Further Explanation Given By Wenzl On State Contract; Pension Sections Detailed

ALBANY — The president of the Civil Service Employees Assn. last week praised the recent contracts negotiated for 133,000 State employees in four collective bargaining units as "superior to that of any other contract won for any group of public employees in the nation and further reaching than most recent settlements in private industry."

Theodore C. Wenzl said recent newspaper advertising recommending rejection of the contract for the Professional-Scientific-Technical bargaining unit was fostered by a small minority within the bargaining unit. "These ads have also been generated by disinformation from a small union which was the big loser in the summer's representation elections," he asserted. "It's quite obvious through the misrepresentations in the ads that our rivals would like nothing better than to minimize and sabotage these excellent contracts for their own selfish interests."

"As for our members who have expressed public dissatisfaction with the pact I would like to say that perhaps they are not fully acquainted with the major provisions of the contract, and if they are, then they will have the right to vote to reject the agreement affecting them."

Pension Misunderstanding

Wenzl further stated that "because of the misrepresentations concerning the 75 percent limitation on the pension, reports have been filtering into CSEA headquarters of employees planning to retire before April 1, 1970, under previous plans, for fear of losing benefits under the newly negotiated plan."

The CSEA leader said these employees with long service, who have been contemplating retirement,

(Continued on Page 2)

New Erie Blue-Collar Election Demanded As Irregularities Exist

BUFFALO — The Civil Service Employees Assn. said last week that it present evidence which will show beyond a doubt that the recent election to determine a bargaining agent for more than 2,300 Erie County blue-collar workers was poorly run, rife with irregularities, and should be voided.

"There is no question but that a new election should be held," a CSEA spokesman said. CSEA had previously filed objections to the conduct of the election, and last week filed objections to the final tally which resulted in Local 1065, AFSCME, being declared the winner by one vote.

CSEA officials will present evidence to the Erie County Public Employment Relations Board at hearings tentatively scheduled for mid-March.

"The decision by the hearing

(Continued on Page 3)
Pollution's Lonesome Battle

THE BIG NEWS in government these days is GARBAGE. And Garbage is a growing problem. On Friday, the government announced a new initiative to combat pollution. The initiative is aimed at reducing the amount of garbage sent to landfills and promoting recycling. These efforts are part of the government's ongoing efforts to protect the environment.

New York Office

Check year completed: High School College

are over 100 colleges in N. Y. State accepting credits.

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Broome County CSEA Hits Plan To Drop Increments

From Leader Correspondent

BINGHAMTON — The president of the Broome County chapter, Civil Service Employee Assn., has disclosed his opposition to the "long range goal" recently announced by Broome County Comr. Edward Crawford to phase out the increment system of annual pay increases for county employees.

The chapter leader, Joseph Gabor, a Broome County probation officer said, that the increment system is needed to recruit and maintain the work force essential to serving the county.

Crawford suggested the dissolution of the increment pay system based on the bargaining trends that have been developed under the Taylor Law.

Gabor agreed that there is no reason to object to Nassau Police Commission workers and employees of the County Transit System who are not interested in increments because of the fact they are paid by the hour and have not participated in the increment system for a number of years.

Gabor also took issue with a statement by Crawford that employees do not consider increment payments pay raises. "Of course they are pay raises," he said, "but they are pay raises that a prospective employee takes into consideration when he decides to go to work for the county."

The CSEA president pointed out that the salary ranges provided for county employees were designed to match the locally prevailing wage structure for comparable jobs in other municipalities and private employment. CSEA members, he said, feel that an employee's value to the county increases with each year he remains with the county because of the experience and knowledge gained which could not be obtained any other way. Increments, according to Gabor, are used by other municipalities and by most private employers to retain valuable personnel. They provide the "know-how needed to get the job done."

Salary increments, he said, do not take into consideration the rising cost of living which, in many cases, surpasses salary ranges established as guidelines by the county.

Inflation Impact

Gabor said that the rate at which the cost of living index rises to 6.4 percent annually has provided State employees with the benefits of new contracts totaling six percent pay hikes this year and seven percent increases next year. The County, he said, meanwhile adopts a "take it or leave it" attitude that would not grant both increments and cost of living increases to its employees. "This," Gabor asserted, "is not the way to pursue employees to sign contracts."

"If the county," he said, "can show that increments plus cost of living increases push salaries away from the union rate, it would be glad to acknowledge it, but the county can't do that."

Gabor said that if the county does not care to recognize employees in the high way and transit departments that is the county's business. But, he added, it is not practical to take that attitude toward professional, semi-professional and clerical employees who must learn on the job to be valuable.

State Employees Can File For Promotion Exams To March 9

Applications for promotion exams for State employees will be accepted through next Monday, March 9, and examinations will be held April 18.

They are: Departmental — computer programmers, trainee at $7,500 per year. Interdepartmental — senior computer programmer (scientific), G-18; senior computer systems analyst, G-18; senior clerk (transportation maintenance), G-7; senior clerk (mechanical stores clerk), G-9; senior clerical (comptroller's office), G-7; senior clerk, G-9. Educational: Bureau of Continuing Education Curriculum Development, G-38 (oral test). Health — senior clerk (printing), G-7.

Thruway — senior Thruway storekeeper, at $5,775 to $7,135 per year; and Thruway ranked at the assistant, at $5,460 to $6,760 per year.

For applications and further information contact the department of Civil Service in Albany, New York City or Syracuse.

Memorial Day Tour To London-$199

A Memorial Day tour to London will be offered by CSEA. The tour offers a seven-day sightseeing trip to London, England at a cost of $199 per person. The tour will depart on May 27 and return May 31.

For more information, contact CSEA at 1555 NYS Thruway, Albany, NY 12203.

New Erie Ballot?

(Continued from Page 1)

New CSEA Unit Formed

MINDELA — A 33-member clerical union, representing clerical and service workers from the ranks of the Nassau chapter, Civil Service Employees Assn., has been organized by CSEA. The new group was assisted by field representative Frank Jagunto.

Tax Exemptions Sought

Levitt Bill Would Modify Public Retirement Plans

ALBANY — A bill has been filed with the Legislature by State Comptroller Arthur Levitt that would authorize all public retirement systems within the State to provide Group Term Life Insurance Plans as part of ordinary tax-exemption treatment that members of the New York State Employees' Retirement System and the New York State Police's and Firemen's Retirement System were granted early this year.

Comptroller Levitt established a New York State Employees' Group Life Insurance Plan in January after receiving assurance from the Internal Revenue Service that such life insurance benefits would qualify for tax-exemption — up to $50,000 — under Federal tax law.

"Now that State employees and certain municipal employees have won tax protection against ordinary death benefit proceeds, it is only equitable that all government employees within the State receive similar tax-incentives," said Levitt. "My bill authorizes trustees of public retirement systems within the State to establish group term life insurance plans for the members of their systems, removing the long-standing long-term capital gain treatment of the ordinary death benefit. Enactment [Continued on Page 11]

New Erie Ballot?

(Continued from Page 1)

DMY VETERAN RETIRES — Sadie Greenfield, retiring after 45 years with the State Department of Motor Vehicles, was honored recently by her friends and co-workers of Albany DMV at a luncheon held at the Thruway Hyatt House in Albany. Presenting her with a certificate of meritious service are Alfred Yeohard, left, from the Office of the Inspector, Motor Vehicle Operations; and Thomas McDonough, president of the Albany Motor Vehicle chapter of the Civil Service Employees Assn.

Civil Service: Leader, Wednesday, March 19, 1970

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New Erie Ballot?

(Continued from Page 1)

officer to recommend certification of Local 1095 on the basis of a one vote margin, taking into consideration dubious eligibility of many voters and the lack of coordination and control during the election, is beyond our comprehension," the spokesman said.

"The higher range of salaries in the private sector was emphasized and supported by a table of comparison. We feel very strongly that the operators' pay scale is far below that of private industry employees, even considering the up-front payment CSEA-negotiated State wide pay raise, which they will receive. Likewise, their increased duties and responsibilities justify a change in title."

"We anticipate a decision on our appeal from the Division of Classification and Compensation soon," he said.

New CSEA Unit Formed

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H.I.P. is the only medical insurance plan that maintains its own special emergency service for the benefit of subscribers.

This unique service enables the plan to cope with medical emergencies occurring at night, on weekends and on holidays.

By using the combined resources of its affiliated medical groups, H.I.P. has been able to set up a centralized emergency system at its main office that takes over when medical group centers are closed. A call to a medical group during these hours is electronically transmitted to a master switchboard.

This makes it possible for H.I.P. members to talk directly to H.I.P. physicians on special duty when problems arise during off hours. These doctors are available for consultation and advice. When necessary, they arrange for home visits, for hospital admissions and for treatment at specially designated locations.

The H.I.P. emergency service handles an average of 2,000 such calls a week, with the demand rising to a peak during the winter months.

The knowledge that medical protection is available round-the-clock seven days a week makes for peace of mind for H.I.P. families.

The ability to provide such a valuable service is another of the advantages for patients made possible by the prepaid group practice of medicine.
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**JAMAICA: 69-25 Merrick Blvd., Wildwood Aves**

**OFFICE HOURS: Mon. to Fri. 9:30 A.M.-5 P.M.**

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**Brewmaster International**

You read about it in NEWSWEEK'S "NEW PRODUCTS". DRAW: Electronics has taken over the drawing of draft beer in Brewmaster INTERNATIONAL's new unit, the Brewmaster International, in New Mexico, is marketing a beer tap that looks exactly like the conventional tap, except that the pull handle is inoperative.

The tap is manufactured in Albuquerque, New Mexico, and similar matters!

The price is 95.00. That brings you 52 Issues of the Civil...
Taylor Law Amendments

TWO important amendments to the Taylor Law have been proposed by Sen. Walter B. Langley of Albany and they have received the strong endorsement of the Civil Service Employees Assn. and should be backed by New York City public employee unions.

The first amendment would require an employer to notify an employee that he has been fired because of being on strike. The bill would also mandate that in the notice, the worker be advised of the procedural rights available to him to rebut the strike charge.

The second bill would add a section giving the employee who is charged with being on strike the right to a personal hearing, to confront his accuser, to be represented by counsel, to call witnesses and to have a record made of the proceedings. Last year’s amendments to the Taylor Law only gave the worker the right to plead by mail through a written affidavit.

Because this amended legislation would do much to give public employees the protection of due process of law on such a serious charge, we urge wholeheartedly that both houses of the Legislature pass these bills and further urge Governor Rockefeller to give them his approval.

A Question Of Integrity

THE Erie County Public Employment Relations Board will have an opportunity to display its sense of fairness and integrity when a hearing is held to determine the legality of a representation election among County blue-collar employees.

Evidence shows that there were many instances of irregularities in the operation of the election, according to the Civil Service Employees Assn. The PERB’s decision, recommending the certification of an AFSCME union, on the basis of a one-vote margin should be reversed, we feel, and another election called.

The mini-PERBS operate under authority of the State Board and their integrity must be beyond question. Their members are chosen for their sense of fairness and the coming hearings will provide the opportunity for the public and the employees to have this proven to them.

P.R. COLUMN

(Continued from Page 2)

In regard with recent action by the City of Buffalo, THE CIVIL servants in this battle will find lots of help from new sources. So explosive is the word “pollution” to the general public that it is the latest and most powerful business organizations wherever corporate or governmental representatives go every time someone mentions the word in their presence.

THE AUTO industry is one great example of the good fight in progress. Two years ago the giant manufacturers sold a choral innocence when pollution was mentioned.

TODAY, both Ford and General Motors have already run up the white flag of surrender. They have solemnly announced that they plan to build pollution-free cars beginning in 1971 — if the oil industry cleans up its gasoline in time.

EVERY nation’s students are involved. This is all to the good because now they can do something constructive. On April 30th, which has been designated Earth Day, more than 1,000 college and high school students in all 52 states will hold Environmental Teach-Ins.

THERE is another amusing picture developing among the student conservation workers. The National Audubon Society and the Sierra Club have in cooperation.

THEY, too, discovered that pollution knows no political or geographical boundaries.

IT WOULD be great for all civil servants who feel frustrated because they can’t get public support to correct a serious wrong, to paint all such problems with the word pollution — and in red fluorescent paint.

Civil Service Law & You

By WILLIAM GOFFEN

(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Deputizing Civil Servants

THE COURT of Appeals, New York’s court of last resort, has just affirmed the determination of the Appellate Division, First Department that the Police Commissioner of the City of New York does not have authority to deputize civil service employees of the Department of Social Services as Special Patrolmen. The Affirmance of the Court of Appeals was without opinion thereby leave intact the concise and perceptive opinion of the Appellate Division.

ACCORDING to the notice of examination, Special Officers for the Department of Social Services are required to patrol designated areas of public buildings and surrounding areas to maintain order and preserve the peace, and safeguard life and property against fire, vandalism, theft, etc.

AS OF JANUARY 31, 1969, there were 14,522 City employees who had been designated Special Patrolmen and 280 employees of the State of New York with the same designation. The Appellate Division has held that no such authorization has been made by the Commissioner and that it has no effect upon the Police Commissioner’s authority to deputize private employees and State employees.

POLICE DEPARTMENT records indicate that on January 10, 1951, Patrick J. Cunningham, a Special patrolman, was deputized by the Mayor from the Department of Street Cleaning, and the Corporation Counsel of the City of New York submitted evidence that the Police Commissioner deputized Special Patrolmen even though the State Legislature has paid the five-year-old practice was that the application of the Administrative Code of the City of New York providing for the deputization of Special Patrolmen by the Police Commissioner authorized the appointment of City employees in such capacity. The argument was based upon selective quotation of only a small part of a sentence in the statute. The part quoted authorizes the Police Commissioner on the application of any person or corporation to appoint Special Patrolmen. However, the real substance of the argument in favor of “advance” for the services of Special Patrolmen and that they agree to release “all claim whatever” against the Police Department or the City of New York for pay, salary or compensation for the services of Special Patrolmen. The Appellate Division has held that the subdivision of the statute providing that “nothing in this section contained shall be construed to entitle them (special patrolmen) to receive any salary, pay, compensation or monies whatever from the police department or the City.” As Special Patrolmen are not different should have the same privilege.

RELUCTANTly conceding that the provisions relating to advance payment and waiver support an argument that the statute does not apply to City employees, the Department of Social Services argued in the Court of Appeals that the language of the statute should be construed to authorize deputization of City employees so as to avoid so-called “unreasonable consequences.” The argument continued that since department stores, private hospitals, sports stadia and other enterprises may have Special Patrolmen, the City whose needs are not different should have the same privilege.

THE DEPARTMENT of Social Services itself recognized that it has Special Patrolmen and the Corporation Counsel of the City of New York for police work. However, it is evidently preferable to have officers specially trained in the unique police problems of the Department. The Department could therefore seek legislation from the Legislature in order to deputize Special Officers as peace officers. They then could form a special police force comparable to the Transit Police and the Housing Authority Police. Such a special police force would meet the needs consistently with the principles of good government.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily on WABC. The week’s programs are listed below.

Sunday, March 8
10:30 p.m.—New York City Police Department training series.
5:30 p.m.—Return to Nursing—"The Problem of Infection.” Refresher course for nurses, lesson 19.
11:00 p.m. (color)—Around the Clock—New York City Police Department training series.

Monday, March 9
9:30 a.m.—Return to Nursing—"The Problem of Infection.” Refresher course for nurses, lesson 20.
7:30 p.m. (color)—On the Job—"Fluoroscent paint.” The Peril of Infection.
2:00 p.m. (color)—City School Police—"New York City Police Department training series.

Tuesday, March 10
9:30 a.m.—"Burglary Investigation.” New York City Police Department training series.
1:30 p.m. (color)—City School Police—"New York City Police Department training series.
2:00 p.m. (color)—On the Job—"The Problem of Infection.” Refresher course for nurses, lesson 20.
2:30 p.m. (color)—City School Police—"New York City Police Department training series.

Wednesday, March 11
9:30 a.m.—Return to Nursing—"The Nursing Team.” Refresher course for nurses, lesson 20.
1:30 p.m. (color)—City School Police—"New York City Police Department training series.

Thursday, March 12
9:30 a.m.—"Burglary Investigation.” New York City Police Department training series.
1:30 p.m. (color)—City School Police—"New York City Police Department training series.
2:00 p.m. (color)—On the Job—"Fluoroscent paint.” The Peril of Infection.
4:00 p.m. (color)—City School Police—"New York City Police Department training series.
7:30 p.m. (color)—On the Job—"Fluoroscent paint.” The Peril of Infection.

Friday, March 13
9:30 a.m.—Return to Nursing—"The Problem of Infection.” Refresher course for nurses, lesson 20.
7:30 p.m. (color)—On the Job—"Fluoroscent paint.” The Peril of Infection.

Saturday, March 14
7:30 p.m. (color)—On the Job—"Fluoroscent paint.” The Peril of Infection.
Account Clerk Jobs

Currently, there are several open posts for account clerk at the Jefferson County, at the Dept. of Social Services and Jefferson Community College respectively. Salaries run from $4,000 to $8,000.

Last filing date for applicants is listed as Mar. 18, while the exam details exactly a month later. Filing is open to residents of Jefferson, Lawrence, St. Lawrence and Oswego Counties who have a year of experience dealing with accounts and records and are high school graduates.

Bulletins and applications are provided by the County Civil Service Commission, 135 Park Place, Watertown 13601.

(Advertiser)

Course Offered To Prepare For Special Diploma

New York, N. Y. (Special) — Thousands of men and women are now preparing for a special High School Diploma through a short coaching course which may be completed at home as their spare time permits. This special diploma is called a High School Executive Diploma.

It receives general acceptance by colleges, universities, and in business and Civil Service for employment purposes as the full equivalent of a regular four-year high school diploma.

The course which helps prepare you to pass the State Equivalency Diploma Examinations is being offered by the National School of Home Study. National is chartered by the Board of Regents of the University of the State of N. Y. and is registered with the New York State Dept. of Education. APPROVED FOR VETS.

For FREE Home Study High School Information, call N. Y. (212) 677-3000; N. J. (201) 960-3000, or write to Nation School of Home Study, Dept. Z-6, 229 Park Avenue, South, New York, N. Y. 10003.

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In 1949, we sold 2 Volkswagens in the U.S.A.

In 1949, things got a little better. All there were 372,000 good old Volks and 372,000 zipping around the good old U. S. A. It is far and away the biggest automotive success story of all time. It is also the simplest. The VW keeps getting better, and it keeps selling better. For 20 years, VW has improved its improvements and refined its refinements. And we've made VW service as good as the car itself.

Today, we ask $1,853 for a car that asks almost nothing of you. A dribble of gas and oil, a few water anti-freezes.

In return, Volksweeks cheerfully conquer mountains, slink deserts, float through floods, trudge through winters. People pamper it, abuse it, depend on it and just plain love it. For 20 years VW has raised the eyebrows and troubled the sleep of every other car maker in the world.

The years have been kind to us and you have been kind to us. And we thank you.
Salary Hike Slated in June

Bridge & Tunnel Titles Entail Ed. Nor Experience; Filing Beginning Tomorrow

An abundance of applicants can probably be expected when filing embarks tomorrow, Mar. 4, on the Bridge & Tunnel exam, which doesn't make educational attainment, either, as successful can-didates can master their new responsibilities. One noteworthy enlistment that has been given public notice, and the exam, of which the New York City Police Department. The exam, originally scheduled for May 23, will be held May 9, according to the City's Personnel Department.

Trainees Needed Too

Patrolman salary starts at $4,499 and reaches $10,950 after three years of service. The latter will consist of $7,600 in annual increments.

Basic requirements are a high school education, a U.S. citizenship at the time of appointment, and physical standards including height, hearing, vision, weight in proportion to height, and 20/20 vision in each eye separately without glasses. Residency is to be in New York City, Nassau, Suffolk, Orange, Rockland, Westchester or Putnam Counties at the time of appointment.

To take the examination candidates must be between 16 and 29 years old. Veterans may deduct up to six years armed forces service from their actual age. Persons under the age of 17 and 21 will be appointed trainee, and those 21 and over will be certified as probationary patrolmen. Personalities are of probationary status, and the probation period prior to appointment, serious accident, injury, or wrongdoing, all of which will be considered.

A written test, weighted one-third, will be required to take a medical and physical examination, and a character examination before appointment.

For further information and applications go to the Application Section of the Department of Police, 49 Thomas St., Manhattan.

City Ordering New Exam For Bus Driver Jobs—Openings For Conductor

In all likelihood be followed expected. The exam, at the time of appointment, will be held in the New York City Police Department. The exam, originally scheduled for May 23, will be held May 9, according to the City's Personnel Department.

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For more information, contact the State Civil Service Dept. to gain the bulletin and application form.

State Seeking To Beef Up Narcotic Aftercare Effort

Just consult Job Bulletin No. 20-360 if you're interested in pursuing supervisory opportunities for the narcotic aftercare programs now fully underway, urges the State Civil Service Dept. In pointing to two vacant titles.

For further information and applications for the post, you'll be required to have a baccalaureate degree and two years of paid experience in vocational placement work, employment counseling or social casework with a recognized agency and either baccalaureate graduate credits in a related field or two additional years of the above experience.

Narcotic Aftercare Effort

For that reason, Form A experience paper must be filed with applicants, who should prepare for being quizzed on areas such as principles and practices of social casework, human behavior, social work problems, socio-economic concepts, correctional casework, prison and penal institutions. For obtaining the job bulletin, write Director of Personnel, NACC, Executive Park Bldg., Box 814, Albany.

Light Exp. Requisite

Cashier, Housing Teller Jobs Open For Filing This Week

Only a high school diploma or equivalent plus a year of job experience in the role of cashier or bank teller is all that is necessary to qualify for one of the aforementioned posts, noted the City Personnel Dept. In announcing that filing begins March 4. Cashier positions, additionally, now range from $4,000 to $8,000 in yearly salaries; however, when July arrives, new wage scales will be set.

As in the past, the written test weights 100 and 70 is considered a technical and medical test. The med-ical test will be administered to high-scores on the written exam. In-person applicants can head to the Department of Personnel, 49 Thomas St., Manhattan, for the pur-pose of filing. Mail entrants must include a stamped, self-addressed envelope with the procedure noted in "Where to Apply for Public Service Employment," where the deadline here arrives on Mar. 17.
Paraprofessional Need Great In Filling Jobs Statewide As Narcotic Correction Officer

Equipped with a high school diploma, lots of motivation and empathy, and being able to meet the main requirements to meet the standards of those found to have committed a felony or misdemeanor or have given a positive drug test, they might lose their retirement.

Open Season For Life Insurance Until March 31

Federal employees' life insurance open season has begun, and employees not presently covered by the $1,000 optional policy may subscribe to the new lower rates which become effective April 1.

Syracuse Appointment

ALBANY—Charles J. Whiting of Syracuse and Dr. Ralph A. Gaff-briet of Fayetteville have been appointed to the Council of the Upstate Medical Center of the State University at Syracuse.

State Enumerates Titles Open To Job Applicants For Filing Continuously

There are eight titles open continuously in an effort to attract applicants, reports the State Dept. of Civil Service.

Most of the jobs have the exact same pay range, $8,044 to $9,400 per year, and are the traineeships which start at $8,750, and the senior title for programmer, offering $9,750 to begin.

The pair of traineeships involved are for employment security placement trainees, one English-speaking and the other Spanish-speaking. The only requirement here is a Bachelor's degree, and the traineeship is available in six months of graduation.

Employment interviewer posts are for a year of employment experience and a total of six additional years in one or more business background, high school education, and college training. Specialized exposure includes:

- 66, E; 67, D; 68, C; 69, A; 70, D; 71, E; 72, E; 73, C; 74,
- 75, C; 76, D; 77, E; 78, C; 79, C; 80, C; 81, B; 82, C; 83, A; 84, A; 85, B; 86, D; 87, E; 88, C; 89, B; 90, D; 91, E; 92, D; 93, C; 94, A; 95, B; 96, E; 97, C; 98, D; 99, E; 100, D.

EXAMINATION NO. 5852 FOR PROMOTION TO SUPERVISOR PUBLIC SANITARY HEALTH SERVICES ADMINISTRATION Proposed Key Answers for Written Test Held February 7, 1970

Candidates who wish to file protests against these proposed key answers have until March 10, 1970, to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment date, but not later than one week after the test review appointment day. All protests and supporting evidence must be submitted on the appointment date, but not later than one week after the test review appointment day.

List For Correction Officer, Trainee, Housing Patrolman

Barclay To MH Foundation

ALBANY—Dr. Gordon L. Barclay is the new managing director of the Research Foundation for Mental Hygiene.

He succeeds Dr. Christopher P. Terence, who resigned Dec. 31, after directing the private correctional agency for five years.

The foundation spends over $7 million a year to supplement the State Mental Hygiene Department's budget of over $10 million in State-appropriated funds for research.

Barclay replaces Dr. Terence on the board of trustees, which he also will head.

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TRANSPORTATION DEPT. WORK HOURS BEING RESTORED

ALBANY — The working hours for right of way employees in the Regional Offices of the Department of Transportation will be restored to what they were previously in each region. It has been announced by the Civil Service Employees Assn.

John Dioguardi, chairman of CSEA's special transportation committee said that he had received a letter from William L. Haggerty, assistant commissioner for Manpower and Employee Relations, confirming that the changes would be restored.

CSEA had brought up the matter of the changed working hours at a meeting this week in anticipation of the full payroll. "The district board of supervisors are now being pro- cessed in anticipation of the first retroactive to Jan. 1.

Al Reliability

PENSION MEASURE

(Continued from Page 2)

this bill will relieve a great many widows and other beneficiaries from severe tax burdens formerly imposed upon death benefit proceeds."

Widespread Impact

The retirement systems that are affected by the bill are: the Teachers' Retirement System; New York City Teachers' Retirement Fund; New York City Police Department Pension Fund; and the Postal Employees Retirement System.

Levit offered the following example of benefits under the old and new plans as an aid to understanding the significance of the tax treatment.

"Assume that a member of a public retirement system was to pass minimum retirement age in service and to receive an annual pension as follows when he dies:

Pension Reserve ...... $60,000
Members' contributions .. 10,000
Interest on contributions .. 4,000

Total $74,000

Under the old tax treatment, after deducting the members' contributions of $10,000 and a statutory exemption of $5,000, the income from the pension would have been taxed the remaining $50,000 as subject to the capital gains tax and $4,000 as subject to an estate tax."

Under the group term life insurance concept, the $50,000 originally paid up as $50,000, leaving only $5,000 subject to the tax. The amount sub- jected to the tax would be unchanged. The net result would be a savings of many thousands of dollars for the beneficiaries.

The Comptroller stressed that the group term life insurance plan which now provide more set in- tent to beneficiaries would cost no more than the ordinary death benefit since it merely replaces an existing program with a new one.

Nominated

Governor Rockefeller has nominated a new director of the Department of Cananopoharie to the Board of Visi- tors of Tryon State Training School for Boys. The nomination must be approved by the Senate.

City Council Head

Says State Created Security Impasse

An official of the Civil Service Employees Assn. last week charged the State Administration with deliberately creating the conditions for a bar- gaining impasse in the State Security Unit to enable those employees to get a better package of benefits than those negotiated for four other bargaining units.

"I am not a union man but if the security unit gets more than CSEA you will see a great exodus from CSEA to the union," said William Benet, at a meeting of the New York Chapter, of which he is president. He is also second vice-president of the Employees Association Social Welfare Department. Members of the Security Unit would get more on their contract from the impartial arbitrator called in to settle the impasse. "Then," said Benet, "the State will be able to shrug its shoulders and say what could we do? It was improper."

The CSEA officer then went on to criticisms of the contract as negotiated by the CSEA as "insuffi- cient." He alleged that the first part of the raise, which would go into effect April 1, is "already used up" and the second part, due in 1912, would "be eaten up in inflation this year."

The second part, he said, was a member of the committee negotiating team, also criticized the contracts for not having clauses to reopen the agreement if the State should the Security Unit get more.

In another area, he criticized changes in State travel allow- ances.

In East Meadow

CSEA BEATS DOWN RAISING ATTEMPTS BY L.I. SEIU LOCAL

(From Leader Correspondent)

MINEOLA — Baldwin library employees will be getting a five percent package on top of the $14,000 as subject to an estate tax. The estate tax would be a savings of many thousands of dollars for the beneficiaries."

Time Off Approved For Holiday Work

ALBANY — A clarification in contract language concerning holiday compensation was recov- ered from Civil Service Employees Assn. headquarters as The Leader was going to press.

For the clarification provides that employees in all four bargaining units required to work on a holy- day have the option to take an- other day of in lieu of the holy- day or receive an extra day's pay for the holiday work. If the em- ployee elected to receive the cash and the holiday work exceeds 40 hours in his work week, he will receive time-and-a-half for the hours worked on the holiday.

Before the clarification, em- ployees were only entitled to cash pay, but not compensatory time.

CSEA SUPPORTS LANGLEY BILL

(Continued from Page 1)

able to him to contest the charge that he is on strike. Langley's bill would provide that the worker be advised of the procedural rights available to him to rebut the strike charge.

The second bill would add a section giving the employee who is charged with being on strike the right to a personal hearing, to confront his accuser, to be rep- resented by counsel, to call wit- nesses and to have a record made of the proceeding. Last year's amendments only give the worker the right to plead by mail through a written affidavit.

Wencl said, "CSEA pledges its wholehearted support in working for the passage of these important bills. The incredibly harsh penalties added to the Taylor Law last year must be alleviated in whatever manner possible. These two bills are a step toward getting rid of unjust penal- ties."

"The new bills," he continued, "give the employees at least due process of law, which are entitled to under the United States Constitution.

If these bills are passed, CSEA will continue to work with concerned legislators to get rid of all the inequalities in this law."

To Keep Informed, Follow The Leader.
Front Clerk To Archifeet
Mid-March Deadline Set Up
those of assistant architect and
deadline as March 16 and the prospective date as April 18.
can be obtained by contacting the
Highlights of each job will be out-
Basic requirements, noted in Job
Frontier—Come
• OFFICIAL
• MAJOR APPLIANCE
CIVIL SERVICE EMPLOYEE PRICES QUOTED ARE SLIGHTLY ABOVE WHOLESALE

WASHERS • DRYERS • REFRIGERATORS • FREEZERS • RANGES • DISHWASHERS • T.V. • STEREO

All titles mentioned here are

MARCH 7-15, 1970
DAILY 12 NOON-10 P.M. SUNDAY 1 P.M.-7 P.M.
ADULTS $2.50 • CHILDREN UNDER 16, $1.25

LOCAL LEGAL NOTICE

ANN CORIO

"THIS WAS BURLESQUE"

BUY U.S. SAVINGS BONDS

2 TICKETS FOR THE PRICE OF 1
Any Tues., Wed., or Thurs., Eng. For all Civil Service employees show card at Bus Office. The prices listed below are for two tickets. Now you can enjoy New York's funniest smash hit.

"GOOD DIRTY FUNSHOW."

—Daily News

 firefighting experience or high school graduation plus business school training. Nine vacations now exist in offices of the Dept. of Transportation. Those hired will supervise varied office work in connection with a public works field office, dealing mainly with payroll and personnel.

Investigator Openings

With the number of openings for industrial investigator given at 37, present salary range begins at $8,044, to $9,400. Those hired will supervise varied office work in connection with a public works field office, dealing mainly with payroll and personnel.

Booth architect titles have very

Two separate but related titles—one of employment interviewer—are currently open on a continuing filing basis; both positions have a salary range of $8,044, to $9,400. One is English-speaking while the other requires fluency in Spanish.

Basic requirements, noted in Job Bulletin No. 20-131, call for a year of specialized personnel background and a total of five years encompassing high school, college and office experience. More detailed may be obtained by contacting the office of the State Dept. of Civil Service. A

to a seven-one-half percent raise this year and six percent increase as of April, 1971, if approved by the Legislature as well as the membership of the Civil Service Employees Assn., which negotiated the work contract.

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LEGAL NOTICE

STRAUS, MAX—SUPPLEMENTAL CITATION—Fire No. 36, 1970—T529
People of the State of New York, By the Governor of the State, and the Hon. FRIDA FEDER, also known as Frida Feder, deceased, in Res. 1970 Bronx A20
ALFRED FREDERSON, if living and if domiciled in New York, New York.

96th St., New York, N.Y. and Albert

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ALFRED FREDERSON, if living and if domiciled in New York, New York.
Urban Planning Posts Beginning At $9,660; Filing Is Continuous

Starting out at $9,660 and climbing to $11,600, several urban planners are now needed by the State of New York, as are associate planners in the planning department, which has an annual salary of $12,585 to $15,110. Additionally, a $200 salary differential pertains to urban planners employed in or around N.Y.C.

Basic requirements sought are a bachelor’s degree and specialization in geographic planning or environmental planning with a minimum of one year experience and a good working knowledge of public administration and government.

For Sale - Sprinkler Systems

Four new apprenticeship programs are being established, the largest being a four-year program for sheet metal workers, and the starting rate is $3.20 an hour with successive raises to $6.90 at the end of the apprenticeship. Interested In taking advantage of these opportunities is the New York State Employment Service, 238 West 35th Street, New York 1, New York.

Leather goods or shoes is acceptable. Must be able to operate simple or multi-machine sewing machines. The pay rate is $5 to $15 a week. There are several openings for planners’ helpers to apply at $2 to $10 an hour. Apply at the Brooklyn Industrial Office, 250 Schenectady Street, Brooklyn 4.

Permanent placement is being offered for the manufacture of women’s clothing or house furnishings, and there is also a need for sewing machine operators. Any factory experience on a single- or multi-needle factory type machines making knitted clothing and eyes and hems are also wanted.

Sterile openings for X-ray black and white film processing in TV and in-flight television are available at $3 to $4.25 an hour. There are also jobs for television service repairmen in 45 black and white TV and color TV in private homes. Must have hand tools and a driver’s license. The pay is $100 to $150 a week and an afternoon or evening shift is available.

The pay range is $75 to $125 a week, and successively higher raises will be given to experienced personnel when the Journeyman rate will be $50.00 a week. Any other work will train millwrights in the installation and dismantling of heavy equipment at a starting rate of $2.80 and rising to $5.90 at the end of the apprenticeship.

Stereographs, liberal benefits. Starting salary $6,200.

For Sale - Sports Car

Start at $99.90. We water, fertilize and mow your lawn, paint your house and keep your yard trimmed. Free brochure.

For Sale - Apartments

In addition to the above, a new model portable type of training program is being established for young men ages 18 thru 25 who want to become sheet metal workers. The training program is a four-year apprenticeship program and the starting rate is $3.20 an hour with raises...up to $6.40 an hour in the last year of the training. Upon completion of the apprenticeship, the Journeyman rate will be $8.00 an hour. If you are interested in taking advantage of training programs of this type, you may apply at the New York City Employment Service, 238 West 35th Street, New York 1, New York.

The relief sought is a judgment of absolute divorce in favor of the plaintiff. The ground of abandonment for a continuous period in excess of two years pursuant to the marriage between the parties on the grounds of abandonment. The relief sought is a judgment of absolute divorce in favor of the plaintiff. The ground of abandonment for a continuous period in excess of two years pursuant to...
This article is concerned primarily with the effects of the negotiated pay increases for 1970 and 1971 on longer term State employees in the lower salary grades. The first table showing the effects of the negotiated pay increases, presented in The Leader three weeks ago, demonstrated the adjustments for lower grade employees hired between April 1 and October 1, 1969.

(Employees hired after October 1, 1969 and who would not have completed 12 bi-weekly payroll periods by April 1, 1970, can estimate their adjustment by subtracting the amount of an increment from the figures shown in Table I for April 1, 1970, October 1, 1970, and April 1, 1971.)

The second table appearing two weeks ago demonstrated the effects of the pay raises for employees to be hired between April 1, 1970 and October 1, 1970. In both of these tables it was necessary to include an adjustment in the annual salaries which included an extension of the $600 minimum pay increases granted in 1968 and 1969, as negotiated in the proposed new contract. Employees in the lower grades, who were on the payroll prior to April 1, 1968, received the full $600 minimum pay increases in 1968 and in 1969 and no adjustment of their salaries was necessary in determining the effects of the 1970-1971 pay increases for such employees.

In applying the negotiated pay increases for 1970 and 1971 to employees presently earning less than $10,000 per year, the following important factors must be considered:

- Any earned regular service increment is added to the employee's present annual salary first—then the pay raise is added on top of it.
- Normally, an employee's annual salary cannot exceed the maximum of his grade through the addition of increment involves cases where the addition of the past minimum pay increases (the $600 minimum pay increases effective in April 1968 and 1969) places an employee's annual salary above the maximum of his grade, but below the second longevity step, and the employee would have been eligible for a regular service increment before such pay increases were added to his salary, he should receive an increment on April 1, 1970 (the case may be, on April 1, 1970. This same exception applies with respect to the minimum pay increases on April 1, 1970, and October 1, 1970, and their effects on whether or not the employee should receive an increment on April 1, 1971.
- Add the increment, or partial increment, if either is to be received, or his salary grade to his present salary as of April 1, 1971 as he did and second longevity step and he is eligible to receive his second longevity increment on April 1, 1970. One exception to the limitation that an employee cannot receive a full increment if such increment places his annual salary above the maximum of his grade must be noted. In cases where the addition of past minimum increases (the $600 minimum increases effective in April 1968 and 1969) places an employee's annual salary above the maximum of his grade, but below the second longevity step, and the employee would have been eligible for a regular service increment before such pay increases were added to his salary, he should receive an increment on April 1, 1970. This same exception applies with respect to the minimum pay increases on April 1, 1970, and October 1, 1970, and their effects on whether or not the employee should receive an increment on April 1, 1971.
- Add the $500 minimum pay increase to the annual salary determined in Step 3. This produces a close estimate of the employee's new annual salary on April 1, 1970.
- To determine his annual salary, incorporating the $250 minimum pay increase effective April 1, 1971, an employee should determine whether or not he is eligible to receive an increment, or partial increment, on April 1, 1971 as he did in Step 2 for 1970. Add the increment, or partial increment, if either is to be received, to his annual salary as of October 1, 1970, computed in Step 5. To this result, add $525 minimum pay increase to produce a close estimate of his new annual salary of April 1, 1971.

The following two examples are illustrative of the procedure outlined in Steps 1 through 6 above:

**Example 1**—Assume a State employee hired in February of 1966 in a position title allocated to Grade 3.

**STEP 1.** His present annual salary is between the maximum and the first longevity step of Grade 3, or $5,392 per year. (He received increments of Grade 3 in 1966, 1967, 1968, and 1969 plus the 8 percent pay increase effective April 1, 1966 and the two $600 minimum pay increases effective April 1, 1966 and April 1, 1969, respectively).

**STEP 2.** He should receive an increment of Grade 3, or $207, on April 1, 1970 since his present annual salary is below the second longevity step of Grade 3. His new annual salary as of April 1, 1970 should be $6,099, which includes the pay raise.

**STEP 3.** Adding the increment of $207 to his present annual salary of $5,392, moves him to a salary level of Grade 3 between the first and second longevity steps, or $5,599, under the present State salary schedule.

**STEP 4.** He should receive an increment of Grade 3, or $210, on April 1, 1971 since his present annual salary is below the second longevity step of Grade 3. His new annual salary as of April 1, 1971 should be $6,859, which includes the pay raise.

**STEP 5.** Adding $525 to the $6,859 (an estimate of his new annual salary as of April 1, 1970)—$6,850—a close estimate of his new annual salary as of October 1, 1970.

**Example 2**—Assume a State employee hired in August of 1967 in a position title allocated to Grade 6.

**STEP 1.** His present annual salary is between the fifth and the maximum of Grade 6, or $5,860 per year. (He received an increment of Grade 6 in 1968 and 1969 plus the two $600 minimum pay increases effective April 1, 1968 and April 1, 1969, respectively).

**STEP 2.** He should receive an increment of Grade 6, or $250, on April 1, 1970 since his present annual salary is below the second longevity step of Grade 6, and he would normally be due for a regular service increment.

**STEP 3.** Adding the increment of $250 to his present annual salary of $5,860, moves him to a salary level of Grade 6 between the maximum and the first longevity step, or $6,110, under the present State salary schedule.

**STEP 4.** Adding the $500 minimum pay increase effective April 1, 1970 to the $6,110 produces a close estimate of the employee's new annual salary on April 1, 1970 of $6,610, which includes the pay raise.

**STEP 5.** Adding $250 to the $6,610 (an estimate of his new annual salary as of April 1, 1970)—$6,850—a close estimate of his new annual salary as of October 1, 1970.

**STEP 6.** Since the annual salary of this employee is now at a level which is between the first and longevity steps of Grade 6 (using the State salary schedule to be effective October 1, 1970), he is eligible for a partial increment on April 1, 1971 to bring his annual salary up to the second longevity step of Grade 6. Since his annual salary as of October 1, 1970 of $6,850 is $195 below the estimated second longevity step of the State salary schedule of $7,045 in effect on October 1, 1970, and since he would be eligible to receive a regular service increment on April 1, 1971, he should receive a partial increment in the amount of $195—placing his annual salary at the estimated second longevity step of Grade 6. To determine a close estimate of his new annual salary as of April 1, 1971, add $525 to the $7,045 (his annual salary as of October 1, 1970 plus the partial increment of $195) to produce a new annual salary of $7,670.

From the above computations, it is clear that the Grade 3 employee, who is used in this example, and who is due to receive an increment on April 1, 1970, will have his gross bi-weekly pay check be approximately $56 higher than it is at the present time.

**NEXT WEEK:** Table III, summarizing in simplified form effects of CSEA negotiated pay raises shown earlier in this series.
Applications In April
No Formal Requirements Set On Exam For Railroad Clerk

Announcement has been made of a June 13 examination for railroad clerk, listing starting pay at $3.60 per hour and lacking in formal job requirements. According to the Personnel Department's calendar, the period of April 1 through April 30 has been set aside for applications.

The Transit Authority, for whom appointees will be serving, has reported that roughly 300 job vacancies can be expected during the year. A 40-hour week is generally in effect. Applicants is expected to have a satisfactory performance and sen.

Furthermore, a job classification study is under way with the possibility that salaries can rise to the maximum rate of $3.82 per hour.

Woman Appointed to Head New Position

A woman has been appointed to head a new position, the New York City Department of Social Services, to study the status of women in the city. The department is expected to issue a report by the end of the year.

On Exam For Railroad Clerk

Applications In April

The Transit Authority is seeking railroad clerks for its various stations. The examination is scheduled for June 13, with starting pay at $3.60 per hour. Applicants are encouraged to apply during the period of April 1 through April 30.

Republican Comm.

ALBANY—James A. FitzPatrick, chairman of the State Senate, has announced that a new court will be held in the State Capitol. The court will be conducted by Judge John J. Ryan, who is also a member of the State Bar Association.

To Speed Your Mail

(1) Use Zip Codes.
(2) Send letters to your local postal office.
(3) Use mailing labels for your mail.
(4) Use pre-addressed envelopes.
(5) Use the correct form for outgoing mail.

In-person interviews are normal conducted of nurses aides. This also affords the opportunity for pre-appointment to tour the hospital's modern complex and get a first-hand impression of the type of atmosphere the public will encounter. The location is at First Ave. and Essex St., New York City.

The hospital appointees take the oath of office on the 8th of May. Their duties will include the staffing of nurses aides, clerical or nurse aide positions, and other tasks.

To make an appointment, contact the hospital personnel department at 686-7500, or visit in person. The closest subway stop is the 23rd St. station on the Lexington INT Line, a local station.

Experience Not Vital

Manhattan Vets Hosp. Moves To Fill Numerous Vacancies Within Nurses Aides Staff

Sizeable strides are being made by the Manhattan Veterans Hospital in its Citywide search to attract new candidates for a number of nurses aides' positions now needing to be filled. The actual job seeks no prior nursing experience; educational level, too, is not regarded as vital.

These are Federal Service titles, and, accordingly, the full gamut of fringe benefits will be available to successful applicants. Salary hinges on grade level, with $4,360 per annum, $4,500 per annum for those who achieve GS-3 wage level.

In-persons interviews are normally conducted of nurses aides, which also affords the opportunity for pre-appointment to tour the hospital's modern complex and get a first-hand impression of the type of atmosphere that the hospital will encounter. The location is at First Ave. and Essex St., New York City.

For the hospital appointees, salary starts off at $4,360 per annum plus an extensive package of fringe benefits and good promotional opportunities. Attendants undertake responsible work in assisting nurses in many of the paramedical tasks of patient care, from bringing food to washing patients and making hospital beds. The on-the-job training is provided to familiarize new attendants with their duties. Currently, 30 such vacancies exist.

For further information and to make an appointment, contact the hospital personnel department at 686-7500, or visit in person. The closest subway stop is the 23rd St. station on the Lexington INT Line, a local station.

BUD Y. BONDS

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The largest, most luxurious hotel in the downtown area offers: State Employees on State Sponsored Business

- Conveniently located downtown hotel for only $7.00 per person!
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° 20% OFF TO STATE WORKERS ON ALL MUSICAL INSTRUMENTS

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356 CENTRAL AVE. Opp. State Bank of Albany. N.Y.

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SPECIAL WEEKLY RATES

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Use Zip Codes To Speed Your Mail
Wenzl Gives Further State Contract Details

(Continued from Page 1)

ment, 26-year half-pay pension would be possible, until after April 1, 1979, the date the new retirement improvements take effect. "Contrary to recent reports," he said, "the 75 percent limitation placed on the pension portion of the retirement allowances would apply, if any, to the present employees with many years of service who are contemplating retirement. We've received concrete assurances that this limitation would apply only in unique cases and, in fact, might not apply to any present long-time member of the State Retirement System."

"The limitation," said Wenzl, "applies only to the pension portion of the employee's retirement allowance. For example, if an employee worked 40 years for the State and planned to retire on or after April 1, 1971, he would receive 80 percent of his salary in addition to Social Security. If he worked 50 years he would receive 90 percent of his salary plus Social Security. There might be a few cases where the 75 percent penalty limitation would come into play, and if it did, the employee would have the option of reverting back to the present 26-year half-pay pension plan after April 1, 1971, if he could receive more benefits under that plan. In other words, the employee has nothing to lose by waiting until after April 1, 1979 to retire, and, in all likelihood, would be better off if he waited."

"Our negotiating teams, which were made up of State-employed CSEA members, voted overwhelm-

For the full article, please visit the source provided.