County Delegates Meeting Set

ALBANY — Tentative plans have been made for the second meeting of county delegates of the Civil Service Employees Asn. to be held May 24-26.

The first meeting was held last year and concerned itself exclusively with activities in the County Division of CSEA.

This year's session will again be held at the Holiday Inn in historic Saratoga Springs and will feature an evening at the Saratoga Raceway as part of the social entertainment.

Plans call for a reception and banquet to kick off the session on Sunday night. An educational seminar is scheduled for Monday morning, followed by a business meeting of county delegates Monday afternoon.

The evening at the historic Saratoga Raceway, which will include dinner, will top off the activities for Monday.

Delegates will leave for home after breakfast on Tuesday morning, May 26.

Among the county CSEA leaders taking part in the three-day session will be Irving Flaumenbaum, first vice-president and president of the Nassau County chapter, and S. Samuel Borelli of Utica, chairman of CSEA's County Executive Committee. Other statewide officers of the Employees Association, including President Theodore C. Wenzl, are expected to attend.

Field Staff Expansion, Redistricting Complete; Plans Call for a Reception and Banquet to Kick Off the Session on Sunday Night. An Educational Seminar Is Scheduled for Monday Morning, Followed by a Business Meeting of County Delegates Monday Afternoon.

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CSEA Wins Vast Range Of Permissive Retirement Legislation For Local Aides

ALBANY — The Civil Service Employees Asn. swept a number of bills through the State Legislature during that body's closing hours which will affect the retirement rights of public employees.

The bills provide that all retirement benefits negotiated by the Employees Asn. for State employees be made permissive for those in the subdivisions. Because of this employee representatives may now negotiate these benefits at their next bargaining session.

Action by the Governor which must be taken within 30 days from the April 29 passage date, is the final step to be cleared before the bills become law.

One disappointing result of the Legislature's action was the failure to include all employees under the death benefits provisions. The wording had originally acted upon a bill which would have extended this provision to all members of the Reserve Corps.

(Continued on Page 16)

Nassau Chapter Election Ballots Ready To Mail

From Leader Correspondent

MINDELO — Ballots are to go into the mail this week for the election of officers for the 17,000-member Nassau chapter. Civil Service Employees Asn.

Voting will be done at home and ballots must be returned with a postmark of no later than midnight, May 19, to be counted.

(Continued on Page 16)

Additional National Guard Honors

Sergeant Frank Wallace for 'Long & Faithful Service'

(Continued on Page 16)

CSEA; County employees assistant representative for Greene, Sullivan, Ulster, Columbia, Orange, Rockland, Dutchess, and Putnam Counties; Robert Foss, State, for Albany, Greene, and Columbia Counties; Leroy Frank, county, for Seneca, Cayuga, Cortland, Oneida, Oswego, and Jefferson Counties; Arthur A. Grey, county, for Suffolk County; and Frank Jaquinto, county, for Nassau County.

(Continued on Page 11)

Mediators And Fact Finders Named In 11 CSEA Disputes

(Continued on Page 11)

CSEA:

Harry A. Ford, a labor relations consultant from Whitesboro, has been assigned to mediate in the dispute between the Ilion Central School (Herkimer County) and the CSEA unit of non-instructional staff.

Alfred Dreamer, a lawyer from Poughkeepsie, has been assigned as a fact-finder in the dispute between the Lakeland Central School District No. 1 (Westchester County) and CSEA.

Joel Douglas, of Yorktown Heights, is the fact-finder in the impasse between the Ossining Board of Education (Westchester County) and CSEA.

Joel Douglas is a professor of economics at the New School for Social Research in New York City.

(Continued on Page 16)
City Hiring
Eng. Techs., Assistants

Assistant engineering technician posts are available with the City of New York, at $7,100 to $9,800 per annum. To qualify, candidates must be high school graduates with two years of experience; or community college or technical institution graduates with specialization in engineering technology.

Traffic Columbians Scheduling Dance

The City Traffic Department's affiliate of the Grand Council of Columbia Associations in Civil Service has made plans for the annual dinner dance and entertainment at the Astorian Manor, 29-22 Astoria Boulevard in Astoria Friday evening, May 1, 1970.

Prospective guests include: Congressmen and Mrs. Mario Biaggi, Dock Commissioner Theodore Karaganis, and Mrs. Karaganis, Criminal Court Judge Charles Drapak, and an impressive list of deputy commissioners, assembly district leaders and their friends.

Sanit Engineer Posts

Several openings for sanitation engineer, dealing with design, have been announced by the State Civil Service Dept. in Albany. The senior title starts at $12,585 whereas assistant posts pay $10,195 at the entrance level. The City is also accepting applications for both jobs and will be administered on the date of filling the applications.

For further information and an application go in person, Thursdays only, to 40 Worth Street, N.Y.

CIVIL SERVICE LEADER
America's leading Weekly For Administrators
Published Each Tuesday

Business and Editorial Office: 11 W. 42 St., New York, N.Y. 10036. Phone: 267-2100

We hope that Mr. Rockefeller will realize this.

The Heart Bill

On Monday, April 30th the big grandfather clause in the Senate chamber in Albany was stopped at 5 o'clock, walked two members of the Assembly, the second body of the State's Legislature. They marched down the center aisle and announced:

"We have completed the work of the Assembly for the 1970 calendar. We await your call. In short, we finish our job, now finish yours."

Lt. Governor Malcolm Wilson, handling the gavel, acknowledged this message with a tilt of the head. Forty-five minutes later it was all over.

WEARY BUT optimistic, John O'Sullivan, Queens trustee for the Uniformed Firefighters Association said, "Well, that's it, we got some good bills passed." Answer from realist Frank Palumbo, UFA vice-president, "Not yet we haven't."

As we walked the hill from the Capitol, we all had the same thought: that Heart Bill. Frank Palumbo burst out: "Damn it, our men deserve it ... He's got to sign it."

Well, we all knew that... but did he (the governor) know it? The truth is that the only way he will realize the importance to the New York City firefighter of his signature on this bill was to hear it from the 12,000 City firefighters, their families and friends.

In the last three and one-half months we guided, motivated and maneuvered continually, in and out of committees... from one hearing to another. It had been bottled up in Albany, in the City Council... and we used every gimmick, device, persuasion... every friend the UFA ever had... to unblock it.

Last four days in Albany saw the bill starred... and unstarred three different times (starring kills a bill for the current legislative calendar). We watched as the Senate went into action for the home stretch session Saturday morning. Sunday morning the legislators were still at it. At 6:00 a.m., the Lieutenant Governor ordered a break with orders to return at 9:00 a.m. sharp.

Catching the last flight to Kennedy to make the Brooklyn-Queens Holy Name Breakfast, I left Frank Palumbo and John O'Sullivan feeling relatively confident. If needed, a call to my wife located me for an immediate return.

And the call came... before the breakfast was over... "Mike, get here quick! They've saved our bill again." Fast calls to American and Mohawk... only to find that there would be no flight until late Sunday or early Monday morning.

A call to flushing Airfield (there is such a place) was no success... and an hour later I was standing next to two kids, 19 and 22... pilot and co-pilot... and a plane that didn't look as if it could hold the three of us.

Do you know how to handle this thing? I asked. They grinned and answered in the affirmative. OK, I quickly said... because if I had stopped to think... not even for the membership would I have climbed into it.

Back in Albany, more running around, more buttonholing, more talk: John O'Sullivan in the Assembly, Frank Palumbo in the Senate and Joe LaFemina, UFA treasurer, covering our rear in the City Council.

At 5:45 P.M. Monday it was all over.

The Heart Bill had passed and was now on the desk of Governor Nelson A. Rockefeller, awaiting his signature.

All the research, preparation and work was in a
determination remembering that 89 firefighters had died in the past four years of heart disease, men who worked daily in what is conceded to be physically the toughest job in the world.

We hope that Mr. Rockefeller will realize this.

(From a column in this week's edition of those who do not necessarily constitute the views of this newspaper.)
Broome Chapter Membership Increasing After Drive, Gabor Reports At Annual Dinner

(From Leader Correspondent)

BINGHAMTON — The Broome County chapter, Civil Service Employees Assn., held its annual membership dinner-dance recently at the American Legion Post here with an estimated 300 members in attendance.

Richard Bizzard, a finance investigator with the Broome County Probation Department and former Binghamton television personality, served as master of ceremonies for the occasion.

Broome County chapter president Joseph Gabor reported on the results of a recent chapter membership drive announcing the addition of 45 new members bringing the total membership to some 750 members within Broome County government.

Regional Office

Binghamton State chapter president Stanley Yaney spoke briefly to the assembly on the latest developments regarding the formation of a political division of the county and the participation of local unit representatives to work toward better working conditions and favorable legislation affecting CSEA members. Yaney also announced the impending establishment of a regional CSEA office in Binghamton. Yaney said negotiators were "on the verge of signing a lease for the regional center."

Gabor, commenting on the Initial groundwork for the political action committee, cited the Taylor Law as the primary reason behind the move. Gabor pointed out a recent Evening Press series which concluded that the "cards were stacked against the employee" by the Taylor Law, which its creator, Professor George Taylor of the University of Pennsylvania, has urged altered by removing many of the sanctions against municipal employees while imposing other sanctions against employers to assure equitable bargaining at the negotiating table.

Gabor then introduced Detective Sergeant William Norton, criminal investigator for the Broome County Sheriff's Department and head of the department's Narcotics Investigation Division, who spoke to the gathering on the dangers inherent in drug abuse. The discussion included a brief film entitled "The Chemical Tomb" which graphically demonstrated many of the dangers.

Following the presentation of the film, Sergeant Norton then answered a series of questions from the audience related to the drug abuse problem, specifically as it pertains to the Broome County area.

Other guests included Broome County chapter treasurer Mary Pompelli, first vice-president Richard Bizzard, president of the Broome County chapter, and George Tomaras, City Social Services unit president and Town of Union unit president Anthony Cobbett.

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL

President, Civil Service Employees Association

LAST WEEK The Leader printed a story detailing recent action by CSEA's Board of Directors which changed CSEA's goals to protect CSEA chapters from infiltration by rival unions.

THE NEW Constitutional provisions, which are to be adopted by each CSEA chapter, serve as a warning and a reminder to all members of their responsibility to protect the integrity of their chapters.

THE PROVISIONS say that no person can assume a chapter office unless he had not been a member of another competing union for at least one year; the two-thirds vote of the chapter's executive council or Board of Directors, a chapter officer, delegate or member of an elected committee may be suspended from that council or board pending hearing for removal from office.

IN THE RECENT past, I have received several reports stating that members or ex-members of rival public employee unions have sought and achieved offices in some of our chapters, professing to be sincere, interested chapter members. Upon achieving the power of CSEA office, however, some of these people have tried to sway our membership away from the traditional CSEA goals toward the self-seeking goals of other organizations.

CSEA, CREATED by public employees 60 years ago to serve their interests, has always held the welfare of public employees as its highest goals. Some of these other unions do not share that aspiration; rather, their highest goal seems to be to fill their treasuries with dues money at the expense of their members.

I WOULD like to caution all CSEA members, particularly the officers of our chapters, who seem to be interested in the welfare of public employees but do not, in reality, have CSEA's goals at heart.

THE MANDATE changes will also allow the former member of another union who is truly interested in furthering CSEA's goals to eventually take on an active leadership role in the affairs of his chapter. We have many former members of other unions who are serving CSEA in a truly dedicated fashion, and these changes in the Constitution do not reflect upon the loyalty of those persons.

Mediation Roles Assigned by PERB

(Continued from Page 1)

Roche! ster, is to mediate in the dispute between the Village of Lyons (Wayne County) and CSEA:

Mark Beecher, of PERB's Buffalo office, will mediate in disputes between the Village of Depew (Erie County) and CSEA, and between the City of Jamestown (Chautauqua County) and CSEA.

John Glas, a consulting civil and managerial economist of Elmira, has been named mediator in the dispute between the Village of Saranac Lake, Inc. (Franklin County) and the Saranac Lake unit of CSEA.

Paul Kell, esquire, and Robert Hunter of Gutenberg, N.J., have been appointed in the dispute between the Village of Westerly (Washington County) and the CSEA Scarsdale unit, Westchester chapter.

Maurice Benowitz, of Manhasset, will mediate in the dispute between the Board of Education of Marlboro (Ulster County) and CSEA. Benowitz is professor of economics at the Bernard M. Baruch School of Business and Public Administration, City University of New York.

Eugene Martin, professor of industrial relations at Le Moyne College and SUNY, has been appointed fact-finder in the dispute between the City of Fulton (Oswego County) and the CSEA, Supervisory and Operational Division.

Philip Harris, of New York City, is the fact-finder in the dispute between the Oceanic Sanitation District No. 7 (Nassau County) and the Nassau chapter, CSEA, clerical personnel. Harris is associate professor of management at the Bernard M. Baruch College, City University of New York.

Mt. Morris Chapter Installs New Slate

LEICESTER—The Mt. Morris Hospital chapter of the Civil Service Employees Assn., installed their newly elected officers at a dinner at the Leicester Café.

The new officers are: president—Oliver Longine; vice-president—Peter Smith; secretary—Kath Weber; treasurer—David Johnston; delegate—James Passamani; alternate delegate—Pat Hutchko.

Guests included Assemblyman George Delong, CSEA fifth vice-president, CSEA fieldman, Harry Johnaton and others.

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Guests included Assemblyman George Delong, CSEA fifth vice-president, CSEA fieldman, Harry Johnaton and others.
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.
For Governor
Arthur Goldberg
Howard Samuels

For Lieutenant Governor
Jerome Ambro
Basil Paterson

For Attorney General
Robert Meehan
Adam Wainisky

For U.S. Senator
Richard McCarthy
Paul O'Dwyer
Richard OHnger
Theodore Sorensen

For Governor
Nelson Rockefeller (R)  Paul Adams (C)  William Rockefeller (D)  Rev. Donald Harrington (L)

Remarks: Donald Harrington

DON'T REPEAT THIS!

(Continued from Page 1)

time there are two—the Demo-

cracic primary on June 23 and

t he general election in Novem-

ber. We would like you to help us
e out in two ways this time. First,
we would like you to tell us your
names in your favorites in the
June election. Then we would like
to know your choice for
Governor in the Fall — Rocke-
feller, the Democrat? or Paul
Adams. Up for grabs in the pr
imary race are the Demo-
cratic nominations for Governor, lieutenant governor, attorney general and U.S. Senator. There is no great

course for the post of conser-


tative Party candidate for Gov-
er, now held by Arthur Levitt,
to contest for the post of con-


trol, for governor, attorney
general and Paul Adams is the
Conservative Party candidate for
Governor in the Pall — Rocke-
feller, like to know your choice
for June election. Then we would

one, but, from past experience,

we have been able to gather

"poll" is a complicated, scientific

language with their family vote

because that large body of civil

servants—working for the State,

New York City, local government

and the U.S. Government—totals

nearly 20 percent of the voting

population with their family vote

voted in, we believe that a good
cross section of public employee

sentiment is a good indication of

the way the primary results

A Possible Key

The very size of the civil ser-

vote means that the can-
didates who receive strong public

employee support might very

well have the key to being elec-
ted in November.

Our editors would appreciate

writers including their addresses

and zip codes when sending in

their choice so we can call on
different in what part of the State

the various candidates and meet

them. This is important to us.

We would also appreciate our

writers asking them, although

this is not necessary, what on

the candidates are welcome, too.

Here is how to use the box be-

low. First, check off your choices

in the Democratic primary race.

Then let us know your final

choice for Governor by checking

the name of either Rockefeller or

Adams or writing in your E)emo-

cal vegetable to "Don't Repeat This."

The Leader, 11 Warren St., New York,
N.Y., 10007.

Mt. Vernon Police
Jobs Available

Patrolman jobs are open with the Mount Vernon Police Department, at a salary of $9,000 to $10,000 per year.

Applications may be filed with the Municipal Civil Service Commission there through May 20, and the exam will be held June 20.

Candidates must be high school graduates, and be between the ages of 19 and 30 at the time of filing, and 20 and 29 at the time of appoint-

ment.

DELEHANTY INSTITUTE
55 Years of educating over one half million students

Enrollment open for next exam June 1970

R.R. CLERK
MEN & WOMEN SUBWAY
STATION AGENT

Classes Meet:
MANHATTAN—Wed., 5/11, 5/30, 7:30 P.M.
JAMAICA—Thurs., 7 P.M.

Examination has been ordered for

SUPERVISING CLERK-STENO

INSCRIPTIONS START WEEK OF MAY 4, 1970

MEN & WOMEN 8 A.M. TO 4 P.M.
JAMAICA—THURS., 6 PM
JAMAICA—TUES., 6:30 PM

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)
TRANSIT PATROLMAN

Class Meets Mondays at 9:30 p.m. or 7:30 p.m.

Enrollment open for next exam JUNE 1970

ADMINISTRATIVE ASST.

Meets Monday in Jamaica—6:30 p.m.
Meets Tuesday in Manhattan—6 p.m.

License classes enrollment now open for

Stationary Engineer
Refrigeration Mach. Oper.
Master Electrician

PRACTICAL VOCATIONAL COURSES
Licensed by State of New York. Approved for Veterans
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MANHATTAN: 115 East 15 St., Ms. 4th Ave. (All Subways)
JAMAICA: 87-25 Merrick Blvd., bet Jamaica & Hillsdale Ave.
OFFICE HOURS: Mon. to Fri. 9:30 A.M.-8 P.M.

CLEANER LIFE — Assemblyman Andre Stein (D-L, 62 A.D.) was a panelist on Earth Day at an environmental teach-in at Cornell University where he discussed possible solutions to the pol-

ution of the world's natural resources through legislation. Left to right, are: Orin Kramer, a Columbia Law student; Stein; Professor Ernest Roberts of Cornell Law School, the program moderator; and Gladys Kessler, an attorney in the field of environmental law. David

Sivo, counsel the Sierra Club, was the third panelist on the program.

PERB is Busy

ALBANY — March was a busy
month involving contract dis-
putes, according to the Public
Employment Relations Board.

It assigned mediators and

fact-finders to 56 contract dis-
putes during the month, includ-

ing 36 school districts and 20
local governments.

Since the beginning of 1970, 91
impasses have been reported
to PERB and 19 disputes re-
solved.

A heavy caseload is expected
in May, June and July, the
period of school board-teacher
negotiations.

Bridge Operators

A total of 33 candidates for

promotion to bridge operator

took the City's practice-oral

exam recently.

THE CIVIL SERVICE LEADER, Tuesday, April 22, 1970

Engineer Tech Jobs
Bracing For Entries

A twosome for principal en-
grineering technnicians, specializ-
in water problems, is bracing to
receive applications through May 18. A June 20 deadline has

been set, to take in areas like

principles of elementary hydra-

ulics and operational methods

and methods used in the supply and distribu-

tion of water.

Discussion of the duties detailed in

Exam Notice No. 23-292 are conduct-

ing studies and tests of capaci-

ties and design of water service,

and further complying data

concerning water company

operations. To obtain the notices

and officially file, write or visit

the closest office of the State

Dept. of Civil Service.

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* A college preparatory co-educational, academic high

school accredited by the Board of Regents.

* Secretarial Training available for girls as an elective

* Driver Education Courses.
Heart Bill — A Must

GOVERNOR Rockefeller has before him a vitally needed piece of legislation which affects the financial security of members of the Police and Fire Departments.

The Heart Bill, a major goal of the City's uniformed forces' unions for the past quarter-century, has been approved by both Houses of the State Legislature and sent to the Governor for signature.

The bill provides for deaths or forced retirements caused by diseases of the heart shall be considered to be incurred in the line-of-duty and treated as such when computing retirement allowances.

Its passage is a tribute to the hard work of the union leaders—Edward Kiernan of the Patrolmen's Benevolent Assn., John L. Witherspoon of Uniformed Firemen of New York City, and Michael Mayo of the Uniformed Firefighters Assn. and also to those legislators who saw the necessity of this vital bill.

"The protection afforded to every police officer and his family by this bill is tremendous, and it is of the highest importance that Governor Rockefeller sign the bill into law as soon as possible," Kiernan noted.

Kelly, similarly, stressed the importance of this bill. "I am hopeful that another year does not have to go by while our firefighters, officers and policemen are being crippled and dying of heart disease before this bill becomes law. I am confident that the Governor, in his wisdom and sense of justice, will sign this measure without delay."

Maye noted the hard work of the unions in having the bill passed.

All our research, preparation and work was in a good cause... remembering that 50 firefighters had died in the past six years of heart disease—men who worked daily in what is conceded to be, physically, the toughest job in the world.

The Leader also, is proud to see this bill passing both houses and joining with the members of the City's uniformed forces and their families in urging Governor Rockefeller to enact this bill immediately.

We have fought, editorially, side by side with these men during the past decade and are thrilled with the fruits of our collective labors nearing full bloom.

FREE HISTORY OF STATE CIVIL SERVICE IS NOW AVAILABLE

ALBANY — The State Department of Civil Service has prepared a new book entitled "Civil Service in New York State," which traces the history of the civil service system in the State from its origin in 1883 to the present.

New York City has been the largest city in the nation to adopt a civil service system and its enactment followed the Federal Civil Service Law by just one year. Some of the State's most illustrious historical figures were instrumental in the establishment and early growth of the system which has become a model for many other states as well as a number of foreign countries.

Copies of the booklets are available at all Civil Service Department offices in Albany, Buffalo, New York City and Syracuse, or may be obtained by writing the Public Relations Office, New York State Department of Civil Service, Albany, New York 12220.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 31. Next week's programs are listed below.

Tuesday, May 2
10:30 p.m. (color) — "With Mayor Lindsay — Weekly report by the Mayor and guests.

Wednesday, May 3
9:30 a.m. (color) — "The Clock — "Response Tactics." New York City Police Department training series.
1:30 p.m. (color) — "The Clock — "Narcotics and the Law." New York City Police Department training series.

Thursday, May 4
3:00 p.m. — Return to Nursing — "Fluids and Electrolytes." Refreshers for nurses, lesson 10.
7:00 p.m. (color) — On the Job — "Radiation Detection Equipment." New York City Fire Department training series.

Friday, May 5
9:30 p.m. (color) — "Around the Clock — "Response Tactics." New York City Police Department training series.
1:30 p.m. (color) — "Around the Clock — "Narcotics and the Law." New York City Police Department training series.
2:30 p.m. — Community Report — "Continuing Education — Tools For the Future." Board of Education and Community series.
3:00 p.m. — Return to Nursing — "Fluids and Electrolytes." Refreshers for nurses, lesson 11.
7:00 p.m. (color) — On the Job — "Radiation Detection Equipment." New York City Fire Department training series.

Wednesday, May 6
3:00 a.m. (color) — "Around the Clock — "Response Tactics." New York City Police Department training series.
1:30 p.m. (color) — "Around the Clock — "Narcotics and the Law." New York City Police Department training series.
3:00 p.m. — Return to Nursing — "Intravenous Therapy." Refreshers for nurses, lesson 12.
7:00 p.m. (color) — On the Job — "Radiation Detection Equipment." New York City Fire Department training series.

Thursday, May 7
9:30 a.m. (color) — "Around the Clock — "Response Tactics." New York City Police Department training series.
1:30 p.m. (color) — "Around the Clock — "Narcotics and the Law." New York City Police Department training series.
3:00 p.m. — Return to Nursing — "Intravenous Therapy." Refreshers for nurses, lesson 13.
7:00 p.m. — Around the Clock — "Response Tactics." New York City Police Department training series.

FRIDAY, MAY 8
3:00 p.m. — Registered Nurse — "Legal Aspects of Consumption of Lydia Hall." Lesson 9.
A Volkswagen dealer will stake his reputation on it.

No, that's not a new model Volkswagen. That's an old model. Something Else. And it's on our lot for the same reason any other car would be on a Volkswagen lot.

It's for sale. Along with most of the cars people trade in on a Volkswagen lot.

So why buy a used Something Else from a VW dealer, instead of from Somebody Else?

Buy it from a VW dealer, and you get the VW dealer's 100% guarantee for the repair or replacement of every major working part for 30 days or 1,000 miles. Which ever comes first.


They may make boring reading. But there's nothing boring about laying out a lot of dough to fix one of them.

That's why it's so nice to know that we'll take care of anything like that on any car we guarantee. And that's why we're pretty particular about any car we give a guarantee.

When we finally give it the guarantee, it means we've checked out the car completely. And fixed what needed fixing to begin with.

After all, a VW dealer has a reputation to think about.

We can't have it known around town that you drove off our lot with a lemon.

Even if it wasn't a Volkswagen.
Governor Rockefeller has signed into law a measure proposed by the Retirement Board which achieves marked improvements in all of the System's major retirement benefits for teachers, and reduces current employer contributions for its members.

The plan establishes a career-oriented program resulting in substantial increases in allowances for service, disability and vesting retirements, as well as improved death benefits, more annual interest credited to members' contributions and an increase in the amount of annuity benefits payable during retirement. The plan also improves retirement eligibility requirements for service and disability.

It also incorporates a method for funding the new benefits which will maintain realistic employer contribution rates without sacrificing the member's benefits, or the concept of the solidarity of benefit liability.

The proposal was formulated by staff of the System under the direction of the Retirement Board.

Key Features

A key feature of the plan is its emphasis on immediate improvements in retirement allowances and other benefits for members with 20 or more years of State service.

The new plan also provides for teachers who are 55 years of age or older, but who have fewer than 20 years of service, to retire immediately at an allowance somewhat less than the 55
career average.

Following is an explanation of the principal parts of the plan, including comparisons with present benefits.

**Service Retirement Eligibility**

Most members who have been in continuous service since age 53 can retire at age 55, regardless of years of credited service. Members continue to be eligible for service retirement with 35 or more years of total service, at any age.

**Service Retirement Allowances**

Under the "Career Plan" the pension of a member with 20 or more years of service will be calculated under a formula that would provide 1.25 percent of final average salary (FAS) for each year of State service since July 1, 1959, and 1.2 percent of FAS for all years of State service prior to that date. Credit for out-of-State service would be calculated at the rate of 1 percent for each year, times FAS. At present, final average salary is the average of a member's three highest consecutive years of salary with certain exclusions.

Members retiring during the next six years also will receive an "added pension" benefit, as under the present non-contributory plan. A member who has at least 20 years of State service and retires between July 1, 1970, and June 30, 1975, will receive the benefit amount of increases will vary by service and final average salary. The plan also improves retirement eligibility for those who qualify for retirement under their own contributions.

**PERCENTAGES OF FINAL AVERAGE SALARY FOR MEMBERS RETIURING JULY 1, 1970 UNDER PRESENT AND NEW PLANS**

<table>
<thead>
<tr>
<th>Years of N.Y. State Service</th>
<th>Present Plan</th>
<th>Career Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>40.5%</td>
<td>43.46%</td>
</tr>
<tr>
<td>25</td>
<td>44.52%</td>
<td>47.39%</td>
</tr>
<tr>
<td>30</td>
<td>48.39%</td>
<td>50.94%</td>
</tr>
<tr>
<td>35</td>
<td>52.1%</td>
<td>54.49%</td>
</tr>
<tr>
<td>40</td>
<td>55.73%</td>
<td>57.35%</td>
</tr>
</tbody>
</table>

**ANNUAL DOLLAR INCREASES IN MAXIMUM PENSION UNDER "CAREER PLAN" JULY 1, 1970**

<table>
<thead>
<tr>
<th>Years of N.Y. State Service</th>
<th>Present Plan</th>
<th>Career Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>$7,400.00</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>30</td>
<td>$11,860.00</td>
<td>$15,000.00</td>
</tr>
<tr>
<td>40</td>
<td>$16,320.00</td>
<td>$19,000.00</td>
</tr>
</tbody>
</table>

**Early Retirement**

Formerly, members were not eligible to retire at age 55 unless they had 20 or more years of service. Under the "Career Plan" they are eligible to retire at age 55 with fewer than 20 years of service. However, their pensions will be less, of course, than that available for members with 20 years of service.

**Vesting**

Under the plan, a member who is credited with 10 years of full-time State service, at least two of which have been rendered during 1967 and 1976, and who discontinues employment, may continue his membership in the System by filing a "vesting election" while his membership is still valid. He then would qualify for a retirement allowance.

For such an individual, the deferred retirement allowance will be calculated under the same formula as for a qualified member, 55 years of age, under the new plan. This represents a substantial increase in the vesting benefits now provided, as indicated by the actual dollar increases over the present benefit shown on the following chart:

<table>
<thead>
<tr>
<th>Years of N.Y. State Service</th>
<th>Present Plan</th>
<th>Career Plan</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$11,860.00</td>
<td>$15,000.00</td>
</tr>
<tr>
<td>40</td>
<td>$16,320.00</td>
<td>$19,000.00</td>
</tr>
</tbody>
</table>

**ANNUAL DOLLAR INCREASES IN MAXIMUM DEFERRED ALLOWANCE AT AGE 55**

<table>
<thead>
<tr>
<th>Years of N.Y. State Service</th>
<th>Present Plan</th>
<th>Career Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>$8,000.00</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>30</td>
<td>$10,000.00</td>
<td>$12,000.00</td>
</tr>
<tr>
<td>40</td>
<td>$12,000.00</td>
<td>$14,000.00</td>
</tr>
</tbody>
</table>

**Death Benefits**

Eligibility for the employer-paid death benefit is reduced from one year of State service to three months of such service, with the member's death occurring prior to July 1, 1970. The basic death benefit formula for disability retirement has been improved to a point where, in addition to the basic benefit being made available for the first time to members with less than 15 years of State service, most members will receive at least a $1,000 increase over the present disability pension. The actual amount of increases will vary by service and final average salary, as indicated below:

<table>
<thead>
<tr>
<th>Years of N.Y. State Service</th>
<th>Present Plan</th>
<th>Career Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$1,000.00</td>
<td>$1,200.00</td>
</tr>
<tr>
<td>3</td>
<td>$1,500.00</td>
<td>$1,800.00</td>
</tr>
<tr>
<td>5</td>
<td>$2,000.00</td>
<td>$2,400.00</td>
</tr>
</tbody>
</table>

**Conclusion**

The plan was completed primarily by revising the present retirement formula and applying it to all of an eligible member's State service, rather than to service since 1959, as under the non-contributory plan. The plan establishes two years ago.

You and the Draft

By H. R. KOCH

Note: The historical account of the draft system, begun in last week's issue, will be continued next week. However, in view of the one possible amendment to an explanation of the new Nixon Administration policy on curtailed job deferments.

President Nixon has announced last week the elimination of most occupational deferments in Selective Service. The newly-established policy will remodel the current job deferments of those presently holding them, subject to renewal where eligible.

Under the rules to be promulgated, however, the President has set into motion a policy revision of the job deferments law. The new approach, much like the proposals from the Pentagon, sources disclosed that President Nixon has formulated this new approach, makes the lottery system fairer and more uniform in its functioning. This would make all young men equally susceptible.

In a related development, the head of the Office of Economic Opportunity, Mr. H. R. Koch, declared that job deferments for VISITA volunteers—"the doomsday option"—longer be in effect since such deferments often shifted the draft burden to the poor.

The President also asked Congress to provide him the powers to lift student deferments in the future, and to make them in the future, a part of the new approach that would allow students to work in the nation's health, safety or interest. Many civilian occupations thus would lose their exemption status.

Baseball is coming from the Pentagon, sources disclosed that President Nixon has formulated this new approach, makes the lottery system fairer and more uniform in its functioning. This would make all young men equally susceptible.

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The Good War

An informal report from the people of Con Edison to the people of New York and Westchester concerning the war against our common enemy, pollution.

The good war is fought on many fronts. It's the $150 million we've invested so far to fight polluted air. To cut sulphur dioxide emissions 55% in the last three years.

To reduce dust and ash emissions 53% in the same period.

The good war is also a new kind of manhole cover that won't "clunk" when you drive over it.

And a program to tear down those ugly old coal handling facilities of ours along the East River.

Along the Hudson, it's the $2 million we have spent on studies to make sure our power plants don't harm the ecology.

Cleaning up and keeping things clean is now a crusade at Con Edison.

It's as important as a breath of fresh air, a drink of cool water, or Manhattan's skyline on a clear day when you can see forever.

If you'd like to have the story in depth, we'd like you to have our free booklet, "Con Edison Programs To Protect The Natural Environment." Just use the coupon below.

There is more to do, and we know it. That's why you'll find that at today's Con Edison, every day is Earth Day.
**Senor Clerk Promotion List**

(Continued from last week)


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(Continued on Page 12)
Field Staff Expansion
(Continued from Page 1)

sa County, Danny Jinks is the assistant county employees

Roger Kane, former president of the Oswego County Unit, is a new organizer. Ronald Maspoli, a former Westchester County employee, is the assistant county employees representative for Westchester County; Joseph Chonko, former Westchester County employee, is the assistant county employees representative for Orange County; and John Hallock, a former Nassau County employee, is the assistant county employees representative for Nassau County.

In addition to these new members of the staff, there are many veteran representatives in the field. Thomas A. Brann is an organizer, Eula M. Cathey is the State employees representative for Chautauqua, Cattaraugus, Erie, and Niagara Counties; Thomas Christy, for Erie and Niagara counties; and James J. Powers is an assistant county employees representative for New York City area.

Eleanor Percy Re-elected by Jefferson Chap
(From Leader Correspondent)

BUFFALO — A two-year contract has been signed with the Buffalo Sewer Authority represented by the Civil Service Employees Association, Civil Service Employees Association, Inc. The contract was approved by the unit's membership.

BABY, IT'S COLD INSIDE! — The Department of Social Services headquarters in Albany is a new building but all that newness doesn't improve employee efficiency when the temperature inside drops into the 50's and 60's and soars into the 90's. And, that's exactly what's been happening since the tenant moved into their new structure on the outskirts of the Capital City. The State does not own, but leases the structure. Both the employees, who are represented by the Civil Service Employees Association, and department officials have complained to the owner of the building about the unreal climatic conditions. Up to now, very little has been done, but an agreement has been reached to send engineers in to rectify the situation. One day last week, it was so cold that 33 employees were forced to go home. The remainder who stayed in their coats, many of the ladies covering their knees with sweaters or whatever else they could find that was warm, as the photos indicate. Incidentally, the building was designed to maintain a comfortable 72 degree temperature in the Summer and 75 degrees in the Winter.

U.B. Chapter Sets Installion Dinner
(From Leader Correspondent)

BUFFALO — The Buffalo chapter of the Civil Service Employees Association, Inc., installed Mrs. Margaret O. Smith, second vice-president, and Mrs. Shirley A. West, treasurer, at their January meeting. Mrs. Smith, an employee of the Department of Health, was installed as second vice-president, while Mrs. West, an employee of the Department of Social Services, was installed as treasurer.

Rochester Officials Pay Frozen
(From Leader Correspondent)

BUFFALO — A freeze on top City officials' salaries has been put into effect by Mayor William K. Woods. The order was issued effective immediately.

CSEA-Hyde Park School Negotiators Continuing Talks
(From Leader Correspondent)

HYDE PARK — Representatives of the Hyde Park Central School District will meet with one of the Service Employees Asso., to continue contract negotiations.

CSEA field representative James J. Powers supervises field personnel in the Western Conference area, including Chautauqua, Cattaraugus, Erie, and Niagara Counties.

Elected by chapter members as school district representatives are Rose K. Bresso and Rosa Frissell.

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L. B. Chapter Sets Installation Dinner
(From Leader Correspondent)

DEPFW—New directors of the L. B. Chapter of the Civil Service Employees Asso., will be installed May 2 at a dinner and dance at the Heartthrove Manor, here.

Edward D. Boyle, president of the unit, will install Mrs. Irene W. Smith, Edward D. Boyle, Robert D. Reynolds, and Miss Myrtle H. Gough, first vice-president, Edward D. Boyle, second vice-president, and Mrs. Rosemary T. E. Smith, treasurer, during the installation dinner.

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SUBS NEEDED
Board of Ed. Hiring School Secretaries

School secretaries are being sought by the Board of Education for substitute titles. It is reported by Gerald Brooks, director of the Board's Bureau of Recruitment.

Educational requirements are approximately equivalent to a high school course or 1 equivalent and 30 semester hours of college or other requirements. Each candidate must include six semester hours in courses in the school record and accounts.

A time extension is available for college education. Applicants may in certain cases, in 2 years, following the minimum eligibility date, complete 30 semester hours; if not completed by this date the license as school secretary will expire.

Experience of one-and-a-half years in the clerical or secretarial work is required. In lieu of this, one year of college credited as secretarial work as a regularly appointed civil service clerk or stenographer for the education department must be substituted. Also, a bachelor's degree may be substituted for half of the experience requirement. For further information contact the Bureau of Educational Staff Recruitment, Office of Personnel, Board of Education, 110 Livingston St., Brooklyn 12, N.Y.

Teachers Sought
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Teachers who wish to work in the Bronx Adjoining School, located near the White-thorpe and Throgs Neck Bridges in the East Bronx, should call 428-4050 for an appointment for an interview.

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Wenzl Elected To United Fund Bd. of Directors

ALBANY — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., has been elected to the Board of Directors of the United Fund of the Albany Area, Inc. Dr. Wenzl's election took place at a luncheon meeting of the Albany Area UPAA, which has been newly formed to replace the old Community Chest of Albany.

The purpose of forming the new organization, said a UPAA spokesman, is to give the "broad spectrum of community leadership, leadership well beyond the Chest organization." The new UPAA is a "community oriented organization, one better fitted to reflect the total community."

In addition to Dr. Wenzl's 36 years of active service with the State Education Department, he has been an active citizen in his community. To mention just a few of his civic activities, Dr. Wenzl has been the chairman of the Board of Trustees of the Library Public Library since 1950, a trustee of the Capital District Chapter of the National Multiple Sclerosis Society, a member of the Rotary Club of Albany, a member of the Governor's Committee for Equal Opportunities, and a member of the University of the Arts, N.Y. chapter of the Arthritis Foundation for State Employees in the Albany Area, and a member of the board of the Arbor House Hotel.

Professionally, he has served the State in the educational field, first as the director of the State Department of Elementary and Secondary Education, then as the State Director of School Financial Aid, then with the Teachers' Retirement System.

Southampton Town Highway Unit Elects New Executive Bd.

SOUTHAMPTON—At a recent membership meeting, the Southampton Village Highway Unit of the Civil Service Employees Assn. chose a new slate of officers.

Since education in many aspects is one of the prime concerns of the UPAA, Dr. Wenzl brings to his new appointment a wealth of valuable experience in the education field. His enthusiasm and capacity for hard work and dedication which has served CSEA so well, will contribute to the success of the new unit.
CSEA Makes Significant Gains In Permissive Retirement Laws

(Continued from Page 1)

In order to expedite those requirements, the bill which extends retirement benefits negotiated by CSEA for State employees to political subdivisions on a permissive basis. The effective date of each of these benefits, if adopted in favor of a political subdivision, may be made retroactive to April 1, 1979, if the political subdivision adopts the benefit within 45 days after the bill is signed into law. If an election is made after that time, the effective date will be on the date on which it was adopted by the political subdivision.

Please take note of the fact that despite the provisions regarding the crediting of special interest up to a maximum of 5 percent on annuity contributions is mandated for all members of the State Retirement System. This means that the Improved special interest to the State and political subdivision members of the Retirement System automatically.

Monroe Chapter Installation Set

ROCHESTER — The Monroe chapter of the Civil Service Employees Assn will hold its annual dinner, dance and installation of officers June 26 at Mapledale Party House, 1009 Maple St, Rochester.

Dr. Theodore Wenzl, Statewide president of the Civil Service Employees Assn, will be held in Casner's Restaurant, 76 Duanie St, Manhattan, at 6:30, reports Soloman Benedit, president.

Guard Accolades

(Continued from Page 1)

Many readers have written to both The Leader and to CSEA headquarters for Civil Service Education and Recreation Assn news and membership renewal application blank.

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Nassau Nominees

(Continued from Page 1)

Perrott for first vice-president; Ralph J. Natale for second vice-president; Alex Bonna for third vice-president; Beatrice Joonas for secretary; Nicholas Abatistio for treasurer; David Silberman for financial secretary; Sally Raito for financial assistant.

The ballots also include directors, to be chosen separately by eight different units, and 16 delegates. The ballots include a space beside each office for any write-in candidates.

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