MAHONEY WILL PUT BASIC GRIEVANCE MACHINERY IN NEW CONDON-WADLIN LAW

HONORED FOR BROTHERHOOD

Annual Meeting Now Underway

ALBANY, Feb. 28.—More than 600 delegates to the Civil Service Employees Assn. are meeting here now to discuss the union's agenda and consider their proposals. The meeting is being held at the Sheraton-Atlantic Hotel, Manhattan. (Other pictures on Page 16.)

Civil Service Employees Association President Harry W. Albright, Jr., CSEA counsel who handled the matter, said the Department reported the following action on the correction officers' complaint:

1. Appeal to grievance board, consisting of at least three members.
2. Appeal to head of department or agency.

SEN. WALTER MAHONEY

Mr. Mahoney will provide three steps of appeals. They are:

1. Appeal on grievance to immediate supervisor.
2. Appeal is head of department or agency.
3. Appeal to grievance board, consisting of at least three members.

Additional right of any public employee to be represented at grievance hearings.

The proposed grievance machinery would handle grievances related to working conditions but not to salary or fringe benefits.


The Senate Majority Leader's proposals are certain to be met with enthusiasm by local government employees.

Fifty Bills Proposals

When informed by The Leader of the proposals, Joseph F. Feil, president of the 90,000-member Civil Service Employees Association.

Public Works to Meet March 10

The Department of Public Works chapter of the Civil Service Employees Association will hold an important meeting March 10 at the Courtyard Hotel, Minne-

Reports from the Albany delegates concerning the salary increas and other important legislation discussion will be included. Discussion will also be held concerning the blood bank being formed by this chapter.

Correction Aides Get Promise of Action On Guard Post Sanitation

ALBANY, Feb. 28.—Improvement in certain guard post sanitation conditions at Sing Sing, Clinton and Eastern Correctional Institutions has been promised by Correction Commissioner Paul D. McCullough. The Leader has learned.

AMENDMENTS BACKED BY GOP LEADER TO SOFTEN ANTI-STRIKE PENALTIES

ALBANY, Feb. 28—State Senate Majority Leader Walter J. Mahoney will push for Legislative action on a bill requiring that public employees in New York State, the Leader learned late last week.

The measure, which the powerful GOP leader will personally back, will be an amendment to the Condon-Wadlin Law and will mandate basic grievance machinery for State and local units of government and public authorities.

The Leader also learned that Senator Mahoney will propose softer strike penalties than now contained in the Condon-Wadlin Law because he feels the present harsh penalties render the law ineffectual.

Public employees will still be forbidden to strike, however. No details on the proposed new strike penalties were available at Leader press time.

There Basic Steps

It was learned that the basic grievance procedure advocated by

The proposed grievance machinery would handle grievances related to working conditions but not to salary or fringe benefits.


The Leader learned that Senator Mahoney will seek to make the amendments effective Jan. 1, 1962, which would give local units of government until the end of this year to work out procedures.

The Senate Majority Leader's proposals are certain to be met with the utmost enthusiasm by local government employees. Nearly all school districts, towns and counties in the State provide no redress at present for employees grievances.

Fifty Bills Proposals

When informed by The Leader of the proposals, Joseph F. Feil, president of the 90,000-member Civil Service Employees Association. (Continued on Page 3)

Manhattan State to Hear Herstein

Manhattan State Hospital chapter of the Civil Service Employees Assn. will meet March 9 at 4:45 P.M. in the hospital auditorium. Harold Herstein, CSEA regional attorney, will be guest speaker for the event.
Markets Employees Fete Retirees

Employees of the New York City Department of Markets, gathered for a dinner dance in the Brass Rail Restaurant on Park Ave. Feb. 18. In attendance were the 14 former employees who retired during 1959 and 1960. Also honored was Matthew A. Doody, who has served 57 years with the City.

The event was sponsored by Markets Commissioner Anthony Masacciarli. Those awarded the distinction were Lawrence Armitage, Jr., Palm, Mathias A. Harrington, William F. Klein, Oscar R. Lander, T. G. Laughlin, and S. F. McMaster, Joseph Moore, Philip Munsteri, Joseph A. Naugler, Theophilus W. Oh, Charles V. Yablun, William L. Wade, and Walter Z. DeBoue. Food and dancing at the dinner dance were Ernest J. Cooney.

Dr. Limberg of City Administration Is Honored

Dr. Herman Limberg, senior management consultant and director of management reporting in the City's Administration Department, has received the Silver Plaque award of the American Management Association. It is the first time the award has gone to a member of the City's public employment. Dr. Limberg is a 57-year veteran of the Association.

Dr. Limberg is also a lecturer in management at the New York University School of Business and Public Administration at City College. He has also taught at New York University, Brooklyn College, Cornell University and Pace College. The award cited him for his extraordinary and continuing contributions of his services to the Association and to the development of education for management by management, upon which the Association is founded.

Dr. Limberg was cited by Mayor Wagner for his "distinguished and exceptional public service."

Housing Authority Aides Joining H.I.P., Blue Cross; Over 10,000 Enrolled Now

Employees of the New York City Housing Authority are now enrolling in the Blue Cross-Blue Shield plan, as part of a cooperative health insurance program. Over 10,000 employees have already enrolled.

Under H.I.P., the employees receive only prepaid medical, surgical and maternity care without extra charges beyond the premium. The service is given under the plan, the employees are insured against the expense of hospital, medical, surgical care, and dental care, and board, and use of the operating room.

Enrollment for Housing Authority employees will close March 15, with enrollees to start June 1. The Housing shares premium costs on a 50-50 basis with covered employees.

I.B.M. Courses Are Offered City Aides

City employees may learn how to operate IBM equipment in the two new courses: "Basic Electronic Data Processing"; it has been announced by City's Consultant Director Theodore H. Lang. The courses are sponsored by the Queens Community College in cooperation with the Department of Personnel. It will start Monday, March 6, and meet a total of 12 two-hour sessions. The fee is $12.

The course is designed to show City employees who are not employed as tabulator operators in the Department of Taxation and Finance how to acquire a new skill. Topics covered in the course include continuous- type and tab stops, sorting as sorting techniques, reproducing, gang punching, merging and handling cards. There will be practice sessions using the equipment.

Dr. Langer, director of the Electronic Data Processing Division of the Department of Personnel, will present the course.

Restaurant on Park Ave. Feb. 18 to Dinner Dance in the Brass Rail by Markets Commissioner

Restaurant on Park Ave. Feb. 18 to Dinner Dance in the Brass Rail by Markets Commissioner Anthony Masacciarli.

Office Is Honored by Mayor Wagner for his "dis- tinctively fully prepaid medical, surgical, and maternity care without extra charges beyond the premium. The service is given under the plan, the employees are insured against the expense of hospital, medical, surgical care, and dental care, and board, and use of the operating room."

17. One half pay or minimum of a $1000 retirement allowance after 36 years of service.
18. Inverse order of layoff for non-competitive employees.
19. Permit disability retiree to earn differences between pension and the amount paid in full or in part from which he was retired.
20. Reopen the 120-200, age 55 retirement selection.
21. Minimum death benefit of $1000 before 24 years of service.
22. Permit members of the New York City Education Board to retire at age 55.
23. More Make-up retirement system for employees of New York City's police force.
24. The Forum is opposing the following six bills:
   S. intro. 2132 by Sen. Marchi, would add a new section to the Civil Service Law to provide for seniority benefits to public officers and employees from State or local government upon termination of service.
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The housing uniform is neutral. Among the organizations first objectives are pay increases, tenure and pension rights for the 1,000 public health doctors who have worked on a provisional basis with the Department since July 1958.

The group held its first meeting last week. It already has 100 members, according to its presi- dent, Dr. Robert M. Rohm, a Queens physician and a supervi- sory school health physician.

Rochester Club Visitor

ALBANY, Feb. 27—Mrs. John P. Bean of Roslyn has been named to the boards of the Rochester State Hospital for a term expiring Dec. 31, 1961. She suc- ceeded Mrs. Adelaide P. Woodward.

Forum Sets 23 Legislative Goals for 1961, Opposes 6; Employee Support Is Urged

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The Civil Service Forum announced the week 23 legislative goals for 1961 that would benefit employees of New York State. It has urged all City employees to write their State Senator and the chairman of the Senate committee requesting support of the program.

The program seeks:
1. Time and one half for overtime.
2. Paid differential for night work.
3. Only physiologists or medical doctor to perform any part of an autopsy.
4. Accident disability for arthritis of the spine.
5. Credit for time worked for federal government.
7. Employees winning reinstatement by court action to be reimbursed for attorney fees.
8. 18 days sick leave.
9. Two year limitation on charges.
10. Seniority to be based on 3 years of service.
11. Additional longevity incre- ments.
12. Payment for unused sick leave upon retirement.
13. "Final Average Salary" to be based on 3 years of service.
14. Elimination of age 60 for accidental disability retirement.
15. Accelerated retirement benefit for occupational disease.
16. Increase interest rate to 4% on accumulated deductions for all employees.
17. One half pay or minimum of $1000 retirement allowance after 36 years of service.
18. Inverse order of layoff for non-competitive employees.
19. Permit disability retiree to earn differences between pension and the amount paid in full or in part from which he was retired.
20. Reopen the 160-200, age 55 retirement selection.
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22. Permit members of the New York City Education Board to retire at age 55.
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Correction Corner by Jack Solod

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or any organization.

Tribute To Father Wilkins

FOR 35 YEARS the inmates at Woodbourne Correctional Institution called him Father Wilkins. In recognition of his splendid work in the department and with all kinds of charitable, service, defense, etc. activities, Father Wilkins was honored February 7 when his old pastor, Father Monsignor Wilkins. It couldn’t happen to a nicer guy. Among those at the ceremony: Comm. Paul McGinnis and his wife, Deputy Comm. Weinberg, Mr. and Mrs. John David, Ed. Fay, Charlie McLendon, Lloyd Whipple, Col. Wilson Dunn and a host of friends from all over the country.

DEPUTY COMM. MALCOLM WILSON in a fine letter thanking the Correction Conference for their presentation of facts at the equalization committee hearing. . . . The salary bill will not crystallize until the last week of March. . . . Deputy Comm. Weinberg trying the early part of March. . . . Comm. McGinnis states if the Correction Officers pay is his goal. . . . Deputy Comm. Weinberg, Mr. and Mrs. John David, Ed. Fay, Charlie McLendon, Lloyd Whipple, Col. Wilson Dunn and a host of friends from all over the country.

Mahoney Behind Grievance

CIVIL SERVICE LEADER

ALBANY, Feb. 28. — An unusual event in State, State of New York, excellence was held here last week. Nearly 300 persons — state employees, officials and employees — attended the Jim Evans retirement party.

The evening was one large-scale tribute to James F. Evans, recently retired Director of the Division of Parks in the State Conservation Department.

Mr. Evans was lauded for his service to the state, job to those of the last speaker, the guest of honor, who slide the show as everyone else. Mr. Evans had a few dry comments to make on the exploits of the prior speakers, including department heads, legislators and visiting dignitaries from other states.

There were a dozen toasts to the last dinner from officials and friends, including Thomas E. Dewey and Averell Harriman.

Speaker after speaker noted that Mr. Evans, who was able to extract funds from a state with a sizeable budget, is a real leader in such benefits.

Get Action

Mahoney Behind Grievance

(Continued from Page 1)

This represents employees in all divisions of government in New York State. Mahoney’s proposals as “one of the most important legislative ac-

It is our opinion that the establishment of basic grievance machinery will do much to remove the discontent and low morale now existent in many units of government. A employee denied the right to air a just grievance is neither an ef-

Olsuk President

Of Hempstead Unit

The North Hempstead unit of the Nassau chapter, Civil Service Employees Association, announces the election results for 1961 and 1962. The following are the new officers:

Frank Olsuk, president; Alex Romano, 1st vice-president; Chris-

It does not include: Lighthgow Os-

The committee on arrangements in-

... Mahoney’s whistleblowing proposals will do much to remove the discontent and low morale now existent in many units of government. An employee denied the right to air a just grievance is neither an ef-

Two Tax Aides Honored In Albany

A retirement luncheon was held recently at the University Club for two members of the Monroe chapter of the Civil Service Employees Association. The luncheon was attended by 60 co-workers who were present for the celebration. The two aides were presented with a gift from the staff. The two aides were presented with a gift from the staff.

Ondonga Chapter News and Notes

A few news items from the Ondonga chapter, Civil Service Employees Association:

Best wishes to Emma Reiff on her retirement from the Bindery Department, Sta-

It also included: Lighthgow Os-

The committee on arrangements in-

Both aides are present for the assis-

MONROE CHAPTER MEETS WITH LOCAL LEGISLATORS

Shown above are members of the Monroe chapter of the Civil Service Employees Association at a recent luncheon meeting with senators and assemblymen from Monroe County. From left to right, standing are: Norman Selke, chairman, Monroe County board of supervisors; Jean Liptser, Monroe chapter delegate; Aime Mais, Monroe chapter vice-president and corresponding secretary; and William Rosenberg, Assemblyman. From left to right, seated, are: Gerald Foss, Monroe chapter secretary; Wilhemina Reeshow, Monroe chapter treasurer; Vera Teppps, third vice-president, C.S.E.A.; Ruth McPea, presi-

ted, Monroe chapter; and Sen. Frank Van Lea.
The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 94 Duane St., New York 7, N. Y. This station is in blocks north of City Hall. Just west of Broadway, across from the Leader Office.

Office hours are 9 A.M. to 4 P.M. excepted Saturdays during which time inquiries from 9 to 12 A.M. Telephone Cortlandt 7-1480.

Mail requests for application blanks must include a stamped self-addressed business-size envelope. Mail applications must be sent to the Personnel Department, including the specified filing fee in the form of a check or money order, at least 30 days before the last day for filing applications. This is to allow time for handling and posting the applicant's application for the recheck that the applicant in case his application is incomplete.

The Applications Section of the Personnel Department, located at the Chambers Street stop of the subway line, is accessible from the area through the 4TH Avenue Line and the 5TH Avenue Line, the Chambers Street stop of the 5TH Avenue Line stop to use the Brooklyn Bridge stop or the Chambers Street stop in 2 blocks north of City Hall. All these are but a few blocks from the Personnel Department.

STATE—First Floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone Sibley 3-3737; E. Smith State Office Building and The State Campus, Albany; State Office Buildings at 220 S. River St., Buffalo 400 at 155 West Main Street, Rochester (Wednesday only) and 1212 Broadway, Syracuse 211; and third Tuesdays of each month.

Any of these addresses may be used for jobs with the State. The Stater New York City Office is two blocks south of City Hall from the City Personnel Department's Broadway entrance, so the same general information is available at any of these addresses. Mail inquiries need not include return envelopes.

Candidiate may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second U. S. Civil Service Region Office, New Building 305, Tenackay Avenue, West Harrison, New York 17, N. Y. Just west of the United Nations building. This office is accessible from the 5TH Avenue line to Grand Central and walk two blocks east, or take the shuttle from Grand Central Station to the 5TH Avenue Central or the IRT Queens-Flush- ing train from any point on the line in the City. Hours are 8:30 A.M. to 4:30 P.M. Monday through Friday, Telephone 370-2900.

Applications are also obtainable at main post offices, except the New York, N. Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with named requests for application forms.

U.S. Service News Items

C.S.C. Changes Rules On Staff Reductions

The U.S. Civil Service Commission recently announced approval of new regulations and instructions governing staff reductions in Federal agencies. The changes are described as effective in the first part of April.

Seven major revisions are included in the new rules and instructions. Under these changes, an employee who has received a general notice of retrenchment will be given 30 days to receive a specific notice at least five days before he has to leave. Civil Service personnel will be concerned only to the extent that the agency cannot decide on all individual actions, and are good for the following purposes: The person will have until the last day of the 30-day general notice period before being given a specific notice.

Other changes in the regulations state that agencies may not displace a full-time worker with a part-time employee. Agencies may now have to reclassify regular employees to fill vacant positions by a reduction in force action. The agency must now require the same rules and that positions in similar instances. Agencies are now required to issue a new list of names for each new vacancy. A more specific notice must be given if the applicant in the original action.

The change also means that the Civil Service Commission are as follows. Agencies may reorganize an employee for a position in lower standing. If the employee is not interested in the position, the agency must be sure that the employee now be offered the position instead of the original action. The employee was a permanent employee within the classification on file at the time of the action and on the present basis of full year. Additional service will be considered to be included in the classification even for the same purpose for the purpose of returning the application. This will reduce the number of positions that arise in the new regulations. Agencies are now specifically authorized to regulate their own personal cases to secure benefits for the employees by the Commission's regulations.

Kennedy & Johnston Confer on Legislation

President Kennedy had a luncheon meeting with Johnston, chairman of the Board of Civil Service Commission on the evening of this day. The meeting is to concerns what are too many of the new regulations for full retirement after 30 years of service no matter what the age and more health benefits.

Dr. MacFee Receives Highest V.A. Award

At a recent dinner given by William Dann, manager of the New York Veterans Administration Hospital, and the staff, the exceptional service gold medal and the highest V.A. Award was presented to Dr. William Frank MacFee, chief, surgical service.

This is the highest that can be given by the Veterans Administration. It was presented by Dr. John M. McFarland, chief medical director, V. A. Department of Medicine and Surgery, Wash- ington, D. C., and accepted by the Administrator of Veterans Affairs.

Poll on Health Programs

Tentative findings of a Civil Service Commission poll on the Federal health program include the following: These people covered by Blue Cross-Blue Shield want assurance to include the hospital costs of cut of hospital expenses. These people are covered by the Aetna plan would prefer a single deduction for the whole family, instead of a deduction of $50 a year for each person covered.

Brooklyn Naval Yard 160 Year Old Feb. 23

As of Feb. 23 the New York Naval Shipyard was 160 years old. The 45 acre site was purchased two years ago by George Washington.

The shipyard has built, outfitted, repaired, and refurbished ships for the War of the 1812, the battles of the Barbary War, the years between the States, the Spanish-American War, both World Wars and the Korean War.

Vera Crocco Chosen Outstanding Supervisor

Vera Crocco, time, leave and personnel supervisor of the 12th Marine Administration, Long Island, was selected for her outstanding in the month ending period Dec. 31, 1950.

At a recent ceremony Captain Henry R. Bishop, Atlantic Coast, extended her congratulations and made the presentation in the presence of Miss Crocco's fellow workers and Marine office chiefs.

The first of its kind in Mass., the award included a ships clock mounted on a suitably engraved base. Miss Crocco is no stranger to periodic awards. She has received four "Outstanding" job performance ratings, each one covering a $100 supplementary award.

Courses for Federal Employees Offered

A program of special courses for federal employees in the metropolitan New York area will be starting this month. The program is being presented in cooperation with the U. S. Civil Service Commission and the Graduate School of Public Administration, New York University.

The courses given follow: human relations in administration, Federal personnel management, Federal record management, principles of employee training basic principles of supervision and problems in supervision. Registration for the courses will be held at the office of the Graduate School of Public Administration, New York University, 6 Washington Square North. Most of the classes will be at the end of this month.

Wage Hour Studies

Show $307,616 Due

Frank McFarland, regional director of the U. S. Department of Labor's Wage and Hour Division, announced recently that a bulletin of 624 wage and hour investigations in 1950, $307,616 were due because due worker in Southern and Central New Jersey.

The maximum which was due is to be the Fair Labor Standards Act which provides that employers engaged in an interest commerce must be paid at least $1 an hour and one and one-half times their regular rate of pay for all hours worked in excess of the 40 hour workweek.

The U.S. Civil Service Commission's representatives listed below will be happy to explain how you, as a member of the C.S.E.A., can benefit through enrollment in the group health insurance plan. This plan does not conflict with the State Health Plan, and enrollment in both plans is recommended to provide the broad protection you and your family would want to have in the event of accident or illness.

Contact one of the trained representatives here for full details on the C.S.E.A. ACCIDENT & SICKNESS PLAN.
School crossing guards are needed by New York City for jobs paying $1.65 an hour to start. Both men and women are wanted for these jobs. Three jobs are part-time and are usually located near the employees' home. After one year, these jobs pay $1.70 an hour; after two years, $1.75. No experience is required for this test.

Applicants for these examinations must be United States citizens between the ages of 25 and 50 on the date of filing. Females must not be less than five feet one inches in height and males not less than five feet five inches. Weight must not be abnormally out of proportion to height. Applicants must have good hearing and 20/20 vision with or without glasses. Good character is prerequisite for this job. Applicants must be New York City residents for three years and must live in the borough in which they seek employment. Applicants must have completed grammar school.

To qualify for this job, applicants must take a written examination. A medical examination, a character investigation, and an interview are also required. The written test is expected to be held in June of this year. Candidates will be notified as to the exact time and place of the examination.

Applications will be available beginning March 9 in all police and fire station houses in the city. The deadline for filing application is April 30. When filing, applicants should return the completed application blank; properly notarized, the completed school crossing record card and one self-addressed, stamped legal size envelope. A notice on the second card of the Precinct, school crossing number and the location of the crossing. Do not let the school by name or number.

FREE BOOKLET by U. S. Gov't.

Get Our Home Study Book for Post Office Exams

PREPARE NOW! — EXAM TO BE HELD APRIL 15

Applications Open Mar. 1st - Written Exam in June

OPEN TO MEN & WOMEN OF ALL AGES
HUNDREDS OF PERMANENT CIVIL SERVICE JOBS AS

RAILROAD CLERK ($5,838 to $6,850 in 3 Years)

SALARIES EFFECTIVE JULY 1, 1961, BASED ON 40-HOUR WEEK

It Must Outwash Every Other Dishwasher — Including People in Your Own Home!

E Must Outwash Every Other Dishwasher — Including People in Your Own Home!

It's loaded with Deluxe Features Like These:

0 Hands No cumbersome — Just as easy as 0 Holds Service for 137
0 2 Gales — One for Every Type of Load

You Take No Chances with Your New GENERAL ELECTRIC POWER SHOWER Mobile Maid™ DISHWASHER

$92.40 After 1 Year — $87.20 to Start

PATROLMAN — $5,838 to $6,850 in 3 Years

OUR COURSE PREPARES THROUGHFULLY FOR OFFICIAL EXAM

BE OUR GUEST AT A CLASS SESSION IN MANHATTAN

Classes Meet TUESDAYS at 5:30 to 7:30 P.M.

Attention! Candidates for GLERK — N.Y. City

In the event of indifference or failure to meet the requirements for your examination you will regret it. This rare course meets with cautious recommendations and promotional opportunities. For a resident for you may make the difference between success and failure. Complete the application blank and mail at once to:

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ENROLL NOW! New Exam Scheduled for May

PATR 0LM AN — $5,838 to $6,850 in 3 Years

Applications Effective July 1, 1961, Based on 40-Hour Week & Include Full Rents & Housekeeping

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BE OUR GUEST AT A CLASS SESSION IN MANHATTAN

Classes Meet TUESDAYS at 5:30 to 7:30 P.M.
Mahoney Proposals On Condren-Wadlin to Give Local Unions Decision

O'all the malpractices still lingering from the dark ages of the Civil Service before the days of reform, one of the worst is the denial by nearly all local units of government in New York State of the right for employees to air grievances without fear of reprisals.

This refusal to give civil servants basic justice when they are unjustly aggrieved has been used to keep politically-appointed workers in line and to scare off workers from complaining.

We are now happy to announce that this long-standing injustice is about to be rectified, thanks to a history-making action on the part of State Senate Majority Leader, William Mahoney.

The Leader has learned that Senator Mahoney intends to amend the Condren-Wadlin Law to the effect that basic grievance machinery will be mandated for all units of government and in all authorities of New York State.

The powerful GOP leader will see to it that local employees get the right to air grievances through acceptable procedures without fear of reprisals and will also guarantee the right to a representative at grievance hearings.

Also, Senator Mahoney will propose anti-strike penalties in the Civil Service Law that are more likely to be effective, as the present harsh penalties are not.

Tens of thousands of local public workers will find a major source of job discontent removed as a result of Senator Mahoney’s proposals. An employee who cannot air a just grievance is neither a happy nor an efficient employee.

With this single stroke, we believe that Senator Mahoney will not only keep the army of public employees tranquilly, but also will reduce the cause of any public employee being in violation of the Condon-Wadlin anti-strike provisions.

A New Era Comes to Police Department

A five-and-one-half year era in the New York City Police Department has ended with the resignation last week of Commissioner Stephen F. Kennedy. His replacement by former Chief Inspector Michael J. Murphy, a career policeman, means a new start in labor relations with the 26,000 men on the uniformed force.

Commissioner Kennedy, Department morale fell to a low level through Mr. Kennedy’s constantly unsympathetic attitude to the demands of his men and his apparent contempt for the line organizations that represent the employees. Particularly the Patrolmen Benevolent Association, which represents some 30,000 policemen.

The working relationship between any top executive and the men he directs is of almost equal importance to the operating efficiency of the unit. We sincerely hope Commissioner Murphy will prove to be a good Police Commissioner. We hope he will give the men in his uniformed force the kind of labor relations program that other City employees have enjoyed for years under Mayor Wagner’s Executive Order 49, and that he will continue the fight for higher wages.

We sincerely hope things will improve. Some limited outside work by his men, a right enjoyed by most other police officers throughout the Country and by virtually all municipal police departments.

We offer Commissioner Murphy our sincerest best wishes for a fruitful and effective reign as head of the world’s largest police department.

GE Psychologists Named to State Board

ALBANY, Feb. 27.—Dr. Donald H. Heider of the General Electric Company is the new chairman of the Board of Examiners of Psychologists in Education, succeeding Dr. John R. Jenkins, who has resigned. He is succeeded by Dr. Frank F. Freeman, Cornell University, who has been elected for “his wisdom and skill in directing the affairs of the board during a crisis period.”

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should not be longer than 200 words and we reserve the right to edit, abridge, or suppress all letters for The Editor, Civil Service Leader, 97 Dunne St., New York 7, N. Y.

Seeks Social Security
Coverage Without
Large Bock Payments

Editor, The Leader:

I am a State civil service employee. In 1957, legislation was passed whereby employees in the Retirement System could elect to be covered also by Social Security.

To be so covered, you had to pay Social Security taxes.

In 1958, legislation again was passed to give those who did not elect Social Security an opportunity to elect it at a later time, or in other words, another chance. The amount to be paid in this time was around $100.

I didn’t elect it either time because as a member of the Social Security Board, I strongly oppose the payment of Social Security taxes on government salaries, for the same reasons as it is opposed by the union.

One opposition stems from the idea that the Social Security taxes are not a true cost for the privilege of belonging to a system to which I already belonged.

Another reason that I had been so opposed to the raised Social Security premium was that the employer would have to pay an amount equal to that paid by the employee.

I reason further that it is the responsibility of the individual employee to pay his share of the Social Security tax, not that of the government, as has been charged by the opposition.

I now ask two questions. Are persons of special status with mighty institutions like the government and the city of New York able to be treated this way? With enough damage having been done, what is to be done to rectify this action?

I want to join the Social Security system tomorrow without any extra financial burden.

DANIEL DEUR DEER PARK, N. Y. . . .

Bigger Raise For
Lower Grades Urged

By State Employee

Editor, The Leader:

This is the first time I have ever written to the editor of any paper but I feel that we, the employees and backbone of the State of New York, must get together and stand united.

This has been a year of want, depression and less importance. With the agency of the statute, they have learned that the man making $16,000 or more a year, yet they dare to suggest that the man making $6,000 or more a year needs more than a raise of 2%. Who remains to be feared? There is a growing class of sub-parlimentary executives who think they can improve on the civil service by being given carte blanche to manage. There is a group of sub-standard employees whose salaries need raising.

There is a growing class of sub-parlamentary executives who think they can improve on the civil service by being given carte blanche to manage. There is a group of sub-standard employees whose salaries need raising.

TO THE EDITOR

[No cohesive content extractable]
25 City Exams
Open March 1; 
Railroad Clerk

Twenty-five City tests will open March 1. Nineteen of the tests are open-competitive and 16 are promotional. All the examinations are listed below together with the test number and the salary range.

Open-competitive

This is a nine-open-competitive tests following:
• Assistant hospital administrator, No. 9057, $9,000 to $11,100 a year.
• Electrical engineering draftsman, No. 8932, $5,510 to $6,980 a year.
• Junior chemical engineer, No. 8939, $5,150 to $6,390 a year.
• Railroad clerk, No. 8821, $2,14 to $2,26 an hour.
• Paver, No. 9076, $7,220 a year.
• Railroad clerk, No. 8821, $2,14 to $2,26 an hour.
• Senior accountant, all City departments, No. 9090, $6,750 to $8,200 a year.
• Supervising photostat operator (Tax and City Register), No. 8932, $5,750 to $5,900 a year.
• Laboratory aide, No. 9090, $3,250 to $4,120 a year.
• Supervisor of radio operations (Office of Civil Defense & Municipal Defense & Municipal Broadcasting Company), No. 8998, $6,400 to $8,200 a year.

Promotion

Below are the 16 promotional tests:
• Accountant, all City departments, No. 9063, $6,750 to $6,990 a year.
• Assistant civil engineer, all City departments, No. 8939, $5,150 to $6,390 a year.
• Assistant mechanical engineer, all City departments, No. 8939, $5,150 to $6,990 a year.
• District foreman (Dept. of Public Works), No. 9063, $7,147 a year.
• Supervisor of radio operations, Department of Labor, Housing Authority, & Department of Personnel, No. 9090, $6,750 to $8,200 a year.
• Chief mail, Department of Tractor-Trailer

(Continued from Page 1)

Office offers opportunity or advancement. Benefits include an incentive awards program, liberal paid sick leave, 13 to 26 days vacation each year, 8 paid holidays a year, health benefits, life insurance and a generous retirement plan.

Copies of the announcement and application forms may be obtained from the Board of U.S. Civil Service Examiners, U.S. Post Office, Room 306, General Post Office, West 33rd Street, near 8th Avenue, New York 1, New York, or from the Office of the Director, 801 S. 6th Street, St. Paul, Minn., or from the Office of the Director, West 8th Street, St. Paul, Minn.

How To Get A Full High School Diploma or Equivalency Certificate

At Home in Spare Time

If you are 17 or over and have left school, you can earn a High School diploma. Write for free High School booklet—tells how.

AMERICAN SCHOOL, Dept. YAP-80
135 W. 42 St., New York 1, N.Y. Ph. Bryant 7-2204 Day or Night

OUR 63rd YEAR

Blind Man's Buff

Can Be A Costly Game

—When it comes to doctor bills!

You need full vision to search out the hidden gaps and loopholes in health insurance. Try this test:

• Does the plan provide its benefits without extra charges*
  over and above the premium?
• Does the plan fully cover the cost of today's expensive specialist services?
• Does the plan cover the full cost of one or more operations—regardless of how rare or costly the surgery would otherwise be?
• Is the plan concerned with the quality of care rendered to you?
• Can you continue with full benefits if you change your job or retire?

Only one health plan—H.I.P.—can give a "yes" answer to all these questions.

No other plan can give the same answer for even one of them

—let alone all five!

*The only extra charge in H.I.P. is 82 for a home call between 10 P.M. and 7 A.M.
GENERAL ELECTRIC'S
NEW Frost-Guard
REFRIGERATOR-FREEZER
AUTOMATIC ICEMAKER
FILLS ITSELF WITH WATER, FREEZES, AND
EMPTIES CUBES INTO STORAGE BIN—ALL
AUTOMATICALLY!

FROST NEVER FORMS!
...even in the big roll-out freezer. Take a permanent
vacation from defrosting.

SEE US FOR
YOUR LOW, LOW PRICE

AMERICAN HOME CENTER, INC.
616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY
CALL MU. 3-3616 FOR YOUR LOW, LOW PRICE
Midwinter SPECIAL! First Time Ever!

Most Wanted Name in Automatic Washers

NOW ONLY $179.95

BIG CAPACITY! Takes a full 10-lb. load at one time...over 20% more than many other washers!

FAMOUS FILTER-FLO ACTION Cleans and recleans water as you wash...removes lint, dirt, perspiration and soap scum. Laundry comes out fresh, clean and new...because lint is caught IN THE FILTER, not on clothes. Filter won't clog, jam or impede water flow...yet it's easy to clean. Serves a double purpose...use as detergent and powdered bluing dispenser.

PORCELAIN WASH-BASKET and TUB! Durable porcelain finish gives long-lasting protection against rust, acids, alkalis!

EASY TERMS! As low as $1.75 A WEEK after small down payment. Up to 3 Years to Pay!

SPECIAL PRICES TO CIVIL SERVICE EMPLOYEES

AMERICAN HOME CENTER, INC.

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CALL MU. 3-3616 FOR YOUR LOW, LOW PRICE
Test Answers

NEW YORK CITY
EXAMINATION
for Attorney

Tentative key answers for written
299 Broad-

37, C; 38, D; 39, D; 40, B; 41, C; 42, D;

evidence upon which they are

55, D; 56, C; 57, C; 58, B; 59, A; 60, D;

Service Commission, New York City

189 x 262, NEW YORK 1, N. Y.

Help Wanted — Male

Help Wanted — Male

CIVIL SERVICE LEADER

Tuesday, February 28, 1961

Test and List Progress — N.Y.C.

FOR SALE

COUNCIL OF CATERERS, INC.

CATERING SOMETHING NEW IN

GUITAR CLASS—75c

ACCORDION CLASS—75c

Appliance Services

236 Swiss St.

MUSICAL INSTRUCTION

Columbia Gas, Dept. 572, New York 20, N. Y.

Catering

Henceforth it shall be unlawful for any person to drive, ride, or sit as a passenger in any vehicle, or to walk in any public place or on any public street except in the left

term of 3 months prior to June 5, the date of the written test.

Foreman Opens in City

March 1; From $5,750

Promotion to Ass’t Mechanical Engineer

Open in City: $6,400

A promotion test to the title of assistant mechanical engineer

operates Wednesday, March 1, in the City. The starting salary for

those who pass is $6,400 a year, reaching a maximum of $8,200 a year.

Applications for this test that have worked as a junior mechanical

engineer or mechanical engineering drafter for at least 6 months prior to June 5, the date of the test. This test is open to employees of all city departments.

Applications will be available at the Application Section of the Department of Personnel, Duane St., New York 7, N. Y., between March 1 and 2.

MOTOR VEHICLE DISPATCHERS

Maintenance man, 189 certifed Feb. 5

Catering Something New in Catering

CATERING SOMETHING NEW IN

CATERING SPACE AVAILABLE

FOR SALE

CATERING SOMETHING NEW IN

FOR SALE

CATERING SOMETHING NEW IN
Amazing Offer! Limited Time Only!

19" PORTABLE TV

NEW 1961 MODEL!
FULL POWER TRANSFORMER!
CONVENIENT CARRYING HANDLE!
DAYLIGHT BLUE PICTURE!
BUILT-IN ANTENNA!

$159.95

Not a 14"... Not a 17"... but a Full 19" TV with BIG PICTURE LOOK and Console Quality Performance!

- Never-before low price on G-E big-screen TV that goes anywhere!
- 19" wide, wide picture — square-cornered like a movie screen!
- Hy-Power Chassis — similar to many costly consoles!
- Daylight Blue picture — whiter, brighter, sharper!
- Dark safety window and other features!
- Slim Silhouette styling!

90-DAY TV SERVICE AT NO EXTRA COST by General Electric Factory Experts

EASY TERMS! As low as $175 A WEEK Up to 3 YEARS TO PAY!

BRING THIS COUPON for LEATHER TRIMMED CARRYING CASE!
Practically as a Gift with Your TV Purchase!

BETTER TRIMMED CARRYING CASE

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CALL MU 3-3616 FOR YOUR LOW, LOW PRICE!
New Official For State Dept.
Post In NYC

Mrs. Weikert Retires; Organizer of CSEA Chapter In Capital

Nassau Non-Teachers Hear Devine on Tests

On Monday, February 13, 1961, the Non-Teaching Section of the Nassau chapter of the Civil Service Employees Association had a luncheon meeting at the Salisbury Non-teaching Employees in the Nassau County School Districts. Mr. Devine's talk was followed by a question and answer period.

On Interstate Agency

The next luncheon meeting for the non-teaching employees of Nassau County school districts, will again be sponsored by the Nassau County Park, and the time will be 1 p.m. All school district employees are welcome to attend.

Gerald Gartenberg

Shown above is Gerald L. Gartenberg newly appointed Administrative Officer of the New York Department of State. Mr. Gartenberg was previously principal examiner of the office of planning and procedures, Department of Mental Hygiene. Mr. Gartenberg entered State service in 1937 as a file clerk in the Department of Taxation and Finance. Shortly afterward, he transferred to the Division of Employment of the Department of Labor. In 1956 he became a senior examiner of methods and procedures in the planning office of the Department of State. Mr. Gartenberg is the son of the late Edward Gartenberg, president of the Nassau County chapter.

Hicksville Chapter in Membership Drive

Robert Hock, treasurer of the Hicksville Non-teaching Unit of the Civil Service Employees Association, and Maintenance employees of School District 17, reported the recent membership drive to be a complete and unexpected success.

State and County Eligible Lists

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<tr>
<th>State</th>
<th>County</th>
<th>Eligible</th>
<th>Notes</th>
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<tr>
<td>New York</td>
<td>Nassau</td>
<td>20%</td>
<td>Taken from exceptionally fine school board, optimism runs high.</td>
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A FEW SOCIAL functions are being planned for the months ahead, one of which is an Annual N.T.U. dinner. Social plans have been announced with interest, and a successful, affirmative vote by the body. The Hicksville N.T.U. is definitely on the upswing.
HARLEY VALLEY NEWS AND NOTES

The holiday season at Harlem Valley State Hospital was a festive one for all patients. Numerous parties were held for them with music, dancing, refreshments, and gifts for all. The patients living in the Luka-Blikprint read aloud their Christmas letters, with music and dancing. Parishioners from the local church also had their annual Christmas party, and as usual, everyone reported a very pleasant time. Parishioners had their annual Christmas party, with music and dancing. Parishioners also had their annual Christmas party, with music and dancing.

The U.S. Civil Service Commission held its final meeting of the year in the Philippines. They plan an overseas trip in Europe and the best wishes to all those who were there.

We extend to all these employees our best wishes for many years of service.

Quindio

Plainedge Unit of Nassau Chapter Installs Officers

At an installation and dinner held recently by the Nassau Chapter of the Civil Service Employees Association, held last month.

The new officers are: Robert Devitt, chairman; Peter Soskin, vice chairman; Leonard Lesser, secretary; Fred Previdi, corresponding secretary; Al Castro, financial secretary and treasurer; Ed Porrillo and John Archi, public relations committee; and Rudy Rupe and Fred Previdi, salary committee.

At the conclusion of the installation ceremony, the new officers, in an effort to maintain the highest standard of conduct and responsibility, brought periodicals for all those present.

Sewcheste Unit Holds Election

The Annual Election Meeting of the Westchester Chapter was held recently at the County Room of the County Center in White Plains.

The new officers are: Edward Griffin, first vice president; Edward Griffin, second vice president; Leona Leider, third vice president; Ellen Goodheart, sergeant-at-arms.

Mr. Ruggeri and his wife are about to leave for Europe and the best of luck to all those who were there.

Our sympathy is extended to Mrs. Walter Kern and son, Brian, on the death of Dr. Kern.

THREE & MANY MORE!

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Please send me a copy of the books or books checked above.
Name ____________________________
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City State

ADD 3% SALES TAX IF YOUR ADDRESS IS IN NEW YORK CITY
Mental Hygiene Memo

By William Rossiter
CSEA Mental Hygiene Representative
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or any organization)

Some Problems

Mental Hygiene employees listen to many complaints and have many difficulties in their daily tasks. We know it's healthy for organizations.

So, too, do mental hygiene employees need help. Granted, we have reasonable people who can be trained. Don't most people? But we also know, from experience, that institutions have been understaffed and institutional employees have been underpaid since the beginning of the recession.

A recession exists at this time. Mental hygiene employees are its victims—not the creators. Because of the recession many people will apply and be employed in our institutions. Possibly our vacancies will be filled.

Let's face it—just as soon as other jobs are available, those who are better and pay higher salaries, most of these workers will leave. Unemployment insurance appeals Board Chairman Dorethee Donaldson is shown above, left, receiving the annual Benjamin Potoker award from State Employees Federal Credit Union.

Sufficiently trained and institutional employees have been underpaid since the beginning of the recession. Many people will apply and be employed in our institutions. Possibly our vacancies will be filled.

Western Conf. Hawaii Tour Selling Out

A May trip to Hawaii, sponsored by the Western Conference of the Civil Service Employees Association in nearly two-thirds sold out, Albert C. Killian, conference president, informed the leader last week. Mr. Killian said the attractive price of the excursion, less than $500, was turning the event into a selling job. and urged Conference members to apply for remaining space at once to avoid disappointment.

Disneyland Included

First stop after Buffalo will be Los Angeles, with side trips to Disneyland and a tour of Hollywood and the homes of famous movie stars.

From here, the group will depart for Honolulu and WalkiK Beach, staying at the glamorous Honolulu WalkiK Hotel. Each room has its own private veranda, coffee maker, television set and refrigerator bar. Most of the tour will be spent in this tropical paradise.

On the way back home, tour members will also visit San Francisco and its famous Chinatown, take a trip to the giant redwood forests and have time to view this famous western city at leisure.

In appreciation for her efforts in behalf of Niagara County chapter, Civil Service Employees Association, Viola Demorest, right, was presented with a portrait of herself, done by Louis Cestafanti, next to her. Presentation was made by John Webber, tccmman from left, chapter treasurer, also looking on is Forrest Maxwell, chapter vice president. The presentation was made at Niagara chapter's annual "Ice Buffet," held recently in Lockport. Claude E. Fawell, CSEA 6th Vice President; Mrs. Ruth McFee, Monroe County chapter chapter president, and George Wachob, Ter Bush & Powell, were among the guests. The party also honored employees' "bosses."

State Industrial Commissioner Martin P. Cetherwood is shown above, left, chatting with State Civil Service Employees Association President Joseph F. Kelly, center, and Theodore J. DiFrancesco, chairman of the Eight Annual Brotherhood of State Employees State held last Thursday.

Employee Federal Credit Union held its annual meeting recently in the Moose Hall in Ossining, New York with James D. Anderson presiding.

The Board advised the membership that it would pay its share holders a 5% interest rate plus a 1/4% bonus for the year ending 1960. It was also recommended by the Board that the salary of the Treasurer be raised, due to the additional duties. Election of officers for the year 1961-62 were held and the following were elected to the Board of Directors: Frank Leonard, Sidney Wein, James Anderson, Michael D'Ambrosio and Harold O'Mara. George Young and Fred Stabler still have one year to serve.

Officers for the coming year are: Mr. Stabler, president; Mr. Leonard, first vice president; Sidney Wein, second vice president; Harold O'Mara, secretary, and Mr. D'Ambrosio, treasurer. The Credit Committee will consist of Fred Bieker, Donald Dickson and Francis Brady. The Supervisory Committee will be: Cyril McDonnitt, Paul Grosslaude and Edmund Brotloke. Publicity and education will be done by Mr. Anderson.

Binghamton Credit Union Elects Officers

"At the recent annual meeting of the Binghamton State Hospital Employees Federal Credit Union, the following officers were elected for the year 1961:

President, Roosevelt M. Hulse; Vice President, Albusius Swenner; Treasurer; William Carter; Clerk, Grace A. Lord; Directors, Helen E. McAndrews, Buddy Hasterbrook, and Leslie Newton.

Supervisory Committee, Leon R. Lord, John J. Fraser and Leon Whiteman.

The membership voted a dividend of 4.5% and a 10% interest refund on loans. Life savings insurance of $1,000.00 is continued.

End, N. Y.

Late-comers must apply at once, said Mr. Killian.

Gowanda Credit Union Dinner

The Gowanda State Hospital Employees Federal Credit Union annual dinner meeting was held last month.

Invitation was given by the following: Robert Colburn, Business Office of the Gowanda State Hospital.

The following were elected to serve on the Board of Directors: Vito J. Perna, president; George Peterson, first vice president; Gerald Nelson, second vice president; Celo Kennuqul, treasurer; Stanley Green, secretary; Joseph Paulucce and Sheldon Brandt, board members.

Members of the Credit Committee for the ensuing year are: Clifford R. Howes, Charles Blackhardt, John Hee, Ethal Parker, and Thomas Mason.

Members of the Supervisory Committee are: Lester Wallsheier, Edmund Kouy and Louis Wachob.

Entertainment and dancing followed the meeting, under the direction of Harold Kumbik, Recreation Director of the Gowanda State Hospital.

Unemployment Insurance Appeals Board Chairman Dorethee Donaldson is shown above, left, receiving the annual Benjamin Potoker award from State Employees Federal Credit Union.

POTOKER AWARD WINNER

State Industrial Commissioner Martin P. Cetherwood is shown above, left, chatting with State Civil Service Employees Association President Joseph F. Kelly, center, and Theodore J. DiFrancesco, chairman of the Eight Annual Brotherhood of State Employees State held last Thursday.

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"JUST A SOCIAL CHAT"

Warwick Leads In Training Program

Warwick State Training School for Boys proudly reports that it leads the way in Staff Training with the initiation of a course in Administrative Supervision. This is the first time this course, sponsored by the Training Division of the Civil Service Commission, is being given within any institution in the state. The first 3-week session was held on Wednesday, January 18th, and will continue for 11 weeks.

Charles Davis, Warwick State School, leads the group, and Daniel Clarke, Sr. Clinical Psychologist at Warwick, serves as Process Observer. Virginia Leesmann, Supervisor of Training for the Civil Service Department, was present, and A. Alfred Cohen, Superintendent, greeted the group.