ALBANY — The Appellate Division of State Supreme Court may render a decision as soon as mid-December in the disputed representation election affecting 45,500 State employees in the PS&T bargaining unit. The 5-judge panel of the Third Department of the Appellate Division heard oral arguments in the case November 22 and is expected to issue a relatively speedy decision.

Meanwhile, a stay barring decertification of the Civil Service Employees Assn., as bargaining representative, issued by a State Supreme Court judge on September 27 and later upheld by the Appellate Division, continues in effect. As a result, CSEA continues to represent the PS&T employees pending the outcome of legal action.

CSEA took the issue to State Supreme Court following a decision on September 27 by the State Public Employment Relations Board (PERB) to grant certification to the rival Public Employees Federation (PEF) on the basis of an election last April which saw PEF gain a majority of ballots cast. CSEA has charged the April election was fraught with irregularities and should be overturned. CSEA detailed its charges in written briefs filed in late October with the Appellate Division and during oral arguments on November 22.

CSEA was represented by its chief counsel, Atty. James Roemer. PEF was represented by Atty. James Sandner, an attorney from the New York State United Teachers, one of two unions comprising PEF. PERB was represented by Atty. Martin Barr, while Atty. Joseph Bress appeared for the Governor’s Office of Employee Relations.

ALBANY — The apparent leak of confidential information concerning the union’s contract demands to the State of New York has visibly angered Civil Service Employees Assn. President William L. McGowan, but he has refused to escalate the controversy, instead reiterating CSEA’s intention to honor a news blackout policy surrounding negotiations.

Almost immediately after CSEA and the State exchanged initial demands for new contracts covering 100,000 state workers in three major bargaining units, an Albany-area newspaper printed a front page article which purportedly detailed virtually all the union’s demands. Prior to the exchange of demands, both sides had agreed to abide by a policy of negotiating under a news blackout.

The union responded to the apparent leak of information by refusing to confirm or deny the accuracy of the news article, stating such information cannot be discussed due to the blackout restrictions. A spokesperson for President McGowan said discussion of initial demands, subject to substantial changes as talks progress, would be meaningless and could be detrimental to the bargaining process.

Union set to launch image building plan

ALBANY — The Civil Service Employees Assn. will launch the most extensive advertising campaign in its history shortly after the first of the year following approval of campaign funding by the union’s Board of Directors this month.

Centering around the theme, “Public employees, where would you be without them?,” the union will begin the campaign using radio and newspaper advertising and may expand to additional media. It is expected to continue over a period of several months.

Not only will the campaign be the most extensive in the union’s history, it also represents a bold departure from past advertising campaigns. This program will have an image-building objective, designed to show public employees in a positive manner to improve the public’s image of public workers, as well as the image that employees have of themselves.

The image-building campaign, known as “institutional advertising,” will utilize a new CSEA “jingle,” or song, written especially for the campaign and first unveiled at the October annual meeting of the union’s delegates.

Contract talks resume under blackout

ALBANY — The 300-member West Babylon School District Unit, part of Suffolk County Educational Local 370 of the Civil Service Employees Assn., has a new 2-year contract but it came within a whisker of going on strike instead.

The school district employees had been without a contract since last June 30. Talks disintegrated into an impasse, and when subsequent efforts to resolve the differences failed, the membership authorized its negotiating team to call a strike if necessary.

A strike was ultimately called for November 13, but a last ditch bargaining session on Sunday, November 12 resulted in a tentative 2-year agreement, which was ratified unanimously later the same day by the membership, less than 12 hours before the strike was set to begin.

The agreement calls for a 4%-2% pay retroactive to July 1, and a 5% salary increase effective next July 1. Improvements in longevity steps and other contractual language changes also are included.

The adjacent photos show members of the unit demonstrating during a meeting of the West Babylon Board of Education.
CSEA sets tentative timetable for elections

The following tentative timetable has been announced for the 1979 election of statewide officers and members of the State Executive Committee of the Civil Service Employees Assn.

January 2 Appointment of Nominating Committee.
January 8 Mailing of Bid Specifications to Outside Agencies.
January 18 Meeting of Nominating Committee to Outline Duties & Elect Chairperson.
January 29 Receipt Deadline for Bids From Outside Agencies.
January 30 Opening of Bids and Review by Election Procedures Committee.
January 31 Meeting with Board of Directors Committee to approve Outside Agency.
January 31 Notification to Outside Agency of Acceptance of Bid.

March 1 Report of Nominating Committee.
March 21 Deadline for Declination of Nomination.
April 16 Final Day for Nominations to Fill Declinations (If Less Than 2 Candidates Remain).
April 20 Final Day for Petitions To Be Filed.
April 30 Request to Each Candidate For spelling of name as it will appear on ballot sent by certified mail/return receipt. Deadline for changes — May 5, 1979.
April 30 Drawing for Position on Ballot — 10:30 A.M., Conference Room, Headquarters — Candidates (or Proxies) may attend as observers.
April 27 Mailing of Printed Copies of Rules and Regulations for the Election to All Candidates and Local Presidents.

May 11 Publication of Names of All Candidates in the Official Newspaper.
May 14 Ballots in Mail.
May 26 Replacement ballots may be requested as of this date if original ballot has not been delivered.

June 21 Return of Ballots — 6 p.m. Deadline.
June 22 Ballots to be removed from envelopes to prepare for counting. Ballots which cannot be machine counted will be counted manually during this period.
June 27 Return of Replacement Ballots — 6 p.m. Deadline.
June 28 Ballots to be counted. Candidates to be notified by telegram by June 29th.
June 29 Official Results to be Announced.
July 9 End of Protest (10 days after official results are announced.)

Public employees’ wages and salaries have barely kept up with the cost of living from 1974 through 1977. Also during the same period, public employees’ wages and salaries increased at a lower rate than private sector employees.

From 1974 through 1977, consumer prices increased 29.9 percent while public employee wages and salaries nationally increased 22.1 percent and private sector wages and salaries increased 23.5 percent.

A comparison of 1977 earnings in the chart below shows where public employees are on the economic pecking order:

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Calendar of EVENTS

NOVEMBER
29 — Long Island Region 1 Special elections seminar, 5-11 p.m., site to be announced.
30 — Anti-J. P. Stevens rally, 1 p.m., Meeting Room 6, Nelson A. Rockefeller Plaza, Albany. Everyone welcome.
30 — Anti-J. P. Stevens rally, 4 p.m., J. P. Stevens Tower, 47th Street and 4th Avenue, New York City.

DECEMBER
2 — Statewide Non-Teaching School Employees’ Committee Meeting for Jefferson, St. Lawrence, Oswego county school unit representatives, 9 a.m.-1 p.m., Holiday Inn, Watertown.
2 — OGS Local 660 — Executive committee meeting, 11 a.m., General membership meeting, 1 p.m., Miller Hose Fire Company, Clinton Heights.
2 — Annual Christmas party, SUNY Morrisville Local 609, 6:30 p.m., Nelson Inn, Nelson, N.Y.
5 — Annual Christmas luncheon, Capital District Retirees Local 999, noon, Thruway House, Washington Avenue, Albany.
8 — Christmas party, Marcy CSEA Local 414, Roseland, New York Mills, Cocktails, 7-8 p.m.
8 — Cortland County Unit of Local 812 Christmas Party, 6-9 p.m., San Rocco Lodge, Pomeroy Street, Cortland.
15 — Central Barge Canal Local 503 Fall Meeting and Dinner, 3 p.m., Polish Falcons, 75 Pulaski Street, Auburn.
16 — Local 635 SUICOneonta Christmas Party, 6:30 p.m., Union Ballroom, SUICOneonta Campus.

Linda Lessman
Melville, N.Y.

Editor, The Public Sector:
I am a new employee within the State system, and please allow me to express my opinion through your publication.

The two specific topics I mention hereafter have concerned me since I began employment with the State. I honestly feel the CSEA has done very little or nothing about it, and I hope I can catch their attention through your publication.

First, I am of the opinion that fixed (stable) pay days (other than weekends) contribute to sub-human standards in life. Imagine a worker — a human being — having permanent pass days of Wednesday and Thursday. This is bull! What has the CSEA done, except to talk about seniority?

Every other worker, other than the nurses and attendants, have weekends off. The nurses and attendants have been carrying the greater portion of the work load in terms of health care. Why can’t we have, at least, every other weekend off?

Secondly, the L.P.N. has a license. The L.P.N. often takes charge of psychiatric wards, gives out medication including injections and functions with similar responsibilities as the R.N., except for a few things. The question is, why should the L.P.N. be in the same grade category as the MHTA or CMA? The L.P.N. should be, at least, one grade lower than the R.N. or two grades higher than the MHTA or CMA. The CMA should be one grade above the MHTA.

What has the CSEA been doing except talking about future benefits? Most of us may never live to see those benefits anyway. We want satisfaction now.

I personally have been a past member of both Local 144 and Local 1199 and, believe me, the CSEA is 10 years behind. I sincerely hope something is done.

R. Rampersad, P.N.
Kingsboro Psychiatric Center
One of the most important provisions contained in the CSEA sponsored life insurance plans and the disability income plan is the waiver of premium guarantee. This guarantee is an integral part of any insurance offering since it protects you most when you need the protection most — when you are disabled and can’t work. Yearly, hundreds of insured members, unfortunately, must take advantage of this benefit.

Very simply, a waiver of premium provision waives the payment of premiums after an insured has been totally disabled for a specific period of time. Premium payments are waived for the duration of the disability. Waiver of premium provisions vary from plan to plan but are summarized below for the CSEA sponsored insurance programs.

**BASIC GROUP LIFE**

If the insured member has become totally disabled by injury or disease prior to attaining age 60 so as to be prevented from engaging in any occupation or employment for a period of at least nine (9) months, the member is eligible to apply for waiver of premium. The Travelers Insurance Company must be furnished with appropriate proof of the totally disabling injury or disease within a one (1) year period following the disability. Upon determining that the insured is totally and permanently disabled, the Company will continue the insurance coverage during the continuance of such disability, without payment of premium for a period of one (1) year. Moreover, any premiums paid subsequent to three (3) months from the date of disability, are refundable. Each succeeding year; thereafter, the Company will request proof of the continuance of the disability and upon receipt of the proof shall continue the coverage without payment of premium.

Further information regarding waiver of premium for the Basic Group Life Plan can be obtained from CSEA Headquarters, Insurance Department, 33 Elk Street, Albany, New York 12210.

**SUPPLEMENTAL LIFE PLAN**

The waiver of premium provision contained in the Supplemental Life Plan written by Mutual of New York is substantially the same as the Basic Group Plan. There are, however, three major distinctions. (1) The insured must pay the necessary premiums for the first nine (9) months of the total disability. (2) If the insured has spouse and child coverage, in addition to his/her coverage, premiums are waived for all coverages. (3) The waiver of premium terminates at age 70.

Further information regarding waiver of premium on the Supplemental Life Plan can be obtained from Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, New York 12301.

**DISABILITY INCOME**

The waiver of premium provision in the Disability Income Plan is distinctly different from the waiver provision in the life plans. After an insured has collected benefits under this plan for a period of six (6) months, premium payments are waived for the remainder of the period of the disability, up to the benefit period limit. In cases of on the job disabilities, the benefit period is one (1) year. In cases of off the job disabilities, the benefit period is lifetime. The waiver of premium will continue the insurance coverage in force in the same manner as if premiums had been paid when due.

Further information regarding waiver of premium on the Disability Income Plan can be obtained from Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, New York 12301.

**INSURANCE ADVISOR**

ALBANY — The name of John Casey has been added to those of three other CSEA members seeking the union’s recent formal board seat representing the Judicial Department. The other candidates are Nancy Roark of Middletown, N.Y., Francis Griffon of Hicksville, N.Y.; and Julia M. Filippone of Glenmont, N.Y. Mr. Casey is from Albany.

Ballots were mailed out to CSEA Judicial Department members on Nov. 20 and will be counted on Dec. 12, 1978, by the CSEA Special Election Procedures Committee at CSEA headquarters in Albany. The election is to fill the vacancy left by the resignation of Ethel Ross.

**NEW CONTRACT IN SMITHTOWN**

SMITHTOWN — The Smithtown Unit Town, first of the town units in Suffolk County CSEA Local 852 to reach a contract settlement, overwhelmingly ratified a two-year contract recently that gives employees a graded pay schedule which will standardize salaries for the town’s workers.

As part of the settlement, the town employees became the first workers outside the county government to join the Suffolk County-CSEA Welfare Fund.

The new contract includes pay increases of 7 per cent in the first year and 5.5 per cent in the second year with increments. The full package of salary increases and benefits is estimated to cost the town government approximately $350,000.

The settlement of the contract was announced by Al Steen, president of the Smithtown CSEA unit and first vice president of Suffolk Local 852.

The wage-salary stabilization plan was a long sought goal of the CSEA. Under the two-year contract, the town will pay contributions for membership for Smithtown employees in the welfare fund. The contract also provides for a personal leave day for all employees. Other highlights include: guidelines for promotion through the ranks, with priority given to current employees over hiring from outside; and on-the-job training to give employees the opportunity to qualify for higher positions.

The settlement was negotiated by Fieldman John Cuneo and the Negotiating Committee that included Bob Lyons, Jim McCarty, Tom Sufiera, Jr., George Ludder, Joan DiBernardo, John Stein, Herb Carlton and Art Moiray.

**INTENSITY OF BALLOT COUNTING**

As an attempt to provide a broad range of services to its membership, The Civil Service Employees Association will run a bi-weekly column to be known as the "Insurance Advisor." The purpose of this column will be to make all our members aware of the benefits available to them and to answer as many questions as possible concerning the provision of these benefits. We encourage you to submit your inquiries directly to The Civil Service Employees Association, c/o Michael Carroll, 33 Elk Street, Albany, New York 12210. We pledge to answer these questions as quickly as possible.

ALBANY — The Civil Service Employees Association has asked for a formal recount of ballots in one of two elections decided November 17. Although CSEA had not officially protested the results as of press time, a spokesman for the union said one election was very close and should be recounted.

CSEA asked PERB for a formal recount due to the relative closeness of the results. In Unit C, which includes sergeants and officers, PBA outpolled CSEA 330-145. CSEA was not involved in the election in Unit A, uniformed troopers, where PBA received 1,024 votes to 740 for AFSCME Local 1908.

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Join a rally against J. P. Stevens

There are those who say that unionism is declining in this country, that the social and economic deprivations of the working lower and middle class population today are somehow different than in past decades when the labor movement was more closely identified as a solution. It may well be that conditions today are more complex, that unions cannot provide solutions to many, even perhaps most, of the problems confronting the working class. Membership in labor unions, particularly private industry unions, is declining. But the death knell of unionism most likely will never toll, for so long as there are people who work for others, people will be exploited and must depend on the collective protection found in unionism.

A classic example exists in the drive by the Amalgamated Clothing and Textile Workers Union (ACTWU) to unionize the J.P. Stevens Company workers. J.P. Stevens is a throw-back to the type of company which spawned the need for the growth of labor unions to bring dignity and self-respect to the working class.

If unions are weaker today, it is partially because many have gone their own ways for special interests and reasons. But the Stevens situation is one in which every union can rally around, regardless of their specialization. And when unions today do find common ground to defend, the power can be awesome and effective. A series of nationwide rallies on November 30 on behalf of J.P. Stevens workers should prove that unionism is still alive and well, and flourishing in America. Participate in a rally near you on November 30.

(R.A.C.)

Frozen time bomb set to explode

If you think California has weathered the Proposition 13 storm, you've been reading the wrong tea leaves.

While the cutbacks in personnel and services have not been massive due to a state $5 billion bailout of municipalities, which depleted the huge state surplus, there is no guarantee the State of California will continue to have a surplus to maintain the bail out.

However, that is not the only problem which lies ahead for California municipalities. Proposition 13 has a built-in time bomb, which is set to go off sometime during the next few years. The infamous proposition allows property taxes to increase no more than two percent a year. If for the next five years inflation averages 8 percent a year, what costs $100 today would cost $140. During that same five year period, property taxes could only increase 10 percent, or the municipality would only have $110 to pay for the $140 service.

Negotiation blackout leak opposed

The ability of the municipalities to remedy this situation is unavailable because another part of Proposition 13 requires a two-thirds vote of the state legislature to remove the two-percent limit or any other part of the proposition.

The lesson is clear from the California experience. Property taxes cannot be frozen at any level and still be able to meet inflationary increases. (G.A.)

Two weeks ago, this publication editorially supported continuation of the traditional news blackout during negotiations. Our stance applies to bargaining between any parties, but that particular editorial referred specifically to the just-begun contract talks between CSEA and the State of New York on behalf of more than 100,000 state workers.

Now the worst has happened. A political writer for an Albany-area newspaper recently released what he reported to be virtually the entire package of demands by CSEA. If it was, in fact, the union property taxes to increase no more than two percent a year. If for the next five years inflation averages 8 percent a year, what costs $100 today would cost $140. During that same five year period, property taxes could only increase 10 percent, or the municipality would only have $110 to pay for the $140 service.

But we note that CSEA President Bill McGowan has refused to discuss the newspaper article, or to acknowledge whether the information was or was not accurate.

Instead he has reiterated the union's support of the blackout policy and has directed union personnel to abide by its restriction on releasing premature bargaining information. We commend that action by President McGowan.

At the same time, we hope steps are being taken to ferret out the leak so that future detrimental articles can be avoided. (R.A.C.)

Directory of Regional Offices

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<thead>
<tr>
<th>REGION 1 — Long Island Region</th>
<th>REGION 4 — Capital Region</th>
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<tr>
<td>(516) 691-1170</td>
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<td>Irving Flaumenbaum, President</td>
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A DOT technician has a 'hot' idea

By Tim Spofford
Special to "The Public Sector"

A new ice-defrosting road pavement invented for some of Europe's slickest roads and bridges is now being tested for New York's highways, thanks to Jerry Smith, a technician in the State Department of Transportation (DOT).

Smith's idea that the European discovery could save lives and tax dollars in this state has led to a three-lane, 1,000-foot stretch of iceless pavement recently constructed on the State Campus in Albany. And as the snow falls this winter, transportation officials from New Jersey, Connecticut, New Hampshire and the Federal Highway Administration will monitor the test site to see if iceless pavement can do over here what it has done for about 40 of Europe's iciest roadways.

An avid reader of Popular Mechanics and other technical magazines, Smith first read about verglimit, an iceless defrosting asphalt additive, about four years ago in a magazine for engineers. "I let it ride back then, but I did note where the article came from," Smith said. "I considered it a potential project."

But a year later, Smith read another small article on verglimit — this one in Parade magazine — and then he decided to do something about it. "I figured this was twice I saw something on it, so I said to myself: 'Hey, there might really be something to this stuff."

Smith called the publisher of the engineering magazine to get the name and address of Plastiroute, the Geneva, Switzerland-based firm holding the verglimit patent. And before long, he received a stack of verglimit brochures in the mail.

"Well, after that I drummed up as much support for it in our bureau as I could," Smith said. "And when we presented our ideas to Bill Burnett, the Director of Engineering Research and Development, he said that with the financial curtailments back then in '75 it was impossible to take on a new project."

"I still talked it up to other people in other bureaus through general conversations during coffee breaks," he said. "In other words, I tried to keep the idea alive, and eventually some people got interested in it."

In late 1976 when the state's budget problems were not so severe, word came down from the top to find out more about verglimit. Smith said. And soon afterward, representatives from two European firms working with verglimit traveled to Albany to see Smith and his boss, Bob Nittinger, an assistant civil engineer now heading DOT's iceless pavement project.

Nittinger later went to Europe for a first-hand look at verglimit-paved highways on the continent, and by last spring, the state had bought enough verglimit to pave the Albany test site.

"We have just one section now, and if it works out we may get two more in appropriate areas if we can get the funding," Smith said. "But it may take five or more years to use it throughout the state. The state won't just put it in. It'll probably wait until a road really needs paving, and then do it."

Verglimit consists primarily of tiny calcium chloride flakes, and according to a DOT report, as cars pass over the road surface, the flakes break down, forming an anti-freeze solution that prevents icing. Smith says it won't melt all the snow that falls on a road — only the first two or three inches during a storm — but since it prevents ice from forming underneath heavy snow, snowplowing is much easier.

Smith said verglimit saves lives, but because it's expensive, the state would only use it on ice-trapped roadways — roads and bridges that tend to ice over more quickly than other highways. "It won't give you bare pavement," he said. "You don't want that because you want to keep uniform conditions on the road, to keep the same sort of driving."

"What's in it for the taxpayer?"

In New York, snowplow and sanding crews are paid to make special runs to service hazardous ice-trapped roadways. Smith said But with verglimit on these roads, special crews would no longer be needed.

When asked if he submitted the verglimit idea to win a monetary award, Smith said no, that he never even submitted a formal suggestion, but that he would like to see his idea used to save lives and tax dollars. "We all like to have some sort of reward — and it's hard to feel that working in a bureau sometimes — maybe that's why I'd like to see my idea become a reality someday," he said.

"You know, one night when I was watching the '76 Olympics on T.V., ABC did a short, 30-second segment on the Brenner Highway near Innsbruck. And when they talked about verglimit on that highway, I said to myself: 'Oh, hell, yeah — I know all about that.'"

A BIRD'S EYE VIEW of the 1,000-foot, 3-lane road test site in front of Building 8 on the State Campus in Albany.

Photos by Gary Richards
In Time for Christmas and Chanukah

A SPECIAL GIFT FOR THE SPECIAL OLYMPICS

Kodak Film for your Camera - plus prints or slides AT LOW SPECIAL OLYMPICS PRICES.

Now you can have photographs of your holiday season, save money, and help support the 1979 International Special Olympic Games all at the same time.

CSEA has endorsed Special Olympics, an international program of physical fitness, sports training and athletic competition for mentally retarded children and adults. In August, 3,500 special athletes from 50 states and 35 nations will meet for the Fifth Annual Summer Special Olympics at the State University of New York at Brockport. We’re asking you to help CSEA support this great project. Every roll of film you buy through the Film for Special Olympics Program will help finance this worthwhile event.

By sending in your order with the appropriate amount from the ordering chart, you’ll be helping yourself save your precious holiday memories, and you’ll be helping sponsor the Special Olympics. All film is fresh dated Kodak color film. Prints will be mailed directly to you on a large, borderless professional silk textured print paper. Processing is performed by a quality photo-finisher. Film and processing are guaranteed — if film is lost or damaged, the processor will replace it with an equivalent amount of unexposed film and a pre-paid processing mailer.

Send in your order today to: Film for Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624.

### Kind of Film

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Kind of Film | No. of Rolls | Total Price
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Color Prints 126-12 Kodacolor II |  | 
Color Prints 126-20 Kodacolor II |  | 
Color Prints 135-24 Kodacolor II |  | 
Color Slides 135-20 Kodachrome 64 |  | 
Movies (color) Super 8mm Kodachrome 40 |  | 

ORDER FORM (please print)

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<tr>
<td>Movies (color) Super 8mm Kodachrome 40</td>
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Name ____________________________
Address __________________________
City __________________ ZIP ________

Make Check payable to: Film for Special Olympics P.O. Box 8711 Rochester, New York 14624

No sales tax required.
From Seattle to Miami... from Hawaii to Montreal...
People are standing up FOR human rights... as J.P. Stevens workers stand up TO the No. 1 labor law violator

CSEA gives its support to J.P. Stevens employees in their fight for dignity

CSEA in six anti-Stevens rallies

The Civil Service Employees Assn. is co-sponsoring or will actively participate in anti-J.P. Stevens Company rallies on November 30 in Albany, Syracuse, Buffalo, New York City, Rochester and Tarrytown.

Additional rallies or other activities to demonstrate union support on “Justice for J.P. Stevens Workers Day” may be scheduled on November 30 throughout the state. CSEA members are encouraged to contact their CSEA regional headquarters for information.

Union fights J.P. Stevens on many New York fronts

Albany — The Civil Service Employees Assn. is stepping up its efforts in the anti-J.P. Stevens campaign by co-sponsoring and participating in a series of rallies November 30, but that effort was preceded by a couple of very notable demonstrations by CSEA before that.

Several months ago CSEA delegates adopted a resolution demanding that the state comptroller sell any shares in J.P. Stevens held by the state employees retirement system. Shortly after that, the state comptroller did liquidate all holdings in the company.

Just last month, at CSEA’s 68th Annual Meeting at the Concord Hotel at Kiamesha Lake, delegates noticed that table linen in the convention meeting area was manufactured by J.P. Stevens. They proceeded to strip all tables of the offending linen and conducted subsequent business meetings on wooden tables without linen.

CSEA opposes Stevens

The Civil Service Employees Assn., the largest public employee labor union in New York State, has actively lent its support to a worldwide boycott of J.P. Stevens Company products and will help draw attention to the boycott as a leading participant in a series of rallies scheduled for Thursday, November 30.

November 30 has been designated as “Justice for J.P. Stevens Workers Day” throughout North America and will be marked by hundreds of rallies. CSEA has helped plan and will participate in at least a half-dozen major rallies across New York State that day.

The AFL-CIO calls J.P. Stevens Company the number one labor law violator because of the textile giant’s long-standing policy of anti-worker, anti-union activities.

CSEA urges its 260,000 members throughout New York State to boycott J.P. Stevens products, listed elsewhere on this page, and to actively participate in rallies scheduled in their area November 30. In all cases, the rallies are being co-sponsored by AFL-CIO labor unions and in many cases also by non-labor union organizations interested in promoting social justice and basic human rights for oppressed Stevens’ employees.

BOYCOTT THESE J.P. STEVENS PRODUCTS

<table>
<thead>
<tr>
<th>SHEETS &amp; PILLOWCASES</th>
<th>TOWELS</th>
<th>BLANKETS, CARPETS</th>
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<tr>
<td>Utica</td>
<td>Yves St. Laurent</td>
<td>Utica/Fine Arts</td>
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<tr>
<td>Tastemaker</td>
<td>Suzonne Plestette</td>
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<tr>
<td>Fine Arts</td>
<td>Dinah Shore</td>
<td>Fine Arts</td>
</tr>
<tr>
<td>Meadowbrook</td>
<td>Angela Donghia</td>
<td>Meadowbrook</td>
</tr>
</tbody>
</table>

Cacharel
Ava Bergmann
Hardy Amies

BOYCOTT THESE J.P. STEVENS PRODUCTS

- J.P. Stevens’ lawlessness
- J.P. Stevens’ exploitation
- J.P. Stevens’ discrimination
- J.P. Stevens’ runaway shops

The Civil Service Employees Assn. urges its 260,000 members to participate, if possible, in a November 30 rally in their area, and to join the worldwide boycott of J.P. Stevens products as a means to bring economic pressure to end

THE PUBLIC SECTOR, Wednesday, November 29, 1978
Coalition asks better clerical advancement

ALBANY — A recently-formed coalition has called upon the State of New York to expand and strengthen opportunities for state's 30,000 clerical employees through negotiations and other means.

The New Coalition for Career Mobility includes the State Civil Service Employees Association (CSEA), Women in State Government (WISG), agency Women's Advisors, the New York State Coalition of People with Disabilities and the Center for Independence and the Center for Women in Government.

"This coalition of diverse groups was formed because we believe that the serious problem of dead-end clerical jobs in the state must be addressed," said president pro-tempore of CSEA, Linda Arr-Wehlan, administrative director of the State Labor Department and board president of the Center for Women in Government.

"Only a fraction of the state's clerical employees have an opportunity to advance to professional positions — no matter their talent.

"CSEA has presented its initial contract demands to the State of New York to officially begin the long process of negotiation for new contracts covering most state employees, including clerical employees. CSEA has long been concerned with career advancement for women in our bargaining units as well as in state government in general. It is our position that the most effective method for improving career advancement lies with the process of collective negotiations.

"While a mutual agreement between CSEA and the State precludes both from discussing details of our demands, you can be assured that we have a high priority on improvements in career advancements for women. We appreciate the support of the coalition.

Irene Carr, CSEA statewide secretary and first vice-chairperson of CSEA's Women's Committee.

The situation also impairs the overall productivity of the State work force, since many employees are not able to realize and serve with their full potential, Tarr-Wehlan said.

In addition, "more professional transition opportunities will create more mobility for women now locked into the lowest paying clerical positions. Currently, 18,000 of the state's clerical workers now make between $6,000 and $9,000 a year," she said.

The problem is not limited to state government, but New York State can provide national leadership in solving it, Tarr-Wehlan said. She cited a recent Congressional task force report stating that at the federal level, women occupy 76 percent of the four lowest paying job categories and less than three percent of the highest paying jobs.

Westchester layoff decision due

NEW YORK STATE ELIGIBLE LIST
Sr. Computer Systems Analyst
Open Comp. Exam No. 24655

1. Schoppman, H. J., Nassau 96.0
2. Story, Geoffrey, Suffolk 94.0
3. Gifford, Roger D., Albany 94.0
4. Abbott, William C., Buffalo 91.0
5. Kaufman, Lenore, Schenectady 91.0
6. Flanders, F., Albany 89.0
7. Greenstein, S. C., Glenmont 87.0
8. Tinney, Robert E., Berne 83.0
9. Zima, Stephen J., Brooklyn 86.0
10. Decon, Attilio, Whitestown 79.0
11. Greenstein, S. C., Nassau 81.0
12. Greenstein, S. C., Glennmont 87.0
13. Zima, Stephen J., Glenmont 84.0
14. Decon, Attilio, Whitestown 81.0
15. Velteman, H., Albany 86.0
16. Zima, Stephen J., Glenmont 84.0
17. Velteman, H., Albany 86.0
18. Costes, James B., Brookfield 81.0
19. Tracey, Robert E., Brooklyn 83.0
20. Brodsky, Barry C., Brooklyn 93.0
21. Zima, Stephen J., Glenmont 82.0
22. Tracey, Robert E., Brooklyn 81.0
23. Velteman, H., Albany 86.0
24. Alamia, Michael, Albany 86.0
25. Smith, Suzanne W., Guildford 81.0
26. Lucewec, Lida, Yonkers 79.0
27. Cheeke, Joseph F., Delmar 76.0
28. Ruyle, Paul J., Rensselaer 79.0
29. Ruyle, Paul J., Rensselaer 79.0
30. Calello, Raymond, Monroe 78.0
31. Occhipinti, Ralph, Miller Place 78.0
32. Lombardo, E. L., Brooktondale 78.0
33. Bradley, Edward, Albany 73.0
34. Gristina, John J., N.Y.C. 72.0

WESTERN PLAINS — The Westchester County Board of Legislators is expected to decide today on the fate of more than 200 Westchester County employees, whose jobs are jeopardized by reductions in County Executive Alfred DeBello's proposed 1979 budget.

CSEA is opposing the cuts with demonstrations and thoughtful budget analysis. There is also the possibility of job actions.

The proposed budget calls for the elimination of 581 jobs, including 192 presently filled positions by layoff on Jan. 1, 1979.

Additional layoffs would follow later in the year if each department would be required to cut personnel and/or services to compensate for only one half of a $4.7 million pay raise being funded in the proposed budget.

The Westchester County Unit of CSEA Local 680 had accepted an approximately 10.5 percent increase over three years earlier this year. Unit President Raymond J. O'Connor said the small raise was accepted because of a verbal understanding there would be no large-scale layoffs.

He said DeBello later said the understanding was just for 1978.

The Budget Subcommittee of the Board of Legislators has been holding hearings on the proposed budget and has until the end of the month to make additions to it.

CSEA has presented its in

THE PUBLIC SECTOR, Wednesday, November 29, 1978

AFSCME reports on economic issues

WASHINGTON — The AFSCME Department of Public Policy Analysis recently compiled reports on economic issues. Highlights of those reports follow:

• The actions of the Carter administration to stop the decline of the dollar on foreign money exchange rates and the new anti-inflation program probably will cause a recession in 1979. Higher unemployment and slower economic growth in 1979 are expected.

• President Carter's voluntary wage and price control program is opposed by the AFL-CIO. The program lacks adequate on price controls and seeks to control earned income but avoids dividend and interest income. The program for tax rebates needs congressional approval, and there is no indication whether such approval will be forthcoming.

• The budget cuts proposed by President Carter would cripple most domestic programs and probably would have a disastrous effect on federal funds going to state and local governments.

• Congress failed to pass the Kemp-Roth tax cut bill but it also failed to pass a hospital cost control bill.

• The failure of Congress to pass a counter cyclical aid bill means some areas with high unemployment rates will be forced to make unexpected budget cuts.

• The proposed reduction in the federal budget deficit for next year would lead to an economic slowdown.

• The tax cut law signed by President Carter constitutes a major shift in emphasis away from efforts to use tax code to redistribute income and promote equality. However, Carter had no real choice but to sign the bill because without the tax reduction, the downturn in 1979 would be more severe. Most of the tax cut benefits will go to those earning more than $50,000 a year.

• Unemployment statistics are misleading. While the national average is around six percent, many major cities have rates much higher, including Buffalo, 11 percent; and New York City, 8.9 percent.

• Municipalities heavily dependent on CETA funds face problems in that CETA slots can no longer be permanent long term jobs.

The proposed budget is being analyzed at CSEA headquarters in Albany and at AFSCME headquarters in Washington, D.C., to find the real budget fall.

The hearings were held in New Rochelle, Nov. 20; North Tarrytown, Nov. 21; Yonkers, Nov. 27; and Cortland, Dec. 1.

Depending on the success of the unit in the hearings, it is possible that job actions could occur.

The proposed $420 million budget includes a three percent decrease in taxes, which would save approximately $1.8 million. The unit represents approximately 6,000 county workers.

Tompkins Co. PERB hearing set for Dec. 12

ITHACA — The Tompkins County Unit of CSEA Local 655 has been officially notified by Harvey Milowe, Director of Public Employment Practices and Representation for PERB, that a hearing date has been set for the Improper Practice Charge against the County of Tompkins. Mr. Milowe has scheduled the pre-hearing conference for 12:30 p.m., November 30, 1978, and the formal hearing for 9:30 a.m., December 12, 1978, in Syracuse.

The IP charge alleges that on four separate occasions during September and October of 1978, spokespersons for the County of Tompkins violated mutually agreed upon ground rules governing the release of information to news media during the time period of collective bargaining was underway.

Thomas Riley, Regional Attorney, and George Sinko, CSEA Field Representative, processed the IP charge at the request of the unit and John Wyrrough, Chairman of the Tompkins County Unit Negotiating Committee.
Report on California’s Proposition 13

The effects of Proposition 13 in California are being felt by public employees and are reducing local government services. However, the worst is yet to come. When California voters in June 1978 cut property taxes by 50 percent, the State government was able to partially bail out municipalities with a $5 billion allocation from surplus. However:

• Local governments have had to reduce their budgets by 10 percent.
• By the end of August, 22,000 local government employees had lost their jobs. The unemployment rate in California rose sharply.
• Contractual cost-of-living increases were voided. (Legal challenges are pending.)
• Major education, hospital and construction projects and programs, totaling hundreds of millions of dollars, were halted or cut back.

Next year has the potential to make this year’s reductions look small. There is no guarantee the State surplus will be large enough to provide a major bail out for the municipalities. Also the courts may reinstate the contractual cost-of-living raises.

An often overlooked part of Proposition 13 may be the biggest problem. Property taxes are only allowed to increase two percent a year, while the inflation rate is approximately nine percent. Unless the State comes up with additional funding (and the taxes to finance the funding), the level of existing local services will be in perpetual deterioration.

Another area of lost financing is in the area of matching federal funds, where reduced local funds means reduced federal money.

Stutterers panel set for Dec. 8-10

ALBANY — The Capital District council of Stutterers, in conjunction with the Communication Disorders Department of The College of St. Rose, will hold its 5th annual weekend workshop December 8-10 at The College of St. Rose, Albany. Interested persons may contact Sister Charlee Bloom at the college. (518) 471-8178 or 471-3111.

THE PUBLIC SECTOR, Wednesday, November 29, 1978 — Page 9
Sick leave questions

Sections 41 (j) and 341 (j) of the Retirement and Social Security Law authorize a certain amount of unused sick leave to be applied as additional service credit upon retirement. This privilege is available if you are a State employee or a public employee whose employer has elected to provide the benefit. Please note that this benefit is not applicable under certain Special Plans.

The unused sick leave days cannot be used to meet age or service requirements nor can they be used as part of the Final Average Salary calculation. The maximum amount of sick leave which can be converted is 165 days.

These questions and answers may be helpful:

Q: Can I retire before my 55th birthday if I have enough sick days to carry me beyond age 55?
A: No. You may not use this credit to meet age requirements.

Q: I recently received a raise. Will the three year period used in calculating final average salary include the days for which service credit is awarded on account of unused sick leave?
A: No. Sick leave credits cannot be used in the computation of your final average salary.

Q: What good is this to me upon retirement?
A: Let's take an example. If you retire under the New Career Plan with at least 20 years of service and the maximum number of sick days (165), your Single Life Allowance (Option 0) will be increased by approximately 1% of your final average salary.

Q: What if I have 21 years, as above, and I use up my sick time before retirement?
A: You will then retire with 21 years and not 21 years and 5½ months.

Q: What if I have less than the maximum of 165 days of sick leave credit?
A: All, or any part, of unused sick leave up to 165 days may be used for retirement.

Q: Will I have to set aside part of my sick leave accumulation to pay for my health insurance?
A: The Retirement System will use all allowable unused sick leave towards service credit. See your personnel office or the Health Insurance Section of Civil Service about using sick leave for health insurance.

Q: How do I apply my sick days toward retirement?
A: Your employer will let the Retirement System know how many unused sick days you have at the time of retirement.

Local 337 voting on new contract

GOSHEN — The 110 employees of New York State's Ninth Judicial District are voting on a new contract recently negotiated with the Office of Court Administration. The contract has strong support from the president of Court Employees Local 337, who urges ratification.

Carol Dubovic, acting president of Local 332 calls the tentative agreement "a very good one" and is urging the workers to approve it. The ballots went out last week and will be counted on December 1.

The district includes employees of eight courts; those of the cities of Poughkeepsie, Newburgh, Port Jervis, Middletown and New Rochelle; and the counties of Orange, Dutchess and Putnam.

Local 337 voting on new contract

The tentative 2-year pact is retroactive to April 1, 1978, except for time and leave provisions which are retroactive to April 1, 1977. It calls for, among other things, a guaranteed third increment for April 1, 1980, and a 6% location-pay differential for the New Rochelle employees, with a 1,200 maximum.

The voting is on a coalition basis, so if a majority of the District Nine employees approve the contract, all eight of the individual court employees groups in the district will have their own contracts.

The negotiations were held on a coalition basis, but if a majority of the District Nine employees approve the contract, all eight of the individual court employees groups in the district will have their own contracts.

The employees' negotiating team and the union's collective bargaining specialist, Pat Monachino, are also recommending ratification of the agreement.

STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, State Office Building Campus, First Floor, Building I, Albany, N.Y. 12235/101; or with the Civil Service Department, Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14002 (716) 842-4260.

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(All salaries vary with location)

For more information, contact your local Manpower Services Office.
Statute of Limitations — Article 78

employees of Nassau County who conducted the exams as being illegal and commenced within the four month statute of limitations. The list of the date upon which the statute of limitations would commence ran until the outcome of this other list was subsequently withdrawn.

The statute of limitations began to run when the eligible list was certified. According to the union’s qutishment of Directors. No funds of the Delegates at meetings of the Association may be disbursed unless authorized by the Board of Directors.

The Board generally meets monthly, which concentrates a great deal of business into a small time frame. These photos were taken at the November Board meeting and reflect the intensity of conducting the official business of so large an organization.

THE PUBLIC SECTOR, Wednesday, November 29, 1978 Page 11
Many new changes in retirement

ALBANY — Several major changes in retirement matters occurred during the recent session of the State Legislature. The following list discusses some of the major retirement changes by subject and by Chapter number for easier reference.

Unclaimed Benefits
Chapter 35 establishes a policy for the treatment of unclaimed benefits. It requires that notice be given to the beneficiary or executor/administrator of the estate at least 18 months before a claim may be considered abandoned and lists of such benefits must be published in the State Bulletin at least one year before abandonment for the fund. When deemed abandoned, the funds will be removed from the liabilities of the State. Even after this, the benefit may be claimed and paid, although without interest.

Filing Day Extension
Chapter 297 extends the filing period for a retirement application to no more than 90 but not fewer than 30 days before the effective retirement date. Heretofore, the early filing limit was 60 days.

Death Benefit Tax Treatment
Chapter 339 provides for the payment of all benefits as group life insurance and, thus, qualifies them for the same tax group life insurance and, thus, payment of CO-ESC death benefits as well.

Supplemental Retirement Allowance
Chapter 342 continues the supplemental pension program. It also removes the requirement that an otherwise eligible pensioner have attained age 52 by May 31, 1972 in order to qualify for the benefit. Pensioners who retired before April 1, 1969 may now receive supplemental pensions when they attain age 62.

Supplementation for Spouses
Chapter 343 authorizes the payment of a reduced supplemental pension to the spouse of a deceased pensioner if the pensioner had been or becomes eligible posthumously. This applies to any supplemental pension and had named the spouse as beneficiary under an option which provides for benefits to be continued for the life of the spouse.

Termination of Membership
Chapter 344 simplified the rule for termination of membership because of inactivity. It provides that, except for some members of certain persons in federal employment, and others on approved leaves of absence, membership shall be terminated when 5 consecutive years have elapsed since a member performed paid government service.

Special Accidental Death Benefit
Chapter 472 provides a special accidental death benefit to the widow or widower of a deceased member of the Policemen’s and Firemen’s Retirement System if the widow or widower is receiving an accidental death benefit under section 361 of the Retirement and Social Security Law.

Voluntary Contributions
Chapter 601 allows members (other than those required to contribute) to make voluntary contributions to the Systems in order to purchase additional annuity. This law becomes effective January 1, 1979 and you will be advised before then of your choices under the law.

Interest on Death Benefits
Chapter 602 provides for the payment of interest on death benefits from the date of death of the member until the date payment is made. This interest is creditable on death benefits payable on account of deaths occurring on or after July 24, 1978.

Ready To Retire?
Protect your future with Retiree membership in CSEA.
- Take an active role in CSEA Retirees’ legislative campaigns for pension cost-of-living increases.
- Share in activities of the CSEA retiree chapter nearest you.
- Continue present CSEA’s life insurance policies at the low group rate.
- Become eligible for CSEA’s “Senior Security 55” life insurance policy for members only.
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses.
- Send coupon below for additional information on benefits of retiree membership in CSEA.

Send the coupon below for membership information.

Retiree Division
Civil Service Employees Assn.
33 Elk St., Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name

Street Apt.

City, State Zip

Date of Retirement