Kelly Says Pay Promises Were Kept

ALBANY, July 4 -- In the face of bitter recrimination from State employees, J. Earl Kelly last week issued a report defending the salary allocations made by his agency and its actions on the appeals of the public workers. Mr. Kelly is director of classification and compensation.

Comparing statements, promises

Key to Mr. Kelly's defense was the proposition that promises made to State employees would receive pay increases for the fiscal year 1954 were kept. He put it this way:

"In February, 1954, certain promises were made to State employees that promises made to State employees in 1954 were kept. He put it this way:

"We said that 96 per cent of the State's employees would receive pay increases for the fiscal year 1954-55. The final figure is 97.97 per cent.

"We predicted that only about 3 per cent of all State positions would not be raised. The final figure is even lower: 2.03 per cent.

"We told the employees that the total increases over the existing increases would not be raised. The final figure is 97.97 per cent.

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(Continued on Page 3)
POLICE CONFERENCE SETS GOALS FOR 56

KINGSTON, July 4 — The Police Conference again will try to have a law enacted for a statewide 40-hour police week. It will seek that basic training as given to all new policemen.

A minimum salary of $5,000 a year is another demand.

Resolutions were unanimously adopted by 510 delegates from 196 police units at the 48th annual convention at Lido Beach. The 48-hour resolution stated that resignations continue to run high.

The police job situation is becoming relatively worse as pay scales, benefits and working conditions improve in industry, the pay resolution set forth.

Kerrigan's Preparations

Secretary Peter Kerrigan made four proposals: 1, wage equal that paid in industry; 2, standard work week; 3, optional retirement after 25 years' service; 4, pensions for policemen members of a profession that cannot be compared with any other kind of service work.

"It takes a long time to get appointed as a policeman, and a much longer time to understand the profession after you are in it," said Commissioner Adams.

He pledged support to Conference efforts to improve working conditions.

John Gevert of Yonkers was elected president, succeeding John H. Bower of Rockville Center. Albert O. Halsey of New York, chairman of the Civil Service Employees Association, is the Conference's executive vice president, succeeding Henry Herman of Schenectady.

$5 is Offered as Uniform Allowance for Sanitation Men

Budget Director Abraham D. Beame offered a $5 uniform allowance to sanitation men at a conference with John J. Delaney and Louis Fuic of the Uniform Sanitation Employees Association, Teamsters, AFL.

The union leaders said the actual cost is $125, but those are the maximum wages payable to them not mentioned in the department's rules. Another conference was set for Thursday, July 7 in NYC.

C. O. Osborne Heads Probation Commission

ALBANY, July 4 — The State Probation Commission elected Charles D. Osborne of Auburn as chairman. Dr. Egon Plager of McKownville was chosen vice chairman.

"It was fortunate for many employees of local government that Social Security was opened to them, for 100,000 or more who had no pension coverage whatever at last obtained one. These were employees whose employers did not become members of the State retirement system, or, if they did, their employees did not avail themselves of the opportunity of becoming a member and was not filling the class of job in which membership is compulsory.

Once in a while a local government will set the pace, or will equal the pace set by the Federal government. In the area of Social Security, there have been such instances as NYC's raising the pay of beginning clerks. The salary now starts at $2,500, the same as in the Federal government. Then by annual increases, $2,800, $3,000, $3,200, $3,400, and $3,600, in the sixth or longevity increment step, $3,600. These rates are much higher than the pay levels set in the department in which county salaries are often established, clerks starting work in the counties often get still less than the State salaries.

Local Government Sets Pace

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J. Earl Kelly Defends His Handling of State Pay Plan

(Continued from Page 1)

4.4 per cent. Actually, the average increase is more than 7 per cent. "Check against any other group of salaried employees in the State for the year 1954, and you will find that our increase is far below the average for the group," Mr. Javits said. The CSEA president, like Mr. Gilchrist, has offered to make awards twice a year, without regard for budgetary considerations, in recognition of the great many of the difficulties of our problems will be removed.

Names Sought for CSEA Officers

Elections Coming

ALBANY, July 4 — The Civil Service Employees Association is seeking recommendations from members for office. A notification from the Association Headquarters, 8 Elk Street, Albany 7, N. Y. The Committee on Nominations has been developed 20 different schedules before they were satisfied. "The latest rates," Mr. Kelly said, "were dictated by our wage studies and the highest by the salaries which were contemplated for vacant positions. Within these extremes ($2,100 and $1,600 of the office personnel; and $2,700 and $2,000 for the executive officers), we believe a just system of salary and wage distribution was established." Mr. Kelly points to the "... (Continued on Page 16)"

State Aid Would Have Broader JobProtection

ALBANY, July 4 — Amendments to the New York Unemployment Insurance Law in 1946 have extended unemployment insurance protection to include all State employees, Industrial Commissioners and Assembly Members. Effective July 1, coverage of state employees becomes complete as part-time and per diem employees and employees with less than 10 per cent of the members of the department for which the designation in question is used. The designation must be filed at least 60 days prior to the annual meeting, or August 25, 1955. The names of candidates having the prescribed standing will be printed on the official ballot.

Board of Canvassers

The Board of Directors also selected the following board of canvassers, in accord with the Association's Constitution, to determine the validity of nominating petitions and to count the ballots cast in the annual election: George W. Hayes, Mildred O. Meskll, Isabelle M. O'Sham, Leonard F. Repuq, Margaret Sayers.

Nominating Committee

The nominating committee in addition to Mr. Gilchrist, consists of: Mrs. Eva Armstrong, Charles J. Hall, Peter H. Hilton, Margaret A. Mahoney, Mrs. Mildred O. Meskll, Gerald R. Maloy, Joseph M. Kunie, Charles D. McKe, Celeste Rosenkrantz, Mrs. Lola Williams. The committee includes the following past presidents: Dr. Charles A. Beil, Jr., Jesse B. McPherson, Clifford C. Stone, Mrs. Beverly B. Thull, and Dr. Frank L. Tanan.

Lauds CSEA Services

To Improve Law Dept.

ALBANY, July 4 — The Civil Service Law Department has launched its own search for new employees. The plan was put into effect by Attorney General Jacob K. Javits.

In order to stimulate employee interest and requests for nominations, the Attorney General has offered to make awards twice a year for practical improvements in our service to the public," Mr. Javits said. The first award, with a prize of $25, and the second prize will be $50.

All members of the department, both those employed and non-competitive, are eligible. The first awards are expected to be announced this month. The deadline, for suggestions was June 15, 1954.
State Labor Relations Plan Stalled

ALBANY, July 4 — It appears unlikely that Governor Harrlman's executive order dealing with public employee labor relations will get anywhere before Mr. Harrlman's return from a vacation trip abroad.

While the body of the order is acceptable to most employee representatives, difficulty has developed over the composition of the "top boards." Various employee organizations have been unable to agree on a single formula.

The State Executive Committee of the Civil Service Employees Association last week acted to consider new ideas for the make-up of this board, which would be in effect the court of last resort in grievance matters. The employee representatives preferred to wait until an acceptable formula could be devised, rather than to "grab" whatever the Governor offered. Also, they prefer a top grievance organization on which there is no employee representation.

Governor's Plan

The Governor's plan had provided for a top board with Edward D. Meacham as chairman, and two members named by the Civil Service-Commission President. One suggestion made at the CSEA executive committee meeting was to permit the accredited employee to choose his own representative. The "top boards" composition would then be Meacham as chairman, two public members, and a member representing the employee's choice.

Falk Unlikely to Accept

Albert Falk, president of the State Civil Service Commission, is unlikely to accept this plan, it was said in Albany.

An alternate plan might be: chairman, two public members, a member of the employee's choice, and a member selected by management.

Where the matter stands,

In the meantime the Commission is pressing the Civil Service Law (Falk Commission) is going ahead with its own study of labor relations in government.

Charles E. Lamb (right) of Sieg Sieg Prison and John D. O'Brien of Middletown State Hospital, both excused last Thursday as president and 1st vice president, respectively, of the Southern Conference, Civil Service Employees Association. Other officers are William Hollings, 2nd vice president; Herbert Nelson, 2nd vice president; Catherine Glass, 4th vice president; Robert Seger, treasurer; Peggy Slackey, secretary, and Joseph Grable, sergeant-at-arms.

Southern Conference Installs

Board of Cardiac Home

To Meet on July 6

The regular monthly meeting of the Board of Governors, New York Catholic Home, will be held at 3:30 P. M. on July 6, at the Dolomites Hotel, NYC.

SPEIDEL WATCH BANDS $10.95 — $5.95 Disc.

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FLETCHER DISCOUNTS

Fleet Discounts for You!

Now the individual Civil Service Employee can start saving money on his transportation by being given the name of the best discount agent in the State.

The price is good here and there is a fifty percent savings, in some cases. The emphasis is on the local job, because the Commission is going to make a special effort to open this to the Civil Service workers.

ROCKVILLE Centre Motors

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Rockville Centre, L. I., N. Y.

See Page 11

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PUBLIC STENOGRAPHER

Meet Hazel Ford

MRS. HAZEL A. FORD is getting ready to wind up a State career that saw her rise through the ranks from stenographer to the top of the State's personnel hierarchy.

Within the next month or two, she will retire as director of personnel of the State Tax Department. She has been on leave since Aug. 16, and during that period she has gone to Yucatan to join her husband, Ezra S. Ford, retired chief examiner of municipal records, who is now returning to his New York home.

Mrs. Ford's family is a familiar one in Albany, where she and her husband have lived for many years. Mrs. Ford is a member of the Albany Country Club, the University Club of Albany, and the Trinity Methodist Church.

And Then...

Now that Mrs. Ford is leaving State service, there won't be an opportunity for another such incident as happened to her not too long ago. She tells the story of being in a restaurant and hearing her name mentioned. At first she did not hear the words: "Yes, he talked to Mrs. Ford in the Tax Department." Then came the words: "I've heard of that Hazel Ford for years. I would like to meet her. She must be old as God." Mrs. Ford objected by introducing herself.

The death June 10 of Mary McKee, supervisor in the stenographic personnel post in State government to be held by a woman.

The press discovered how the color choice had been made, and suddenly a certain Tax Commissioner secretary's name was in all personnel matters. She has a firm belief that the State should de-

The proposed increase in CSEA dues will be discussed. This is a matter that pertains to each Association member. Make a special effort to attend the meeting, so that the chapter's opinion will be well voiced.

Congratulations to John Mac- Nair, supervisor of Group 5 male on receiving a Bachelor of Science degree from Adelphi College.

Malcolm Gill and his brother Elmer have returned. Welcome back to Chauncey Rutman, who wasn't on the sick list! Bernie denigrates sympathy is extended to Victor J. O'Hara on the loss of his sister, and to Carl B. Harrison on the loss of his mother-in-law.

Looking forward, some names from Group 4 male are Anderson Edmond, Charles Treanor, Frank Micu, Michael Flynn, George Rosen, Mr. and Mrs. Ferris. Those who recently re-

The officers of the Western Conference, Civil Service Employees Association, who were re-elected for second terms at the Conference meeting June 18. From left: Vito J. Ferro, Gowanda, 2nd vice president; Kenyon Ticon, Attica, treasurer; Irene Loverty, Mt. Morris, secretary; Celeste Rosenkranz, Buffalo, 1st vice president, and Claude E. Rowell, Rochester State Hospital, president.

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CIVIL SERVICE LEADER

TUESDAY, JULY 5, 1955

Carrying Salary Plan
Meets a Deadline

As the NYC Career and Salary Plan has completed far more than it could scientifically accomplish in a short time.

To meet the July 1 deadline the City had to go ahead with a reclassification without a study of the actual duties

of employees occupying reclassified titles.

Not all problems, superimposed on the other ones the Personnel Department, the Budget Director's office, and the Board of Estimate must solve, got all the attention. The day the plan was presented for adoption was picked up by Personnel Director Joseph Schechter and his aides; and their work has been more than creditable.

An Appeals Board is to be established. Employees will be able to present their cases. Meeting the first deadline does not preclude remedies that fortunately have no deadline. A State-city study of possible sources of additional revenue is to be made.

Future Holds Hope

The City has improved its pay scales, and its definition of job duties, under the plan. The cost of effectuating the plan no doubt will exceed the amount specifically appropriated in the budget. The need for more money with which to satisfy the requirements that a great forward step in the career-conditional possibility of the City obtaining additional taxing powers of its own, and a larger share of State revenue, raises hopes for the general 49-hour week, time-and-a-half pay for overtime, and raising of the minimum wage for performing duties at sometimes disgracefully low wages.

WANTS ALL EMPLOYEES TO JOIN ORGANIZATIONS

Question, Please

NOW THAT the time has expiring for reclassification, the City is to move toward at least career-conditional appointment through passing closed exam-

This typography section was not illuminating. We'll continue the transcription of the text.
FOR PREVAILING RATES

law that says laborers and some skilled trades, like mechanics, are to be paid by government the
have them put in the competitive
ations then, if and when, but
FEDERAL V. CONSTITUTIONAL
AMENDMENT PROPOSED
States Constitution have a simi-
again so far as practicable, by
the U. S. Civil Service Commission
the people of the United States would

loosely defined, with won and lost indicated: Buffalo, 8 and 0;
work, 3 and 1; Wilkard, 2 and
: Rochester, 1 and 4; Craig Col-

is held accountable for obedience

RETURN

WHAT ARE the chances of former indefinite employees who have not been able to get career-
conditional or career appointments, because they were not ap-
guaranteed that employees were governed by the Civil Service Code.

WEIGHTS

National Park Service

our work is hazardous, technical

a transfer, what must he do? M.D.

BUFFALO, July 4—There seems

BROOKLYN, N. Y.

EMIGRANT INDUSTRIAL SAVINGS BANK

Excusable Job
Our work is hazardous, technical and professional, and, we are en-
titled to higher salaries. Things have changed, but, while we thought

interest dividend* compounded and credited

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EMIGRANT INDUSTRIAL SAVINGS BANK

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EMIGRANT INDUSTRIAL SAVINGS BANK
Court Held in Hotel Lobby in Dispute Over

The lobby of the Hotel Roosevelt, 322 West 57th Street, New York City, was barricaded Tuesday night and also for guards to watch the passing parade, but it was pressed for more than 50,000 people, a line of chair-warmers gaped, almost without knowing what was going on.

Presiding Justice Sidney F. Schirick, of the State Supreme Court, Albany, had full authority to arrest the two men from their attny, jest.

Appeal Needed Teeth

Supreme Court Justice Harry K. Schirick, in Albany County Supreme Court, had upheld the Commissioner, but Mr. Resnicoff filed an appeal immediately. What the lawyer needed, also, was a stay, to render Justice Schirick's order binding, and also for guards to watch the passing parade, but it was pressed for more than 50,000 people, a line of chair-warmers gaped, almost without knowing what was going on.

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Presiding Justice Sidney F. Schirick, of the State Supreme Court, Albany, had full authority to arrest the two men from their attny, jest.
The following NYC open-competitive exams open for receipt of applications on Wednesday, July 8. Apply by 9:00 a.m., 6th Ave. and Duane Street, Manhattan. Last day to receive applications is July 27.

1913. MECHANICAL MAINTAINER GROUP B. Teamster Authority, $9.99 to $27.14 an hour for 40-hour week. Eligibility: any graduate of any accredited high school with (a) two years' experience in the repair and/or maintenance of refrigeration machinery, inspection, repair or maintenance of refrigeration machinery, or (b) a high school diploma; or (c) three years' experience as a refrigeration mechanic. Fee $3.

1916. HOUSING FIREMAN 2nd Biennial period: $2,520 to $3,530; 53 vacancies in NYC Housing Authority. Requirement: either (a) one-year experience as a fireman at any fire company in NYC; or (b) eight years' experience as a fireman at any fire company in NYC; or (c) five years' experience as a fireman at any fire company in NYC; or (d) two years' experience as a fireman at any fire company in NYC; or (e) five years' experience as a fireman at any fire company in NYC. Fee $3.

POLICE ANCHOR CLUB HOST TO 8,500 CHILDREN
The 14th annual outing of the NYC Police Department's Anchor Club was held at Flushing Memorial Park. The guests were more than 8,500 orphaned and crippled children ages 5 and 17. About 500 off-duty policemen accompanied the children.

Among those who attended a testimonial dinner to Joseph F. Carlini, majority leader of Assembly, were members of the NYC Fire Officers Association and the Uniformed Firemen's Association. From left, Anthony J. Tini of NYC, vice president, State Fire-Fighters Association; Eugene Bannigan, minority leader of the Assembly, Captains Thomas Meyers, state professional engineer; and John J. Kelly Jr., CSEA assistant counsel.

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LIEUTENANT John J. Boyle, past president of the club, was general chairman of the outing. Sergeant James Sutter is club president.

The annual picnic of the St. George Fire Department will be held on Thursday, July 14 at Staten Island's Tottenville Beach. The committee in charge consists of Lieutenant Arthur Drescher and Fred Holmstedt.

KEY ANSWERS

MAINTAINER'S HELPER GROUPS A and C
Open-Competitive and Promotion (Held Saturday, July 23)

Key Answers


Candidates may submit protests against the tentative key, in writing, together with evidence upon which each protest is based, to the NYC Department of Personnel, 239 Broadway, New York 7, N.Y., until Friday, July 15.

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Johnny Tyler and family are vacationing in Aspen, N.Y., visit- ing with former neighbors. Hazel VanWinkle are vacationing at the Thousand Islands for a few days.

Steve Lindy writes to thank his many friends for the bond and wishes him upon his retirement.

Clem Tewksbury, in his capacity as acting police chief, is being transferred to a brand new Chrysler car.

Kathleen Ward, recently retired from the Employment Office, is spending a combined birthday and re- tirement celebration with her friends, who presented her with a cake and a gift from her many friends.

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**NEW YORK CITY**

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**NEW YORK STATE**

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**NEW YORK CITY**

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What Kelly Says About State Pay
(continued from page 3)

plenty new" feature of the plan calling for an increase of 2.5% after five years of service at the maximum of the grade.

One of the most difficult parts of the task was allotting the 2,700 new titles to the appropriate number of existing grade employees. This study indicated what Dr. Kline termed was likely to cost, Mr. Kelly says.

It was on the basis of this plan that the Board approved a new survey plan for the Budget Director's approval. The new survey plan called for a new formula for the new pay rates to be effective April 1, 1944. They would not show the impact on the pay schedules of the employees.

"The employees would get retroactive pay for the past six months," Mr. Kelly states.

Then Came Appeals

Then came the hectic period of appeals from the employees under the new formula. "We know," says Mr. Kelly, "that we would get a number of appeals. The results were downgraded and therefore received no increase in pay. We cannot say what the impetus for the many who did get increases, but who felt they should have fared better.

A total of 1,731 applications for increased pay were made. The Department and the Budget Director reviewed and approved 1,040 applications. Of these, 69 were reversed, while the remaining 667 were reinstated.

He also reveals that the deci- sion of the Budget Director, in 1943, not 1944, salaries paid in private industry and other govern- mental jurisdictions.

Lochner Tells About Dues
(continued from page 3)
over by William Hudson. The ques- tion of the change in dues was passed. (Friday, August 12.)

Mr. Dutton stated that the conference's Division Court paid for the secretarial work. The conference has not yet been called by the conference's representative to the NYSU.

Mr. Solod to discuss matters of especial importance to them are

Mr. Rowell to discuss the matter of the New York State Regional, the annual meeting of which was held on May 27.

The Postscript to the June issue of the conference's newsletter was as follows: "The conference's President, carries on tremendous volume of correspond- ence in the state of employment. Good jobs.

A recent survey at one institution showed that 85% of the em- ployees either did extra work on a part-time basis or had wives or children. The average salary for a man was $4,870, while for a woman it was $3,450.

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HERE IS A LISTING OR ARCO COURSES FOR PENDING EXAMINATIONS INQUIRY ABOUT OTHER COURSES

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

CIVIL SERVICE LEADER

Thursday, July 5, 1951

CONFERENCE JUDGES PICK PRIZE BEAUTY

Continued from Page 1

At concerts and banquets. On hand were statewide CSREA officers, Conference presidents, and other officers. They included John F. Powers, CSREA president; Joseph P. Felly, 1st vice president, and Mrs. Florence Felly, 2nd vice president; Mildred L. Mader, 5th vice president; Charles E. Silberman, Jr., secretary; Harold H. Herzstein, regional attorney in the metropolitan area, and his son, Harold J. Herzstein, Jr., field representative.

Also, Charlie L. Lauts, president of the Southern Conference, and Mrs. Lom and Claude E. Russell, Conference judges, with Mrs. Howell and their sixyear-old daughter.

Sidney L. Rinehardt, former Metropolitan Conference president, and Mrs. Alexander attended.

In fact, the event might have been billed as "family day," with spouses and offspring offering very much in evidence. In evidence, too, was age in age from Kenneth Valentine's tall and lanky 13-year-old to his toddler daughter. The families participated in the lighter aspects of the afternoon.

JIM JOHNSON

Molly McHugh Honored At Rochester State

ROCHESTER, July 4 — Molly McHugh, nurse supervisor at the Rochester State Hospital, was honored by the board of trustees to mark her 50 years of service. A magnificent bouquet of red and white flowers, with a gold band that read "50 years," was presented to Mrs. McHugh for her years of service.

The ceremony also served to honor another important milestone. March 30, 1951, marked the beginning of the 50-year anniversary for the Rochester State Hospital.

The ceremony was held in the presence of the hospital staff and representatives from various agencies like the local nurses' association, the local Workers Union, and the local medical society.

The presentation made to Mrs. McHugh was a token of appreciation for her years of dedicated service to the Rochester State Hospital. The bouquet was a symbol of the love and affection the hospital's staff has for her.

Molly McHugh was presented with a bouquet of flowers to mark her 50 years of service at the Rochester State Hospital. The ceremony was held to honor her dedication and commitment to the hospital. The bouquet was a symbol of the hospital's appreciation for her years of service.

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Molly McHugh was presented with a bouquet of flowers to mark her 50 years of service at the Rochester State Hospital. The ceremony was held to honor her dedication and commitment to the hospital. The bouquet was a symbol of the hospital's appreciation for her years of service.

Molly McHugh Honored At Rochester State

ROCHESTER, July 4 — Molly McHugh, nurse supervisor at the Rochester State Hospital, was honored by the board of trustees to mark her 50 years of service. A magnificent bouquet of red and white flowers, with a gold band that read "50 years," was presented to Mrs. McHugh for her years of service.

The ceremony also served to honor another important milestone. March 30, 1951, marked the beginning of the 50-year anniversary for the Rochester State Hospital.

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