State Pay Decisions Pass To Appleby for Review, Results Possible by May 15

ALBANY, April 18 — The results of appeals by and for 60,000 State employees on matters affecting their compensation were due to be known until May 15. A deadline for such information, previously set at April 15, has passed. The information is available, but it isn't being released to the employees—yet. J. Earl Kelly, director of classification, has forwarded to Budget Director Appleby those titles reclassified from one grade to another. Reclassifications on individual jobs are being sent over to the Budget Office daily. But the Classification and Compensation Division will not release its findings until after the Budget Office has examined them.

Fay Action Walia

Meanwhile, the Legislature has closed its session and the "30-day bill period" is in process. This means that the budget examiners are busy today with the money bills passed by the Senate and Assembly, and preparing information for the Governor. Meanwhile, action on employee pay must be, at least in part, side-tracked.

Mr. Kelly told The LEADER decisions will be made public as "soon as possible." That means sometime between May 1 and 15.

There is evidence that certain envelopes, possibly and casually filled and delivered to hostile officials, may be brought up. Criminal hospital attendants are being recommended for upgrading. But specific details on any of the recommendations are unavailable.

CSEA Lashes Pay Delays; Kelly States His Defense

ALBANY, April 18 — A charge of "delay" in the publication of information on employee pay appeals has brought an exchange of sharp letters between John F. Powers, president of the Civil Service Association, and J. Earl Kelly, director of classification.

The seafall maintains there has been unnecessary delay in the issuance of decisions already arrived at by the Division of Classification and Compensation.

Mr. Kelly defended the performance of his own office, in that it had been a swift job, but continued in his refusal to release the information before it has been evaluated by the Budget Director.

The first letter sent by the CSEA president reminded the State of the dates that had been set and assigned: "When the hearings were begun last December we were informed that the results of the same appeal would be released some time between March 1 and March 15. Since that time that date has been changed to last half of March, first of April, until now we are informed that the results will probably not be released until May 1."

The results may not be made public until May 15. The LEADER has been informed. See adjoining article.

No Reason Seen

Mr. Powers told Mr. Kelly: "We see no reason for further delay in releasing the determinations... I am increasingly aware of the resultant dissatisfaction among the employees caused by the delay in announcing determinations."

Mr. Powers further reminded Mr. Kelly that it had been the policy in the past to announce salary and title determinations resulting from employee appeals "even though in some cases they had not been made upon by the Budget Director."

Kelly's Answer

Kelly's answer is in response to Mr. Powers, said:

"Dear Mr. Powers:"

Yesterday you wrote me a letter asking that we immediately announce our determination of the 1408 appeals which were filed with this Division during the last three months of 1954 under Chapter 386. You said that there was a reason and dissatisfaction caused by the delay in announcing decisions.

"It surprised me greatly to learn that there is this dissatisfaction in the employees' minds, knowing that during the past few months I have spoken to hundreds of State employees in connection with this appeal program and one of the things that most impressed me was the number we were told that there was no reason and dissatisfaction caused by the delay in announcing decisions."

Mr. Powers, you are aware of the tremendous chorus of approving the 386— calling for theiring the bills on Saturday night. A letter was delivered to the New York State Department of Civil Service by Miss Rogers, a law department employee, who is spearheading the "I-ord's Day."
Abusers of Sick Leave
Need Expect No Quarter

EMPLOYEES who abuse sick leave privileges injure employees who don’t. The percentage of offenders, however, must be incurred all at the cost of the Federal government. Individuals who are concerned about the penalties or criminal actions to which employees who do not. The percentage of offenders, however, varies from one organization to another. The Federal government, for example, has a minimum penalty of $100 for each day that an employee is absent due to sick leave. The government also has the authority to revoke the employee’s leave benefits and/or terminate the employee’s employment.

In the Federal government the same situation obtains. A special report has been submitted to leading members of Congress by the Civilian Service Employees Association (CSEA), 10,000 federal employees, claiming that one in every 500 employees abuses his sick leave privilege. The CSEA also claims that the offenders are working in the Federal government.

A bill modifying the retirement system for public service employees was introduced in the Senate by Senator Harriman. The bill would provide for a more flexible retirement system, allowing employees to retire at age 60 after 10 years of service, or at age 65 after 15 years of service. The bill also provides for a minimum pension of 75% of the employee’s final salary, subject to a maximum of $1,200 per year.

Law and Court Steno
Among State Tests
To Open on May 2

ALBANY, April 18 — Among the measures passed by the Legislature is one that will aid the Civil Service Employees Association (CSEA) in its efforts to combat fraud. The legislation provides for the appointment of a special investigator to handle complaints of fraud.

A bill allowing State employees to take part-time jobs at harness tracks passed the Assembly. The bill would permit State employees to take part-time jobs without losing their State jobs, provided they are not employed in positions that would affect their State employment.

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The Officers of Napanoch Institution for Male Defective Delinquents and penal experts who recently visited the State Correctional Institution department, and honored high praise on the rehabilitation work being done by its administrators and employees. Front row, from the left, the Rev. Francis McGuire, Protestant chaplain at Napanoch; Garry Brown, steward; Lloyd Willkow, assistant superintendent; and Captains Salah of Egypt. Second row, Brigadier General Shouki, Lieutenant Colonel El-Rafae, and Captains El-Rafae, all Egyptians. Third row, Father Lawrence Gibeys, Catholic chaplain at Napanoch; Captain Sayed of Egypt; Major Thomas J. Haslan, Napanoch's superintendent; Commissioner Sanford Bates, one of the U.S. foremost penologists, and Captain Salah of Egypt. Behind Major Haslan is Edward Hannon, guidance supervisor.

Civil Service Law to Be Expounded at Meeting Of Metropolitan Conference

The LEADER is to be thanked for the Association of Civil Service Employees of the State of New York, for publishing an article, which appeared in the May issue, regarding the law that affects the State employees. The article is well written, and the reader is encouraged to read it in its entirety.

Conference Nominations Now Open

The Conference to meet in June. The nominating committee consists of the following: Morton R. Person, Rehabilitation Hospital chairman; Martin M. McColough, State Armory, Tonawanda; Angela Donato, Bear Mountain; Nellie Davis, Hudson River State Hospital; Zora Way, District 8, Public Workers; Roland Spencer, Warwick State School.

DE Employees To Honor Labor Head

ALBANY, April 18—Dr. Isador Louis, State Industrial Commissioner, will be named of honor when Division of Employment employees extend the "welcome" at a gala party in the State Room of the Dewitt Clinton Hotel on April 26.

Richard C. Brockway, director of the Division, will introduce Commissioner Louis, and Milton J. Bass will be toastmaster.

Two employee groups will have their presidents on hand: John K. Wolf, of the Albany DE chapter, Civil Service Employees Association; and Howard Bults, of Albany chapter, International Association of Personnel in Employment Security.

The cocktail hour will begin at 6:30 P.M., with dinner at 7, and dancing after 9 o'clock.

Mrs. Max Crown, general chairman and Mrs. Robert L. Shiff, co-chairman, assisted by Kayw Roselli, Grace San Fratello, Shirlie Bass is chairman of publicity, Mrs. Frances Kaye, of publicity, Mrs. Helen Conroy, of publicity, and Mrs. Robert L. Shiff, of publicity.

The ticket committee is composed of Alfred L. Oren, chairman and Alice Jarvis, co-chairman, assisted by Kayw Roselli, Grace San Fratello, Shirlie Bass, of publicity, Mrs. Frances Kaye, of publicity, Mrs. Helen Conroy, of publicity, and Mrs. Robert L. Shiff, of publicity.

Lee Smith (right) popular Craig Colony employee who received an injury that prevented him from continuing his bowling. He is shown receiving a gift from the Craig Colony Bowling League, presented by Moses Passiment (left), president, and John Cipolla, secretary-treasurer.

In the LEADER, April 9—Kenneth Klein, M.D., director of Willard State Hospital, feels that public praise should be given the Civil Service Employees Association for its help in the handling of the case involving income tax refund to employees taking maintenance in public institutions. (The case was described in The LEADER for April 9. —Editor.)

In a letter to the Association, Dr. Klein states: "This letter is written as an individual member of the Association to thank the Association for services rendered in handling the matter of income tax charge on maintenance for state employees. I am glad to make this statement for the convenience of the employer.

"Your records will show that at the time an article appeared in The LEADER asking for a volunteer of an aggrieved party to act as petitioner in this case, I volunteered my services, but Mr. Knapp suggested a more noticeably aggrieved party than 1 to act as petitioner, so I requested Dr. Diamond to act and he did so. The Association should be complimented for taking up the cudgel for a large number of state employees and the decision in your favor does not detract one whit from the fact that you were willing to take on what many considered to be a losing case. The Association is to be congratulated on the good judgment used in the selection of such an able attorney as Commissioner Knapp to handle the case. Mr. Knapp modestly gives the credit to his associates, Mr. DeGraff and Miss Wartnick, but the case was handled in excellent manner and the ultimate success of it speaks for itself.

"The writer of this letter desires to gain more by the decision. (Continued on page 14)
Among the little-publicized jobs performed by State employees is such specialized work as that at the Thomas Indian School. Located at Inwood, it houses the first-grade pupils, all Indian children, who are taught in the Indian language. The school is part of the Department of Correction, at Sing Sing, N. Y.

Chapter president Frank Gronowski has had an operation on his throat. Figures he needs a rest. Yates in Albany, too, after this latest session of the Legislature.

Being discussed in the unformed rank is the possibility of creating a rank of corporal. Reasoning on the subject is that it will create more incentive, greater experience for promotion chances and permit credit to many of the officers now performing supervisory assignments.

Chapter President Joe Stokes, Joseph Bruscelli, Ted Pisciotta, and Frank Forbatt, represented the Department of Correction at the Comptroller's Day Institute of Character Guidance recently.

An analysis of civil service at the State Retirement Commission by the Civil Service Commission reveals that the amount of our State employees who are on travel status, fer vacations as well as on leave of absence, is much higher than working.

The work week is 48 hours, Monday through Friday.

Vacations consist of 13 days a year for less than three years' service, but active duty in the armed forces counts as leave.

The practice of creating a rank of corporal is always open to discussion. Reasons for it are evident and logical. The system does not have an advisory board.

Those Salary Appeals! These case salary appeals are now in the hands of the Bureau Director. Please Dean Autry, we are not students at Stuyvesant.

What prison officer was selected from the employees of the State Prison Commission? As far as we know, he was not from a prison.

Unemployment insurance being raised to $3 a week and not taxable. I believe many State employees could do better being unemployed than working for the State.

Hersman Weinberg, better trim the side on the oil lumps for those evening classes of Professor Grad. He said that the $4,000,000 expenditure for the fund he should not have to start from scratch.

Those H. A. Boys, Fred Hoyne, a grand location of the Foundation Plan. Thomas Kegg, Walt Plautzard and Fred Schaefer attend stall sessions at New York University where the American Institution Metuchen Memorial Fund was won himself wonderful Bradin in Pressburger Taylor, and the President, John Platio, treasurer.

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TUESDAY, APRIL 19, 1955

Out-of-Title Work Never Was Justified

A welcome court decision, issued last week, was a Court of Appeals opinion upholding the contention that out-of-title work is not legally imposed. The decision, which has been highly praised, is a fairly important one. The date on the decision was March 16. This means that more than two weeks passed between the decision of the New York City Fire Department. The opinion, written by Judge Charles S. Desmond, is unanimous. The judge declared that the practice was totally inconsistent with, and subversive of, the theory of competitive civil service.

Fire Commissioner Edward F. Cavanagh, Jr., added: "The practice of directing men to assume responsibilities and perform duties for which they are neither graded nor paid has been long fought, against out-of-title work for the firefighters is won. A word of high praise must be added for the strong efforts of the Uniformed Fire Officers Association, almost since the day it began, to outlaw the practice.

A Personnel Matter Is Mishandled

Employees at Brooklyn State Hospital have protested to the management of the Civil Relations Board has released a decision. And on the facts, the employees are right; the Board completely mishandled the release.

First word of the decision was on April 2, through the Personnel News, published by the Civil Service Department. None of the principals had been informed; the attorneys in the case had not been informed; there had been no public release of the decision—which, incidentally, is a fairly important one. The date of the decision is March 16. This means that more than two weeks passed before the persons involved had any inkling of the contents. It might be inadvertent; but if so, this indicates a clear failure of the Board to understand the relation of its job to the public interest.

Hereafter, the Board must take steps to make its decisions available promptly to everyone involved, and distribute them simultaneously to the general public.

(Continued from Page 1)

The Bank Controversy

The exam was for a general clerk position. He opposed the supplemental budget and aid for education in NYC. Again, Maloney held out against the decision. He favored compromise, wanted to fight the Governor all the way down the line. Also, a few more weeks, the Board ended with a full order of the Board. He was ordered out, and Lohm was confirmed.

Out-of-Title Work

Heck and Maloney had another difference on how far to go on out-of-title work. Heck opposed the additional Increment was made available promptly to everyone involved, and attorneys in the case had not been informed; there had been no public release of the decision—which, incidentally, is a fairly important one. The date of the decision is March 16. This means that more than two weeks passed before the persons involved had any inkling of the contents. It might be inadvertent; but if so, this indicates a clear failure of the Board to understand the relation of its job to the public interest.

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(Continued from Page 4)

wanted by representatives of your Association.

You refer to it as a "give and take" away statute. For this reason it will be enacted into the State of New York $500,000 in payment of all employment costs and it is understood to be a substantial increase. Next year it is estimated the cost will be $1,000,000, and will cost additional millions in the years to come. I am sure that the present state administration, past state administration, or any state administration of eight years would be more than happy to adopt your idea and see that the tax payers' money would go to the state if your ideas were representative of those held by the employes in general.

Turning to the example cited in your letter, I believe it is fairly obvious to most employes that there are very few, if any, promotions from Grade 2 to Grade 3. Most promotions involve at least two or three grades, many more. Furthermore, even in the process of promotion, without the extra increment, an individual at the maximum of Grade 2 would be receiving only approximately $3,500 a year, as compared to Grade 3 which is now $5,000. This would be likely to set the record straight for many employes. Moreover, since he begins immediately to $2,900 instead of $3,000, he would receive if he had not received the maximum of Grade 3 during the first year in the new Job than he would have had he had the maximum of Grade 2.

You have performed a service for your readers that is much appreciated. For this association, a good background material to set the stage that it was possible to attend sales meetings. With respect to this connection, the Career and Salaries Plan, talk the languages and the mechanics of the Plan, and have time on both sides.

THOMAS J. HARTNETT
President,
Uniform Fire Officers Association
New York City

Social Security for public employees. Follow the news on an important subject in The LEADER every week.

3-5-1 (56). ELECTRONIC MARKETING SPECIALIST, FISHERY MARKETING SPECIALIST, $3,250 to $6,900: DAIRY AND POULTRY PRODUCTS INSPECTOR, $3,250; GRADE, FRESH FRUITS AND VEGETABLES INSPECTOR, $3,250: AGRICULTURAL COMMODITY MARKET REPORTER, $4,200 to $7,000.

9-6-1 (53). AIRWAY OPERATE SPECIALIST (Communications). $2,400 plus cost-of-living differential. Positions are in the Civil Service Administration and Social Security Administration.

1.2-3 (53). AERONAUTICAL ENGINEER, $4,500 to $7,600. Jobs are in Massachusetts.

1.15. AERONAUTICAL ENGINEER, MARINE ENGINEER, WELDING ENGINEER, $4,100 to $12,000. Jobs are in the Washington, D. C., area.

313 and 414. AERONAUTICAL RESEARCH STATION, $2,418. Positions are with the Civil Service Administration and Social Security Administration.

415: AERONAUTIC PHYSICIST — REPORTER, $4,500 to $7,600. Also positions are in Massachusetts.

175. CARTOGRAPHER, $2,418 to $10,200. CARTOGRAPHIC AIR NAVIGATION. (Continued on Page 21)

U.S. Jobs Open

GREAT CIVIL SERVICE LEADERS

Scott's 405 (56). LEADER, SERIES ON THE PROFESSION OF SCIENCE. Special attention is given to the fields of mathematics, physics, chemistry, biology, and medicine. Contact the Editor, THE LEADER, New York City.

12-14-1 (56). ENGINEER, Electrically. $3,250. Application forms will be accepted from all qualified employes.

4-19, Apr 0, 1955

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(Continued from Page 4)

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Opportunities for Jobs with State

The following exams for State jobs are now open for receipt of applications: Civil Service Department.

To apply, in person or by mail, to the appropriate address listed below.

Applicants must be U.S. citizens and residents of New York State, unless otherwise indicated.

Apply, in person or by mail, to:

Adirondack Park Institute, Albany. Fees $3.50 to $4.490; one vacancy at Letchworth Village; one vacancy at Wassaic State School and one vacancy at Fishers, Department of Conservation. (Friday, May 27.)

2053. YOUTH PAROLE WORKER, $4,350 to $5,460; one vacancy at Fishers, Department of Conservation. Fee $3. (Friday, May 27.)

2056. CHIEF, NEW YORK STATE FIREFIGHTERS' COMMISSION, $6,990 to $8,070; one vacancy in Albany. Fee $5. (Friday, May 27.)

2057. SENIOR BUILDING CONSTRUCTION ENGINEER, $8,740 to $9,750; one vacancy in Albany. Fee $5. (Friday, May 27.)

2058. SENIOR HEATING AND VENTILATING ENGINEER, $8,740 to $9,750; one vacancy in Albany. Fee $5. (Friday, May 27.)

2060. ASSOCIATE MEDICAL DEPARTMENT, $4,350 to $5,460; one vacancy in Albany. Fee $3. (Friday, May 6.)

2067. DAMAGES ESTIMATOR, $4,350 to $5,460; one vacancy in Motor Vehicle Bureau. Requirements: (1) five years' experience as estimator. (Friday, May 6.)

2068. SENIOR ARCHITECT, $4,350 to $5,460; one vacancy in Department of Social Welfare. Requirements: (1) five years' experience as architect. (Friday, May 6.)

2069. SENIOR PARKING METER COLLECTOR, $3,540 to $4,490; one vacancy at Albany. Fee $3. (Friday, May 6.)

2070. SENIOR LANDSCAPE ARCHITECT, $4,350 to $5,460; one vacancy in Albany. Fee $3. (Friday, May 6.)

2071. ASSOCIATE ARCHITECT, $3,180 to $4,070; one vacancy in Department of Social Welfare. Requirements: (1) five years' experience as architect. (Friday, May 6.)

2072. SENIOR HARDWARE ENGINEER, $3,540 to $4,490; one vacancy in Department of Public Works, Albany. Fee $3. (Friday, May 6.)

2073. JUNIOR ZOOLOGIST, $2,870 to $3,700. Fee $3. (Friday, May 6.)

2074. ENGINEER, $3,180 to $4,070; one vacancy in Department of Social Welfare. (Friday, May 27.)

2076. JUNIOR FORESTER, $2,870 to $3,700; one vacancy at Letchworth Village; one vacancy at Wassaic State School and one vacancy at Fishers, Department of Conservation. Fee $3. (Friday, May 27.)

2078. INDEFINITE APPOINTMENT, $3,540 to $4,490; one vacancy at Albany. Open to all qualified U. S. citizens. Fee $3. (Friday, May 27.)

2081. JUNIOR FORESTER, $2,870 to $3,700; one vacancy at Letchworth Village; one vacancy at Wassaic State School and one vacancy at Fishers, Department of Conservation. Fee $3. (Friday, May 27.)

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1. Additional passengers under age 25 is insured at present time.

2. If miles per day limit is exceeded, the extra miles are covered at 10 cents per mile.

3. If your policy is written in New Jersey, all limits are $5,000 fordeath benefi ts, $1,500 for any other injury, and $1,000 for loss of

4. If you have been driving for more than one year, you may qualify for a discount.

5. If your policy is written in New York, all limits are $5,000 for

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Government Employees Insurance Company's statistics prove that Civil Service employees are better than average drivers and deserve lower auto insurance rates.

Our modern plan qualifies you for savings on your automobile insurance of up to 50% below manual rates. You deal directly with the Company and eliminate the added expense of soliciting agents.

Wherever and whenever you need service, over 2,000 Company agents are ready and waiting to help you 24 hours a day. Send for rates on your car.
NYC Exams Now Open

The following NYC exams are now open for receipt of applica-
tions. Applicants should submit applications at the end of each notice.
Candidates must qualify by age, sex, and residence. Applicants must be New York
City residents and must be at least 21 years of age. The NYC Code of Ethics requires candidates to
be present at the exam on the first day of the exam.

NYC Promotion

Candidates must be present, qualified NYC employees. Last day to apply is indicated at the end of each notice.
For the maintenance of helper, promotion, railroad, porters, maintenance in the station department of
the TA are not required.

The 21st test for the Inspector of Live Poultry

The following NYC exams are now open for receipt of applica-
tions. Applicants should submit applications at the end of each notice.
Candidates must be present, qualified NYC employees. Last day to apply is indicated at the end of each notice.
For the maintenance of helper, promotion, railroad, porters, maintenance in the station department of
the TA are not required.

The 21st test for the Inspector of Live Poultry

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I. Stores With Apts. — Bargains

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S. OZONE PK. $8,700
Detached, 5 rooms, steam heat, garage, $1,000 down; $950 month.

BAISLEY PK. $11,500
Detached 2 family, 6 rooms, screened porches, $1,000 down; $950 month.

HOLLIS
A dream detached brick bungalow — 3 immaculate bedrooms, fireplace, all brick.

BAISLEY PK. $16,800
Detached 2 family, 8 rooms, garage, $1,000 down; $950 month.

LOW CASH FOR GI'S AND CIVILIANS
ST. ALBANS $12,990
ST. ALBANS $16,990

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S. OZONE PK. $990 Down
2 rooms, garage, $1,000 down; $950 month.

S. OZONE PK. $990 Down
2 rooms, garage, $1,000 down; $950 month.

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APARTMENTS

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IN 1 AND 2 FAMILY HOMES — TOWN REALTY

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ST. ALBANS $13,900
2 Family

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S. OZONE PK. $17,500
2 Family

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NEW LISTINGS DAILY

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NEW LISTINGS DAILY

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CARROLL ST.

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RICHARDSON

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S. OZONE PK. $8,700
Detached, 5 rooms, steam heat, garage, near everything.

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HOLLIS
A dream detached brick bungalow — 3 immaculate bedrooms, fireplace, all brick.

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G. I. $990 Down

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S. OZONE PK. $990 Down
Civilians $99

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EXCLUSIVE INTER-RACIAL

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BAYSLIE PARK $490 Down

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AMITYVILLE

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NEW LISTINGS DAILY

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LOW CASH

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ST. ALBANS $12,990
ST. ALBANS $16,990

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S. OZONE PK. $990 Down
2 rooms, garage, $1,000 down; $950 month.

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S. OZONE PK. $8,550
Furnished, 3 rooms, detached home, garage.

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ST. ALBANS $11,900
1 family detached home, 6 rms., 1/2 bath. garage and loads of extras.

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2 Family

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RUBY D. WILLIAMS

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Bayside Park

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BAISLEY PARK $16,800
Detached 2 family, 8 rooms, garage, $1,000 down; $950 month.

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S. OZONE PARK $8,250
BAISLEY PK. $17,500

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Exam Study Books

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EXCLUSIVE INTER-RACIAL

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2 Family

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Bayside Park

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HERALD SPECIAL

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KWIN GARDENS

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Exam Study Books

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NEW LISTINGS DAILY

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HOLLIS
2 Family

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NEW LISTINGS DAILY

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Saratoga Lake

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Bargain Paradises of the World, a big new book
By M. O. Leadership. 1940. 248 pages. 10,000 copies
Sold. $1.50

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small investment; how a $2500 investment in a part
time business may prove to be a golden opportunity,
Money back, of course, if not satisfied. For
a free copy, use coupon below.

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If you have ever thought of going to Florida for a vacation,
you are hereby invited to see this beautiful State. It is
more than a lawn and a winter home; it is a year round
play ground. The climate is mild, the scenery is beautiful,
and the people are friendly.

Now is the time to plan your winter vacation in Florida.
Many of the hotels and resorts are offering special
rates for winter vacationers. If you are interested, please
consult your travel agent or write to the State Tourist
Commission, Florida State Capitol, Tallahassee, Florida.

Do you have a spare room in your home? Would you like
to earn some extra money? If so, consider renting your
room to a winter visitor. The demand for housing in
Florida during the winter months is great. You can earn
a good income by renting your spare room. The State
Tourist Commission can provide you with information
about renting your room.

If you are planning a trip to Florida, you can save money
by car or by train. The State Tourist Commission can
provide you with information about car and train travel
in Florida.

If you are looking for a place to live during the winter,
you can find many pleasant communities in Florida.
The State Tourist Commission can provide you with
information about living in Florida during the winter.

To learn more about Florida, read the book "Bargain
Paradises of the World." It is available at the price of
$1.50.

For a free copy of the book, use the coupon below.

Name
Address
City State

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Where Will You Go in Florida

If you have a vacation you can afford Florida needsn't be expensive—not if you just walk down the street and see the sun. Or you can live in a brand new house for a song? (And that costs more here than in the South Sea Islands.)

But the real answers are in this book. If you want to live in a house on the beach, you'll find it here. If you want to own a piece of land, you'll find it here. If you want to rent a car, you'll find it here. If you want to buy a piece of land, you'll find it here. If you want to sell a piece of land, you'll find it here.

And all of these things are in this book. If you want to live in a house on the beach, you'll find it here. If you want to own a piece of land, you'll find it here. If you want to rent a car, you'll find it here. If you want to buy a piece of land, you'll find it here. If you want to sell a piece of land, you'll find it here.

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Margaret O'Neill Heads Rehabilitation Chapter

WEST HAVERSTRAW, April 18 — Rehabilitation Hospital chapter, CSEA: Margaret A. O'Neill, president; William Williams, vice-president; Mary Braun, secretary; James Sullivan, office manager. William Wilken, treasurer; Anne Martyn, treasurer; John McGirr, chairman, grievance committee.

The lounge and social room were opened for the afternoon.

Those attending were asked to sign in.

Miss O'Neill, after introducing the officers, gave a brief history of the chapter and its membership and its activities.

The chapter is conducting a drive to raise $100,000 to be used for improvements to the hospital.

The chapter is also participating in the CSEA Welfare Program.

The chapter is also helping to distribute the new edition of "Successful Living".

The chapter is also sponsoring a "Pet Day" on May 16 to raise funds for the hospital.

New York City chapter, CSEA, has announced the election of Oscar Spieler, chairman; Grace O'Brien, chairman; Charles H. Kenny and Wendell P. Adams, members of the executive committee.

The chapter has also announced the election of Margaret O'Neill, chairman; John McGirr, vice-chairman; William Williams, secretary; and Anne Martyn, treasurer.

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Court Attendant Study Material

Here are some True or False questions, similar to which may be asked on the NYSC written test for court attendant on May 7.

True or False. Key answers follow.

1. The written authority for one person to act for another in legal capacity is a power-of-attorney. True

2. If, during a murder trial, a juror becomes ill and is removed from the jury, the trial may proceed with eleven jurors upon consent of the defendant's attorney. True

3. The Court of Claims has jurisdiction over claims against the State of New York and any of its civil divisions. False

4. A special verdict in a criminal case is one where the jury finds the facts only, leaving the determination to the court. True

5. "Supers" appearing in a legal opinion refers to matters following the same opinion. True

The following exam remains open indefinitely.

Open Date: April 24, 1966
Close Date: April 23, 1967

The exam is open for the position of court attendant.

Key Answers
1. True
2. True
3. False
4. True
5. True

Hornell Will Hold Dinner-Banquet May 5

Hornell, May 4 — Hornell chapter, CSEA, will hold its annual dinner banquet at the American Legion Post, Hornell, on Wednesday, May 5. The banquet will be held at 7:30 p.m. and make the annual affair a huge success. Roberta Goodrow, a Hornell CSEA member, and Pauline Pitchpatrick, president, and employees joining the CSEA who are at home at this time and those who have returned from vacation: Hermione Lavey, Hazel Hartshorn, Francis Howard, Isabella Donaldson, have been elected to the year’s officers. Wishes from all the members were cooperative by returning the thought and work into this project and deserves of a response.

Several of Pauline Pitchpatrick’s friends honored her at a birthday party in Lyons recently. The following employees are on the staff: C. E. D., L. E. D., M. E. D., and M. E. D., and are appreciative. Will the members cooperate by returning the thought and work into this project and deserves of a response.

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The members have cooperated by returning the thought and work into this project and deserves of a response.

Julia Cordon visited relatives in Meath Billings, Mr. and Mrs. Ches-
### Membership Recruitment Techniques Described

**NEW YORK CITY, April 28 — Civil Service Employees Association chapters on Long Island are using the techniques discussed at two membership meetings to increase their recruitment and to increase renewals.**

Both meetings were presented by Alex Greenberg, chairman of the Association's statewide membership committee, which sponsored the Albany DE Chapter several weeks ago for NYC units at Gannon's Restaurant on March 22, the start of the weekend. The meeting, sponsored by the Kiwanis of Liverpool, N.Y., and was held at Restaurant, Westbury, on March 29.

Pro-rated allocations of State Division and 83 and for the County Division, for the half-year which began April 1, were one of the "winning" points.

Major emphasis, however, was given to the proposal for a program of achievement for pub-

### CSEA Lashes Pay Delay, Kelly Replies

(Continued from Page 1)

As obviously surprising when we had to wait five weeks and nearly all of these appeals and direct decisions were heard in early membership recruitment.

As I stated earlier, I was surprised to find that it is difficult to understand why and how we affect the satisfaction of our members.

**To try to understand what is going on, to find out why members are dissatisfied with their appeal, we need to look at the situation in the civil service.**

The budget is the bottom line. It is the money that is going to be spent on salaries and other expenses. If the salary is not what it should be, then the members will be dissatisfied.

**CSEA will continue to fight for a fair and equitable budget that will provide for the needs of all members.**

We will continue to monitor the budget and ensure that it is fair and equitable. We will also continue to represent the interests of our members in negotiations with the state.

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