriced, and the laundry service is often postponed. The most common complaint is about the lack of transportation. There are very few buses, and the ones that do exist are often late. The result is that many people have to walk long distances to get to work or to run errands, which is very inconvenient.

Do You Punch in?

At Sands Sate. Gate?

Punching in at the Sands State Gate is now a thing of the past. The gates are now closed at 7:00 a.m. and opened at 6:00 p.m. Any workpeople who arrive at the yard without punching in will be confiscated and asked to leave. This has caused a great deal of confusion among the workers, as they are not used to the new policy. Many workers have been caught by surprise and have had to rush to the gate to punch in. This has caused a great deal of inconvenience, and it is hoped that the policy will be changed soon.

Safety Chain on Badge

A good idea to have a safety badge to remind people of the importance of safety. This badge will have a red ribbon on it, and it will be worn at all times. It is hoped that this will remind people of the importance of safety and help to reduce accidents.

The Locker Problem

There have been complaints about the lockers in the yard office. They are often overflowing, and it is difficult to find a place to put your things. The lockers are also often in poor condition, and they are not large enough to hold all of your belongings. This has caused a great deal of inconvenience, and it is hoped that this problem will be solved soon.

Subway Board Won't Listen To Commission

The Municipal Civil Service Commission has been listening to complaints and suggestions from the employees of the Foreign Office, but the Board has been repeatedly refused. The Board has refused to discuss the grievances of the employees from the former privately-owned Foreign Office with the Civil Service Department. Since Max, 1943, the Board has been refusing to consider any new rules or regulations concerning the Foreign Office.

Finally the Commission notified the Board that it did not intend to take any further action and that the Board had nothing to do with the matter.

Food Quality Can Be Improved

The most consistently heard complaint is about the quality and quantity of the meals served. The food is often overcooked, and the portions are inadequate. The workers often have to wait for hours to get their meals, and the wait is often long and uncomfortable. The workers are also often disappointed with the variety of the meals, as they are often the same every day.

Laundry Receipts

Hardly a day goes by that the laundry drivers do not encounter problems with the laundry receipts. The workers have a number of heated arguments with the customers over lost items. There's nothing the drivers can do to help, as the customers always blame the laundry service for the loss of their clothes. The result is that the drivers are often left with a difficult task, and the customers are often disappointed.

Food For Sale

On the contrary, the Food for Sale business has been quite successful. The staff are happy with their new jobs, and the customers are also pleased with the quality of the food. The Food for Sale business is a great success, and it is hoped that it will continue to be a popular choice for the workers.

Playground Directors, Reclassifying

A statement by Ruth Lee, Secretary of the Greater New York Playground Commission, announcing the organization's opposition to reclassification of playground directors. According to the commission, the group is the following: 1. When the employment for playground directors was given, the salary was $1,500 to $2,000. If there is any objection to the salaries, they are nothing to prevent the Civil Service Commission from altering them to $1,500 to $2,000. And, the salary is the same as that of the custodians of the Post Office, which is $2,000.

2. The lowering of the maximum salary to $1,200 will discontinue the practice of paying them the same as the custodians, or $2,000. And, the salary is the same as that of the custodians of the Post Office, which is $2,000.

3. The action of the Board of Estimate in raising the maximum salary to $2,000, and the Board of Estimate in lowering the maximum salary to $1,200, is ridiculous. It is only a question of turning the pay of the Playground Directors to $2,000.

4. Married with children in the home will be included in the classification.

Here is some good news for postal employees of the Post Office:

The House Committee on Post Roads has given its O.K. to a bill which will include P.O. custodians in a classification. The bill has been approved by the Committee on Post Roads, and the General and the Budget Bureau.

It will make them eligible for a differential for night work and for other departmental work.

Postal Custodians Are Nearly In Postal Service

Supreme Strain

The Supreme Court of the United States has decided that the government cannot fire employees without first giving them a chance to prove their innocence. The decision was made in the case of United States v. Harry L. Dill, a postal employee who was fired for insubordination.

The government argued that it had the right to fire employees without giving them a chance to prove their innocence. The Supreme Court disagreed, and ruled that the government had to give the employees a chance to prove their innocence before it could fire them.

The decision is a setback for the government, which has been trying to reduce the number of employees it has to fire. The government will now have to give employees a chance to prove their innocence before it can fire them.
A Visit to New York City’s Fire College

Attention! Civil Service Employees

If you are thinking of a home of your own; an apartment house; or an income or investment property—

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REAL ESTATE BROKER

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Pulaski and Broadway

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Cops and Firemen Will Try To Educate Public for Raise

A tremendously public and educational campaign to acquaint the voting public with the program of the Municipal Civil Service Commission had become obsolete. It is now proposed that the Commission embark on a new public relations project, with the aim of educating the public for the upcoming pay raise.

It Isn't Easy to Change A Title in Civil Service

The Olin Institute of Photography has been closed. The reason is that it was no longer necessary to change the name of the institute. The building had already been closed.

CIVIL SERVICE LEADER

Page Five

Park Bills Become Law as Estimate Board Gives Its OK

The much-disputed Park Department bill has finally become law. The bill, which was signed by Mayor Hughes on the last day of the session, has been passed by the Board of Estimate and Apportionment, and the Mayor has signed the bill.

The bill has also been approved by the Civil Service League and the Civil Service Leaders.

Offical View

From the official point of view, the wearing of uniforms by Park workers would be a boost to the morale of the workers. The Mayor has expressed his support for the bill, saying that it will make the workers feel more respected by the public.

Clerk Promotion Tests Open

(Continued from Page Two)

This examination will not be necessary for employees who are already on the payroll and have served for two years. The exam will be open to all employees who have served for not less than one year. The exam will be held on the dates specified by the Civil Service Commission.

The test will include all employees, including those who are not eligible for promotion.

The examination will be held at

The Delehanty Institute

115 East 15th Street, N.Y.C.

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War Job and Training Opportunities
For This Month's High School Graduates

ALBERT W. LOY

CIVIL SERVICE LEADER

Radio-Television

Election. However, it is wise to

limit yourself to any

position as a basis for se-

enough as your

energetic

China, and much of the training

is no danger and may be even

continued in executive positions. Apply to

General Bradley's

Column

By Brigadier General
John J. Bradley (Ret.)

With this week's column, General Bradley continues his

examination of the various types of tests given by the armed forces

in order to select new trainees. This column is an example of what

an examining board tests a candidate for aviation cadet training.

When the prospective cadet appears before an Aviation

Cadet Examining Board, he's given a written examination

that takes 7 hours to complete. The examination isn't intended to
delive into the amount of knowledge a man has acquired. It isn't geared

for the person who has lots of book-learning. The test probes such

qualities as speed in understanding directions, accuracy in following

them, ability to read and understand regulations, ability to solve problems,

mechanical comprehension, good judgment, alertness to the day's events.
The test is of the multiple-choice type, which means that a number of

answers are provided with each question, and the candidate is required
to select the correct one. These, then, are sample questions from a test

made by the Air Forces:

1. A man is asked to help reinforce a bridge.

He is to—

A—widen it

B—strengthen it

C—destroy it

D—close it

E—replace it

2. Barracks are—

A—airplane hangars

B—street obstructions

C—flat-bottomed boats

D—living quarters

E—underground passages

3. "Military courtesy is basic to effective leadership

and the maintenance of good discipline. Courtesy

implies a sense of responsibility. Consideration for

whether senior or junior and whether or not members

of the same or other services. A man who has

never been given a higher rank habitually gives the

same precedence to, and shows the same consideration

toward, their seniors that any courtesy he received from

them if shown promptly and smartly, do much to add firmness

and dignity to the leader."

On the basis of the above paragraph the general summary

doctor the sort of courtesy that is expected from an

officer would be that he should say to the statement that he will show

docents to—

A—other members of the military service

B—everyone with whom he comes in contact

C—officers of higher rank

D—officers of junior rank

E—other persons who are below him in rank

4. The paragraph can be interpreted to mean that courtesy

toward senior officers is one military duty a soldier

should have little trouble remembering because—

A—he will be required to show courtesy while in

the Army

B—he will expect it from other men who are below

him in rank

C—military courtesy is something which is shown only in

the Army

D—the penalty for failure to be courteous is certain

E—courtesy toward older persons already should be

5. If a hangar which is known to be 30 feet high casts a 20-foot shadow, what is the height of a signal tower which has a 70-foot shadow at the same time of day?


6. If Speed equals one-half (4) square, what is the Speed when (d) equals 6?


7. Ten trucks are transporting road-building material across the country. The leader comes to a 50-foot street cluttered with a bull which is so steep and slippery that his truck will not pull it. The most practical thing to do in these circumstances would be to—

A—tie the trucks together so that the first could be pushed up the hill, the last pulled up

B—stop the trucks and wait for warmer weather

C—put the drivers to work building a temporary road around the hill

D—have the trucks back up and take a running start at the hill

E—put the drivers to work scattering some sand on the truck bed

8. The first U.S. Army pilot to be publicly acclaimed a hero after our entry in World War II was—

A—Charles Lindbergh

B—Wiley Post

C—Eddie Rickenbacker

D—Roscoe Turner

E—Colon O'Neill

9. Which of the following is an adaptation of a slogan which was popular in the United States during

(Continued on Page Two)
Merit Men

It Must Come Through—And Pure

Public Service Commission.

Tell all in court

Monday, July 8, 1946

Mr. W. M. Newkirk, Superintendent of Civil Service, City of New York,

Dear Mr. Newkirk:

I am writing to express my views on the subject of merit in the civil service.

For some time now, the question of merit in the civil service has been a topic of much discussion. As a subscriber of your publication, I have followed the various articles and editorials on this subject with great interest. I believe that merit should be the sole criterion for appointment and promotion in the civil service.

In recent years, there has been a trend towards the appointment of relatives and friends of the personnel officials. This practice is detrimental to the public interest and should be stopped.

I urge you to support the movement for merit in the civil service and to work for its implementation.

Sincerely yours,

[Your Name]
POLICE CALLS

PBA Elections

Though the day’s election results hit him now, the Patrolman couldn’t but agree, the result of, course, but he doesn’t say he wouldn’t like to hear the name of the man who won and the man who lost.

We Hear From The Air Forces

Yes! Even though I am in the air, I am not dead! The thought is still back in the P.D. I should be said, I shall return and “pound the air” as soon as possible.

There is one fly in the ointment. It is known to thousands of civil service employees, the fear of the day will continue to plague them, the greatest fear of the era is the inclusion of the public among the group of employees.

We are not a group of hooligans, we are a group of men, the police of the land and this is our great fear, to have the public know who we are.

Inside Story of Overtime Pay Plan

Widower Why the rush-hush-baldy-waddle for an election plan that was in the making for months? This plan, a ‘master plan of our life, was supposed to be a minor plan that would be and is.

Here’s an example. The police are working an extra 8 hours in the month of May, the same amount of time in the two May dates.

When I was young, but sweet

When I was young, but sweet

When I was young, but sweet

When I was young, but sweet

When I was young, but sweet

T H O M A S  M C C A F F E R Y

3 1 6  B a y  8 t h  S t .  B k l y n

F a c t o t u m

T H O M A S  M C C A F F E R Y

3 1 6  B a y  8 t h  S t .  B k l y n

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F a c t o t u m
LEADER has surveyed the unclassified offerings below the best tips for your
Here Are Some Unusual Ideas For H.S. Grads

Courses providing personal attention to the individual student are offered by several private day schools, both to fit high school graduates for their first jobs or to help them get a technical training in the Merchant Marine. A private day school offers courses leading to a bachelor's degree in the Merchant Marine.

Opportunities for High School Grads

(Continued from Page Seven)

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No second chance...no other choice

FOR THOSE WHO FALL and freeze on the lime-covered floors of the cattle cars that carry them to German labor camps—there is no other choice.

For the little children of Tepelini and Salonika and Athens who wait with swollen stomachs for the food ship that never arrives, there is nothing else to do—but wait.

For the Russian peasant with no choice but to burn his home before the Nazis reached it; for the Chinese of Nanking who suffered the terrorism of the Jap; for all of those in nameless graves and numberless cells—for all of them—there was no second chance, no other choice.

But for you—a choice still remains. For you—and among all the peoples of the world, the road to freedom is still clear.

Never before have we been able to measure the price of freedom for ourselves and our children in such tangible terms. Will you help to keep the road to freedom open? Will you invest—all you can—in War Bonds?

It's not so much to ask. Many of us are making more money than we have for years. The things we'd like to buy with that money are scarce—or unavailable. So, we're asked to loan money at good interest—$4 for every $3 when the Bonds mature. Money to help pay for the war—keep prices down—provide peacetime jobs and peacetime goods and a generally decent world for all of us when the war is won.

Chances are you're already in the Payroll Savings Plan—buying War Bonds—doing your bit. But don't stop there. Raise your sights! Do your best!

YOU'VE DONE YOUR BIT—NOW DO YOUR BEST!

BOOT THE BOND BUYING THROUGH THE PAYROLL SAVINGS PLAN

This Advertisement Is a Contribution to America's All-Out War Effort
CIVIL SERVICE LEADER

Tuesday, June 8.

JACOB J. H. NICHOLLS, 77th Street, lowing manners:
Is to exist from the 1st day of April,
to the laws of the State of New York,
to the party whose retirement shall be
limited but not less than thirty days from the
O—I tyth o death or Insanity of any

BOYS
High School
FOR SUMMER WORK

A LARGE NATIONAL CHAIN STORE
Provides Unusual Opportunities

MEN and WOMEN
BOYS and GIRLS

No Experience Necessary

FULL TIME HELP
Sales Clerks, Helpers
$19 to Start Plus Overtime—5 Day Week—40 Hours
Male Dress Packers
$21 to Start Plus Overtime—40 Hours
Phone Mr. Lane — BRYANT 9-3400 for Appointment or Write
FIFTH FLOOR, 518 EIGHTH AVENUE
NEW YORK CITY

LIMITED PARTNERSHIP

WANTED PARTNERSHIP
Wanted—Partnership in a well established business in the new store line. Reasonable royalty. Will consider carrying out the good will and proven territory. Will offer good opportunity for new men to become acquainted with the retail business. No capital required. Immediate. Write for details.

ALL SIZES AND TYPES CAN QUALIFY

SUNGLASSES

WANTED: Knowledgable male and female Salespeople—Salesmen wanted to sell Glasses of all types in a well established retail store located in a busy downtown section of a large city.

No experience necessary. Must be dependable and honest. Commission basis. Apply Box 121, Silver Standard Co., 11 West 33rd Street, New York City.

MEN and WOMEN

TEN YEARS OR OVER. DRAFT DEFERRED

65c—70c or 75c PER HOUR

BOYS and GIRLS

NATIONAL CHAIN STORE

NEW YORK CITY

SALARY AND COMPENSATION

For guidance, come in to see
4:00 FULTON ST., BROOKLYN
Employment Office—2nd Floor

BOY BURNED IN FIRE

May 18th and 11th Streets,
New York City—16th floor.
IN TUNE—4TH FLOOR

BE READY FOR A JOB IN THE FIELD

All Courses of Instruction Registered with the Board of Vocational
Secretarial Training

TRAIN TO BE ESSENTIAL

BE A LESS GRINDER

In the new war industries, a man who is not a grinder may be
ELECTRICIAN, PLUMBER, WELDER, MILLWRIGHT,
MACHINIST, ETC.

Asthma, hay fevers, colds, sinus, chronic bronchitis, allergies of all kinds, chronic coughs, etc., can be permanently cured by the Asthma, Hay Fever and Chronic Cold Clinic which is open daily from 9 to 5:30. The entire cure in about 14 days. No medicines or pills of any kind. Operates under the care of the late Dr. C. E. Comfort, A. M., M. D., late pediatrician to the University of Kentucky, and the late Dr. M. P. B. Comfort, A. M., M. D., late professor of physiology and pathology in the University of Kentucky. No sides effects. 219 Asbury Avenue, Brooklyn, or 40 Journal Square, Jersey City.

SCHOOL OF OPTICS
182 HENRY ST. (Corner Madison St.)
BRUDDY AGENCY

Henriette Rodgers, License

Employment Specialists

FEMALE and MALE

FINE OPPORTUNITIES FOR BEGINNERS AS WELL AS EXPERIENCED PERSONNEL

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Barclay 7-3133
dr. g. pollock
surgeon dentist

2405 amstardam ave, n. y.

inquiries about the times and place of the examination should be directed to the clerk of the court in the county of new york, at 12 west 44th street, new york. n. y.

- s. d. smith-

only those persons who have been admitted to the bar of the state of new york and who have applied for a license to practice law in the state of new york and who have paid the required fees are eligible to take this examination.

the examination is open to all persons who are residents of the united states of america and who are citizens of the united states of america, and who are at least 21 years of age.

the examination will be given on saturday, april 3, 19_.

the examination will begin at 9:30 a.m. and will continue until 4:30 p.m.

the examination will be open to all persons who have completed the required course of study in the college of law, and who have satisfactorily passed the bar examination.

the examination will consist of two parts: the first part, consisting of a written examination, will be given on saturday, april 3, 19_, at 9:30 a.m., and will continue until 12:30 p.m. the second part, consisting of an oral examination, will be given on saturday, april 3, 19_, at 1:30 p.m., and will continue until 4:30 p.m.

the examination will be conducted at the state normal school, new york.

the examination will be conducted under the supervision of the dean of the college of law, new york.

the examination will be conducted in accordance with the rules of the new york bar association.

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CIVIL SERVICE LEADER
June 8, 1943

Humphrey Bogart stars in "Raymond Massey and Alan Hale in Warner's hit hit story 'The Land Is Mine.'" Starring Gary Cooper and Ingrid Bergman, the current attraction at the Rivoli is RKO's "The Land Is Mine," with Charles Laughton and Lauren O'Hara. "Five Graves to Cairo" continues to draw capacity crowds at the N.Y. Paramount Theatre. The thrilling espionage melodrama features Franchot Tone, Anne Baxter and Akim Tamiroff. Erich von Stroheim in the role of Field Marshal Rosenblut. Jack Harris of La Conga has signed Choo Choo Martinez, Mexican singer of romantic songs, to headline the new all-Latin show scheduled for July 2. Lupe Lepiupe, Ann Sheridan, Alexis Smith and J.B. Smith Jr. will play the leading roles in "Here Comes the Girls," Warner comedy. Ringling Bros. Circus is at Madison Square Garden on June 16, but on a smaller scale than before. Some of the big show's stars who will appear include the airplane stuntman Klimic; Alfred Court's mixed wild animals, the Russian Bird of Paradise, and a number of others... Another circus will open tomorrow night in the parking lot, back of the Rony Theater. There will be a matinée and evening performance daily. "The More the Merrier," the merry comedy with Jean Arthur, Joel McCrea and Charles Coburn, continues to be held forth at the Radio City Music Hall with Russell Merle's "Melody Time" return on the great stage.

R. W. Mills, as superintendent of the hospital, states that the writer had applied for reappointment after five years in the war work, and that his request was refused without reason, according to Civil Service Law, he was entitled to resign his position, and that he would take action within ten days unless he received a satisfactory reply.

20th Century - Fox Presents

"MY FRIEND FLICKA"

IN TECHNICOLOUR

IN PERSON ON STAGE

The Hartmans * Larry Adler Mitzi Mayfair * Bob Hanssen
EXTRA - The Merry Macs.
ROYCO

DINE AND DANCE

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Restaurants

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TUESDAY, JUNE 8, 1943
Page Fifteen

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DINING AND DANCING

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HUNTER."
CIVIL SERVICE LEADER

War Defermcnt, Memory Problems, Pay—Postmaster General Tackles 'Em All

A prosperous Post Office, workers' job security in the department, and an end to practical, on-the-job experience. By U. S. Civil Service Commission

Fact one: The Army's entire military mail service was handled by the department in two years. Fact two: The department is increasing far beyond expectations, and the increase in the number of workers will make a significant difference in the massive military mail handling, the department is operating within its present capacity for only the first time in twenty-four years.

No Reduction In Staff

For those postal employees who worked on May 31, and who are going to work on June 1, there is news that the Comptroller General has said that the department cannot pay overtime for the holidays, the July 4th closure, and therefore company policies will be followed for all those two days.

No Reduction In Staff

His lack of encouragement regarding the personnel situation. He said that no reduction in personnel would be made as a result of the establish-ment of the Army's war service.

No Deformers

The Post Office Department is not asked for any post of offers, but for a plan that almost 30,000 postal men were already in the armed forces. The problem in being faced was not reducing personnel, but recruitment.

Discrimination

Reports of discrimination within the department had come to his attention, he had to say, "The postal men who were not members of the service, or for other reasons, that were not being allowed to keep their positions. This is discriminatory, and is against the law."

The department was to be considered a public service, and the department would be considered a public service. The department would be permitted to give preference to military men. For example, the employe-er of the "more essential" department would be considered a more important position. The employee of the "less essential" department would be considered a less important position. For example, would find that it is insufficient that the employer of the "less essential" department is sufficient for the employee of the "more essential" department. For example, would find that it is insufficient that the employer of the "less essential" department is sufficient for the employee of the "less essential" department.

Conferences Proposed

To Relieve Job-Freeze

"City employees should have their present job-freeze status clarified, and a plan must be made to provide for the possibility of enlisting in the department for other jobs, if needed," he said.

The following table shows the cost of a few samples over a period of time:

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<thead>
<tr>
<th>Sample</th>
<th>Cost (in $)</th>
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</table>

For straight, impartial, objective civil service news, written in simple language, read THE LEADER regularly.

licoRIZED

MATES and ENGINEERS

You Are Urgently Needed for Sea Duty NEW

If you are now working ashore you can help your country to a greater degree by returning to sea. Also needed are ship carpenters, able seamen, machinists, oilers.

Vital Shipment to American Overseas Forces are threatened with delay because of the shortage of skilled seamen.

America is Attacking—You Can Help Win the Victory.

Get in touch with your U. S. Employment Service office or affiliated Maritime Union or communicate directly with:

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WE SAW RIGHT TO EMERGENCY CONTINUATION" N. Y. C. Telephone Whitehall 5-8185

MUNICIPAL CREDIT UNION

Will Help You Pay Your U. S. Income Tax!

FREE CREDIT ADVICE

You MUST PAY the second installment of your U. S. Income Tax by June 15, regardless of the proposed 200% protest that may become effective July 1.

IF YOU MUST BORROW to meet this income tax payment, you are eligible to secure a loan at the lowest interest rates on installment loans in the nation.

From the Municipal Credit Union

The following table shows the cost of a few samples over a period of time:

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SAVING by Borrowing from Your Municipal CREDIT UNION

Room 372, Municipal Building, New York, New York