CSEA Refutes Kelly's Implication It Backs State's Salary Decisions

ALBANY, July 11 — The Civil Service Employees Association has issued a sharp rebuttal to a summary of J. J. Kelly's report on the new State pay plan. Mr. Kelly's summary appeared in the current issue of the New York F眉l.

A Page 1 box in the State's official organ contains this summary of Mr. Kelly's report. He is Director of Classification and Compensation.

"In February, 1954, certain promises were made to the State's employees. Let's compare those statements with what actually happened."

"We said that 90 per cent of the State's employees would receive pay increases for the fiscal year of 1954-55. The final figure is 97.97 per cent."

"We predicted that only about 3 per cent of all State positions would be raised by increases of 5 per cent or better. The final figure is 20 per cent."

"The employees were also told that the total increases over the existing gross salaries would average 6.4 per cent. Actually, the average was 7 per cent."

"Conclusion: We have given the employees of the State a better result than the one which they anticipated when their representatives approved the entire program of revisions and correction of State salaries."

What Kelly Actually Said

There is no indication who wrote the summary. Mr. Kelly's own report, in discussing the subject included in the "conclusion" of the summary were:

"From the foregoing facts, it is evident that we have given the employees of the State a better result than the one they anticipated when they approved the entire program of revisions and correction. It must be remembered, however, that if the original State plan were carried out, the employees would have received more."

"The employees were also told that the total increases over the existing gross salaries would average 6.4 per cent. Actually, the average was 7 per cent."

"Conclusion: We have given the employees of the State a better result than the one which they anticipated when their representatives approved the entire program of revisions and correction of State salaries."

Hoch to Head State Mental Hygiene Dept.

New head of the State Mental Hygiene Division. Dr. Paul H. Hoch, like his predecessor, Dr. Newton Biglow, is a career civil service man.

The 53-year-old. Brooklyn-born psychiatrist was appointed State Mental Hygiene Commissioner by Governor Harriman on July 7. To determine the need for the specialized mental research psychiatrist at the State Psychiatric Institute in New York City, was made the $18,500 job. Governor Harriman said he received a ruling from Attorney General Jacob K. Javits. Mr. Javits said he received a ruling from Attorney H. Eilot Kaplan. He is waging appeals in cases of unemployment insurance referees, principal payroll examiners, examiners in the Bureau of Motor Vehicles, associate claims examiners, State Insurance Fund, and various examiner titles in the Temporary State Housing Rent Commission.

The Division has a form to be used in seeking redress from the Appeals Board. Only in cases of denial of the original application is an appeal possible. Such denial took place in cases handled by Mr. Kaplan, former Deputy State Comptroller.

A New Pay Problem: How Answer the Question That Was Never Answered?

ALBANY, July 11 — How can you answer an objection when you don't know what the objection is?

"Protest against the refusal of the Division of Classification and Compensation to state the reasons for determining that applying for upward pay increases is not in the public interest in denying that the $20,000. The action came as an astounding blow to the employees."

Extent of Loss

"Since the State-paid pension is nearly always larger than the salary, the employees were not eligible to membership in the State Employees Retirement System."

Early Exit of State Workers

Leaves Heat on Heat-Leave

ALBANY, July 11 — The heat is on the heat-leave question for State employees.

It all started with the decision of Comptroller Arthur Levits to permit some 1,500 Audit and Control employees to go home one-half hour early last week, because of the heat.

Civil Service officials noted that the departures were entirely proper, with one additional fact—that each employee would have a half hour deducted from his accrued leave.

Unless this rule is changed or an exception is made in the Audit and Control cases, it was reported, A & C employees would have to face the time-off deductions. The issue raised by the Comptroller's action is being now being studied by Edward D. Montagham, director of personnel services of the Civil Service Department. Mr. Montagham is viewing the heat-leave question as part of a larger problem.
Reimstatement Case That Changed Law Ends With Back Pay

FOUQUIERIE, July 11 — Having been reinstated to his job at the Hudson River State Hospital, Patrick J. Dclahoyde is awaiting back pay for the period of his suspension. Otherwise his case is concluded. He has not only won an important victory, but his stand was directly responsible for an amendment to the Civil Service Law, permitting the State Civil Service Commission to order reinstatement in cases of unjust dismissal.

Mr. Dclahoyde, on being dismissed, retained the law firm of DeGraffen, Poy, Conway, Hort, & Kelly of Poughkeepsie. Mr. DeGraffen is counsel to the Civil Service Employees Association, but this was a case of a private nature.

The employee, through counsel, appealed to the Commission, which found he had been wrongfully dismissed. The Commission's authority was then limited to permitting transfer to another job within two years. Mr. Dclahoyde wanted his job back, not a transfer. To get a transfer moreover, one really has to find another job himself.

The law firm saw that the situation had become impossible — an employee had been officially declared to be a victim of injustice, and yet the Commission lacked authority to provide the obvious remedy.

Counsel for the employee argued that since the dismissal had been illegal, reinstatement was the only remedy, and the courts have the power to apply it, even if the Commission did not.

The Supreme Court of the State of New York, County of Ulster, granted a petition for reinstatement.

Mr. Dclahoyde, having found deep interest throughout all the institutions of the State government, and in the local representation, was director of the hospital, is reported to have said, after the Commission's decision but before the court order was issued, that he would never reinstate the man.

At the last session of the Legislature, the Civil Service Law was amended to give the Commission authority to reinstate.

Capital District Resident Kerwin as President

ALBANY, July 11—Three officers of the Capital District Conservative Club were re-elected at the annual dinner meeting of the organization of the State Political Machine.

Mr. Joseph Kerwin, proprietor of the New York State Republican, was re-elected president; Mrs. Hazel Abrams, Mrs. Bessie Bolton, and Mrs. Gladys Thompson, members of the Equalization Department, and Mr. Howard A. Zeller of the Appellate Division, were re-elected vice-president, secretary, and treasurer, respectively.

Mr. Kerwin is a serious student of political questions, and he is the author of a series of articles which have appeared in the New York State Republican, concerning the question of the proper method of organizing the county machinery. The articles have been well received, and have been widely read.

Mr. Kerwin is the son of a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.

Mr. Kerwin is a man of fine character, and he is well-liked for his work in the field of politics. He is a splendid writer, and his articles have been widely read. His father is a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.

Mr. Kerwin is a man of fine character, and he is well-liked for his work in the field of politics. He is a splendid writer, and his articles have been widely read. His father is a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.

Mr. Kerwin is a man of fine character, and he is well-liked for his work in the field of politics. He is a splendid writer, and his articles have been widely read. His father is a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.

Mr. Kerwin is a man of fine character, and he is well-liked for his work in the field of politics. He is a splendid writer, and his articles have been widely read. His father is a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.

Mr. Kerwin is a man of fine character, and he is well-liked for his work in the field of politics. He is a splendid writer, and his articles have been widely read. His father is a well-known farmer, and he has been the subject of much attention in recent years. He is a member of the Republican Club, and has been very active in the work of the organization.
Clear Workers of 'Abuse' Charge

Aid at Willowbrook State School

Dr. Arthur W. Pense, Acting Commissioner of the State Department of Mental Hygiene, who was directed by Governor Avrett H. Harriman, who is a student at the Willowbrook State School, has submitted his report to the Governor. The report pays tribute to the capable job done by employees of the state institutions, in accordance with the charges about the girls, the report said. "Sometimes she required spoon feeding and at all times medical attention." The parents were also informed when the child developed a rash. They were discharged in their custody after her medical condition was explained to them. While at the school there they made no complaints of physical abuse.

Allergies Checked Carefully

"The allegation that she was physically abused was checked very carefully. A physician employed by the department in his Buffalo hospital, and who was given no information regarding the case, examined the girl and admitted her as one of the home of Willowbrook Institution. (He found several marks on her) ... no stress was laid on the fact that she had had measles earlier. The record shows one instance when the child was found by school personnel to have bruises. These were investigated very carefully. In every instance the effort was to be persuasive to the child that the child was very active and was a disturbed tantrum-like state."

Given Every Attention

"More than 50 employees had cared for the child in one capacity or another during her residence in the school were questioned under oath. The only evidence that could be elicited by this child had been mistreated or abused.

"On the contrary, there are many indications that sincere efforts were made to care for her. The problem to give her every possible comfort, and, as one of the employees stated, 'as much attention as we could to make her happy.'"

Staff Eases Admissions Process

"In the institution the child must become adjusted to a new environment which even under ideal conditions can never be the same as home. The surroundings are different, many unfamiliar per-

EMPLOYEES ACTIVITIES

Hawkins Gets Award

At Manhattan State

NEW YORK, July 1—Floyd Hawkins, an attendant at the state institution, was presented with a certificate of appreciation by the Everett State Employees Benevolent Association for his work in the design of mental patients' housing to increase safety.

The award ceremony was held in the office of Dr. John Travis, director of the Manhattan Branch Youth Service, and attended by Emory Ford, board chair-

Pilgrim State Employees

Wake of Dope-Pushing Scandal

Names Sought for CSEA Offices

ALBANY, July 11—There's still time for CSEA members to submit recommendations for can-

The Broad View Spells Success

In Any Large Undertaking

OCCASIONALLY, during the last few weeks, I have heard com-

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association

WICK BENTWOOD, July 1—In the wake of the arrest of four state employees, including attendants at Pilgrim State Hospital here last month for selling narcotics, reports are coming in that more than 3,000 employees are sub-

ROCHESTER State Plans

Annual Picnic July 20

ROCHESTER, July 11—The first annual picnic of the Rochester State Employees Benevo-

President

Civil Service Employees Association

"The record shows that the child required a great amount of personal care and attention to keep her and food hired."

"The child was sick on several occasions... and actually spent more than half of the time in the hospital building. The family was also informed frequently and she was considered to be a nervous ill. The parents were also informed when the child developed measles... while at the school there they made no complaints of physical abuse."

"The medical record as it stands supplies adequate explanation of the welts or bruises which might result from abuse."

"More than 50 employees who had cared for the child in one capacity or another during her residence in the school were questioned under oath. The only evidence that could be elicited by this child had been mistreated or abused."

"The first few months of a child's institutional life are difficult. Only through the provision of sympathetic care for the child and emotional support for the parents are several hundreds children received into our schools annually and helped to make a satisfactory adjustment."

"The department schools have brought happiness to thousands of children and comfort to their families."

"Among the high points of the presence of the public has been the more than 1,000 children at Willowbrook who have found it at the institution."

"The Department of Mental Health has brought happiness to thousands of children and comfort to their families."

"The personnel requirements of the schools for the mentally ill or otherwise handicapped are a number of patients with considerable capacity for self-help to live in the community. At the Willowbrook State School almost half of the patients are under 18 years of age and three-quarters are in the category known as, the seriously mentally ill"
TERRY MOTORS HAS

1955 CHEVROLETS

1955 CHEVROLET BELAIRS
Heater, directional signals, clock, undercoating, simonize and winterize, foam rubber cushion, tubeless tires with all accessories. $1,995

1955 CHEVROLET 210 SEDAN
Heater, directional signals, clock, undercoating, simonize and winterize, foam rubber cushions. $1,925

1955 FORD CUSTOM LINER
Heater, Driver signal, undercoating, simonize and winterize, foam rubber cushions, tires with all accessories. $1,925

We also have in stock
1955 CADILLACS
1955 OLDSMOBILES
We also have 1954 models. Like New

Terry Motors, Inc.
4042 AUDUBON BLVD.
ISLAND PARK, LONG ISLAND, N. Y.
Phone Long Beach 6-1045
OPEN 9 A.M. TO 10 P.M.
Special Consideration to Civil Service Employees
CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of writer problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Memorandum to the department who would like Mr. Solod to discuss matters of special interest to them are urged to write to him care of the Civil Service Leader, W. Beaver Street, New York City.

Survey Shows State Salaries Lagging

THE FEDERAL Reserve System has just released the 1955 edition of "Consumer Finances." If any good were needed to show that State employees salaries are again falling behind, this survey provides it. The two-year period following World War II is thoroughly reviewed and shows that all wage earners are making at least 40 percent more than at the close of World War II. This is not true of New York State employees. They received raises of 7 percent in 1946, none in 1947, about 7 percent in 1948, none in 1949 and 1950, 10 percent in 1951, 5 percent in 1952. And in 1953 we received "an extensive study of the whole question" in the classification of titles or the allocation of existing titles to the salary schedule.

After two years, or from 1953 to 1955, this cumbersome double task has produced very little. If reclassification has produced a 6 percent raise, this would mean a total of 35 percent in increases since the close of World War II, leaving State employees at least 5 percent behind.

New contracts now being signed in private industry all over the country make the 1963 rate of salary increase, and by the end of this year, state salaries have been increased. The United Federation of Civil Service Employees, 14; $4,130 to $5,200. The State Employees Association reports that Civil Service stenographers and typists have received raises of about 5 percent. The New York State Employees Association reports that Civil Service clerks have received raises of about 7 percent. The New York State Employees Association reports that Civil Service clerks have received raises of about 7 percent. The New York State Employees Association reports that Civil Service clerks have received raises of about 7 percent.

With these general pay increases being won all over the country have come many fringe benefits, such as retirement pensions and hospital insurance and insurance for hospitalization during pregnancy and hospitalization after childbirth. In the recent signing of the Ford contract it was shown that a man who sweeps the floor is paid $2.20 per hour and has many fringe benefits.

Statistics show that more people, on the average, are going to the hospital than ever before. The enrollment in the Blue Cross and Blue Shield plans increased by 25 percent during 1950.
DUGDUS USED FOR OFFERING INADEQUATE PAY FAIL

Government imposes stiff minimum requirements for some jobs, usually in the technical, scientific and professional fields, without offering pay anywhere near commensurate. But government can not get away with not more than any private industry can. The squirming devices used by the Federal, State and NYC governments, like offering better terms in some areas, but not in others, keeping exams continuously open, and trying to interest college students in their junior years to be ready for a job, on grades, on school work, on good enough, results. Students in their junior years to be ready for a job, on grades, on school work, on good enough, results. We all look forward to reckoning your efforts.

The Basis for Comparison

In seeking to attract the beginning specialists — engineers, accountants, chemists, pharmacists, and the like — the rate of pay should be based largely on the minimum requirements. The higher the requirements, the higher the pay afforded. The pay offered may not prove acceptable to officials granted to making comparisons with the pay in other public jurisdictions, and in private industry, especially as an excuse for offering sub-standard salaries. Pay offered may not prove acceptable to officials granted to making comparisons with the pay in other public jurisdictions, and in private industry, especially as an excuse for offering sub-standard salaries.

An obvious fact that could be used is the pay at the lowest figure that will attract a given number of candidates, and exempting candidates from the State or City residence requirements. Eligibilities who do accept the position, may be far better off, on the occasion. The pay offered may not prove acceptable to officials granted to making comparisons with the pay in other public jurisdictions, and in private industry, especially as an excuse for offering sub-standard salaries. The pay offered may be considerably better.

NYC has been grappling with the problem, and rather unsuccessfully, in an attempt to fill all vacancies in probation officer jobs, for which a college degree is required. It has not set the starting pay at $4,050, instead of the previous $3,500, which should help recruitment. While the pay offered might well be higher, on the basis of the minimum requirements, the number of applications received in the last exam, and the importance of the specialized work, the City feels it will obtain a list large enough to fill the 75 permanent vacancies at the new salary.

Still a Failure

Junior engineer and junior architect positions are to be filled at $1,450, or an increase of 35.9 per cent, there are nearly 700 vacancies. Intensive recruitment efforts are being made. Before the pay raise, the number of candidates was only a little more than half the 760 vacancies, yet this poor showing was not on the increase over previous efforts, at least proving the value of more diligent recruitment methods. The eligible list consisted of 337 persons, or about 20 per cent of the number of vacancies. If this reflects recruitment, another name for it should be found.

NYC has done a good job on its Career and Salary Plan, but with too much dependence on comparison of salaries paid by the State, instead of comparison with minimum requirements. The State's new reclassification, to which so much reverence was paid by NYC, was based on 1953 industrial figures, but the 71½ per cent Federal raise, averaging $325, was based on last year's figures.

No Panacea

"I am ready to concede," said NYC Personnel Director Joseph Schechter, speaking of the Career and Salary Plans, "that our new plan is not necessarily the best of all plans, but it is indeed a far cry from what we had before." It is encouraging to find the need for improvement so frankly admitted by many officials. The new plan does not account for all jobs, and we are deeply concerned with the opportunity for advancement for our employees. We all look forward to retraining some day.

I note the disparity between re-APPLICATIONS FOR CAREER AND SALARY PLAN

Today is a day we will be included with prison guards, our title changed to correction officer. There are the wronged. A correction officer, another name for it should be found. Paul H. Appleby, Budget Director, has announced that he has received a letter from the CSEA president, and that he has received a letter from the CSEA president, and that he will be included with prison guards, our title changed to correction officer. Another name for it should be found.
Employee Views Now Get More Government Attention

GOVERNMENT OFFICIALS consult employees more and more. Of greater importance, perhaps, is the fact that employee recommendations are now more often heeded. Cases is the day when everything is decided by government officials in executive session, although of course aspects of the practice still survive.

Here are some examples of improvements that resulted from consulting employees:

The NYC Career and Salary Plan includes upgradings for a larger number of employees than originally proposed, and safeguards to employee rights have been guaranteed.

No better proof could be found of the effectiveness of employee arguments, and the success of the democratic process in operation, than in the fact that as the result of conferences with the Personnel Department, 15 percent of the original pay plan proposals were revised, while as the result of public hearings the Board of Estimates altered 49 percent of the plans.

The Eisenhower administration has proposed a bill for health insurance for public employees that is more liberal than its original proposal. The measure stands a good chance of adoption when Congress returns after its summer recess.

The Federal life insurance plan was adopted last year on a more liberal basis than originally proposed, and opportunity to join is being offered now to employees who had refused to sign last year.

Aby Represented

Employees in all public jurisdictions have better representation today than ever before. Employee arguments are more convincing.

Often there is more soundness to the arguments of employees than to those of public officials. If what should be the winning argument actually loses, there is no reason for employees to despair, so long as their leadership is brisk and alert. Many deserved gains are a long time coming.

In the Federal government, and even in many State jurisdictions, equity is the prime consideration, money secondary. In the New York State government the dollar limit is relentlessly rigid.

The State undertook a reclassification under such a narrow dollar limit to the cost of improvements that not much could be expected. The State's strict adherence to the dollar limit is certainly no boon to the employees, nor is it defensible in a unit of government that can afford to lose.

In NYC, also, a dollar limit on the Career and Salary Plan was imposed, but often when employees proved their cause, more attention was paid to justice than to money. The result was far more beneficial both to the public and its employees than would have been the case otherwise.

Only when public officials have a sincere concern for the welfare and morale of public employees do any worthwhile gains result, and do public employees acquire benefits comparable to those enjoyed by employees in private industry.

By freely consulting the employees, government officials also honor and strengthen the democratic process.

U. S. Jobs Open

Apply to the Second U. S. Civil Service Regional Office, All Wash-


tation Street, New York 14, N. Y. for the following Federal jobs, un-

less another address is indicated. Apply to Second U. S. Civil Service Com-

mission, 641 Washington Street, New York 14, N. Y. (No closing date).


19. (B). LABORATORY ELEC-

630-1718

TENNY WASHED

NEW FRIGIDAIRE

FULLY AUTOMATIC

WASHER

3 YEARS TO PAY

NO MONEY DOWN

Now you can use this Frigidaire Washer anywhere you have hot and cold water and a drain! Kitchen, basement or even upstairs. With special casters you can roll it in a closet when you're through. Comes in now. See a demonstration.

- Live-Water Washing multiplies cleansing power of soaps, detergents
- Float-Over Rinsing floats dirt up, over and down the drain
- Rapidry Spin gets out pounds more
- Water than other makes

ABE GORDON'S

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.

3269 WHITE PLAINS AVENUE

Near East 214th Street • Bronx, New York

Telephone: OL 5-4944 — KL 7-5204

OLINVILLE APPROVED APPLIANCE CO.
MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.

TESTING THE TESTS

CIVIL SERVICE ADMINISTRATION

In testing police candidates a test of penmanship was recommended for inclusion since it was found that some policemen wrote so poorly that their reports were unacceptable. It was also decided that age restrictions might be lowered or raised according to recruitment needs and so it was recommended that a specific test of spelling be included in such tests.

In testing police candidates it is important that a test of penmanship be recommended for inclusion since it was found that some policemen wrote so poorly that their reports were unacceptable. It was also decided that age restrictions might be lowered or raised according to recruitment needs and so it was recommended that a specific test of spelling be included in such tests.

CITY HELPS NEW WORKERS LEARN JOBS

RICHMOND, Va., has begun an orientation program for new city employees—to dipped any doubts they may have about their status, their rights, and their duties.

The Civil Service Assembly says the program is divided into three parts: (1) New workers will get an Employee's Handbook, which also was planned for distribution to present employees. (2) Information common to all city agencies will be given out in classes that will be held once a month. (3) The program will be conducted by the agency to which the new employee is assigned.

PUSH-BUTTON MACHINE GIVES SUBWAY DIRECTIONS

IT WILL BE HARD to find New York subway riders who have lost their way, if a new "electronic destination locator" proves itself. The machine, which also was planned for distribution to present employees, is designed to guide passengers through the system. After the passengers press their buttons on the machine, the system's computers contact the appropriate computer terminal that will give the passengers the correct directions.

GOOD STUDENTS GET RERATE

AN EMPLOYEE of the University of Cincinnati, O., suggested that the city grant a 50 per cent reduction in the amount of time that a college student employe is required to spend in college to any city worker who is getting good grades in his course. The suggestion was taken under advisement by the city's Personnel Board.

TWO MORE cities have begun sending newsletters to residents, telling the latest happenings in the local government.

The International City Manager's Association has learned that Montgomery, Ala.; Elizabeth, N. J.; and Wheeling, W. Va., have all turned to mailing notices about what the government is doing and how the tax money is being spent. In Mount Clemens, Mich., the city manager is planning to issue a newsletter that will inform citizens about the city's operations, plans, and programs.

Javits Upholds Marine Reserve

A city police officer who Enlist, the performance of ordered military duty, Attorney General Jacob K. Javits has ruled in an informal ruling that any employee who Enlist, that employee can be protected from being dismissed or be prejudiced.

NEW YORK STATE JOB OPENINGS

Open-Competitive

The following State open-competition examinations have been advertised in newspapers for receipt of applications. Application forms may be obtained from the Civil Service Commission, Room 2091, 2093, and 2095, New York State Office Building, New York City.

1. GENERAL DENTAL HYGIENIST, $3,540 to $4,490; one vacancy in the Department of Health at Roswell Park Memorial Institute. Requirements: (1) State license to practice dentistry; (2) completion of approved course in dental hygiene; and (3) one year's experience, or (c) completion of approved course in dental technology and two years as dental laboratory technician, or (d) equivalent. Fee $3. (Friday, August 12.)

2. SENIOR PHYSICAL THERAPY TECHNICIAN, $4,940 to $5,460; one vacancy in the Department of Health at Roswell Park Memorial Institute. Requirements: (1) A.B. or equivalent degree in physical therapy, or (b) completion of approved course in physical therapy, or (c) equivalent. Fee $3. (Friday, August 12.)

3. CLERICAL STAFF, $3,880; Open to all qualified U. S. citizens. Requirements: (1) At least 12 years' appropriate experience, or (b) completion of approved course in clerical work, or (c) equivalent. Fee $3. (Friday, August 12.)

4. DEPUTY COUNTY ASSOCIATION SECRETARY, $3,880; two vacancies in Buffalo, N. Y., on the State Board of Education. Requirements: (1) at least 12 years' appropriate experience, or (b) completion of approved course in clerical work, or (c) equivalent. Fee $3. (Friday, August 12.)

5. SENIOR MEDICAL TECHNOLOGIST, $3,800 to $4,800; two vacancies in the Department of Health at Roswell Park Memorial Institute. Requirements: (1) completion of approved course in medical technology and two years as medical laboratory technician, or (b) equivalent. Fee $3. (Friday, August 12.)

6. SENIOR MEDICAL CLERICAL STAFF, $4,280 to $5,460; two vacancies in the Department of Health at Roswell Park Memorial Institute. Requirements: (1) completion of approved course in clerical work, or (c) equivalent. Fee $3. (Friday, August 12.)

THE NEW HOOVER CONSTITUTION

With its exclusive dual-switch hose

it cleans twice the area of any other!

Just set it in the center—clean most anywhere in your home! Clean room to room, even up the stairs, without moving this new Hoover. New "automatic feed" reaches to any corner, yet compresses for storage. New work-saving "quadruple" and full-horsepower motor—get more dirt with less work. New modern Strato-Tools for all cleaning jobs. Come in for a quick demonstration.

MIDSTON MART, INC.

157 EAST 33rd STREET • NEW YORK 16, N. Y.

MIDSTON MART, INC.

157 EAST 33rd STREET • NEW YORK 16, N. Y.

MIDSTON MART, INC.

157 EAST 33rd STREET • NEW YORK 16, N. Y.

MIDSTON MART, INC.
New York State Job Openings

(Continued from Page 8)

of upstate counties. Not open to residents of NYC, Orange, Putnam, Nassau, Rockland, Suffolk and Westchester Counties. Requirements: (1) high school grad-

uation or equivalency diploma; and (2) either (a) two years ex-

perience in investigation work; including one year in field inves-

tigation and preparation of written reports, or (b) two years’ experi-

ence in public administration, including city, state, county, and munic-

ipal agencies, labor standards and working conditions, or (c) bachelor's
degree with specialization in economics, political science, public administration or business adminis-

tration, or graduation from recognized law school, or (d) equival-
cent combination. Fee $3. (Friday, August 12.)

1964 SENIOR ENGINER, $6,950 to $8,070: one vacancy in

Public Works Department, $6,950 to $8,070: one vacancy in

New York City Public Service, and (c) two years’ experience in

general management. Fee $3. (Friday, August 12.)

1965 SENIOR PLUMBING

ENGINEER, $7,050 to $8,070: one vacan-

cy in Public Works Department, $7,050 to $8,070: one vacan-
cy in Public Service, and (c) two years’ experience in general management, including experi-

ence in building construction. Fee $3. (Friday, August 12.)

1966 ASSOCIATE SOCIAL

SERVICE, $6,500 to $7,650: one vacan-
cy in Department of Mental Hygiene, $6,500 to $7,650: one vacan-
cy in Public Service, and (c) five years’ social work experi-

ence, including two years with Government agencies. Fee $3. (Friday, August 12.)

1970 PROMOTIONS

(Prov.) 1. L. I. State Park Com-
pensation. Two vacancies, one in Albany, one in Canton. One year as supervising engineer or assistant

engineer now acting to Grade 8, or equivalent. Fee $3. (Friday, August 12.)

1971 PROMOTIONS (Prov.) 1. L. I. State Park

Commission, Bethpage Authority, and Jones Beach State Park Authority. Two vacancies, one in

each, in order to Grade 9 or higher. Fee $3. (Friday, August 12.)

1972 PROMOTIONS

(Prov.) 1. Labor Department, $6,592 to $8,070: one vacancy, one in Albany, and (b) at least three years’ experience in labor

relations. Fee $3. (Friday, July 23.)

1973 PROMOTIONS

(Prov.) 1. State Thruway Authority, $6,590 to $8,000: one vacancy, one in Albany, and (b) at least three years’ experience in labor

relations. Fee $3. (Friday, August 12.)

1974 PROMOTIONS

(Prov.) 1. New York State Parks, $6,590 to $8,070: one vacancy, one in Albany, and (b) at least three years’ experience in labor

relations. Fee $3. (Friday, August 12.)

1975 PROMOTIONS

(Prov.) 1. New York State Parks, $6,590 to $8,070: one vacancy, one in Albany, and (b) at least three years’ experience in labor

relations. Fee $3. (Friday, August 12.)

Manufacturers Trust Company

under our modern plan...

CIVIL SERVICE EMPLOYEES QUALIFY for SAVINGS up to 30% on Auto Insurance

(Continued from Page 11)

What’s new at 100 Park Row?

Private personal loan facilities for Civil Service employees

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and we in-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation

What’s new at 100 Park Row?

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and In-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and In-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and In-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and In-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation

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 open 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 at Manufacturers Trust. The cost is only $8.51 a year per $100 of note, and In-

surance covering the unpaid portion of your loan is included in the cost. We will arrange the most suitable repayment plan most convenient for you personally.

Manufacturers Trust Company

PERSONAL LOAN DEPARTMENT

EVEYBODY’S BANK

Member Federal Deposit Insurance Corporation
Contract Workers Ousted From State Pension Plan

Another legal point raised by the Retirement System is that the State Civil Service Law provides that if a retired employee is rehired to a temporary job, his pension must be suspended. The system is required to make permanent job, his pension canceled and he be restored to membership in the system, resuming contributions toward his annuity account. Contract hiring was supposed to be a way of avoiding the effect of this provision. The system is therefore investigating cases of retired employees, especially those who may have been rehired on a supposed contract basis, to fill the jobs from which they retired, and thus draw both salary and retirement allowance.

Big Names Figures

Some other names figures in this news Charles H. Bell, former State Comptroller of Public Works, was hired on a so-called contractual basis as an engineer consultant to the Thruway Authority. Dr. Paul Brusel was hired as a consultant to the Budget Director, directing the administration of public employment. John E. Dewey, former Lieutenant Governor, was hired as a consultant to the State Department of Veteran Affairs, with his salary determined by the appointment just prior to fly's expiration.

The Retirement System holds that an organization, but not an individual, may be hired on a contract basis. In some cases it has been pointed out as an individual involved, the hiring to be made in conformity with the State Department of Veteran Affairs, and has since hired the man on a contract basis. The Retirement System holds that an organization, but not an individual, may be hired on a contract basis. In some cases it has been pointed out as an individual involved, the hiring to be made in conformity with the State Department of Veteran Affairs, and has since hired the man on a contract basis.

Effect on Local Government

Since the Employment Department is stopping the payment of contributions at age 55 for those who accepted the age-55 retirement, employees who were under the age-60 plan, and who accepted the age-60 plan, had their contributions stepped up 50 percent, and some of them even paid in full retirement. When they retire, under the provision of law that permitted one to pay in at the higher rate even on salary in previous years, the so-called making up of arrears.

The law provides that on the other hand the so-called making-up of arrears will revert to the age-60 basis, a small difference in the amount of tax paid. For every-two-weeks pay checks, when applied, the median affected, a sizeable amount, on which the State thus will not have to pay in. Some employees who got such notes point out that to make the change, the reason for payment of 170,000 union members had to be studied, and the cost of this amount and clerical work may exceed the saving.

The system, however, points to its duty in accordance with the law. That law states that the lower contributions shall be reduced, and it is held that the lower argument is raised by some employees who are entitled to the benefit's provision of law that permitted one to pay in at the higher rate even on salary in previous years, the so-called making up of arrears.

Another action taken by the

Hirsch Returns to the State Parole Board

ALBANY, July 11—Philip J. Hirsch is appointed an associate member of the board, succeeding Samuel M. Brin- baum, an appointee of the former Governor.

Governor Harriman announces the appointment just prior to flying to Europe for a vacation trip. There is believed to have been a change on the board, caused by the appointment of Thomas McGrath as Com- missioner of Correction.

Mr. Hirsch is a former assistant U. S. Attorney for the Eastern District of New York and was a member of the U. S. Force veteran World of War II. He is married and lives at 155 Pros- pect Avenue, Staten Island.

Retirement System is stopping the payment of the increased rate of contributions at age 55 for those who accepted the age-60 retire- ment plan. Employees who were under the age-50 plan, and who accepted the age-60 plan, and who accepted the age-60 plan, had their contributions stepped up 50 percent, and some of them even paid in full retirement. When they retire, under the provision of law that permitted one to pay in at the higher rate even on salary in previous years, the so-called making up of arrears.

The law provides that on the other hand the so-called making-up of arrears will revert to the age-60 basis, a small difference in the amount of tax paid. For every-two-weeks pay checks, when applied, the median affected, a sizeable amount, on which the State thus will not have to pay in. Some employees who got such notes point out that to make the change, the reason for payment of 170,000 union members had to be studied, and the cost of this amount and clerical work may exceed the saving.

The system, however, points to its duty in accordance with the law. That law states that the lower contributions shall be reduced, and it is held that the lower argument is raised by some employees who are entitled to the benefit's provision of law that permitted one to pay in at the higher rate even on salary in previous years, the so-called making up of arrears.

Another action taken by the
ANOTHER AMERICAN HOME CENTER VALUE...

ANNOUNCING!

All Brand-New

Imperial 2-Door

Food Freezer-Refrigerator Combination!

Huge Separate Food Freezer
stores 72 lbs. frozen food for months...
zero-safe. Separate Freezer Door has
frozen storage space, too.

Huge Separate Refrigerator
is self-defrosting, banishes frost before it
collects, gets rid of defrost water auto-
matically. The door has special containers
for eggs, butter, cheese, leftovers.

New 11.2 cu.ft.

FRIGIDAIRE

"Imperial-112"

Choice of color on the exterior in
Sherwood Green, Stratford Yellow or
Snowy White in Lifetime Porcelain or dur-
able Dulux. Also right or left-opening
doors at no extra cost. Come in! See this
big beautiful Frigidaire NOW!

The Buy of the Year

American Home Center, Inc.
616 Third Ave., at 40th St., N.Y.C. 3-3616
Savings on Appliances, Air Conditioners, Toys, Drugs, Giftware, Nylons


EXAMS FOR PUBLIC JOBS

STATE

Open-Competitive

(Continued from Page 4)

(b) Senior Public Service

requirements: four years of

3.200 to $5,460; one vacancy in

New York City; and that the

2.500 to $6,280; one vacancy in

One year in civil engineering

elsewhere the service of this

position will be

21. 25 CIVIL ENGINEER (HIGHWAY PLANNING OFFICER). Department of

Public Works, $2,500 to $6,280;

higher, or formerly allocated to

20. 20 JUNIOR STORES CLERK (Prom.). Social Welfare institu-

1. $2,500 to $8,850; one vacancy in

the place of

CIVIL SERVICE LEADER

CIVIL SERVICE LEADER

Consulting and Commercial • College Faculty

CIVIL SERVICE LEADER

New York 7, New York

$2,400 a year. Jobs in NYC. Re-  

1.100 HEAD CLERK (Prom.) Department of Criminal and Correctional

Service, $2,400 to $5,400; one

position.

2.000 to $6,800; one vacancy in

The price is $3 — That brings him 52 issues of the Civil Service Leader.

2.100 SECRETARY (Prom.) Treasury and Finance, $2,100 to $4,800;

3. one vacancy in

go ahead.

3.100 FOREMAN, BRICK COUNTY, MAX DONNELLY, employed by

36,000, employed by County

for his subscription.

For those who want to get into Civil Service

Why a subscription to this leaves you no other chance than to read the

For those who want to get into Civil Service

CIVIL SERVICE LEADER

Please subscribe to the Civil Service Leader.

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for

a subscription to the Subscription

Leader. Please place the name listed below:

SAME

ADDRESS

CITY

ZONE

U.S. Exams Now Open

2.200Puncher, $2,700 and

1.300 Senate Stores Clerk

152 West 40th St., N.Y. 1, N. Y.

5.100 Employment Services

9-1022

CIVIL SERVICE LEADER

For those who want to get into Civil Service

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a


civil-service officer.

at Board of U. S. Civil Service Exams.

Department of the Navy, Main Navy Building, Washington 25, D. C. (Tuesday, July 26).

7. (B) AUDITOR, $245 to $100, Jobs with Department of Army in

Washington, D. C., and throughout Country. Minimum require-

ments: one year experience, or combination of education and experience.

DOMINO INSTITUTE

1123 Park Avenue, New York 28, N. Y.

For those who want to get into Civil Service

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a


civil-service officer.

at Board of U. S. Civil Service Exams.

Department of the Navy, Main Navy Building, Washington 25, D. C. (Tuesday, July 26).

7. (B) AUDITOR, $245 to $100, Jobs with Department of Army in

Washington, D. C., and throughout Country. Minimum require-

ments: one year experience, or combination of education and experience.

DOMINO INSTITUTE

1123 Park Avenue, New York 28, N. Y.

For those who want to get into Civil Service

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a


civil-service officer.

at Board of U. S. Civil Service Exams.

Department of the Navy, Main Navy Building, Washington 25, D. C. (Tuesday, July 26).

7. (B) AUDITOR, $245 to $100, Jobs with Department of Army in

Washington, D. C., and throughout Country. Minimum require-

ments: one year experience, or combination of education and experience.

DOMINO INSTITUTE

1123 Park Avenue, New York 28, N. Y.

For those who want to get into Civil Service

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a

CIVIL SERVICE LEADER

New York 7, New York

I enclose $3 check or money order for a


civil-service officer.

at Board of U. S. Civil Service Exams.
Iri.s Jack.son, Frank  Annunzlata, and Eve  Emerton.

Sing Sing mounted squad. Keep it up, Pat, heat wave. Drop him a card, or White Plains, especially during this

new employees Donald Tifft and you will ride that white steed at

to discuss the proposed Association, Maher all recovering from illness.

Maffucci, guidance counselor.

Moran Memorial Institute on De-
der the grant of The Frederick A.

Koslowe, Charles Lamb, George

iories should not be permitted to

Jess Collyer, vocational head at

home.

his home.

in Columbus, O., visiting their

Hogan, Lawrence  Kavanaugh, Lawrence  Kavanaugh,

parts of the country.

The successful completion of

are returned vacationists.

Mr. and Mrs. Thomas  R.  LaMv.

Dr. Gloria Fareta by employees

Who gave me such nice retirement

to vote for their choice in the

They have resigned: Dr. Rob-

and Barbara

triumphs by Dr. Beckenstein.

CSEA Council  Meets

recently left for a visit in Ireland.

Sherry Blackwell, Harry Miller,

in child psychiatry. . . . Ed-

who was the recipient of a $25

of the coal miners around

recently promoted to sergeant

of more homes for the aged to

and Bob Soper of Wassaic

Ella Holloway has returned

Matty Ryan is in sick bay. Tim

Michael Carroll, at Arlington National

in sick session and Etheline Patter-

The Correction Conference will

The employees honored were

Knie. at 6 P.M. All delegates are

Dr. Warren  Hooper,  training

Mrs.  Honor  Taylor  was hostess at

celebration.

Students of Port Kent, wish to thank the

Mrs. A. Massalone.

Mr. R. Paul  Lepellitier, Harry Miller,

and Mrs. Eugene Grant  Malcolm

for  three week's training.

the rest of the coal miners around

all chapter members are urged

in honor of Melanie, who

Welcome to Eileen McLaughlin

in the sewing

Mr.  and  Mrs. Watson,  and

on the birth of a son.

Congratulations, Mr. and Mrs.  Watson.

The Correction Conference will

at Building  P recently, leaving

Brownsville, Herman Weinegar  and

Gary, BMV  Safety  Files, July  17.

at 68th Street and Main.

at the Chung Mei Restaurant. The

home.

Mr. and Mrs. Thomas  R.  LaMv.

Also on the agenda is the pro-

On the birth of a son.

and John  Car-

E.  Kearley,  who  do  not  wear  uniforms

A.  Neary,  Delia  O'Dowd,  Francis

H.  Ryan,  administrative assistant.

James Cox, Mary Coyne, Margaret

James Cox, Mary Coyne, Margaret

E.  Kearley,  who  do  not  wear  uniforms

prayer.

After the retirement of Sisters

months.

the rest of the coal miners around

in sick bay. Tim

and in a soft ball game, and

starts, 6:30 P.M. All chapter

Mr.  Paul  Slavin  and  Mrs.  Brondum.

They have resigned: Dr. Rob-

and Dorothy Brooks on maternity

Mrs.  A.  Massalone.

and Mrs. J.  L.  Gabrielli, training

She has resigned: Dr.  Rob-

Sherry Blackwell, Harry Miller,

and Barbara

Civilians  being  assisted  by  Mrs.  N.  Davis.

Mr.  Paul  Slavin  and  Mrs.  Brondum.

The Correction Conference will

of officers of the prison were

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

and Dorothy Brooks on maternity

and Barbara

Edwards.

Mr.  and  Mrs. Watson,  and

Mrs.  J.  L.  Gabrielli, training

They have resigned: Dr. Rob-

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

of the prison were

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

of the prison were

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,

Sherry Blackwell, Harry Miller,
Dannemora Attendants Celebrate Pay Victory

PLATTSBURG, July 11—Over 200 officers, employees and guests of Dannemora State Hospital attended a banquet at the American Legion Home recently, in a victory celebration upon the recent victory of the nurses and hospital attendants to a pay grade equal to that of prison guards.

This gala occasion was the fruition of nearly 18 years of effort by the Civil Service Employees Association, and represents the hard work of many people in various localities, as well as in the Dannemora and Albany areas.

Mr. Park, speaker, was Edward Kelly, Director of the Classification and Compensation Board, who recalled his experiences in his official capacity since 1965. He stated how he had been in favor of a pay raise from the very start.

According to the CSEA headquarters staff, the efforts of the men in Albany who have championed the attendant cause.

Assemblyman James Fitzpatrick, in a part in what was a concerted effort of many state legislators.

Ralph Pluniley, sickness and health; Emmett Durr, television; Walter Carter and his committee gave home due to the illness of his mother.

Margaret Carmody has been called home due to the illness of her mother.

The LEADER he did not expect a detailed study of the Association's movement.

One department official told those instructions.

The following committee appointments were also announced at the meeting:

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The chapter was scheduled to hold capings on July 11 and June 29, members voted down the proposed increase in dues $5 to $10 a year.

Guest speaker at the meeting was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

Mrs. Mildred Koski of the Commercial Department expressed the ambition that there is no question about the need for further increase, but it was strongly in favor of a re-evaluation of CSEA services. However upon the 43 increase which the Association has proposed.

The following committee appointments were also announced at the meeting:

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

Guest speaker at the meeting was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

The committee was Joseph D. Luchet, CSEA executive secretary, who reported that expenses have increased considerably since the last time dues were increased in 1947.

BOWLING BY SIF AND STATE U TEAMS

Payroll Audit Team, three-time winners, received permanent possession of the State Fund Bowling League Trophy. Left to right, bottom row, H. DeSimone, M. Gur Hak, M. Plante. Top row, L. Hasen, H. Piek, M. Wechsler, A. Wechsler and J. Stueck. At the microphone is James Carroll, deputy executive director of the State Fund.