Powers Demands Reasons for State Pay Turndowns

Kelly Replies

Helsn't Compelled

To Explain Why

ALBANY, June 27 — J. Earl Kelly, director of classification, and compensation, refuses to tell the reasons why his agency turned down the appeals of nearly 52,000 State employees.

Mr. Kelly said that without knowing the reasons, it is difficult, perhaps impossible, to carry their appeals further.

Mr. Kelly has said, in a letter to the Civil Service Employees Association, that there is no compulsion to reveal the reasons for his agency's decision.

This decision, the letter said, is pressing the issue, points out that reasons had been revealed formerly, and wants to know why the story are being kept secret now.

Says Was Inadequate

On the Civil Service side, the story appears simple: The State appropriate less than $1.000,000 to take care of pay adjustments resulting from the appeals, and all the upward changes had to be "reverted" into this pre-conceived sum.

"Reasons Must Be Known"

In a letter protecting the failure to give reasons for turning down pay appeals, Association President John F. Powers said:

"Surely you recognize that to establish fallacies from the appeals, and the upward changes had to be "reverted" into this pre-conceived sum.

"Reasons Must Be Known"

In a letter protecting the failure to give reasons for turning down pay appeals, Association President John F. Powers said:

"We do not feel that there is any substantial requirement to explain these appeals."

Powers contends:

"It is not sufficient to simply proclaim a categorical 'Yes' or 'No.' It seems to us that to fail to give valid reasons in plain language in a matter of such importance is contrary to sound administrative practice.

"It should be pointed out that under the present system of job evaluation in State service the first opportunity of appellants to know definitely the reasons for a decision is after the decision, dropping or disposing of that appeal. You have deprived employees even this, information . . . even though this . . . limits the ability of employees and their representatives to maintain logic and reason on appeal."

"Your Division has now been working nearly full time on the . . . installation of the new salary plan for nearly two years. Surely within this period of time you have had an adequate opportunity of gathering together all the facts and conclusions as to whether jobs are allocated where they should be.

"Very often State employees ask us why their job is allocated where it is and feel more that the same question has been addressed to your Division. It requires a simple, logical, reasonable answer. A simple 'yes' or 'no' is wholly inadequate. State employees do not belong only to themselves, but to one other group of human beings. People are basically reasonable, and there can be nothing more destructive of morale than to feel up against arbitrary decision not to give written reasons."

Kelly's Contention

The Powers letter was written on March 21, before the decision had been made in public. Mr. Kelly did not reply until June 8, and his letter said in part:

"We must assume that the allocations which were made to grades in the new schedule on October 1, 1954, were correct and fair. The numbers of the Advisory Committee, our experienced staff technicians, and the Division Director devoted months of intensive study and research to the correction of inequities which existed under the old compensation plan. The result of these studies was the installation of the new salary plan in the spring of the year. . . . There was no substantial requirement to explain these allocations."

"The member of the Advisory Committee, wrote the group's findings. Said Mr. Kelly:

"I discussed the matter with the Municipal Service Division of the Commissioner's Office. They told me they had had no requests from the counties with respect to the law nor the Attorney General had any request. He said they could not act unless and until some county raised the question as to the legality or in compliance with the law."

All Know About It

"I also discussed the matter with the Executive Secretary of the Civil Service Employees Association, Donald Sorensen. He told me that the County Officers Association several weeks ago had sent to all.

(Continued on Page 16)

SPECIAL DELEGATES MEETING JULY 29 TO CONSIDER CSEA DUES INCREASE

ALBANY, June 27 — John F. Powers, president of the Civil Service Employees Association, announced this week that a special meeting of delegates would be called for Friday, July 29, to consider a proposal for an increase in Association dues. An increase to a figure "not to exceed" $10 has been recommended by the CSEA Board of Directors. Chapters will be notified of final arrangements for the meeting which is expected to be held in the DeWitt Clinton Hotel, Albany.

ATTENTION, CSEA CHAPTERS

ALBANY, June 27 — Many of the Civil Service Employees Association chapters throughout the State held their annual elections of officers and delegates in the spring of the year. The results of these elections are sometimes delayed in reaching the Association headquarters, at 1535 B'way, New York.

"It is important that results of all the elections be forwarded to headquarters as soon as possible," said Joseph D. Lockhart, executive secretary, "Please cooperate."

NOTE TO COUNTY EMPLOYEES

Beginning with this issue, The LEADER increases its coverage of county, town and other local employee news. Stories on page 1 and elsewhere represent the start of such increased coverage. All employees are urged to write in suggesting matters they would like to have made of the subjects of special articles.
TOWN AND COUNTY

Low Accident Award-A Canal Aides, Dist. 2

UTICA, June 27—For the third consecutive year, District 2 Canal Aides of the State Insurance Fund has won the State Insurance Fund Safety Award for lowest accident frequency rate in the State for 1954. A plaque was presented to canal superintendents, showing that the Fonda Canal Terminal, by District Engineer Lacey Zephyr, represents the Canal Department's highest award this year. 

Present also were James Schremp, canal floating plant superintendent; Joseph Ferris, administrative assistant; John Runde, operations supervisor; John F. Chappell, foreman; William C. Carlow, electrical supervisor and George W. Carlow, district safety engineer. William J. Easton, section 4 superintendent, was unable to be present.

The Canal Department worked a total of 360,124 man-hours with a 2.40 man-accident hour rate, or 17.92 per million man-hours. The State average of all commercial establishments for the year was 12.30. The Canal Department had a marked increase in their number of employees this year, and the big factors in winning the award was the fine record net by John Runde, giving the Canal Department an entirely accident free year.

Committee Meets On Suffolk Area Joint Picnic

BABYLON, June 27—A second picnic in as many weeks was held last Sunday at the Babylon Yacht Club, a joint meeting of CSEA chapters in Suffolk County. The picnic was held last week at the Mastic Yacht Club. The second was a notable success. They are: president, Allan J. Fenger; treasurer, Adeline Lull; secretary, Dorothy McCauley; and Charles Lull, Public Employees chapter; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

Other CSEA guests were Vernon A. Tapper, 4th vice president; Harold L. Shack, former executive director; Mrs. Rose Cashman, and Mrs. Elore Armstrong, Suffolk chapter; and Charles Lull, Public Works District 10.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

Have You Heard the Latest Psychiatrist Story?

"HAVE YOU HEARD the one about the psychiatrist who . . ."

Probably a million and three jokes of this nature are potent themes begin to rain down. The psychiatrist has taken the place of the mother-in-law of jokes. The LEADER appropriates this week's "Mental Hygiene Memo" to remind those whose daily job deal with the terribly serious work of rehabilitating the mentally ill of the frequent ways in which their colleagues, and is laugh at them once in a while, is indeed a blessing.

"HAVE YOU HEARD about the psychiatrist who met a fellow analyst in the course of their differential of one nodded, the second said "Good Morning." Though the other: "I wonder what he meant by that."

THE YOUNG psychiatrist at a Mental Hygiene hospital was taking a group of patients for a stroll. One patient shouted, "Number 14," and all his fellows burst into laughter. A second patient shouted "Number 15." He was in the middle of his laugh when one nodded, the second said "Good Morning." Though the other: "I wonder what he meant by that."

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.

The dinner was a notable success. They are: president, Allan J. Fenger; treasurer, chairman, William Costa, district vice president; Dan Hoisen, treasurer, and Charles Moody, 4th vice president; Doris Pompa, James S. Flitman, George A. Freier, installed the new officers, who are: Irving Flaumenbaum, newly installed president of Nassau County; James Tapper, 4th vice president; Allen Johnson, new treasurer; and Charles Lull, president.
Dillenback's Famous Anecdotes

REFUS DILLENBACk has had to do something to do the collection
job on the extra who come since the State first started that "painful"
annual operation back in 1920.

On July 16, he'll retire as director of the State Tax Department's
Collection Bureau, an exempt administrative post. His first job was
tax auditor, appointed from the first civil service list ever established
for the State Income Tax Bureau.

He worked as "close book" examiner, Fair
"Duly, as he is known by his associates, has run a tough collection
unit... an exacting post yet completely fair and considerate
in this work."

He tells the story about the investigator who covered the country
side looking for a delinquent taxpayer. Finally, he stopped in a
country store and asked where he could find a certain back road.
A bystander offered to show the way.

They traveled into an obscure part of the area before the friendly
stranger said: "This is as far as I go, but this is the road. What ad-
dress do you want?"

The officer checked the address. "Can I help you, do you live
here? You owe me some taxes."

He went back to the office of the store.

Ask the guy who "grew up" with the State's income tax system,
he roars over this one.

M. Bragalini to produce a new nickname — "Ivan".

One of the best-liked people in the department, he roars over
this one. At an income tax blanakate, Mrs. Dillenback sat next to
an employee who was a stranger to her. This guy was very chatty —
and when Dilly walked past, he (the employee) said to her: "See that old a... o... b...? He's my boss, and what a guy he is to
work for. Do you know him?"

Mrs. Dillenback, a new employee, another helping of clams and said: "Sure, he's my husband."
The employee clucked and exhaled. Everyone still won-
ers a person could so completely disappear.

Any one who thinks of State service as a "soft touch" should take
this one for a good springboard.

A California district court of appeals held that Long Beach,
Calif., was wrong when it invoked pension rights of employees
who had been dismissed during the depression. The court held that
employees had a right to an average salary during the five
years just before retirement and could raise workers' contributions
from 2 per cent to 10 per cent.

PRETIREMENT CALLS A RIGHT—QUESTIONED AS A BENEFIT

While a California court ruled that public employees have a
right to their prior pension contributions, the social security
planners are planning to test a current theory that compulsory retirement may disturb the
flow of human and physical capital.

A California district court of appeals held that Long Beach,
Calif., was wrong when it invoked pension rights of employees
who had been dismissed during the depression. The court held that
employees had a right to an average salary during the five
years just before retirement and could raise workers' contributions
from 2 per cent to 10 per cent.

BENEFITS-RIGHTS

Doctor Stell, George Harris, Charles Wise,
and his wife, attended the Western
Conference meeting in St. Louis, Mo.

DEPARTMENTAL REPORTS

Chairman is expanded to include
a very early age because they lacked pro-
visions for support in their declining years and (2) that mandatory
retirement is a step backward and a "disheartening" factor in life and thus
cause physical and mental breakdown.

The researchers will test the theories by trying to find out what
these benefits—have been on those who retired
those who keep on working. They will pick two groups
whom circumstances are similar in most respects except that one
year group stopped working when elderly and the other group continued
on the job despite advanced years.

State Pay Chits Begin This Week

ALBANY, June 27—All changes in State payroll resulting from re-
organization and Commission Division will go into effect on checks dated
the end of July.

TURKISH EMPLOYMENT

The changes will include:

- The employment of all employees under the new system.
- The employment of all employees under the new system.
- The employment of all employees under the new system.
- The employment of all employees under the new system.

Shapiro Eats More SLA Aides As Probe Widens

Deputy Commissioner of Boyce K. Dillenback's COLLECTION Division Commissioner, Irving Reiss, investigators, re-

The witnessing of Shapiro's entry into the State Liquor Authority
while Louis Levine, another in-

This column is designed to be of service to administrators,
and file State worker. He'll stick by this comment:

This week.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

The Work Done for Free

Our discussions of a dollar or two a day comparatively little money to accomplish that task. The Board of Directors put a top
limit of $19 on the future if it would recommend to the delegates.

But I can tell you that the $50 could not be put in the work and
and effort put in by your unpaid representatives — officers, directors,
and cooperative work. Francis

Newark Honors Thomas LaMar

NEWARK, June 27—Before

of the Board of Directors, the

theWork Done for Free

The Work Done for Free

Ruth VanRensselaer is again on the
duty after an injury to her leg

Mary McAvoy and Delia Darling.

Stell, George Harris, Charles Wise,
and his wife, attended the Western
Conference meeting in St. Louis, Mo.

By JOHN F. POWERS

EMPLOYEES ACTIVITIES

Newark Honors Thomas LaMar

NEWARK, June 27—Before

of the Board of Directors, the

theWork Done for Free

The Work Done for Free

Ruth VanRensselaer is again on the
duty after an injury to her leg

Mary McAvoy and Delia Darling.

Stell, George Harris, Charles Wise,
and his wife, attended the Western
Conference meeting in St. Louis, Mo.

About Audits and Financial Statements

I'VE RECEIVED several letters dealing with the dues
increase question. Most of the writers express intelligent
and opinion provides information that is useful in deter-
mining how their dues are used. One or two have asked for an "audit" of Association finances, finan-
cial statements, budgets, etc.

So, to those letter-writers, I'd like to convey the information
that the Association's finances are audited annually by an
independent firm of accountants, Stockman and Stephens, of Albany.

The findings of this audit are:

All Get Treasurer's Report

In addition, at each meeting of the Board of Directors, the TREASURER's report, outlining the penny per unit of income
and expenditure, is mimeographed and submitted to every Board member.

Moreover, all items of expenditure must be approved by the Board of Directors in advance. I can tell you that some hot
and heavy discussion frequently precedes such approval. Your Board of Directors does not throw money around lightly. The Board must be convinced that every expenditure is necessary and justified.

At each of the two annual meetings of delegates, the complete
financial report of the Association is submitted to everyone of the
500 odd members. We have an auditing committee and a budget committee that keep careful tabs on funds and reports to the Board of Directors.

PROBABLY NO ORGANIZATION anywhere maintains more stringent
controls over its funds than does the Civil Service Employees Asso-
ciation. Our organization—certainly no employer organization—may be
more in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.

Certainly Policies May Be Questioned

We are human, and the winds of some Association policies, and the
experience of some Association policies, may be more
in a goldfish bowl. Our financial reports are public. They are in
the hands of all who have a right to hold them. We have taken every
additional step to make them discussed fully and freely. No one can spin off or divert funds.

The use of every penny is subjected to the severest scrutiny of this
Board. Never again will we allow the financial operations of the Civil Service Employees Association; pray God it never will. We have taken every legitimate precaution to make sure of it.
Easily you can own a 10C5 Fontioc or low mileage used Carl. Your credit line rood here . . . are how allowance and cash budget linux, too.

Rockville Centre, L. I., N. T.

TERRYMOTORS

BUY YOUR HOME NOW!
with all accessories.

Radio & Heater, Directional signals, undercoating, cushions, tires with all accessories.

1955 CHEVROLETS

1955 CHEVROLET BELAIRS
Radio & Heater, directional signals, clock, undercoating, Simonize and winterize, foam rubber cushions, tubeless tires with all accessories.

$2,095

1955 CHEVROLET SEDAN
Radio & Heater, directional signals, clock, undercoating, Simonize and winterize, foam rubber cushions.

$1,995

1955 FORD CUSTOM LINER
Radio 4-Hoater, Driver signals, clock, undercoating, Simonize and winterize, foam rubber cushions, tires with all accessories.

$1,795

1955 CADILLACS
We also have in stock
1955 OLDSMOBILES
We also have 1954 models like New

Terry Motors, Inc.

4042 Austin Blvd.
Island Park, Long Island, N. Y.

Phone Long Beach 4-8105

OPEN
A.M. TO 10 P.M.

Special Consideration to Civil Service Employees

...has that he has something to give to the world which can not only be given.

Venerable national words of well deserved praise were given by Dr. Fauche. Dr. V. Newell directed the presentation of the civic emblem to Mrs. McLaughlin. Mrs. Mary A. McGuire, Frances M.

McHugh, Miss McCloud, Miss Mc

Peep, William F. Miller, Cecilia O'Malley, Eitha O'Connor, Jean, Kathleen, Katheline Scholz, Joseph, Vincent, William Wallace and

Patrick Waters. Anderson, Miss was chairman of the arrangements committee assisted by Honor armor, Mrs. Hilda Payson, Mrs. Mabel Glummar, George Lewis, Ludlum, Kowalzky, Mrs. Helen McGonigal, Mrs. Mary Daughton, Michael Murphy, Joseph Pothole Thomas Fustol and Miss. Jeanette Young.

Congratulations in Order at B'klyn State

BROOKLYN, June 27 — Congratula
tions are in order to several employees at Brooklyn State Hospital:

To Pat Farrer and George Par
cell on completion of their proba
yory period at the State School of Nursing Education.

To Dr. David L. Goodwin and Audrey Weingravitz on their marriage. Mrs. Helen McLaughlin quoted the fol-

lowing from G. K. Chesterton:

"I believe, amid whatever madness

and filth, there is a world which can not other-

wise be given.

The hospital entertained the 100 guests of the class, their

friends, and staff members at a tea dance June 9. The innovation was well received. P. B. Urwin, principal of the nursing school, has been kept busy receiving com-

mendations, along with Mary, Sallie Beckenstein, director, presented the prospec-
tivc to the group.

Open House June 9 at the home of Mr. and Mrs. Kelland. A. Kelland. Former nurse at the hos-

pital, was given gifts by her fellow em-

ployees, who won herwell.

MODERN BUSES CHARTERED FOR ALL OCCASIONS

SCHOOLS, SOCIETIES, PARTIES, CHURCH

LIMOUSINE SERVICE
SAFE RELIABLE DRIVERS
Coursey Service Phone 4-6727

ALSO ECONOMICAL CONCESSIONS

P. SCHEHRER, Mr. S & S BUS SERVICE

Washington Ave. Ext. Latham, N. Y.

For Your Vanquet

The Greenwood Construction Co., Inc.

Products of FINE PRINTING by Offset Lithography

Railroad Avenue, Albany, N. Y.

MAGNUS FRITZE & SON

Diamonds - Watches - Jewelry - Appraising

311 Maiden Lane
ALBANY, N. Y.

Phone 5-5555

ARCO CIVIL SERVICE BOOKS
AND ALL TESTS
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.

Mail & Phone Orders Filled

Home of Tested Used Cars

ARMORY GARAGE

Desota - Plymouth
226 Central Avenue

Harold Drooz

Drive N. Save
Route 13 - Quarter Qures
Mile 6.5 Exeter College

phone: STate 5-7517

50 STOCKS WITH 50-YEAR DIVIDEND RECORDS

* YIELDS UP TO 7.5%
* SELLING UNDER $30
* PAID 100% DIVIDENDS EVERY YEAR
* PAID yearly dividends for 50 years. Good for today years

501 East 71st, Coupon

SUTRO BROS. & CO.

Member N. Y. Stock Exchange, Social Exchanges
J. ERWIN HITNEY, MGR.

5-1736

ALBANY, N. Y.

Terry Motors, Inc.

4042 Austin Blvd.
Island Park, Long Island, N. Y.

Phone Long Beach 4-8105

OPEN
A.M. TO 10 P.M.

Special Consideration to Civil Service Employees

Comfort Without Extravagance

HOTEL CAPITOL

ALBANY, N. Y.

On Green Street Just Off State

$2 Single
$4 Single & Double
$6 Double

Marti. J. Rense, Manager
AIDS UG Birnbaum's Retention

R. R. Cao, general secretary of the Prison Association of New York, has urged Governor Averell Harriman to keep Samuel Birnbaum as a member of the Parole Board. Commissioner Birnbaum, one of Governor Dewey's earlier appointees, has been on the board since June 18 has been a serious problem in the non-partisan Parole Board regardless of politics and, as reported in the press, the committee on parole is making plans to allow him to remain.

Birnbaum, who is well known as a lawyer, was made a full partner at a time when there was a big loss of experienced personnel. He is one of the last remaining members of the parole board.

The governor of New York has been the policy of Gov- ernor Dewey to keep him on the board.

Birnbaum's retention is the second most important decision following the decision of the parole board.

The chapter welcomes these two important decisions.

Albany Correction Chapter 'Picnics'

ALBANY, June 27 — A large crowd was on hand June 22nd for the annual picnic of the Civil Service Employees Association of New York State, held at Hoyt's Pond. The picnic was sponsored by the CSEA chapter, arranged by a committee composed of Joe Marzano, Sue Dine, and Irene DeFila.

The annual picnic was held in Hoyt's Pond.

Visual Training

OF CANDIDATES FOR
PATRULON

FOR THE EYESIGHT TESTS OF
CIVIL SERVICE REQUIREMENTS

J. D. TYLER

Free Medical Exam

Office of the

New York State Department of Civil Service

Visual Training

OF CANDIDATES FOR PATRULON

FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS

J. D. TYLER

Free Medical Exam

Office of the New York State Department of Civil Service

Listed below are the types of positions for which the Civil Service Department is currently hiring.

Clerks — Salary $3,750 to $4,500. Outstanding opportunities for advancement in clerical and supervisory positions.

Salespeople — Salary $5,000 to $7,500. Excellent opportunities for advancement in sales and management positions.

Technical Assistants — Salary $4,000 to $6,000. Excellent opportunities for advancement in technical positions.

Accountants — Salary $5,500 to $9,000. Outstanding opportunities for advancement in accounting and management positions.

The Civil Service Department is committed to providing equal opportunities for all job seekers and is dedicated to fostering an inclusive and diverse workplace.

EARN EXTRA MONEY EXPERIENCED

Stenographers — Typists — Dictaphone Operators

Work while waiting for Civil Service Job or for other positions.

Casual Employment

Extra Hours

Working in the Federal District Court

MIXED DITRITIET

MANUFACTURING

SALARY $5,000 TO $10,000

Crown Personnel Services, Inc.

147 West 42nd St. (Bryant)

EARN EXTRA MONEY EXPERIENCED

Stenographers — Typists — Dictaphone Operators

Work while waiting for Civil Service Job or for other positions.

Casual Employment

Extra Hours

Working in the Federal District Court

MIXED DITRITIET

MANUFACTURING

SALARY $5,000 TO $10,000

Crown Personnel Services, Inc.

147 West 42nd St. (Bryant)
Essentials of Labor Relations

The approval of an executive order on labor relations is about to be issued. The order had been in the works for some months, pending an agreement among various interested organizations in the structure of the "top board," which would sit on grievances.

Last week, the Preller Commission jumped into the area of public employee labor relations. This Commission, working for some years now on revision of the State labor code, seems to have dawdled along, but the attempt seems to have dawdled along, and the attempt seems to have dawdled along. We have not yet reached any conclusion in the formation of the new Labor Department.

But the attempt seems to have dawdled along. We have not yet reached any conclusion in the formation of the new Labor Department, but the attempt seems to have dawdled along, and the attempt seems to have dawdled along.

Let our State say, "Here, you are given sick leave, a splendid fringe benefit, instead of a job." Do you do your salary check. Use it only for illness, and store it carefully for the day you will need it as a pensioner."

Consider this actual case: A woman employee, with a title of white-collar, had been in private industry for many years. She received her six-hour hours or 82½-day retirement pension, and she was thrown into the role of a home economics assistant. Yet, many who knew her were thrown into the role of a home economics assistant. She was thrown into the role of a home economics assistant, and she was thrown into the role of a home economics assistant.

Evidently since 1933-34, when 150 days was the cheapest way to come back the next day. The older we become, the more underpaid and badly treated group of public employees. In the past few years, spectacular advances have been made. The county service used to be called jocularly, under the aegis of the newly formed Labor Department. But the attempt seems to have dawdled along, and the attempt seems to have dawdled along.

The right of an employee to present his grievances for just solution, through representatives of his own choosing, without fear of discharge or reprisal, is enshrined in the Constitution. The right of an employee to join a lawful organization for the purpose of negotiating the terms and conditions of employment is also enshrined in the Constitution. The right of the employee to present his grievances for just solution, through representatives of his own choosing, without fear of discharge or reprisal, is enshrined in the Constitution. The right of an employee to join a lawful organization for the purpose of negotiating the terms and conditions of employment is also enshrined in the Constitution.

Case of Private Industry

The employee is entitled to make his pension effective if his health does not fail. He is entitled to make his pension effective if his health does not fail. I'll lose them all, any way. If his health does not fail, I'll lose them all, any way. Is a married woman earning a secular income in the family. Is a married woman earning a secular income in the family. For the benefit of the employee, New York State has never been known to do anything but improve. The Board of Trustees of the State University make retirement mandatory at age 70, with liberal policies for the maintenance of those Titles of Interest in the employees' retirement benefits. The Board of Trustees of the State University make retirement mandatory at age 70, with liberal policies for the maintenance of those Titles of Interest in the employees' retirement benefits. The Board of Trustees of the State University make retirement mandatory at age 70, with liberal policies for the maintenance of those Titles of Interest in the employees' retirement benefits.
Question, Please

(Continued from Page 9)
oral employee, but not after sepa-
ration from the service. The bene-
fits derived from the money with
the Government, on a 100% ter-
rior basis, after separation, is the
vested right to retirement, after
smoothly and harmoniously work-
with the NYC Personnel De-
partment.

WHEREAS, the facts alleged in

Petitioner argued that the Com-
mission, with knowledge of this
unauthorized entry, passed the
petitioner in violation of the
rules. The Court sustained the
petitioner's argument and denied
his application for appointment
as assistant patrolman.

ORDERED, that an amended

complaint be served on the defen-
dants within ten days of the date
of service of this Order.

As a Special Term, Part II, of
the City Court of New York, held
at 42 St., N. Y., on the 29th day
of June, 1955, and read in open
session.

In the Matter of the Application
of ALBERT KIRSCH, petitioner.

Present: Hon. Harold B. Bower,
Justice of the Peace.

ALBERT KIRSCH, by Elmer R.
Mason, his attorney, asks,peti-
tioners, as above named, the City
and State of New York, by

DEFENDANTS.

MILDRED MEYERSON, and

ALBERT KIRSH. Petitioner
requests that judgment be entered
against defendants, as above
named, the City and State of New
York, by the order, that a copy
of this order be served on them
in the manner required by law.

Further, that a copy of the order
be sent to the stockholder, and
a copy of the order be served on
the above-named stockholders,
the City and State of New York,
in the manner required by law.

PROCEEDINGS INSTITUTED.

Kieran v. McCarthy. Petition-
ner's name was among those
selected for appointment as as-
sistant director (child welfare) and
assistant secretary of the NYC
Commission for Foster Care of
Children. No appointments were
made from the list. The petitioners
discharge of provisions of job
positions, and their own appointment.

Haufler v. Casey. Petitioner
and others were certified for pro-
motion to a salaried position. Tran-
scend Authority, but failed to pass
the physical test given by TA physi-
curators, because of defective vision.
They claim the physical test given
by the Authority had a higher
standard than published in notice
of examination.

Dates Set for License Exams

The schedule of written tests for
license exams was announced by
NYC. The last day to apply, and
the written test date, follow:

Refrigerating machine operator, master electrician, special
electrician, and motion picture operator, September 15; test, October 15.
Portable engine engineer (steam), Septem-
ber 21; test, October 20.

Stationary engineer, September 27;
test, October 27.

Installation oil burning equipment, and installation and repair
underground storage tanks, September
30; test, October 29.

Master plumber, October 19; test,
November 18.

Apply to the Department of Per-
sonnel, 96 Duane Street, NYC, two
blocks north of City Hall, just
west of Broadway, on the
TELEPHONE OFFICE.

Last Notice for 30 Days

BUILDING & LOAN ASS'N

BURLINGTON FEDERAL

INVESTORSERVICE

11 W. 42 ST., N. Y. 4-6493

Now at 9 P.M.

Weekdays & Tues. Fr. 3-5 P.M.

HOT WEATHER RUIN YOUR APPETITE?

EAT COOL—TAT HEARTY

WITH A NEW FEDDERS

ROOM AIR CONDITIONER!

ONLY FEDDERS GIVES YOU THESE "FAMOUS FIVE FEATURES"

Only FEDDERS gives you these "Famous Five Features"

NEW WEATHER WHEN you call,

These trusty FEDDERS units, cool

90055

Clear air to any part of the room

only FEDDERS can do this.

All FEDDERS units are made

units, and de-

some models cool and heat,

automatically. Pre-Balanced Re-

0

Recent article in popular

With this famous five feature,

See the great new

FEDDERS in action today!

DELANC EY ST'S

224 DELANCEY ST. N. Y.

Get to know FEDDERS

WA. 9-1718
Speakers at Rochester State Hospital Support CSEA Dues Increase

ROCHESTER, June 27 — A representative of the State delved into various employees' problems at the fourth annual dinner-meeting of the Rochester chapter of the Civil Service Employees Association. Large item of discussion was the issue of a CSEA dues increase, with speakers representing various organizational units supporting such an increase.

Dr. Christopher Terrence, director, welcomed the assembled Chapter president Bill Rooster acted as toastmaster. The Rev. John King, the assistant pastor of St. Ann's Church, gave the invocation.

Dr. Benjamin Pullack, assistant, director, stressed the strength of need of support and urged members to continue to support the new chapter officers and State officers.

P. J. McCormack, senior busi-ness officer, traced the history of the salary increases showing that without the CSEA the salary scale would be much lower today.

Powers Trolls of Services

John P. Powers, CSEA Presid-ent, spoke of the need for an increased dues. In comparing CSEA with organizations, he said, "It is without a doubt that CSEA has accomplished so much with so little. Other organizations, such as Civil Service Assembly and the service clubs which charge their members $10 to $25 per year, fail to provide the variety of groups and individual services which the Association offers."

Mr. Powers said, "CSEA is a voluntary organization. There is no high pressure to join. The capping groups haven't passed a bill for the State employee in the last six years."

He complimented Dr. Terrence for his interest and cooperation with employees, and praised John McDonald, chief supervising nurse for his dedication to CSEA and his untiring efforts in helping the Association's growth to its present status.

John O'Brien, 1st vice president of the Mental Hygiene Employees Association, traced the growth of the Association. He urged union between CSEA and the MHEA. In conclusion he said, "The next time members are asked for a membership dues, think of the benefits derived from both organizations."

Special Services

John J. Kelly Jr., assistant CSEA counsel, was principal speaker. He described the legal activities which include the day-to-day phase of interviews and conferences with employees and officials; correspondence with ethnic, religious, and other groups; court cases: the submitting of bills to the Legislature; and legal representation for CSEA members faced with charges. Mr. Kelly added, "The Association would like to provide free counsel service in cases in which yet, with our present resources, is difficult. He urged members to select counsel of their own choosing.

Rowell Addresses Group

Claus Rowell, Western Conference president, in addressing the group, also explained the need for increased dues in order to meet the growing demands of employees for additional services. He said "CSEA is the State employee's only bargaining power—and don't let the Association down! Continue to work for membership cards."

Albion Aides Honor McHugh

ALBION, June 27 — Colonel Wilson H. Dunn, superintendent of Albion Training School, Mrs. Dunn, and other workers and teachers attended the banquet for the Correction Commission-tee Thomas J. McHugh, including: Loretta Weilhamer, head ma-ternity; Monsignor Phil McCude; Catholic chaplain; Mr. and Mrs. Robert Reod, Mrs. Mary Pana- nell, Mrs. Elizabeth Treider, Mrs. Mamie Raner, Mrs. O. Irene, Mrs. A. Lamanna, Mrs. M. Sennevali, Mrs. R. Fellegion, C. Earnest, and Mines E. Danan, Rna Hitee and Olive Mclaury.

Congratulations to the following employees who have received service pins: Loretta Weilhamer, 20 years; Mrs. Elizabeth Treider, 15 years; Mrs. Robert Reod, Mrs. Mary Pana- nell, Mrs. Elizabeth Treider, Mrs. Mamie Raner, Mrs. O. Irene, Mrs. A. Lamanna, Mrs. M. Sennevali, Mrs. R. Fellegion, C. Earnest, and Mines E. Danan, Rna Hitee and Olive Mclaury.

Gregory Hospital, where he is con- firmed as a result of an airplane accident.

Mr. and Mrs. John Monnigall vacationed in Canada. Mrs. Irene Irving is vacationing in Baltimore. Mrs. Elizabeth Treider and Mrs. Mary Paganelli, accom-panied by Mr. Paganelli, rejo-ined the Salvationists at the Virginia Military Institute to bring in their son, John, home for the summer vacation.

Margene Kennedy, chief regis- trar, is on vacation, and Mrs. Jo- yneffle Stewart is in Greece visiting her sisters.

The institution's fire department made a fire display in the Albion Firemen's parade.

Thrifty Twin Models are TWIN-Powered for local weather

There are two cooling systems inside this beautiful new Frigidaire Room Conditioner. On hot or humid days use one system for double cooling power. When it's just warm and muggy, use one system for complete comfort—and save up to 1/2 the cooling cost. New Magic Guide controls "Great Circle Cooling" to turn off flow to any shape room. You'll eat better, sleep better, feel better when you relax in comfort, cool, quiet comfort the Frigidaire way!
The Famous ALFRED Swimming Trunks REG. $10.00 VALUE
2 for $5.00 ALL COLORS—ALL BEERS LATEST STYLE

ABE WASSERMAN

OPEN SATURDAYS....Just around the corner!

What's new at 100 Park Row?

Manufacturers Trust Company has just opened private quarters for its Personal Loan Department at the Park Row Office, 100 Park Row at Duane Street. This office is only a few steps from the Municipal Building where many New York City employees work. If you are a Civil Service employee and you need money for any worthwhile purpose, come to this or any of the more than 100 offices of Manufacturers Trust in Greater New York. Loans are made quickly and easily and the rates are low. You can borrow up to $5,000 and more for Civil Service Employees. The cost is only $5.81 a year per $100 of note, and life insurance covering the unpaid portion of your loan is included in the cost. We will arrange the monthly repayment plan most convenient for you personally.

Private personal loan facilities for Civil Service Employees

Manufacturers Trust Company

What's new at 100 Park Row?

What's new at 100 Park Row?
**Employees' Wise Step**

**Employee**

Salary?

"I'm asking the county employees what they think of a file for asking us to increase our pay," one of the county employees said.

"We're just wondering if our work is being recognized and if we're earning a fair wage." The employee added.

**County**

"I'm here to listen to your concerns and to do what I can to improve your working conditions," the county representative said.

"We understand that you are feeling undervalued and underpaid," the representative continued.

"We will look into ways to address these issues and ensure that your voices are heard." The representative assured.

---

**Employees' Benefits**

"I've been looking into the benefits package we offer," another employee said.

"I think it's important that we all know what we are entitled to and how to access these benefits," the employee added.

"I've heard about the medical insurance, but I'm not sure how to sign up or how much it costs," the employee admitted.

"I think it would be helpful if we had a deeper explanation and guidance on how to navigate these benefits," the employee suggested.

---

**County's Position**

"We appreciate your concerns and are here to help," the county representative said.

"We understand that your work is challenging and requires a lot of dedication," the representative continued.

"We are committed to providing a fair compensation package and seek to ensure that our employees feel valued and appreciated for their contributions," the representative assured.

---

**Employee's Perspective**

"I think it's important that we are heard," one employee said.

"I feel like my voice is not being heard and that my concerns are not being addressed," the employee admitted.

"I think it's important that we have a dialogue and work together to find solutions that benefit everyone," the employee suggested.

---

**County's Call to Action**

"We encourage our employees to share their thoughts and perspectives," the county representative said.

"We want to ensure that everyone's voice is heard and valued," the representative continued.

"We are committed to working towards a better working environment for all," the representative assured.

---

**Employee's Final Thoughts**

"I think it's important that we continue to communicate and work together," one employee said.

"I feel like we have made progress and that we are on the right track," the employee admitted.

"I think it's important that we continue to strive for a better working environment," the employee suggested.
ST. ALBANS $11,000
Detached Brick & Stone Garage
Convenient Terms Cvs. G.l's
SOLID BRICK COLONIAL
English Tudor. 2 bedroom home on tree lined street, close to public and parochial schools, transportation, shopping. Holly-
wood bath, new copper plumbing, parquet floor, economical automatic steam heat. South of extra.

QUEENS HOME SALES
116-45 Hillside Ave., Jamaica

ST. ALBANS ESTATES
Only 8 Minutes to Subway
$9,900
INTER-RACIAL
MAGNIFICENT COLONIAL COTTAGE
NO CASH NEEDED
By Eligible G. 1.'s

ST. ALBANS - 119th Ave. & 165th St.

ST. ALBANS $10,500
Beautiful 2 bedroom house, 35 x
100, automatic heat, finished base-
ment, garage, Real Buy.

ATHUR WATTS, Jr.
112-52 175 Place, St. Albans

BAYSIDE
One family, side build, detached, 22
11000 pl., 2 rooms, full basement,
attached garage, new windows, 1,000;
refrigerator, perfect weather, faxin
ashing set up. Near all schools, shoppin
and transportation.

HERMAN CAMPBELL
32-21 Junction Blvd.
Jackson Heights, N. Y.

EXCLUSIVE HOMES IN NASSAU & QUEENS

BAYSIDE PARK: Lake front bungalow; 4 1/2 rooms and enclosed summer dining room, glazed in with venetian blinds — A REAL-
TIME VIEW. Plenty of extras — room size brick in a finished basement; garden furniture. Ideal for luxurious living. Home at $13,000. Cool enough smoke. Also a result of a 1-family—

CASH ABOVE LARGE G. I. MORTGAGE
St. Albans
15 Years Old
2-FAM. BICK Comb.

CASH ABOVE LARGE G. 1. MORTGAGE
St. Albans
15 Years Old
2-FAM. BICK ComB.

LAURENCE
186-11 Merrick Blvd.
Springfield Gardens, L.I.
Call for Detail Driving Directions — Open Every Day
AX 7-7900
ANOTHER AMERICAN HOME CENTER VALUE...

Some washers twist and wrench and rub clothes
and those nearest the rim hardly get cleaned at all!

Other washers merely lift and dip them
...clothes are under water only part of the time
...but only exclusive

FRIGIDAIRE
Live-Water Washing

...keeps all clothes surging under water the entire washing
cycle—to get out more dirt than any other washing method!

Frigidaire's unique Pulsator Action resoaks all clothes constantly in soap or
detergent! Safely gets all dirt out automatically, with less soap and water.
Clothes stay deep down in the washing currents. Foot-operated Pulsing ensures
all dirt up, out and away. Saves 2 to 6 gallons of hot water per load over many
months, plus saves for re-use if detergent
Regularly Splits, gets out previous more
water than any other make. All-over
Lifetime Porcelain inside and outside,
protects against rust. Choice of Rich
wood Grain, Rust-Proof Yellow or Silver
White exteriors.

SEE THIS WONDERFUL NEW
FULLY AUTOMATIC WASHER TODAY!

American Home Center, Inc.
616 THIRD AVE., at 40th St., N.Y.C.
MU 3-3616
SAVINGS ON APPLIANCES, AIR CONDITIONERS, TOYS, DRUGS, OPTICALS, INFLONE
Bowling Season Ends
At Rome State School
HOMC, June 27 — Employees at Rome State School extend sympathy to Mrs. Florence Thomas in the loss of her father, and to Emma Pfefler in the loss of her stepfather, and to Emma Pfefler in the loss of her stepfather, and to Emma Pfefler in the loss of her stepfather, to Ijeslle pathy to Mrs. Florence Thomas In the loss of her brother; Alma Bond, in the loss of her brother; and D. Ctaarles Carroll, Edward Powell, and Marie Ooncosniak has Joined Craig Colony School of Nursing, at its national convention. He'll be a delegate from the New York chapter, to Canada.

Newsworthy Notes
From Albany DE Unit
ALBANY, June 27 — Albany DE Unit bowling season ends. Helen Buckley, senior clerk, has the high average for the season, with 172, took the high team, three games: Food Service, 59 Vi and 39 H: Kn-
KING PARK, June 27—Heart was at King Park State Hospital. The event was recently a week-end in Connecti-icut. Welcome back to Mrs. London and S. R. C. Tuttle. Mr. and Mrs. H. K. Weeks are the last of the Group 3 parole vet erans to complete the program. The ceremony was held in a beautiful park.

The event was attended by the medical staff, members of the Board of Directors, and several former patients and staff members. The ceremony included the presentation of certificates and a traditional cake cutting ceremony.

The event was also attended by several local dignitaries, including Mayor John A. W. and Mrs. W. J. Brown, who delivered opening remarks. The ceremony was concluded with a自然界 performance and a fireworks display.

The event was well-received by the attendees, who were impressed by the beauty of the park and the sense of community it fostered. The event was a reminder of the importance of community and the need for continued support of organizations like the King Park State Hospital.
**Harlem Valley Team Socks Baseball Games**

**WINDSOR, June 27** — Harlem Valley State Hospital has organized a men’s baseball team which will be heard from the other State hospital teams in the region for the coming season. The club was started by a softball team, and, from the reports received, is proving to have a hustling outfit. Any team that has a good idea of baseball will have to be on guard.

**Officers:** Marlen Wollf, Allen Chapman, P. Monachino, Laura Stugger, and Marion Monroe.

**Hi-Lo Doubles**

**Winners** in the annual bid-lo-winner doubles tournament, in the order of their standing: Liliana Siemone, Rod Smith, Beverly Williams, and Charles Gurney, Mrs. Barry Hill, Dorothy Hammond, and Tony Pundit, A. Corcoran and Harvey Hanson, Mary Stone and Herb Parke, Min Miller and Suzy Carter, Barbara Hernandez and John Pleew, Betty Callahan and Bob Seiber, Allen Chapman and Bill Hoppe’s Gal Monroe, P. L. Williams.

---

**FIND YOUR BIGGEST TRADE-IN**

See Better Living Distributors, Inc.
College Courses at Rockland Hospital

ORANGEBURG, June 27—A group of Rockland State Hospital's graduates and other members of the NY off-campus college faculty attended the sociology I and II and writing sessions held on campus recently by Edith d'Haenens, Ph.D., associate dean, State University of New York.

Those who completed all four course credits were: J. J. Coughlin, Johnstown; Mary Ellen Klemans, New York; and Roberta Stirling, New York.

Dr. Charles A. VanHooff, New York; and I. E. Stillman, New York, were the guests.

NYC Chapter Members Hold Gala Picnics

NEW YORK, June 27—An attendance of 500 enjoyed the 18th annual Insurance Department Employees' Picnic at the Idlewild Golf Course. Those players won a taxi cab for their winning team. Among the winners were: Edward V. O'Brien, William F. Johnson, and Christian J. Westlund.

Activity Officers of Motor Vehicles held its second annual picnic recently at the Forest Park Golf Course. Guests attended and were entertained. The weather was warm and pleasant. The aroma of food permeated the air.

ALBANY, June 27—In an outpouring of affection unequalled in many years, the Education Department more than 700 delegates and members came to pay tribute to Dr. Lewis A. Wilson, a farm boy from Bergen, Geneseo County, who has been recognized the last 20 years as one of the largest contributions to the State of Education. At the large farewell dinner held Monday night, Dr. and Mrs. Wilson were showered with gifts and praise.