CSEA Urging Members To Compare Contracts Before Casting Ballot

Thruway Vote Starts

ALBANY—Secret ballots will be mailed out tomorrow (August 25) to more than 2,000 maintenance, toll and clerical employees of the New York State Thruway Authority, to determine which employee union will represent them for the next two years or more. The ballots will be counted under the supervision of the Public Employment Relations Board on Sept. 15.

Competing in the election are the CSEA Service Employees Assn., current representative of the unit, and the hastily thrown together United Thruway Union, an alliance between Local 287, International Brotherhood of Teamsters, and the American Federation of State, County, and Municipal Employees Union.

CSEA president Theodore C. Wenzl had these comments on the contest: "CSEA expects to be re-elected; our record of representation for Thruway employees stands on its own, and cannot be challenged. It's a compliment to the strength of an alliance of two different so-called "international" unions that two different general unions in behalf of State employees this Fall, so as to provide for the settlement of new contracts in time for the State fiscal year beginning April 1, 1973.

CSEA president Theodore C. Wenzl also announced that intensive scrutiny would continue on the possible effects of the wage freeze on employees of local government jurisdictions. He pointed out that local governments have fiscal years which vary from that of the State, so that pay benefits negotiated recently, but not yet implemented, might in some cases be threatened. To value and cope with the problem immediately Wenzl has directed the entire CSEA field staff to report to headquarters this week on any local government groups whose benefits might be in danger.

FREEZE DISCUSSION — Theodore C. Wenzl, right, president of the 200,000-member Civil Service Employees Assn., has an impromptu meeting in Albany with veteran Congressman Samuel S. Stratton (D-Schenectady). Wenzl called on Stratton to seek clarification and discuss President Nixon's recent wage-price freeze, as it affects the State and local government employees represented by CSEA in New York State.

The highlight of the three-day meeting will be the announcement of the traditional delegate banquet Thursday, Sept. 2, of CSEA's newly-elected officers and departmental representatives. The new officers—president, five vice-presidents, secretary and treasurer—will be installed during the banquet.

The meeting is being held in conjunction with the 21st Annual Meeting of CSEA delegates at the Waldorf-Astoria Hotel, New York City.

Committee members are: Cornelius Rush, chairman; Blanford Jackson, vice-chairman; Maynard Gardner, Dennis Phebus, Charles Kuffin, Gerald Brown, Joseph Davis, Theodore C. Wenzl, J. J. O'Neill, J. D. Delany, J. J. Umstatter, Charles Carlin, William Bump, Jack Cegun, Robert Woodhouse, John Mahony, Clyde Miller, Alice Mathes, Robert Natale, James Maj, and Joseph Caudill.

No Sound Reason For Freezing Pay Of Public Employees

LAST week this column protested the perpetuation by high public officials of the fiction that civil service employees had achieved a status of parity with wage standards and working conditions that prevail in the private sector.
Candidates Agree On Need For Sweeping Taylor Law Change

CHERTOWA—Candidates for Statewide office of the Civil Service Employees Assn. at the Routes Office here last week that the CSEA must fight for sweeping changes in the Taylor Law.

One after another, the Western Conference at the Routes Office here last week, furthered its public officials to also protest vigorously the much-maligned Provisions of the law, which are far beyond the scope of "Don't Repeat This!" to either applicant failing to meet the conditions set by the President.

However, the column does not possess the sophistication, a crystal ball and had no idea of their budget deficiencies. In freezing civil service salary scales, there are no criteria for employees to be determined.

In addition, the President proposes to cut a large number of Federal employees, and must hold a regular meeting with the new procedure. As part of their budget deficiencies, the Federal government is taking steps to save about $175 million in Federal civil service employees, announcing the new classification of the Nixon Administration.

Under orders issued by the President, a seven percent increase in Federal employees has been stated to have been approved by the Secretary. In freezing civil service salary scales, this is in the interest of public officials, as shown earlier this year, more than in any year in the history of the CSEA.

IN THE PAST decade, lawlessness has increased to the point where it is affecting the fire protection of every citizen.

ONE NEW YORK City Fire Department is being cruelly depleted by all sorts of lawless acts which have nothing to do with the already hazardous job of firefighting.

THIS YEAR we will see an all-time record number of malicious false alarms—more than 100,000 of them. Fire-fighters are being kept to death in the service of false alarms, and often here in New York the false alarm is called to an ambush, where firefighters are injured in a hull of missiles thrown from rooftops.

ARSON IS ON the upswing here, too. Earlier this year, a fire officer died in an attack to which three children were trapped on an upper floor. The fire had been set deliberately.

AND JUST A few weeks ago, J. William Rinaldi, one of the finest, most dedicated officers in the department, died because of some of our citizens don't give a damn about anyone else.

CHIEF RINALDI had already responded to 18 alarms that day when a call came in from an apartment house at 1722 Davidson Ave., in the Bronx. The fire—which could have been handled with a single hose line at the outside—spread through three floors of the building because automobiles were parked in front of fire hydrants. Fire trucks could not get into the block. There were 100 people trapped above the fire and Chief Rinaldi was forced to run from rook to rook, directing rescue, stretching of lines, checking the extinguishment and spread of the fire.

Because of these unusual conditions he became the sixth Fire Officer to die in the line of duty this year. Two firefighters have also died, bringing the total for the department to eight last year.

The injury totals for fires is also of grave concern. Last year we had 5,400 injuries. We only have about 11,000 men in the department. The odds run heavy against us every year.

Somebody has to do something. This may be the Fourth of July for our better-known politicians and literary lights, but it is still Earth for the firefighters. We are writing to you in order to express some concern about the rising tide of lawlessness that is threatening to engulf the City's first line of defense, the Fire Department.

IT WOULD seem to me that someone in this City would show some concern. There were 310 civilians killed in fire last year more than in any year in the history of the department.

MAJOR FIRES are on the increase; deaths and injuries are skyrocketing, and the nights seem to be filled with the sound of one long siren wall.

Things are bad enough for the citizens of this City now. It is going to be much worse unless something is done to reverse the tide of lawlessness that is wearing down the men of the Fire Department.
Flaumenbaum Demands D.A. Probe Violence Against Park Members

JONES BEACH — The first vice-president of the Civil Service Employees Assn., Irving Flaumenbaum, last week demanded a district attorney's investigation of "goon tactics" directed at CSEA members at State Parks on Long Island.

Flaumenbaum, in an earlier meeting with Sidney Shapiro, general manager of the L.I. State Park Commission, demanded action to halt a series of incidents directed at CSEA members.

Flaumenbaum was meeting again with Shapiro at Leader Hotel which damaged the house and garage. A female employee was told that her baby would be harmed in addition.

This is the lowest type of business there is," Flaumenbaum said.

He praised the "spunk" of employees. The woman, who was threatened, signed a police complaint and identified a burly man who made the threat. A male employee responded to a physical assault by dropping his attacker with a right hook. Flaumenbaum revealed.

The incidents followed tension among lifeguards who, under the direction of the Service Employees International Union, refused to work for the first half of the Summer. The CSEA finally settled the work tie-up for a 121-cent-an-hour pay cut that had been negotiated by the CSEA, before the season started.

Syracuse Psychiatric Hospital Chaplain Members Honored

(From Leader Correspondent) SYRACUSE — Thirteen members of the Civil Service Employees Assn.'s Syracuse Psychiatric Hospital chapter have received the unit's first "certificates of achievement" for having completed special training courses sponsored by the State and CSEA.

The certificates were awarded at special ceremonies on the hospital's patio by deputy hospital director Ralph Mohler, acting for Maurice Schwartz, director of Education & Training, Department of Mental Hygiene, and Mrs. Andrea Snyder, chaplain president.

The members receiving the certificates after attending Winter and Spring courses were: James L. Unterlander, Albert I. Liptan and Joseph McWick, refrigeration and air conditioning service; David F. Nabinger and Sharon A. Nisenthal, introduction to supervisory skills; Rosemary DeFio and E. Sharon Connor, advanced clerical training.

Also, Linda B. Hawley, oral presentation techniques; Therese L. Lang and Howard Schickoff, administrative supervision; Inman and Jack Butler, small engine workshops; Elizabeth Storey and Theodore C. Nagel.

"We urge all Thruway employees to use their right to vote," Wendt concluded. "We have all fought for the right to self-determination through elections for years, and now that we have it, we must use it or lose it."

BUFFALO -- Major problems in working conditions of maintenance and toll employees of the Thruway Authority in the Buffalo area were discussed at a labor-management meeting last week between the Civil Service Employees Assn., representative of the employees, and the Thruway Authority.

"This all-day meeting was fruitful," said CSEA Collective Bargaining Specialist Joseph P. Reedy, "because CSEA took all the problems straight to the top officials of the Thruway Authority.

Binghamton SS Unit Withdraws Charges Of Unfair Practices

BINGHAMTON — Social Service units, Civil Service Employees Assn., have withdrawn an unfair labor practice charge against the City of Binghamton.

Unit president George Tomaras said the move was prompted by indications of City officials of their willingness to resume contract negotiations with the union. The negotiations have continued without success for the past ten months or more.

A preliminary hearing on the charge has been set for September 8 by the State Public Employment Relations Board in Syracuse.

Tomaras said the initial charge was based on the contention that City negotiators continued to withhold information on major issues, apart from those already agreed upon by unit negotiators.

"We are very close to a contract settlement," he said, "but reached an impasse over the Federal wage and price controls." The unit will continue negotiations with the City.

Lackawanna School Unit Calls Impasse

(From Leader Correspondent) LACKAWANNA — The Civil Service Employees Assn., bargaining for about 155 flight department personnel, has declared an impasse in contract negotiations with the Lackawanna Board of Education.

The CSEA is asking for a 5.5 percent pay hike and improvement in hospitalization benefits.

"Little effort has been made by the board in effecting the precepts of collective bargaining to bring about a fair and reasonable settlement," said Neil Carlin, the CSEA's collective negotiating specialist from Buffalo.

Also, Rodney M. Reedy is the field representative assigned to the unit.

Set For Sheriff

Raymond W. Dunn, of Wurtsboro, has been appointed sheriff of the Town of Wurtsboro by County Judge Louis Rainer, who retired in June. His appointments run to July 1.

Many other complaints and problems involving individual employees were also aired at the meeting.

Another Meeting Set

Reedy said another labor-management meeting would be held in Buffalo in the near future, "so that the Thruway can understand what we are doing about all of these problems."

CSEA has been promised a written response to the complaints voiced at the meeting within two weeks.

Previous meetings were held from CSEA, Edmund Kedrowski, toll collector, City Line toll station; John Tomaras, toll equipment operator; Albert Silboto, Binghamton chapter president; John Field, director of toll collection; William Hall, city police, Robert M. Wilten, toll department; and L. Lang and Howard Sirocco, representatives; John Naughton, collective negotiating specialist, and CSEA.

Thruway representatives present were William E. Tinner, assistant executive director-employee relations; L. Lang, toll equipment operator; Al Silboto, director of toll collection; William Hall, toll director; Ralph McFadden, toll director; Robert Wilten, division engineer, and John Muth, assistant personnel director.
Data Requests Taken

Replacement For FSEE
Is Pledged For October

The U.S. Civil Service Commission disclosed this week that a mailing list is being assembled to inform eligible college graduates when the replacement for the Federal Service Entrance Exam comes out.

The FSEE, a long-time mainstay of the Federal civil service, was recently terminated. A substitute exam is currently being developed, with the official announcement scheduled for mid-October.

Meanwhile, the Leader has compiled a list of applicable titles, by college major, that are likely to make use of the new screening process. To place your name on the USCSM mailing list, drop a postcard to: Federal Job Information Center, 26 Federal Plaza, New York 10007.

Specify the title or titles interesting you, after looking over the index of titles provided below:

Any College Major
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Eyes Pelham's Problem
Frank McGown has been named by the Public Employment Relations Board to conduct fact-finding in Colorado involving Westchester's Pelham Union Free School District No. 1.

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Freeze Puts Strongest Pressure on Civil Service

TAKING any firm stand against President Nixon's latest tactics to fight inflation and stabilize the dollar is very near the nationalism and the American flag. But in trying to cut through the as yet uncertain means by which the President intends to accomplish his fight against inflation through wage and price controls, some very ominous portents are in the future for civil service employees. In the depreciation tax for all businesses in order to stimulate reductions—reduce the income of the Federal government by several billion dollars. Can that be accommodated? Sure. It is again being made the scapegoat.

It is entirely probable that a good many would have to be forced so drastically. The problems of conservation, pollution, that we can see, of the impact of reducing the Federal work where—town, county, state or Federal—is the freeze on pay sector and now even these smaller gains are being held up. Wage and benefits packages won by employees in the private sector and now even these smaller gains are being held up.

A deeper look at the picture, however, reveals some disturbing facts. In addition, many classifications of Federal employees are in the future for civil service employees. Furthermore, there has been no examination at all, so that government may function properly.

The civil service employee has a say in the future for civil service employees. It must demand the following:

1. Creation of new and necessary jobs to handle the ever increasing load of governmental work.

2. The continuation, without interruption of the necessary requirements so that government may function properly.

3. Performance of all obligations to all civil service employees as a result of contracts entered into good faith as a result of collective bargaining negotiations.

4. No interference whatsoever with collective bargaining, or collective bargaining payments due under the law.

The civil service employee has a say in the future for civil service employees.

The working man must rise to the task. It must demand the following:

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The civil service employee has a say in the future for civil service employees.
Niagara Chapter Leaders Vow Fight to Protect Salary Rights Of Employees Reduced in Grade

LOCKPORT—The Niagara county chapter, Civil Service Employees Assn., has voted to protect the rights of its membership in the Social Service and Health Department who could be affected by State-mandated job reclassifications.

Led by William Doyle, chapter president and Robert A. Milling, the chapter’s assigned field representative, over 100 chapter members lunched at the Waldorf Astoria, New York, September 9 through 12. There will be a luncheon meeting this year so the CSEA members could meet and discuss the upcoming CSEA-CSEA conference. The legislators agreed with Doyle’s demands and the classification would be taken up at an earlier date. Doyle said that the plan was to use the CSEA-CSEA conference to get the issue on the public agenda, as the CSEA-CSEA conference will be in New York.

Nick Coady met with the Woolworth district and Central Conference and plans to write the county department, New York.

After a successful theatre party for “Fiddler On The Roof,” (which turned out to be a halloween party for “Fiddler On The Roof”) the evening of September 1, and $5.50 seats (best In the house) $4.40 to Conference members and will cost $4.00 for the ticket and chapter presidents from the State board of directors; the Utica State chapter; Ray Privett, president of the Rome chapter; John Smith, president of the Utica-Rome area; and chapter and council presidents at the State-wide level.

A speaker at the session was: William Miller, assistant to CSEA-CSEA conferences, who was president of the State board of directors; the Utica State chapter; Ray Privett, president of the Rome chapter; John Smith, president of the Utica-Rome area; and chapter and council presidents at the State-wide level. The issue is expected to be brought to the CSEA.

The Meeting will be held at the County Civil Service Commission—stating that their jobs will be reclassified.

Hand printed notices posted throughout the County said this In future columns.

Oneida Area Chaps. Endorse Sunderhauff (From Leader Correspondent)

CSEA officials jumped into action when several county employees reportedly received letters from the County Civil Service Commission stating that their jobs will be reclassified.

The notice said that the pay would be affected until next year and still others said the pay would not be affected until next year and still others said the pay would not be affected until next year and still others said the pay would not be affected until next year and still others said the pay would not be affected until next year and still others said the pay would not be affected until next year and still others said the pay would not be affected until next year.

To Be Explained

The issue is expected to be explained in depth at the Aug. 30 meeting which will bring together CSEA officials, members of the Legislature’s Social Service Committee and Social Service Dept. officials. Attempts also will be made to have state officials on hand.

Milling told the members that the plan is for the reclassification to be done in a “legal and orderly fashion.”

SAVE A TURTLE

Utica-Rome Area CSEA Members Reject 3 Contract

UTICA—Civil Service Employees Association members in the Utica/Rome area turned thumbs down on three separate contracts during the past week.

Employees of the Utica Board of Water Supply followed the recommendation of their unit president John List in rejecting a contract proposed by a Public Employment Relations Board fact-finder. This would have granted a 5.5 percent pay raise during its first year and a four percent increase the second.

List said the Board Water Board workers were dissatisfied with fringe benefits offered in the proposed contract.

Employees of the Watervliet Central School system also turned down a contract offer which would have given them a five percent across-the-board wage increase over the one-year life of the contract. CSEA represents non-teaching employees in the school.

Madison County workers rejected an offer by Madison County. Field representative Frank Martello said he did not wish to reveal terms of the rejected agreement at this time, but the main point of dissatisfaction was fringe benefits. Further negotiations are pending.

NACG Negotiators To Meet Sept. 2

The Civil Service Employees’ Assn.’s Narcotic Addiction Control Commission meeting will be held with NACG management Thursday, Sept. 2 at 11 a.m. at 7:00 P.M. at the Holiday Inn, New York City. Members of the CSEA bargaining team include Salvatore Moretti, Barbara Geller, Claude Jones, Larry Nazzoli, Franklin Salier, James Stewart, William Kaisler, and CSEA executive negotiating specialties Thomas J. Linden.

AMID THE KIDS—Merriment sets the tone at the recent picnic given by the State University at Buffalo chapter of the Civil Service Employees Assn. The place is Oppenheim Zoo, expansion of hundreds of thousands of dollars.
**ERS Issues Notice To Pensioners**

Sokol Discloses Details

Sokol, assistant to the president of the N.Y.C. Civil Service Retired Employees' Association, said that the N.Y.C. Civil Service Retired Employees' Association has issued a "Special Notice to Pensioners" which is of interest to all retirees and those City employees who contemplate retirement.

Sokol expressed confidence that the information which would be of "intestimable value to every City employee." He urged that the entire article be clipped and held for future reference.

The text of the "special notice" follows:

1. A Form 1099 will not be issued for a calendar year during which only advance payments have been made to a pensioner. The initial Form 1099 will be sent to a pensioner in January of the year following the calendar year during which a pensioner receives his first regular retirement check. (In our illustration the example is that of an individual whose retirement allowance began July 1, 1969. He will receive his first regular retirement check effective July 1, 1970.)

2. Generally speaking, all advance or interim payments made to a pensioner prior to his first regular retirement allowance check (as defined in the "Special Notice to Pensioners") are not required to be included in his gross income for Federal income tax purposes. (The exception would be where a pensioner finds that the amount of his interim payments exceed the amount of his contributions. For a discussion of this situation see the additional information provided on page 4.)

3. The advance or interim payments referred to in item 2 above are to be treated as a return of consideration paid (i.e., a return of the advance payment) under the Special Three-Year Rule in effect for purposes of Federal income tax if he is covered by the Special Three-Year Rule. Under this rule if a pensioner receives a monthly advance or interim payment until the regular retirement allowance begins then, if he will receive, within a three year period (January 1, 1969 to January 1, 1972) a total amount of the interim payments, can determine the method by which his retirement allowance is to be treated as a return of consideration paid. If the total amount of the interim payments received by him is less than the amount of his regular retirement allowance, then obviously there will be no tax consequences. (This information is quite obvious that he will be receiving a total of regular retirement payments of $5,400 and that he is required to pay tax only on the total amount received in January of 1971. It is quite obvious that he will be receiving a total of regular retirement payments of $5,400 and that he is required to pay tax only on the total amount received in January of 1971. This 1099 will indicate the amount of all payments made, whether "advance" or "regular" from date of retirement to end of calendar year during which the first regular monthly retirement payment has been made. (In our illustration we are including in item (a) that the total of these payments amounted to $10,800.)

4. All retirement allowance payments are exempt from N.Y. State and N.Y. City Income Tax.

The following is a detailed discussion of the general items of information: Based above.

As you know the Board of Trustees of the N.Y.C. Employees' Retirement System has adopted a Special Pension and Annuity Income Income Rule. This implies that all retirement allowance payments are tax-exempt for Federal income tax purposes. This Rule or the General Exclusion Rule for purposes of any income each year. However, the vast majority of our pensioners will be covered by the Special Three-Year Rule.

In our preceding illustration, we had indicated that John Doe received interim payments of $4,400 and regular retirement allowance payments of $5,400 so that his Form 1099 had been filled out as shown. He further stated that his retirement allowance was $7,200 annually. Now let us assume, however, that his contributions were only $5,400 and not $14,000. Since the tax year 1971, his taxable portion will be the full $7,200 retirement allowance. Additional information for a pensioner whose interim payments were less than his own contributions is the same as in our first illustration. (This represents the exception to Item 2 on page 1.)

If a pensioner receives an amount of his interim payments that exceeds his own contribution, then obviously there can be no determination of any investment in contract. In our example the pensioner determines what portion of his retirement allowance is subject to tax immediately from date of his first regular retirement allowance. This portion is determined from his gross income each year. However, the vast majority of our pensioners will be covered by the Special Three-Year Rule.

Further Illustration

In our illustration, we assume that the same information provided in our first illustration.

John Doe receives a copy of the return of the Board of Trustees in March of 1969 indicating that the revision took effect July 1, 1969 on an annual retirement allowance of $7,200 and that his own contributions amounted to $14,000 (exclusive of interest). He did not have any service prior to 1969.

In January of 1971 he received his first Form 1099 indicating he received payments of $11,800 for the period January 1, 1970 to December 31, 1970. (In March of 1969 the N.Y.C. Civil Service Retired Employees' Association by $4,400 represented the interim payments (see items (a) and (b) of our illustration) and $5,400 represented his actual retirement allowance payments received during this period. Therefore his contributions of $14,000 must be reduced by the interim payments of $5,400 (items (a) and (b) and (c)) in an Investment in contract of for him of $4,400 ($14,000 - $5,400).

Bear in mind that a pensioner, if he doesn't know the total amount of his interim payments, can determine what they were by simply subtracting the total of his contributions from the total of his interim payments. He received during his tax year (in this case 1971) from the amount shown on his Form 1099.

Now that the pensioner knows his Investment in Contract is $8,600, he is quite sound for him to determine whether he falls under the Special Three Year Rule or the General Exclusion Rule. In this illustration, he is so advantageous that he will be receiving a total of regular retirement payments of $5,400. The computation is a simple one. He will not be required to pay tax on this $5,400. The remaining $8,600 was contributed by the pensioner himself, and his taxable portion will be the full $7,200 retirement allowance.
New OER Appointee
Lanning & Mosher, of Louden-
ville, has been named assistant
director of the State Office of
Employee Relations at $22,000
annually, according to Abe La-
nine, office director.

**LEAGUE INFORMATION**

At a Special Team, Part II of the
Supreme Court of the State of
New York, held in and for the Cunty
of New York, at the Courthouse
in the City of New York, on the 5th
day of August, 1971.

PRESENT: HON. FRANCES J. BUHON

Defendant's Residence

Postmaster

City Planner

Civil Engineer

Civil Service Arith. & Vocabulary

Civil Service Handbook

City Clerk

City Secretary

City Treasurer

Clerk N.Y. City

Clerk GS-4, 7

Complete Guide to GS Jobs

Computer Programmer

Correction Officer

Court Officer

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Lt. N.Y. City

Lt. Police Dept.

Librarian

Mechanics Helper

Mental Health

Mental Health Helper A & C

Mental Health Helper B

Mental Health Helper Group B

Management & Administration

Mechanical Engineer

Motor Vehicle License Examiner

Motor Vehicle Operator

Notary Public

Nursing Assistant

OMX (Practical & Public Health)

Parkway Enforcement Agent

Prob. & Parole Officer

Postal Service (Postal Trains)

Postal Service (Post Office Trains)

Postal Service (Post Office Trains)

Personal Assistant

Police Officer Trainee

Playground Director - Recreation Leader

Police Captain

Postmaster

Post Office Clerk

Postal Service (Vehicles Operators)

Probationary Preliminary for the H.S. Equivalency Diploma Test...

Probationary Trainees

Probationary Test

Proctor & Parole Officer

Professional Career Tests N.Y.S.

Professional Trainee Admin. Aide

Public Health Sanitarian

Railroad Clerk

Real Estate Manager

Saloon Keepers

School Secretary

Senior Accountant

Senior Clerical Series

Social Case Worker

Staff Accountant & St. Auditor

Stationary Eng. & Fireman

Taxi Driver

U.S. Army

Urban...
In the professional field, it is noted that Medical Laboratory Technicians and Technologists with a City license are sought. Some openings require membership in American Society of Clinical Pathologists. The salary range is from $120 to $165 a week.

Dental Hygienists are needed for jobs paying $125 to $165 a week.

Registered Nurses are in great demand for both the evening and night shift. The annual wage is $4,000 to $5,000 plus a differential from $1,500 to $2,000 for night shift.

Physical Therapists graduated from an acceptable school and with a State license can fill positions paying from $8,500 to $10,000 a year.

At the Professional Placement Center, 144 Madison Ave., Manhattan.

In the clerical field, experienced Biller Typists do good at figures and able to type 35 words a minute, are needed at $100 to $135 a week.

There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Sensitive machine preferred. The pay range is from $110 to $140 a week.

Pull Charge Bookkeepers with thorough experience in all phases through general ledger and trial balances are wanted for Jobs paying $150 to $200 a week.

There is a need for secretaries and typists with ability to get jobs paying $100 to $125 a week.

Beginning Clerk Typists are wanted at $85 to $100 a week and Beginning Stenographers at $100 to $125 a week with experience.

Also Hand Collators are wanted at $125 to $150 a week.

Backate, Eds, are wanted at $100 to $150 a week.

Employers in the apparel industry are in need of experienced Sewing Machine Repairers for special equipment using machine to saw buttons and buttonholes. The pay range for these workers is $65 to $95, mostly for night work, some piece work. Apply at the Brooklyn Apparel Industries Office, 56 Bond St., Brooklyn.
**GREGORIAN CARNIVAL**

**Rhodes—The Island...**

It's an island of contrast... from the ancient naval center of Lindos with its majestic acropolis overlooking the water to a hidden valley of butterflies... and to a modern town and a 14th century walled city living in ageless harmony.

**Rhodes—The City...**

A modern town and a 14th century walled city living in ageless harmony. Situated on the northern tip of the island near the coast of Asia Minor, the old city has a medieval character dating back to the Knights of St. John, an aristocratic order that occupied the town in the 13th century.

**Rhodes—The Resort...**

Preferred by Europeans for its Mediterranean climate, breathtakingly beautiful landscape, fanatical nightlife and that hypnotic quality that only the Greeks can explain.

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**NEW YORK CITY CIVIL SERVICE EMPLOYEES ACTIVE AND RETIRED**

**One Unforgettable Week on the Beautiful Island of Rhodes**

**INCLUDES EVERYTHING**

- Round trip jet flight
- Seven nights at the deluxe Rodos Bay Hotel
- American Breakfast each morning in your hotel
- Lunch every evening on an exciting and varied dining program
- Greek Welcome Party
- Fabulous Farewell Banquet
- All taxes and service charges
- Hospitality Desk in your hotel
- All transfers, porterage, luggage handling
- Free half-day sightseeing tour of the city of Rhodes, including the modern town, medieval city, Temple of Apollo, Grand Master's Palace, Museum, Bazaar, Turkish Mosque and more
- No regimentation

**DEPARTING ON NOVEMBER 20, 1971 FROM JFK NEW YORK**

**$349 per person double occupancy**

**Compliments per person double occupancy**

**All travel and tour tickets**

Via Greyhound National Airways

**Complete registration, including airfare, hotel accommodations and plane**

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**NEW YORK CITY CIVIL SERVICE EMPLOYEES ASSN.**

**EXAMINATIONS COMMITTEE WINS AGREEMENT ALLOWING REVIEW OF EXAM PAPERS**

ROCHESTER—Under the Civil Service Employees Assn., the State Department of Civil Service has agreed to permit State employees for a brief period to review answers on written examinations before filing an appeal of any questions.

Samuel Grossfield, chairman of the CSEA's Work Performance, Ratings and Examinations Committee, called this "an important concession," hammered out recently at a meeting in Albany between committee members and department officials.

"The experiment will begin within a month," he said.

Grossfield said his committee requested advance notice of names of panel members for oral examinations, but the department asked for further negotiations.

**Appeal Forms Available**

The department recognized the validity of the CSEA committee's demand that pink slips to permit State employees for a trial period to review answers to appealing written exams will be sharply curtailed as the chief obstacle now.

The experiment will begin at 516-727-4700.

"The department claimed that the deaths of firefighters must be necessarily of fact, short, to the point. However, I have yet to observe a firefights' funeral where jaws were set, eyes were red and faces as grim as they were on the morning of which Battalion Chief William Rinsdale of Battalion 18 was laid to rest. The expressions seemed to ask silently why he had to die at all. Every man present knew that this was the third firefighter to die in almost as many weeks. But then came the inevitable question or mind... How can a chief fight a fire with no company?"

The department recognized that the CSEA committee's request that oral examinations be sharply curtailed as the chief obstacle now.

"The department recognized that the CSEA committee's request that oral examinations be sharply curtailed as the chief obstacle now."

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**FIREFLIES**

**by Paul Thompson**

The burial of a fallen firefighter who died violently is a grim and heartbreaking task which men take upon themselves as an honor to the dead and more often than not, out of love for a fallen comrade.

Press release released... have it backed up with a second line, also to get a third line up. It was not a problem for the outside fire escape to the roof and be sure to bring back tips etc., and as the side went down the stairs to companies which weren't there, they closed the fire going on the second floor and took it upon themselves to get a fourth line for work, on the second floor. He did the same thing from the

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Now available to members of NEW YORK CITY CIVIL SERVICE EMPLOYEES ACTIVE AND RETIRED and their immediate family.
D O F E CLAMSTEAM — Present at the recent D of E Clamsteam were, left to right:
A. Victor Costa, Civil Service Employees Assn. chairman of the Personnel Committee and of the Committee to Study the Restructuring of the

Assoc.: Alphonse Bricce, president of the D of E SEA chapter; Katherine Yanoski; Thomas McDonough, member of CSEA’s board of directors; Marrian Ahern; John Kane; Alma Deprez; and James Conner, CSEA Albany area field representative.

The following conditions in the institutions.

feller to “hire the necessary employees of the unit, the CSEA workers charged of mental hygiene patients.”

of the resolution, said the hospital’s staff.

We have only two or three,” she said.

and they have been working for two weeks with two, sometimes one.

“On the nursing staff alone, we should have 200, but were 62 short. We’re don’t have enough personnel to staff the wards adequately.”

She noted “the same thing is all over the State. Since December we’ve been losing staff members to illnesses, retirements, deaths and layoffs and now we’re working without them.”

“We were working at minimum staff even before the freeze,” she added.

Robert Pine is unit president.

Flaumenbaum Wants Civil Service Exempt From Wage Freeze

MINDEOLA—With contract negotiations getting under way in Nassau County, Irving Flaumenbaum, last week fired a telegram to President Nixon and Governor Rockefeller demanding that public employees be exempted from the wage freeze.

Flaumenbaum said, amid the initial confusion about the President’s order, and before the White House specifically declared that the order would apply to public servants;

Assenting that public employees lag behind workers in the private sector, Flaumenbaum said later that negotiations with the County would continue on the chapter’s 99-point package, two-thirds of which are non-money items.

Pass Your Leader To A Non-Member

Upon retirement, CSEA members may continue their CSEA group life insurance after retirement, according to the following rules:

Open retirement. CSEA members can continue to pay full dues of $32.50 per year and remain active members in their local chapter, or pay $4.50 per year for retirees’ membership, or pay $1 per year for associate membership.

Only those retirees who pay the full dues ($2.00) are entitled to vote in CSEA elections, to hold office and to receive the Civil Service Leader. They will also be assured of specific regular CSEA chapters and one-fourth of their annual dues are refunded to the chapter.

Those retirees who pay $4.50 a year may continue to be CSEA members but will be ineligible to vote, hold office or receive the Civil Service Leader. However, they may participate in a special retirees’ chapter if such a chapter is formed in their geographical area. If they wish to receive the Leader, they must arrange a subscription directly through The Leader, 11 Warren Street, New York City, and pay the same $3.00 yearly subscription rate (slightly higher after Oct. 1, 1971) that the Leader charges to CSEA per member.

Associate Membership

Associate membership at $1 per year was established to accommodate retirees who want to continue their CSEA group life insurance after retirement. Though it may continue only until they reach age 70. Associate members must make their insurance payments directly to CSEA headquarters, 33 Elk St., Albany.

This low-cost membership satisfies the contractual obligation that membership be continued in order to continue the CSEA group life insurance.

Those retirees who pay either

J. N. Adams Hospital Staff Urges Job Freeze Lifting To Cure Bad Conditions

(From Leader Correspondent)

PERRYBURG—Claiming the freeze on hiring personnel has led to regressive care for mentally retarded patients to the old horrible days of custodial care,” the J. N. Adams Hospital unit of the Civil Service Employees Assn. has unanimously endorsed Gov. Rockefeller to “hire the necessary employees of the unit, the CSEA workers charged of mental hygiene patients.”

“The exhaustion of overworked, dedicated employees of the State of New York.”

“Deprivation of proper care of mental hygiene patients.”

Mrs. Bonnie Lanzalaco, who made the motion for adoption of the resolution, said the hospital, a branch of the West Seneca State School, has been working “severely short-staffed.”

“We have places where we should have five attendants and we have only two or three,” she pointed out.

“For instance,” she added, “we have a ward with 25 patients that should have three attendants and they have been working for two weeks with two, sometimes one.

“On the nursing staff alone, we should have 200, but were 62 short. We’re don’t have enough personnel to staff the wards adequately.”

She noted “the same thing is all over the State. Since December we’ve been losing staff members to illnesses, retirements, deaths and layoffs and now we’re working without them.”

“We were working at minimum staff even before the freeze,” she added.

Robert Pine is unit president.

3 Types CSEA Membership Are Available To Retirees

ALBANY—Retired public employees who were members of the Civil Service Employees Assn. may continue their CSEA membership and/or their CSEA group life insurance after retirement, according to the following rules:

Open retirement. CSEA members can continue to pay full dues of $32.50 per year and remain active members in their local chapter, or pay $4.50 per year for retirees’ membership, or pay $1 per year for associate membership.

Only those retirees who pay the full dues ($2.00) are entitled to vote in CSEA elections, to hold office and to receive the Civil Service Leader. They will also be assured of specific regular CSEA chapters and one-fourth of their annual dues are refunded to the chapter.

Those retirees who pay $4.50 a year may continue to be CSEA members but will be ineligible to vote, hold office or receive the Civil Service Leader. However, they may participate in a special retirees’ chapter if such a chapter is formed in their geographical area. If they wish to receive the Leader, they must arrange a subscription directly through The Leader, 11 Warren Street, New York City, and pay the same $3.00 yearly subscription rate (slightly higher after Oct. 1, 1971) that the Leader charges to CSEA per member.

Associate Membership

Associate membership at $1 per year was established to accommodate retirees who want to continue their CSEA group life insurance after retirement. Though it may continue only until they reach age 70. Associate members must make their insurance payments directly to CSEA headquarters, 33 Elk St., Albany.

This low-cost membership satisfies the contractual obligation that membership be continued in order to continue the CSEA group life insurance.

Those retirees who pay either

The $32.50 or the $4.50 per year dues may also continue the CSEA group life insurance after retirement until age 70. Upon retirement, the CSEA group life insurance can be continued in the full amount, or reduced to one-half the amount in effect on the date of retirement. These retiree members who in the past have converted the group life insurance upon retirement into any other form of insurance can also continue.


Retired CSEA members who pay the $32.50 or $4.50 or $1 members may continue the supplemental life insurance to age 70 by making premium payments on at least a quarterly basis directly to Ter Bush & Powell, Inc., 148 Clinton St., Schenec-

tady. George Wachtish of Ter Bush & Powell will answer any inquiries on the supplemental life insurance.

The CSEA accident and health insurance may be continued upon the retiree’s policy anniversary date. After retirement and until the date he must make the premium payments to Ter Bush & Powell. After that date, he may continue the accident and health insurance.

Flaumenbaum Slates Meeting With Solons On MH Understaffing

MINDEOLA—Irving Flaumenbaum, first vice-president of the State Civil Service Employees Assn., last week scheduled a meeting with Assembly Health Committee chairman Martin Ginsberg to press the probe of the Mental Hygiene Dept.

Flaumenbaum was to meet with Ginsberg, the Republican assemblyman from Plainview, in Nassau County, and Mrs. Helen Kaplan, executive director of the Nassau Assn. for Retarded Children.

Ginsberg heads the committee which gathered the hearings into the Mental Hygiene Dept. by Assemblyman Robert Weris, of Smithtown.

Ginsberg pledged to notify Flaumenbaum of the dates and places for future hearings before Weris’s subcommittee as soon as they are scheduled.

"Assemblyman Ginsberg is aware of the deficiencies in the department and sympathetic to the needs of the patients, and Assemblyman Weris is a uniquely qualified person on the de-

partment," Flaumenbaum noted.

We want to discuss specific measures — to see that under-

staffed wards are brought up to

Eligibles

TALKING AGAIN — After a bill when officials at the West Seneca School refused to sit down at the bargaining table and declared an impasse in negotiations on working conditions...
LOOK, WE'RE BOTH IN THIS THING FOR THE SAME REASONS—DUES! LET'S QUIT OUR GANG BATTLES LONG ENOUGH TO TEAM-UP TO BEAT THAT CSEA OUTFIT--GIVE OURSELVES A FANCY NAME FOR THE ELECTION LIKE THE UNITED THRUWAY UNION....

WELL...I DON'T KNOW, YOUR TEAMSTERS OUTFIT IS RUN BY YOUR BIG BOYS. WHEN IT COMES TO WHACKING UP THE DUES MONEY, WE'D WANT OUR SHARE! WE'D LIKE A LITTLE SAY AS TO WHAT GOES ON, TOO! THAT FEMALE JUDGE SAID MEMBERS IN YOUR OUTFIT DON'T HAVE MUCH TO SAY. WURF WOULDN'T LIKE IT IF HE WASN'T THE BIG CHEESE!

NEW YORK STATE
THRUWAY AUTHORITY

THRUWAY WORKERS—WHAT UNION ARE YOU VOTING FOR?

CSEA trounced the Teamsters and AFSCME the last time around. Suddenly, two unions, which have battled each other for years become kissing cousins to form a union called The United Thruway Union—The UTU. Who's running the UTU show? What are their dues? How many PERMANENT MEN will they assign to the Thruway to help you with your problems? Will there be representatives the full length of the Thruway? Did they tell you who to call if you have a problem?

Not many people could provide answers to these questions because not even the Carpetbagger UTU organizers know all the answers.

Stick with CSEA, with 61 years experience—the union that has done more for the state and public employees than all others put together. There's always a CSEA representative near your work location.

Vote CSEA and be sure. We know what Thruway employees want—and how to get it.