Municipalities Get New Chance To Give Aides Social Security Coverage

ALBANY, Feb. 23 — Municipalities which did not avail themselves of the Social Security retroactive coverage for their employees will now be able to do so.

The availability of such coverage was made possible by the joint efforts of Attorney General Louis J. Lefkowitz and Sen. Jacob K. Javits of the New York State Senate.

Under the agreement, it will be possible for municipalities to provide retroactive coverage of employees if they decide to do so. However, many communities in the state did not take advantage of the offer.

Through the efforts of Senator Javits and Attorney General Lefkowitz, an agreement with State and Federal Social Security Agencies has been reached permitting the retroactive coverage.

Under the agreement, it will be possible for employers of municipalities to have retroactive coverage back to 1955 if the community wishes to have it. Letter to Javits

The following letter was sent by Attorney General Lefkowitz to Senator Javits:

"Thank you for your letter of February 2, 1959, concerning the reports of the Acting Commissioner of Social Security Administration relating to accomplishment of the purposes of New York Laws of 1958, Chapter 423, as to Municipalities.

This chapter, in effect, authorizes public employers in the State to provide further retroactive social security coverage to their officers and employees where such employers did not originally provide the maximum, retroactive coverage that could have been made available.

"One of my associates has discussed the problem with Edward O. Boernsen of the New York State Social Security Agency and has obtained the information that the Federal Officials will construe Chapter 423 literally if we, on the State level, are in agreement. This would have the effect of permitting individual public employees to obtain further retroactive coverage. Because of the liberal interpretation contained in the Chapter, it is held by the Acting Commissioner of the Social Security Administration, I believe that it will, therefore, not be necessary to enact legislation on this point. I am certain that those involved are appreciative of your efforts on the Federal level in this respect."

22 Tax Dept. Aides Receive Promotions

ALBANY, Feb. 23 — Twenty-two State Tax Department employees received promotions.

The name of the employee and new title follow: David A. Sibley, assistant income tax examiner; William J. Hoerner, senior tabulating machine operator; Helen M. Buhler, principal file clerk; Thomas P. Grove, income tax examiner; Effie C. Egan, senior key punch operator.

Louise Kieny, senior key punch operator; Tabeta Kalagian, senior key punch operator; Mary A. Murray, principal file clerk; Cypriana Olyvad, senior file clerk; Elizabeth Cox, senior key punch operator; Arnold H. Smith, senior key punch operator; Audree M. Knopp, principal file clerk; Marie Niezgoda, senior file clerk.

Mr. Kelly's remarks were received on the grounds that "the police services from affiliated with any labor organization and for eight years serve as a deputy state grange master."

RETIEMENT!

Retirement is everyone's newest and everyone has retiring. There are many who wishes to assist its readers in this important and difficult endeavor. This year's requests will answer any questions on the subject through a column in this newspaper. Send your questions to "Retirement Editor, The Civil Service Leader, 51 Daman St., No. Y. Answers will appear in the column."
Demand Grows for Amendment Of States Anti-Strike Law

Proposals for repeal or amendment of the Condon-Wadlin Act, the New York law that prohibits strikes, slowdowns and the like by employees of the State and its hospitals and schools, are increasing. Bills to repeal the law highlitgously get nowhere. Governor crisis usually goes on the record as a hot potato and don't welcome having to take any stand at all. It is conceivable, of course, that the law makes second-class citizens out of public employees, even the Civil Service in New England, New York City, or write for an application.

In person immediately at the Camp
Director, 444 Madison Avenue, New York City, or write for an application.

Jobs in Manhattan

Prepared by A. L. Peters

For the following describes job opportunities in private industry:

College students may spend a profitable summer working as camp counselors in New England, New York City, or write for an application.

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A Clear View on Taxes

In the writer of controversy warning about the need of the citizens and officials of New York State over the cost of government. It is refreshing to read a letter from a citizen taxpayer giving a clear and concise analysis of the subject. We venture to say that there probably does not exist in New York State any person who doesn't understand the need for increased taxes and are pron-

Touch education and you arouse a citizenry hunger like angry disturbed war over the possible deprivation or earmark of school teachers, school transportation and milk. I suggest that we give our children a chance, and in addition guarding the purity of our milk and food. Therefore, we are giving us a better, longer and fuller life, giving our crippled children a chance, and in addition guarding the purity of our milk and food.

The critics of Gov. Nelson A. Rockefeller's tax program seem to fall into two categories. One consists of those who don't understand the need for increased taxes and are prone to yell before they know how badly they are hurt. The other is composed of those who would put their personal capital out of ignorance.

A Path to Lower Taxes

"The real path to lower state taxes (and Federal, too, for that matter) would be to reverse the evergrowing trend toward big government and have the individual communities accept the economic and social responsibility for local government at its own expense."

The proposal of a self-service toothbrush to aid in the daily care and cleaning of the teeth is now being used in the State Hospital. The proposal are of considerable advantage.

"However, even if by some Utopian miracle the trend should be reversed, it is still necessary to pay one's bills."

"Governor Rockefeller has displayed not only political courage but a full realization of the fact that local financial life by getting along with his program to put the state back on a pay-as-you-go basis."

"A day of reckoning is always the outcome of deficit spending. It is better to face it now than to be shamed out of our pockets some time in the future when the state's financial grave will have been dug."
Limited Amount of Plane Space Only Available on CSEA European Tours

Air passage only in limited amounts is available on each of the tours of Europe being sponsored by CSEA and the Civil Service Leagues in connection with the Conferences of the Civil Service Employees Association.

For less than $700, round trip air passage to Europe from Buffalo, Albany or New York can be had, according to which conference the interested traveler is a member of. This is considerably less than the Commercial rate for such a journey. For those who wish to go to Europe about on their own this is an ideal offering.

FLY TO EUROPE TO GAIN A Panoramic View of Europe and at the same time have the convenience of a room made available for hotel space, land travel, sightseeing tours, baggage handling, etc., the complete travel package offered by the Conferences is available in all three areas for less than $700.

Applications for either air passage only or for the full tour, arranged with CSEA members, may be had by writing to the address of your Conference area. A complete description of what the full tour offers follows. Complete arrangements for the tour are made immediately upon application to insure space as only a limited number of bookings can be made and must be exceeded—see available in all three areas for less than $700.

For applications write:
Metropolitan Conference—Dept.
New York August 27, 1956
Write to:
CSEA Metropolitan Travel Club,
61 Diane St., New York 7, N. Y.

Western Conference—Dept.
Buffalo August 31, returns September 22.
In Buffalo area write to:
110 Duane St., New York 7, N. Y.

Capital District—Dept.
Albany August 31, returns September 22.
In Albany area write to:
118 Clinton St., Schenectady, New York.

10 Federal Aides Cited By National Civil Service League

Ten Federal employees who "exemplify the highest character traits of public service" have been named winners of the National Civil Service League's fifth annual Career Service Awards. The League is a non-partisan organization which honors good government.

The winners were: Lyle T. Alexander, chief of the soil survey laboratory, United States Geological Survey; John B. Barnwell, assistant chief, Bureau of the Census; John C. Banner, city government office; Mrs. Fred C. Banner, assistant director for research and education, Veterans Administration; Harold B. Beck, assistant civil service commissioner to the Assistant Secretary of Defense; Manufactured: Personnel; Frank T. Benner, director of the Social Security Administration; W. F. P. Fain, assistant director for management and organization, Bureau of the Budget; Lyle B. Fanning, assistant to the special assistant to the Secretary of Defense; John W. Farrow, director of the Air Force Financial Management; and Robert J. Myers, chief of the Air Traffic Control. George J. Murray, director of research and development, Department of the Army; Joseph E. Wissel, assistant to the special assistant to the President, for personnel, and Ora L. Reynolds, chief of the National Park Service.


ey to pass high on your test.

Every month a state employee in Albany who is recovering from a hip injury looks forward to a special envelope. You see, inside this envelope is a disability check for $3,000 or more, depending on the employee's regular living expenses! To date, she has received 30 checks for $3,000.

You too can protect against loss of income due to accident or illness by enrolling in the C.E.A.S. Plan of Accident and Sickness.

Before another day goes by, get in touch with one of these experienced insurance counselors in our Civil Service Department.

TER BUSH & POWELL, Inc.

CIVIL SERVICE LEADERS

Tuesday, February 24, 1956

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TER BUSH & POWELL, Inc.
Visualizing Conductors for Fireman Patro...
As You Rise, Pay Drops

EMPLOYEES who claim for promotion opportunities in the New York City service not infrequently refuse preferred promotion. They pass the promotion test, are reached for promotion, and then something happens. They find that if they accept they receive less than on promotion. And if they refuse promotion, or equivalent obligations, employees find they cannot afford the luxury of a promotion that will reduce their salary and take-home pay.

Nobody should be asked to accept less when being promoted. The New York City government must protect their employees against this unjust anomaly. The New York City government must do no less. What is intended to be a fine career service, and what in many respects is just that, has some bugs in it and reduction in pay at or near the top of their grade is at a salary level protects their employees against this unjust anomaly. The

The difficulty arises from the fact that an employee at or near the top of his present grade is at a salary level higher than that of the minimum of the next higher grade. The least that should be done is to put him or her in that slot of the next higher grade. This at least would be of the lowest order.

Questions Answered

On Social Security

I worked under Social Security for 10 years and my husband is still working. Is it possible for me to collect any benefits even though my husband is still working?

Yes, since you are a fully insured individual and if you work your own past work, it is possible for you to collect your own old-age pension even though your husband still works.

My husband and I both work and earn each of us more than $5,000 per year. Will we both receive Social Security benefits when we retire, or will he be limited to 60% of his benefit?

As long as you are a fully insured individual and your husband is not working under another plan, you may continue to work based upon your average monthly wages and will not be limited to 60% of your husband’s benefit. It is possible for both husbands to work the necessary maximum benefits upon retirement, if the family is economically sound by your husband and yourself.

Are the payments to dependents of a disabled worker taxable?

No, they must be applied for in the Social Security Administration.

I AM 37 years old and have never married. Can I collect a childhood benefit when I die?

Yes, you can apply for the childhood benefit for the child who was the survivor before you became 18.

Are the payments to dependents of a disabled worker taxable?

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HEINER W. WORTMAN

BY RICHARD EVANS JR.

"I’VE ALWAYS HAD a passion for education," says Herman J. Worthman, senior tax director, assistant secretary of the State Department of Taxation. "I never graduated all my work in the Department."

Education started for Mr. Worthman, born December 11, 1898 in Manhattan, at P.S. 40 and then Brooklyn High School in Brooklyn. He has been attending either New York University or the City College of New York off and on ever since. He merely had a Bachelor of Commercial Science degree when he first went to work for the state in 1937 as a corporation tax examiner. Since then he has acquired a Master’s in Public Administration, a Master’s in Business Administration, and many of the requirements for his Doctor’s degree. He is a Certified Public Accountant as well and now appearing in advanced accounting and in auditing in the Board of Control.

This wide academic experience is very valuable in my job, says Mr. Worthman; "we must teach people how to handle their corporation franchise tax reports by making them familiar with the two money makers, personal income tax, and we can imagine how difficult it is to attract the reports, and the reports get complicated. Rather than attempt to correct the reports, I feel it is better to explain to the people in the tax department so that they can do it right themselves. They must understand the complications in order to get results when they can use the law correctly.

The corporation tax is a levy on all business corporations, any corporation that has a branch or office in New York State, or that has a branch in the State must pay an annual tax based on net income of as much of the corporation as is in the State, or on the amount of capital equity the company’s owners have in the firm, whichever is higher.

Mr. Worthman serves under Benjamin B. Bermingham, Deputy Commissioner and Manhattan District Supervisor of the State Department of Taxation. Overall control of the Department is under Joseph H. Murphy, newly appointed President of the State Tax Commission.

The scope of Mr. Worthman’s work includes handling the State Corporation Franchise Tax, reports of corporations in New York City. His section must check up on non-filed, and bankrupt firms, and must see that those who do file are billed properly.

Mr. Worthman has been in the Corporation Tax Bureau during all of his time in State service, except in 1941 and 1942, when he was a special investigation tax fraud.

HAD

THRUST FAVORED DIRECTOR OF RADIATION CONTROL

Mayor Robert F. Wagner appointed Dr. Robert K. H. Bancroft, as director of radiation control of the Department of Health and also as scientific secretary to the Mayor’s technical advisory committee on radiation, and consultant to the City’s inter-agency committee on radiation control.

Dr. Bancroft served ten years as chief of the radiation branch, health and safety laboratories of the Atomic Energy Commission. He lives in Forest Hills, L.I. and will receive $15,000 a year.

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An Insiders View of NYC Civil Service

By JOSEPH SCHECHeR

Administrative Assistant of Deputy Commissioner, New York City Department of Labor

It seems highly appropriate on the 75th anniversary of civil service in the State, and in honor of the staff of accomplishments and hopes for the future of civil service in New York City.

Under the leadership of Mayor Wagner, we have seen the creation of a modern Department of Personnel, an expanded merit system, and the implementation of a Career and Salary Plan for city employees to give force and direction to the services being performed for our town by this group of 200,000 civil service employees, covering every type of service, operation and expense in 76 different jobs.

At the same time, Classification and Salary Appeals Board services were set up to review allocations of pay and title for this tremendous work force and to recommend whatever adjustments and modifications were necessary in order to reflect adequately the civil service structure of the city.

Improvement Study

From the standpoint of efficiency and scientific management, the office of the City Administrator was created to study and suggest better means of securing these goals. This office, working closely with the Budget Bureau, acts as a sort of clinical watchman in close cooperation with the office of the Mayor's Executive Director for the purpose of improving the cost of government for New York City and its 200,000 civil servants.

The Wagner Act

Under the Mayor's Executive Order No. 49 and thus, for the first time in the history of the New York City Civil Service, the "Little Wagner Act" was amended and the stage was set for the representation of employees, unions and unions in civil service as an era of mutual understanding and labor program. The Department of Labor is charged with the responsibility of implementing the Wagner Labor Relations Act, No. 49 and thus, for the first time in civil service history, a new era in civil-service relations was begun. Collective bargaining.

NEW FILTER-AGITATOR

Maximum lint removal

Positive detergent distribution

Greater washing effectiveness

The exclusive Maytag Filter Agitator is the most revolutionary change in the agitator since it was invented by Maytag. It's new, it's fabulous, and it's available only in Maytag.

MAYTAG AUTOMATIC

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Cold Water Wash and Rinse
Delicate Fabric Cycle
Two Speed Action Automatic Water Level Control

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PRESTIGIOUS "INvisible HAWAIIAN" CONSTRUCTIONS

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FREE BOOKLET!

Get cleaner, lint-free washing from your new Maytag Filter Agitator.

New DELUXE AGITATOR

Maximum lint removal

Positive detergent distribution

Greater washing effectiveness

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**************************
US. Issues New List of Exams

(Continued from Page 1)
the Atlantic and Pacific Oceans.

worthiness Inspector, $5,985 to Announcement 108B.

$7,030 to $8,330. Jobs are in the

Announcement 108.

(Continued on Page 9)

Tri Village Union Lenten Services

Sponsor for WED. EVE. FEB.
U.S. Jobs

For duty in the Bureau of Indian Affairs in various States and in Alaska, Announcement 360.


*Personnel Officer, Placement Officer, Position Classifier, Salary and Wage Specialist, Employment Relations Officer, $1,985 to $3,755. Jobs are in the D.C. area. Announcement 166.

*Factory Industrial Supervisor, $7,260 to $8,200 an hour. Announcement 9-14-1 (58).

*Prison Industrial Supervisor (Operating Engineer), $4,000 and $4,660. Announcement 26-A-1 (55).

*Public Health Aide, $4,980 to $12,377. Public Health Analyst, $5,985 to $13,750. Announcement 228.

*Recreation Director, $9,800 to $9,900. Announcement 1555.

*Residence in Hospital Pharmacist, $2,184 an hour. Jobs are in the Veterans Administration. Announcement 97B.


*Scientific Illustrator (Medical), $4,860 to $5,385. Medical Photographer, $2,725 to $4,000. Jobs are with the Veterans Administration. Announcement 883.


**Photographer (Still, Motion Picture, and Process), $3,255 to $4,980. Jobs are in the Washington, D.C., area. Announcement 164B.

**Photographer (Still), $3,755 to $4,980. Jobs are in the Washington, D.C., area. Announcement 7-14-2 (54).

**Film Production Worker, $3,755 to $4,980. Announcement 9-14-1 (54).
OPEN-COMPETITIVE

487. Assistant civil engineer, $5,080 to $6,200 a year. Fee $3. Minimum requirements are a baccalaureate degree in civil engineering. For completion of a four year course in an accredited college and seven years of satisfactory experience, but all candidates must have three years of satisfactory experience in civil engineering work, or a satisfactory combination of education and experience. (See further notice.)

489. Junior electrical engineer, $4,850 to $5,290 a year. Fee $3. Minimum requirements are a baccalaureate degree in electrical engineering issued upon completion of a four year course at an accredited college or university, including a senior year of practical experience in electrical engineering. (See further notice.)

490. Recreation leader, $4,930 to $5,960 a year. Fee $3. Minimum requirements are a baccalaureate degree in physical education issued after completion of a four year course at an accredited college or university, including a senior year of practical experience in recreation, physical education, or a satisfactory combination of education and experience. (See further notice.)

493. Civil engineering work; or a satisfactory practical experience in school and seven years of satisfactory practical experience, in electrical engineering work, or a satisfactory combination of education and experience. (See further notice.)

HIIP Rates Not Raised; Same Now as in '53

The recent increase in payroll deductions for New York City em- ployees in the past month, according to the Commercial Travel Health Programs (HIIP) and Blue Cross was caused by the Federal government, says the budget of the University of the State of New York, Office of General Services. The increase, the result of four years of satisfactory practical experience, in electrical engineering work, or a satisfactory combination of education and experience. (See further notice.)

Ruth Tragar Honored 3 MORE POLICEMANJO

A length-of-service pin, in recognition of more than 10 years service with the Department of Corrections, was presented to Tragar, secretary to the New York Board of the U.S. Army Information and Public Relations Center, on September 30. The pin was presented by Esme A. Schmitt, chief of the Public Relations Section of the Army Information and Public Relations Center, to honor Tragar's years of service.

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APRIL 12, 1959

HELP WANTED FEMALE

HELP WANTED MALE

AMERICAN OVERSEAS JOBS

485. Junior mechanical engineer, $6,050 to $7,490 a year. Fee $3. Minimum requirements are a baccalaureate degree in mechanical engineering issued after completion of a course of study in a four year school, including a senior year of practical experience in the field of study at an accredited college or school. (See further notice.)

488. Senior mechanical engineer, $7,650 to $8,990 a year. Fee $3. Minimum requirements are a baccalaureate degree in mechanical engineering issued after completion of a course of study in a four year school, including a senior year of practical experience in the field of study at an accredited college or school. (See further notice.)

492. Mechanical engineer, $8,450 to $9,050 a year. Fee $3. Minimum requirements are a baccalaureate degree in mechanical engineering issued after completion of a course of study in a four year school, including a senior year of practical experience in the field of study at an accredited college or school. (See further notice.)

494. Mechanical engineer, $8,450 to $9,050 a year. Fee $3. Minimum requirements are a baccalaureate degree in mechanical engineering issued after completion of a course of study in a four year school, including a senior year of practical experience in the field of study at an accredited college or school. (See further notice.)

495. Mechanical engineer, $8,450 to $9,050 a year. Fee $3. Minimum requirements are a baccalaureate degree in mechanical engineering issued after completion of a course of study in a four year school, including a senior year of practical experience in the field of study at an accredited college or school. (See further notice.)
What are the rules governing the reemployment of an annuitant who retired voluntarily? C. G.

He may receive any type of appointment, except as to type of appointment. Any person who has reached age 70. His full annuity will be continued. Annuity plus salary will equal the full pay of the job for the time he actually works, as indicated in the preceding examples. Generally speaking, he will receive an additional annuity when he leaves the job if it consisted of at least one year of full-time continuous service. Those rules apply regardless of whether the annuitant retired on an immediate annuity or left the service and later became entitled to an annuity. They also apply to annuitants who were removed from their positions.

What are the rules governing the reemployment of an annuitant who had to retire at age 70? P. O.

They are the same as for a disability annuitant, depending upon whether he had to retire at age 70.

Under what conditions may a disability annuitant under 60 be reemployed? P. O.

He may receive any type of appointment, once consideration of his earning capacity. Annuity plus salary will equal the full pay of the job for the time he actually works. He may receive a supplemental annuity when he retires again, if he is retired on a disability annuity. His new position is not under the Federal service, he is on the same terms and conditions of employment as before. Annuity plus salary will equal the full pay of the job for the time he actually works. He must retire on the same date and in accordance with the Government's standards for the time he actually works. If he leaves his job, his annuity will be the same. In the job, he will probably be under social security.

How does the U.S. Civil Service Commission determine that a disability annuitant has recovered his earning capacity? J. P.

Unless the disability involved is permanent in character, a disability annuitant is given a physical examination by a civil service doctor. If the Commission finds that the annuitant has recovered, his annuity is discontinued. The Commission also makes a yearly check-up on the earnings of disability annuitants to determine whether they should be continued under the Social Security Act. If it finds that for two successive years the annuitant has earned more than two-thirds of the full annuity, if any, of his disability annuity, they are considered as recovered and he is discharged.

The following answers inquire from U.S. civil service personnel on whether they can legally be reemployed in the Federal service and if so, whether they would continue to receive annuities. The answers cover the rules that apply to persons now being reemployed, including the changes found in November, 1958 affecting the reemployment of a disability annuitant separated from the service for such reasons as reduction in force or abolishment of his job.

Can retired persons receiving annuities under the Civil Service Retirement Act (Continued on Page 17)
Payroll Wiz Machine All Ready to Flip Out 130,000 City Checks

Mayer Robert P. Wagner and other members of the Board of Estimate visited the new electric checks, which is housed in the old Room 300 of Lawrence E. Gere's office where Mr. Gerson and his assistants are located. Mr. Gerson held open house for the first time with a top floor suite, which was opened to the public and president of International Business Machines, builder of the machine.

Mr. Gerson expects the new powerful high-speed payroll processing machine to run 130,000 a year.

The new electronic bookkeeper will be able to provide all kinds of operation, on a scale never known before and will simply New York City's huge financial operation.

High Ethics of U.S. Jobs Called a Big Attraction

WASHINGTON, Feb. 23 — Civil Service Commissioner Burtis W. Gunderson urged an audience of students at George Washington University to view the Federal service as offering "the fullest opportunity for service in a career which marx the typical career, offers the idealism of the high ethical standards."

Mr. Gunderson were addressed to nearly 100 students who were attending a seminar on Federal Civil Service at the university.

Mr. Gunderson explained that careers in Government differ from others in various respects, Mrs. Gunderson told the students that they would find in the Federal service an opportunity for tangible expression of their own ethical principles.

"The work our Government is performing to save the City at a cost of $50,000 a year. The machine is all ready to run 130,000 payroll checks at each pay period after being damaged recently by a flood from a burst overhead water pipe, so the machine has been in a room of 6,000 square feet with a special viewing room for government workers."

Wages are Openly "a Trip of About an Hour"

In a report from the department, labor relations director George W. Allen reported that the average wage paid to employees was $2,400 a year. The new Federal service offers an opportunity for employment to all qualified men and women throughout their working years."

DISABLED VETERANS

WASHINGTON, Feb. 23 — Civil Service Commissioner Burtis W. Gunderson urged an employee of the Board of Estimate to visit the new payroll machine and to offer "the fullest opportunity for service in a career which marx the typical career, offers the idealism of the high ethical standards."

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DISABLED VETERANS
Bodin, Thelma Snider, and P. Caneron, Frieda Loughney, Leona Cuddeljac, a son: Johnie Nolan, Doris Kelly, Doris Bralsington, Robinson and Margaret Gramlich.

Levera Archibald is in Mississippi by car. Mrs. Elizabeth Heagney also on the sick list. Visiting her daughter, Sue Arctts spending some time in N. Y. by Virginia. Bess McGainty and Williams, Christ Stucky, Mr.

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Annette Andrev/s and Thelma Kepke, our new welfare auditor to attend, guest speakers will be held on the second Tuesday of each month. The meetings are held in the social room was located.

The reason we are going into de-

the hall from the bowling alleys. We were amazed to hear that some home to Mike Ronnpy, Flowva Black. Larry Llllis, Eula CuiTey, Mrs. Margaret Slattery, Nora Hayes, Anastasia Ovcicko, Betty Mary Duncan, and Bill Griffin.

The Chapter wishes them all a Speedy recovery from Illness. Mrs. Hansen, our new welfare officer at a gas station on Troutman Post of the American Bedford has retired and will spend afterward. Mrs. Elizabeth Heagney also on the sick list. Visiting her daughter, Sue Arctts spending some time in N. Y. by Virginia. Bess McGainty and Williams, Christ Stucky, Mr.

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MENTAL HYGIENE MEMO

By A. J. COCCARO

Your Grievance Machinery

One of the most recent workers rights established for the employees of the State of New York is the grievance machinery. We are all often asked, "How does it work? What kind of animal is it?"

The procedure is fairly simple, and when used properly, should be both a benefit to the employee, the supervisor, the director, and to the State of New York.

At this stage, the grievance and relative facts are reduced to writing differences on an informal basis before the grievance procedure is started. This may vary at any time present their grievances with or without a representative of their own choosing.

Three Levels of Procedure

1. The first level consists of the employee oral presentation of his grievance to his supervisor. The employee or the supervisor may consult with another high ranking supervisor during this stage. Both the employee and the supervisor have the right of representation in the processing of the grievance.

2. If no acceptable solution is reached in two days, the supervisor notifies the director's office. The director, or his representative, consults with both the employee and the supervisor, after which, decisions are made. All procedures in the institution stage are on an oral basis and shall be carried out within seven calendar days.

3. An acceptable solution is reached at the institution level, the employee may appeal to the Commissioner of Mental Hygiene. We have recently processed two very important employee grievances. One dealt with overtime work and the other dealt with a 37 1/2 hour work week for Institutional clerical workers. Both these grievances will be finally resolved to the satisfaction of the employees. It would be only fitting and proper for all concerned employees to realize and understand who their champion of employees welfare really is.

Activities of Employees in State

Mr. Morris

Delegale Ruth Burt and Presiden
t Oliver Lonelina will attend the confer-
ence meeting in Albany on March 2.

The following have been named to serving Committee: Helen Pagan, Carl Freitag, John Barrett, Helen O'Leary, Doris Johnson, Eleanor Torpy, Nursing and Medi-
cal, Jeanette Forbes, Housekeeping; and Matthew Nichols, Maintenance.

Mental Hygiene is extended to: Evelyn VanValkenburg on the death of her husband,OrDefault, both Wallings on the death of her husband, Edward Judd, Mary Schuler on her death of her husband, and Dr. Anna Morris on the death of James Shaughnessy.

Mrs. Lawrey attending a meet-
ing of the County Social Workers in Albany.

Mrs. Michael Tennant, Mr. Kupfer and Mrs. Crowely are driving for two.

Get well wishes are extended to Josina Porahay who is hospitalized.

Kathryn Witherell is planning a vacation trip to Florida in the near future.

Tom Pearson, who has returned after a three months leave of absence due to illness, and to Dr. Perlmutter who has returned to his duties.

Frank Schleimer, son of Mrs. Schleimer Courier, is stationed at Fort Yukon, Alaska for one year.

Mr. Epstein is extended to: Evelyn VanValkenburg on the death of her husband,OrDefault, both Wallings on the death of her husband, Edward Judd, Mary Schuler on her death of her husband, and Dr. Anna Morris on the death of James Shaughnessy.

Edward D. Meacham, left, is seen as he was explaining a part of the State Plan to delegates attending a meeting of the Metropolitan Conference of the Civil Service Employee Association. Mrs. Dwyer is seated at Kings Park State Hospital. Mrs. Dwyer, a visitor from left, Mildred Gething, Conference Secretary; Kenneth Valentine, Treasurer, and Salvatore Butera, first vice president, President Irwin Schlussberg reported on progress of the combined Southern-Metropolitan Conference Workshop to be held at the Concord Hotel April 15 and 16, and reminded the delegates that reservations should be made at once for the event.

Brain Power (Continued from Page 3)

Public Employee Legislation, Welfare Top Agenda of Metro

Conference Winter Meeting

The Metropolitan Conference, CSEA, recently took at Kings Park State Hospital, to discuss current legislation and employee welfare. Dr. Charles Burkman, Director of Kings Park, welcomed the 65 delegates, State representatives, State employees representatives from the Counties of New York City. Dr. Burkman spoke of the need for the proper salaries, and employee benefits which are due them in the State Civil Service.

A dinner following the meeting was held in the employee's dining room.

Irwin Schlussberg, Chairman of the Conference, presided over the meeting. Other guests included A. Killian—CSEA Vice President from Buffalo, Jim Anderson, President of the Southern Conference CSEA, and Eve Armstrong, members of the Board of Directors CSEA.

Mr. Meacham explains State Health Plan

Mr. Meacham, Director of Personnel Services, Departments of Civil Service, and Chairman of the State Health Insurance Board, talked of the latest changes in the State Health Insurance Plan, Salary and current legislation was discussed and resolutions on employee benefits were drawn up.

A dinner following the meeting was held in the employees dining room.

CORTLAND CHAPTER HONORS LATE WILIAM EWYER

A dinner meeting held recently by the Cortland County Chapter Civil Service Employees Association, honored the late William J. Dwyer, county hospital superintendent for 37 years. The resolution honoring Mr. Dwyer will be recorded in the minutes of the chapter, and copies will be given to work toward this goal.

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