IN MEMORY OF FDR

NEWSPAPER, RADIO MEN WANTED AT HIGH PAY;
Also UNRRA Jobs Open

See Pages 2, 10

How Things Stand With U. S. Employee Pay Raise

WASHINGTON—Whether ceilings on the number of employees in each Federal department and agency are to be continued, must soon be decided by Congress, which is to hold early hearings on the proposed base-pay increase bills.

The quarterly hearings were imposed in the form of an amendment to the Overtime Pay Act, authorized by Senator Harry F. Byrd, Democrat of Virginia, and William Langer, Republican of North Dakota. This ceiling expires June 30, and it is considered significant that no one in the executive branch of the Government has supported its renewal.

Prospects for the proposed base-pay increase were somewhat less distinct this week, with no statement having been issued either by the President before his death or by White House personnel. Congressional sentiment, however, suggests that no one in the administration has any intention of opposing the proposed raise.

Disparity between present living costs and Federal salaries, which have not been increased during the past 3 years, is to be illustrated in a hearing on the proposed pay increase before the Senate Civil Service Committee scheduled to start this week unless postponed in deference to the death of President Roosevelt.

Bureau of Labor Statistics will be used by Sen. Sheridan Downey, Democrat of California, to demonstrate the differences between government worker income and living expenses.

Senator Downey is now completing extensive preparations for the hearing on his bill to give salaried Federal employees a 21.6 per cent raise in base pay. His bill also includes a 21.6 per cent increase for legislative employees.

The policy of New York City to limit promotion to employees at the maximum of their grade was due for attack in the City Council this week by Louis Cohen, chairman of the Council's Financial Committee.

As an amendment to the administration's pay policy, Mr. Cohen planned to use a letter from the Civil Service Bureau, which had previously explained the effect of the President's policy on the subject to Mayor La Guardia.

For three years before La Guardia, promotions have been made in the Civil Service list according to the Association, which states, according to the President, that his order was intended to prevent this. There has been a jinx in promoting city workers.

Civil Service Witnesses: Leading of the witnesses will be Civil Service Commissioner Arthor B. Plummer. Mr. Plummer has been present at the Budget Bureau hearings, which will be held in deference to the death of President Roosevelt.

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The announcement from the State Civil Service Commission, which made the decision to postpone the examinations, was made by Miss Nina Perrenius, Public Relations Representative, of the Department, who said a new date would be set and that the candidates would be notified personally at least 10 days or two weeks prior to the examinations.

More than 700 candidates had qualified for the open competitive and promotion tests. This was the largest number for any series of competitive tests for many years.

New York City 257 candidates were prepared to take the tests at Washington Irving High School. In Albany there were 150 candidates and the balance were scattered through the rest of the State. Leniency toward candidates outside the State was notified by the Civil Service Commission to post notice of the postponement.

The previous examinations were conducted in 1943. Competition for Civil Service jobs has been extremely light this year, and more vacancies are expected to be filled. Moreover a flux seems to be present in the employment of experienced employees in public service.

We believe this would be desirable to restore the policy of requiring that promotions be made in regular standing order of merit. We do not believe that promotions on a basis solely of seniority and fitness, rather than on merit, can be justified. The City Council is urged to make more ambitious and talented employees the victims of this policy.

The letter was signed by Eliot Kaplan, Executive Secretary of the Association.

For More State News See Pages 6, 7, 8, 9, 15, 16

See Listings on Pages 11, 12, 16
WHY 14,000 VETERANS ADMINISTRATION JOBS GO BEGGING

WASHINGTON—Literally thousands of jobs with the Federal government are "going begging" largely because causeless workers are wary of employment conditions in the Veterans Administration.

The agency has some 14,000 empty jobs which apparently nobody wants. It has started its own survey of job seekers here and in the suburbs, and its conclusions are unflattering. A comparison of salaried officials are being conducted to see if this is the answer.

With thousands of men regularly leaving the armed forces, Veterans Administration's work is greatly increasing, but severe criticism of the agency, especially its conduct of veteran's hospitals, has not helped the staffing picture. The present agency is being less than ever needed by the medical profession.

Economy Is Blamed

It is believed the survey will show particularly that Veterans Administration has a majority of World War II veterans on its payroll, some of whom are being trained in modern methods, but here promotions cause complications. When an old-timer is boosted, the new man is treated as if he were a second-class citizen.

Low Morale

Employee morale is being kept at a low level by grade and salary grade supervisors, many of whom have been in the same jobs for 10 or 12 years, leaving few workers being trained in modern methods, but here promotions of lower-grade employees are equally critical.

To illustrate, the agency has only recently had a turnover in its Washington administration of less than 10 percent, largely because thousands of jobs with the Veterans Administration organization than ever before are revealed here in consideration of reconstruction plans.

The entire U.S. foreign and domestic program points to a tremendous governmental expansion which will involve the employment of many thousands more of all types.

Increased participation of the country in a world security organization is expected to be a major factor in determining the Federal staff in foreign fields. Each additional payroll is not expected to affect appreciably the 2,000,000 payroll now in effect in Government, beyond the time of their duration employment since it is expected that they will be kept in their jobs for some time after liquidation of the War.

Federal employment will drop for a period of months and even years from present total of 2,800,000 to something on the order of 2,400,000.

A Knowledge Increase

A gradual upswing, however, is expected and Federal employment will undergo permanent increase in payrolls.

While many agencies are hiring all sorts of personnel, a large number of war veterans are now finding their way to Government, as has been reported to have taken 14,000 back Federal jobs in Pennsylvania alone.

In addition, 2,400 veterans formerly employed in the armed forces were restored to duty under the Federal Civil Service Act in January.

Justice for 11,300 veterans who had not previously held Federal jobs were restored in the August 1943, and 1,700 former employees are not unemployed just as well any of those they left.

Postal Clerks Organization May Raise Dues

The problem of "dues" will be discussed at the annual meeting of the New York City Local 10, National Postal Clerks' Association, which will be held when they meet at Manhattan Post Office Hall, April 14 at 7:30 p.m.

The postal union, which recently elected the president of the union, pointed out that while the salaries of clerks have increased in recent years, for a 48-hour week, to $2,000 plus a $300 bonus for a year for some workers, the income of 12-cent per hour, was not increased.

He said figures to illustrate the fact that the union was spending 25 cents per hour, was not increased.

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U. S. Workers' Poll Shows They'll Stay V-J Day

WASHINGTON—Predictions about V-J Day have had civil service workers divided as to whether their jobs are worth their而 whether they will be employed after the war.

It was reported that the expected jump in number of American workers on the job, on the end of the war, will come to stay, with a strong desire for a change of employment.

Many of the workers have been discharged from the armed forces, and have been recruited for Federal service.

A poll of a small segment of the 2,500,000 workers of the postal service showed they have been discharged from their Federal posts since Japan is licked.

The poll was sent out to 500 employees of the postal service, and it showed a sharp increase in the number of postal workers who have been discharged from their jobs.

A poll of a small segment of the 2,500,000 workers of the postal service showed they have been discharged from their Federal posts since Japan is licked.

Stronger Support Needed to Pass Postal Pay Bill

WASHINGTON—Stricter Congressional support will be required if H.R. 2701, granting pay increases to postal workers, is to become an actuality, according to informed opinion here.

There have been indications that the measure is being held up by postal union officials who have not been in the postal service for some time.

A 48-year-old postal worker was sent to Germany and other countries in the West Coast, and has been unable to find a job.

Unions and Employees

The trend in World War II has been away from Government service to private industry. This is so important that it is now being decided that it will be necessary to find a way of sending postal workers back to private industry, and to find a way of helping them to make this transition.

United States News Briefs

WASHINGTON—Efficiency rating of the postal workers is one of the subjects of the postal pay bill, which has been introduced in the House of Representatives, and has now been referred to the Committee on Post Office.

The bill, introduced by Senator David Paterson, D-N.Y., author of the bill, is one of the most important measures of the session, and it has been referred to the Committee on Post Office and Post Roads.

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It was a quiet April 11 at New York's old City Hall, in the lovely colonial room where the Board of Estimate met. The agenda of the day was the annual budget hearing. The members of the board were there to hear the presentation of the budget by the Mayor and to engage in the annual debate on the city's finances.

The budget hearing is a crucial component of the city's financial planning process. It is a public forum where the city's elected officials, the Mayor, and the city's top financial leaders discuss the city's financial needs and priorities. The hearing is an opportunity for the city's residents to learn about the city's financial situation and to provide input on the budget.

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Administrative Assistant. Mr. Wilson was designated an Acting Lieutenant in charge of the Legal Bureau. The investigations, researches, planning and preparations for the completion of the new office, the memorandum to the Fire Commissioner, were designated from Part 34 (Administrative Assistant) of the Municipal Civil Service Commission. It is to be understood that the proposed action and exercise such authority, with the exception of the proper supervision and direction of the work of the Office of Administration. He shall be responsible to the Fire Commissioner for the proper performance of duties.

HEALTH OFFICER POST CREATED; PAY 13,000 PLUS Following public hearings, the New York City Civil Service Commission last week approved the creation of the new post of health officer. The position will pay over $3,000 a year.

David John Kiley, Deputy Chief of the NYC Fire Department, appointed to the new office of Administration by Commissioner Patrick Walsh.

Why Did Vetoed Bill Limiting Firemen's Hours

Of particular interest to New York City firemen, because it bears so directly upon a problem which has been a pressing one for many years, is the衢州 to create a new Office of Administration in the NYC Fire Department, appointed to the new office of Administration by Commissioner Patrick Walsh.

What NYC Employees Should Know

If Your Job Calls for Preventing Rate of Pay

THOUSANDS of New York City employees are working at greatly reduced rates of pay...changing rates of pay. Their constant appeals for determination of new rates and back-pay claims keep the Courts busy. Also, some explanation of the legal background of the "prevailing wage" situation:

State regulation of the wages and hours of labor...being...half-century old...which regulation is expressed in the "prevailing wage"...This principle is simple and...is always easy to apply, and its interpretation is...the amount of...Without any further comment, the Committee...the bill was enacted into law on May 28, 1944.

In that case, the evidence indicated that certain employees received total compensation in the field of public employment...That the Committee...that the bill was vetoed in its decision two years ago. Following is the constitutional...distribution of the 'prevailing wage' rate...the city administrations and the courts...The starting point in applying the constitutional...In its decision two years ago, the Court of Appeals...The courts...they...Commonwealth Photo-Print...The courts...they...What the Courts Said (Continued on Page 10)

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Study Material For Subway Promotion Tests

Subway workers who have filed for the coming promotions have been working on study material. Of importance for this is the fact that the material, which is compiled by experienced workers, is a comprehensive guide for the coming promotion exam. The New York Civil Service Commission has recently announced that the promotion exam will be held on April 27.

GIRLS at the Civil Service Commission, 271-275 West Street, New York City, have been preparing for the civil service examination, which is scheduled for April 27. The exam will be conducted in various locations throughout the city, including the Municipal Building, Park Row.

For the coming promotion exam, the library for the coming subway promotions has been set up in the Municipal Building, Park Row. In addition, the Manhattan Municipal Library, Room 2230, Municipal Building, Park Row, will be open to workers preparing for the exam.

The exam will consist of multiple-choice questions and will test the workers' knowledge of the principles of organized labor, the history of the labor movement, and current issues in the field.

For more information on the exam and study materials, call 332-2700, or visit the Municipal Building, Park Row, or the Manhattan Municipal Library, Room 2230, Municipal Building, Park Row.

NYC Civil Service News Briefs

Fourteen employees of the NYC Board of Transportation, including one member of the WAAC, who died of natural causes, were among the employees who had filed for the coming promotion exam. This exam will be held on April 27, 1945, at the Municipal Building, Park Row.

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ACTIVITIES IN THE WEEK AHEAD

REPUBLICAN PARTY CALLS TODAY (#312.697.5000)

POLITICAL CALLS

For Rep. John Carter, a Democrat from Texas, last week revealed a new phase of his campaign. He took his message for a new Democratic Congress to the editors of the New York Times. In his speech, he promised a "new" Congress, and suggested that the American people could be "re-educated" to support the new Democratic majority.

CIVIL SERVICE LEADER

What Franklin Roosevelt Meant to Civil Employees

A Bill for Protecting Vets from Prior to Disclosure of Disabilities Is Vetted

In some instances, instances of veterans being discharged from their jobs due to disabilities is being vetted. The Department of Labor has announced that it will begin to implement a new policy requiring that veterans be given priority in employment.

General Bradley’s Column

By Brigadier General John J. Bradley (Ret.)

Bill Aimed at Protecting Vets from Prior to Disclosure of Disabilities Is Vetted

Relating on the advice of the State Civil Service Commission last week, Governor Dewey vetoed a bill aimed at protecting veterans from being discharged from jobs due to disabilities. The veto came as a surprise to many veterans who had expressed concern about the possibility of being discharged from their jobs due to disabilities.

DAV Tried 15 Years

Almost every year for the last 15 years, the Disabled American Veterans (DAV) has attempted to pass a bill that would have exempted all veterans with disabilities from being discharged from civil service jobs. The DAV has been fighting for this legislation for 15 years, but has been unsuccessful in its efforts.

Civil Service View

Civil Service Commissioner John Harnedy’s viewpoint is one of the most important considerations in this debate. "The Civil Service Commissioner's cooperation is necessary if we are to achieve a fair outcome," he said. Harnedy is a strong advocate of protecting veterans from being discharged from jobs due to disabilities.

Veterans Another Vet Bill

At the same time, Governor Dewey has said that he would not sign any bill that would protect veterans from being discharged from jobs due to disabilities. Dewey has expressed concern that the bill would create a situation where veterans could be dismissed from their jobs without a hearing.

Civil Service Testimony

Harnedy began by reading a memo from the Civil Service Commission. "The Commission is opposed to any action that would result in the discharge of veterans with disabilities," he said. Harnedy is a strong advocate of protecting veterans from being discharged from jobs due to disabilities.

A Gradate of Pace Institute

A graduate of Pace Institute in New York, Brennan has been a civil servant for 15 years. He has been promoted to Clerk, Grade 2, who failed in an open-competitive examination.

The Budget Hearings

ONE NYC employment legislation looking good with the Budget Director as a result of the activities used by his spokesmen. . . . "With an election for the PBA president coming up in the fall, the PBA spokesmen are trying to make their points.

New York State

IT’S COMMON knowledge that Mayor Fiorello LaGuardia can count on five votes in the City Council, which will be elected next year. Back in 1940 a bill passed the State Legislature allowing the Mayor of New York City to make payments into the NYC Employees Retirement System for the first time. The Mayor is in a unique position to set the trend in public employee retirement programs.

At the Budget Hearings

"More JSYC Stuff"

To begin with, while other departments are busy getting the referendum, but came up short of that mark, Carter went on to say: "I can imagine being more of a help than what Mayor LaGuardia was talking about in his referendum. . . ."
The State Employee

BY CLIFFORD C. SHORE
President, The Association of State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of The Leader, Clifford C. Shore, President of the Association of State Civil Service Employees, is giving a voice to the problems and achievements of the State's employes. He is writing this column with the same grade and title and have been carefully selected after years of study and experience.

Service Record Ratings vs. Veterans' Preference

IN AN EFFORT to make promotion examinations in State serv-ice a realistic measuring stick by which employees are rated as to merit for advancement, the Civil Service Law of 1944 calls for a Yearly Examination of every employee and, as a part of this Examina- tion, the Civil Service Law provides for a means of rating compet-itive employees for their supervisors.

The system is an intricate one devised and improved by personal-ty good job.

John A. Cromie, head of the Legislative Council, Association of State Civil Service Employees, and Joseph Macfarlane, Secretary of the organization, receive from Governor Thomas E. Dewey the first checks of their new houses. The Governor congratulated the State employees.

Correction Men Make Gains in New Law:
Overtime Pay Claim Bill Is Vetoed

Governor Dewey last week approved the Ryman bill giving new retirement allowances to disabled military personnel.

The measure, now law, provides for a permanent retirement allowance to disabled State prison or reformatory employees who are physically or mentally incapacitated. In effect, votes of service shall be less than 70 per cent. He also is among the few who is working during the war and getting along fine.

The Assembly and the Senate have been in session for the past three months, and the report says that the sailing is not so smooth as it was. The House of Representatives has passed a bill which will provide for providing aid to the disabled and needy veterans, and this has been a source of great credit to themselves and great help to the conduct of the war.

The tale came out that the marine had been seriously wounded in combat, but he was now restored to his old position as a guard at a State prison. He was given for the period of his service after 20 years of service. The total pension may not exceed $10,000, and the law could not make any more.

In many ways, the state has an exacting task, particularly when it should be performed by comparatively few employees. The Governor congratulated the State employees on their work-load, and the law could not make any more.

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State Association Influence Increasing Woodbourne Prison Officers Told

ALBANY—A special meeting of the Woodbourne Chapter of the Association of State Civil Service Employees was held at Woodbourne, East Poultney, head of the Chapter, and president of the meeting was Mr. William F. McDougall, executive representative of the Association.

During the meeting, the first step toward employee-operated cafeterias was discussed and special interest was expressed in the possibility of living conditions and the Retirement System, as well as the need for changes in the Retirement Law.

The 250 of our members who are in the armed forces are of the opinion that the quality of the meals served is unsatisfactory, and that the State should provide more facilities for the personnel in the armed forces.

Mr. McDougall also said that the Association has been working for the past year on the problem of employee-operated cafeterias, with the aim of improving the quality of the food served and providing better living conditions for the employees.

"The Association has been working towards the goal of bringing about the passage of civil service legislation during the 1945 session which is fundamental to employee welfare," he said.

At the meeting, the Association also approved the appointment of Dr. J. L. Lochner as the new Secretary of the State Department of Mental Hygiene, effective immediately.

Dr. Lochner was formerly the director of the Department of Mental Hygiene in the New York State Department of Health, and is well known for his work in the field of mental hygiene.

The Association also discussed the need for increased support for the State Civil Service Employees' Union, and the importance of organizing more members to help improve conditions in the workplace.

Mr. McDougall also spoke about the importance of the Association's influence in the State, and its role in advocating for the rights of employees.

"The influence of the Association is fundamental to the improvement of working conditions for employees," he said.

The meeting was attended by a number of representatives of the Association, including Mr. G. E. Davis, the Chairman of the Board of Directors, and Mr. W. M. Blythe, the President.

The Association is a powerful force in advocating for the rights of employees, and is an important voice in the State Department of Mental Hygiene.
Salaries and Increments

Hamilton positions may receive increments. In a recent memorandum issued by Judge Edward Conboy, President of the State Civil Service Commission, salaries for Temporary Employees in Field-Hamilton Positions are specified. Provisional replacement service is covered by Rule VIII-A; Rule VIII-12 temporary Rule VIII-C; Rule XVI-1b, and Rule XVII-12 (military substitute), and temporary appointments filling vacancies caused by Rule XVI-1b, or who are appointed to Feld-Hamilton increments. Temporary appointments may be paid an increment of 60 days after he was received in the position from which he laid off, to return to the position occupied by the substitute appointee within 90 days (instead of 60). They are entitled to 30 days' vacation time, increment time credit, and 30 days' sick leave.

New Bill Allows Time Off for Duty With Coast Guard

Public employees who become members of the Civilian Coast Guard Reserve are entitled to time off from their civil duties while serving in the Reserve for any purpose, with or without loss of pay.

Reinstatement After Military Duty

STAIES—The Supreme Court on military duty has an extra month of military service in each of the duties which demands reinstatement under the terms of the Manning Act, 2 U.S.C. § 42, as amended by the provisions of the Laws of 1945.

The court in its recent decision concerning State appointing officers issued by Judges Edward Conboy, President of the State Civil Service Commission, ruled that the new law amended Section 364 of the Manning Act as follows:

1. That a public employee shall be deemed to be in military service for the purposes of the act, if on any day of the month in which he is on active military service, he is in the army of the United States or of the state, or in the navy or marine corps, or in the international service, or in any other military service, in the army of the United States or of the state, or in the navy or marine corps, or in the international service, or in any other military service.

2. That such a public employee may be reinstated within 60 days (instead of 30 days) after having been notified of his reinstatement in the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement.

3. That the reinstatement of a public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, be in the discretion of the President of the State Civil Service Commission, or his designee, after due notice of the reinstatement of such public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, and is subject to such conditions as the President of the State Civil Service Commission, or his designee, may prescribe.

The court held that it is not in the discretion of the President of the State Civil Service Commission, or his designee, to require that a public employee, who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, the reinstatement of such public employee be in the discretion of the President of the State Civil Service Commission, or his designee, after due notice of the reinstatement of such public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, and is subject to such conditions as the President of the State Civil Service Commission, or his designee, may prescribe.

In re Military Service

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The court in its recent decision concerning State appointing officers issued by Judges Edward Conboy, President of the State Civil Service Commission, ruled that the new law amended Section 364 of the Manning Act as follows:

1. That a public employee shall be deemed to be in military service for the purposes of the act, if on any day of the month in which he is on active military service, he is in the army of the United States or of the state, or in the navy or marine corps, or in the international service, or in any other military service, in the army of the United States or of the state, or in the navy or marine corps, or in the international service, or in any other military service.

2. That such a public employee may be reinstated within 60 days (instead of 30 days) after having been notified of his reinstatement in the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement.

3. That the reinstatement of a public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, be in the discretion of the President of the State Civil Service Commission, or his designee, after due notice of the reinstatement of such public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, and is subject to such conditions as the President of the State Civil Service Commission, or his designee, may prescribe.

The court held that it is not in the discretion of the President of the State Civil Service Commission, or his designee, to require that a public employee, who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, the reinstatement of such public employee be in the discretion of the President of the State Civil Service Commission, or his designee, after due notice of the reinstatement of such public employee who is discharged from the military service of the United States or of the state, or of the international service, or of any other military service, of the termination of his military service within which to make request for special eligibility or for reinstatement, and is subject to such conditions as the President of the State Civil Service Commission, or his designee, may prescribe.
Government Openings

This is general information which you should know about United States Civil Service examinations: (1) Applicants must be citizens or aliens of good moral character; (2) Applicants must be physically and mentally capable of performing the duties of the position and may be free of defects which would constitute employment hazards. Handicapped persons who feel their defects would not interfere with their ability to perform the duties of the positions, are urged to apply; (3) Veterans' preference is granted to honorably discharged veterans and widows of honorably discharged veterans. Wives and widows of honorably discharged veterans are also entitled to consideration for preference based on a 10 per cent disability, are regulated under the same rules which means they will generally be for the duration of the war and in no case will extend more than six months after the war's end; (4) Persons now employed in essential occupations must receive notification of the time and place for taking the tests; (5) unless otherwise noted, application forms are available at the second floor for examination purposes, 123 Columbus Avenue, Washington, D.C., or at regional offices of the United States Civil Service Commission; (6) information for the planning, organization, direction, and control of the public service, and for the enforcement of laws and regulations. Examination by a qualified examiner is necessary for admission to further examination.

Tuesday, April 17, 1945

Per Diem Pay in New York City Departments

(Continued from page 4) Many of those in private employ were engaged exclusively on construction work, and this was made possible by the Federal government's policy that a difference in the rate of pay in the latter is to be made possible by the Federal government's policy that a difference in the rate of pay be taken into account. Another important consideration was the cost of living in the Watson case points out, is that of a city, was not the object of the suffering of the wages in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. This thinking was to be applied in the Watson case to the determination of the rate of pay in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector.

Why Dewey Said "No" to Limit On Firemen's Hours

(Continued from page 4) It has been established that the Federal government's policy that a difference in the rate of pay was taken into account. Another important consideration was the cost of living in the Watson case points out, is that of a city, was not the object of the suffering of the wages in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector. The cost of living in the Watson case was, however, a consideration in the private industry sector.
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Tuesday, April 17, 1945

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This 7th War Loan doesn't really get started until next month. But you can get started now. Like the 26 million patriotic Americans on the Payroll Savings Plan, you can start putting an extra part of your pay check—over and above your regular purchases—into War Bonds right now.

Then, when that 7th War Loan starts, you'll have a big part of your share of extra Bonds already bought and paid for.

The reason your quota is so big this time is simple:

1st, whether we're fighting Germans and Japs or Japs alone, there'll be no easing up in this fight till every last enemy is on his knees—or dead,

2nd, to save time and work, there will be fewer War Loans this year. Only 2 instead of 3. That means So don't give that quota a chance to buffalo you. Start licking it right now. Sock away an extra slice of your pay into War Bonds this week and every week till your quota's licked.

It's a tough customer to beat. But not one bit tougher than the opponents some of your friends and relatives are facing over their bayonets.

And every punch at your opponent helps lick theirs, too.

Start swinging!

START SAVING NOW FOR THE MIGHTY 7TH!

FIND YOUR QUOTA . . . AND MAKE IT!

<table>
<thead>
<tr>
<th>IF YOUR PERSONAL WAR BOND QUOTA IS:</th>
<th>YOUR AVERAGE WAGE PER MONTH IN $</th>
<th>MATURITY VALUE OF 7TH WAR LOAN BONDS BOUGHT</th>
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<td>$275-299</td>
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<td>$300-330</td>
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<td>Under $500</td>
<td>18.75</td>
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Study Aids for Coming Clerk Grade 2 Promotion

The examination date for promotion to clerk grade 2 is approaching. Here are some specimen questions of the type used on the examination:

1. Suppose that a fixed number of clerical records are located in a file. If each file is to be searched, how many records must be examined to determine the total number of individuals represented by the records?
   A. Divide by two
   B. Divide by five
   C. Add the five percentages
   D. Divide the five percentages

2. The efficiency of clerical work is determined by its productivity, economy and efficiency. Which one of the following represents a correct combination of these three factors?
   A. High productivity
   B. Low productivity
   C. High economy
   D. Low economy

3. "A clerk's salary is determined by the potential value of the work that he performs. The value of the work is determined by the number of people who are subsidized by the work that the clerk performs."
   A. True
   B. False

4. The examination will cover the following subjects:
   A. Remained the same.
   B. Increased 30 per cent.
   C. Increase 30 per cent.
   D. Add the five percentages.

5. The following is the order of the type of work that is performed by clerical workers in the office:
   A. Accounting
   B. Data entry
   C. Administrative
   D. Mail handling

6. The examination will cover the following types of clerical work:
   A. Clerical worker's speed and efficiency in handling work
   B. Clerical worker's ability to handle work
   C. Clerical worker's ability to handle work
   D. Clerical worker's ability to handle work

7. The examination will cover the following types of clerical work:
   A. Clerical worker's speed and efficiency in handling work
   B. Clerical worker's ability to handle work
   C. Clerical worker's ability to handle work
   D. Clerical worker's ability to handle work

8. The examination will cover the following types of clerical work:
   A. Clerical worker's speed and efficiency in handling work
   B. Clerical worker's ability to handle work
   C. Clerical worker's ability to handle work
   D. Clerical worker's ability to handle work

9. The examination will cover the following types of clerical work:
   A. Clerical worker's speed and efficiency in handling work
   B. Clerical worker's ability to handle work
   C. Clerical worker's ability to handle work
   D. Clerical worker's ability to handle work

10. The examination will cover the following types of clerical work:
    A. Clerical worker's speed and efficiency in handling work
    B. Clerical worker's ability to handle work
    C. Clerical worker's ability to handle work
    D. Clerical worker's ability to handle work
RECENTLY this column took up some of the cause for the vast number of veterans who are still in Government employ under the Veterans Administration all over the country. But I feel that the Civil Service Commission is at fault, too, for placing such a certain amount of authority in the hands of supervisory personnel in the first place.

Many of these Chiefs and Administrators have had no supervisory experience in handling help, with little or no experience in personnel management. As a result, ratings of employees have been made which are not always correct. As a matter of fact, many of the clerks are dissatisfied with the result that the present phase of rating is putting before them. These clerks tend to nature's needs. They are inclined to fail in their ratings of employees to do the work of their superiors. They are inclined to give one point extra on your efficiency rating, doing it the way they want it done. Paraphrasing a well-known saying: "Give me a man who is an expert in his own line, and I will make him an expert in every line." The real test is the man's ability to do his job, and not to give one point extra to his rating. These clerks do not want to have the rating system to work, for it would mean that they would have to work harder and work better. They are inclined to see the success of the rating system as a red flag to the hogs.

God is My Co-Pilot, the Warner Bros. screen story of the Flying Tigers, which stars Dennis Morgan, Claire Clark, Raymond Massey and Alan Hale, is now in its fourth week at the New York Strand Theater. The larger screen show is backed by Cab Calloway and his Jumps! Five Orchestra, and a thorough classic job of promotion. The screen show has been well received by the public.