State Pension Committee Issues Recommendations; Wenzl Hits ‘Incredibility’

As was expected, the State’s Permanent Commission on Public Employee Pensions and Retirement Systems issued its recommendations to the Legislature last week and practically the entire concept of the committee was greeted with a withering blast from more than a score of public employee unions in the State.

Chief targets of the report were recommendations that would:
1. Put all new employees under a single retirement system at all levels of government.
2. Remove the issue of pensions from the bargaining table.
3. Integrate Social Security payments in computing pension benefits. (At present, these payments are in addition to state and local government retirement benefits.)

(For full summary of the committee’s proposals, see Page 9.)

The head of the Civil Service Employees Assn. has expressed sharp disagreement with the State Pension Commission report.

Dr. Theodore C. Wenzl, president of CSEA, said that the report “impressive as far as volume is concerned, but lacking in credibility to anyone really close to the rank-and-file public employee in New York State.”

“One of the worst things it does,” said Dr. Wenzl, “is that it creates two classes of employees, one receiving better benefits than another although both could be doing the same work. This inequality is bound to create friction and job unrest.”

“The Commission’s objective,” Wenzl said, “was to find out why our public employee retirement would be improved. But it has shot right at the rank-and-file public employee in New York State.”

Three of the regional conferences of the Civil Service Employees Assn. have scheduled meetings for this weekend.

Central Conference’s meeting is set for Feb. 9 and 10 at the Sheraton Motor Inn in Liverpool, a suburb of Rochester. Agenda for the weekend has been revised, according to Conference President Floyd Peachey, to allow a full discussion on restructuring on Saturday. As a consequence, the business meeting will be moved up to Friday evening.

A banquet Saturday evening will be hosted by Syracuse chapter.

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Long Island Conference has slated its meeting for Feb. 9 at the Long Island Country Club, according to Conference president George F. Koch. The meeting is scheduled to begin at noon.

Metropolitan Conference delegates will convene Feb. 10 at Riccardo’s Restaurant in Astoria, Queens. Conference President Jack Weisz has called the meeting for 11:30 a.m.
The stepped-up police hiring order last week by Mayor Lindsay in response to the ambulance overcrowding of several policemen will be implemented by the hiring of approximately 400 patrolmen per month until almost 3,000 new cops are added to the force.

A police department spokesman said that this speed-up in hiring will be implemented as quickly as possible, but will not take all councilmen and administrative personnel within the department must be retrained in order to process the additional eligibilities through investigation and medical testing. Also, the problem of physical training space has not yet been resolved — whether the Police Academy will go on demand, whether other classroom space and armories will be used.

Previous plans called for 300 new cops a month.

Mayer Lindsay made his call for more patrolmen to swear-in ceremonies for 180 new cops and six policewomen held Jan. 26 at the Police Academy. This was the first new class of patrolmen to be appointed from eligibles since February 1970.

These eligible lists must be used immediately in order of their establishment.

The six policewomen named came from the 1,727-name list established Nov. 20, 1972. The last eligible appointed was numbered 4,709.

Names of these new recruits were not available at Leader presstime.

3,000 New Cops To Be Hired

Applications will be accepted until Feb. 27 for an exam to be held March 17 to fill jobs as assistant stockman and housing supply man with various New York City agencies. There are no formal educational or experience requirements.

There are currently 69 vacancies in various City agencies for assistant stockman, pay $5,900 to start. Job duties include assistance in receiving, storing, distributing and caring for materials, supplies and equipment. Five vacancies in the Housing Authority are open for housing supply man, which pays $7,300 to start. Duties involve care and distribution of housing project storage.

The exam, entitled "General Employment," will be tentatively set for April. 21. Questions will cover, in multiple choice format, basic bookkeeping methods, classification of stock items, arithmetic, reading comprehension, safety and other related areas.

Those who pass the written exam with a grade of 55 or better may be qualified for medical and physical exams. In the physical test, candidates will be required to lift a 20-pound dumbbell, using both hands, in a full arm vertical extension. They also must pass a standard under-type trestle and descend within 25 seconds.

Application forms and more information are available from the City Department of Personnel, Armed Forces Office on Pace 15 under "Where To Apply."

No advance application is necessary. For further information, however, contact the City Department of Personnel at this address:

The testing for patrolmen and housing agent will continue on the second Saturday of each month until further notice.

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Meeting The Challenge Of Growth

The beginning of a new year is traditionally a period of review. It is the moment for looking back, looking at and looking ahead, all at the same time.

So it is with the CSEA. Without question, 1972 has been exciting and difficult. Restructuring moves ahead and we continue to grow in numbers (especially the political subdivisional), and we grow in understanding the problems faced by public employees. Our membership has never been so unified and dedicated to the principles of good public service, and good employee representation.

Difficulties include the continued attempts by other groups to destroy our unity (aided by a law that actually encourages such attempts), some obviously punitive penalties by governmental authorities and a noticeable increase in problems related to negotiations and contract implementation.

I suppose this last is to be expected. Just the expansion of areas covered by our contract lends itself to increasing understanding. Some obvious punitive penalties by governmental authorities and a noticeable increase in misunderstandings and disputes. Many county, city and school officials are finding the transition from "boss" to negotiator a difficult one.

ON THE OTHER side of the coin, many Association members are not as knowledgeable as they should be on this subject. Knowing the differences between a contract violation and an unfair labor act is very fundamental stuff. Do you know the differences?

This increase in contract disputes of late tells us we are entering a second phase. While we no longer get too much argument about our right to negotiate, there is apparently a big gap between agreement and implementation. These disputes on contracts often have wide application in the unit (perhaps even more than the unit) and should be handled promptly and effectively. A knowledgeable membership group is the surest way of guaranteeing this.

In 1971, I had the pleasure of chairing the special committee for political sub-units. Problems. At our recommendation and with the full assistance of the statewide educational committee (Celeste Rosenzweig, chairman), seminars on negotiations were set up across the State. These seminars were professionally prepared and professionally presented. They were a big success.

The only problem was that political subdivisional groups failed to attend in significant numbers and further seminars were not arranged.

One approach that all chapters could consider for 1973 is to sponsor continuing seminars on negotiations, contract protection, and grievance. The professional staff of CSEA has grown and continues to do so, but the traditional active participation of our membership, at all levels, must be maintained. There will never be enough professionals to go around anyway.

IT SEEMS TO ME that local fieldmen and CSEA's education department are excellent resources for units and chapters to use in offering teaching and training sessions. Basic chapter and unit organization could benefit from such programs; seminars should increase both the effectiveness and the number of CSEA members who actively participate in our affairs. Beware of one-man operations, because one man cannot be on the scene all of the time. Involve yourself. Encourage chapter and unit leaders to have teaching programs on all the basic material of a good labor organization.

It is apparent that management is rapidly shifting to professional personnel for negotiations, work rule development, etc. It follows that CSEA must be ready and able to match this expertise. Members, with teaching and backing, can offer this expertise. And, because of their direct involvement in the workings of the unit, they may well have invaluable knowledge to offer as negotiators entering the bargaining room. Contract specializing specialists and fieldmen rely heavily on this local expertise. Working with our professional staff, being able to offer knowledgeable help and constantly growing in abilities will ensure excellent representation for our fellow members and thus fulfillment of our new-year commitments.

Kingston School Workers Endorse CSEA 6 To 1

(Special To The Leader)

KINGSTON — The Civil Service Employees Assn. has scored another lopsided victory in the second of a series of recent school district representation challenges by the Service Employees International Union, AFL-CIO. CSEA won the right to continue to represent the 220 employees of the City of Kingston Consolidated School District by a better than 8 to 1 margin, as CSEA gained 105 votes to SEIU's 16.

This decisive win follows on the heels of a similar one-sided victory for CSEA in Middletown where the SEIU, under the titles of School and Library Employees Association, Local Union No. 74, lost to CSEA by a 6 to 1 margin, as 65 non-teaching Middletown school district employees gave CSEA 43 votes to SEIU's 7.

These two school district wins were preceded by CSEA's overwhelming victory on the statewide level in December of last year. CSEA smashed SEIU's challenge in the State's Institutional bargaining unit, 18,870 to 5,434 and in the Professional, Scientific and Technical unit by a 15,524 to 6,210 win.

A spokesman for CSEA said it is plain to see that New York State public employees on all levels do not want any part of the SEIU, a private-industry union. They want CSEA all the way.
Two social services titles—social worker and senior homemaker—top a new City Exam listing.

Social worker applicants must have a Master of Social Work degree at the time of filing, which must be done in person between 9 a.m. and 11 a.m. any weekday not a holiday, in Room M-1-4, 40 Worth St., Manhattan. There is no written exam.

Other Exams

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<tr>
<th>Exam 2183</th>
<th>Social worker and senior homemaker</th>
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Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is...

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- $4,000 but less than $5,000: $150 a month.
- $5,000 but less than $6,500: $200 a month.
- $6,500 but less than $8,000: $300 a month.
- $8,000 but less than $10,000: $400 a month.
- $10,000 and over: $500 a month.

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NAME [ ]
ADDRESS [ ]
ZIP CODE [ ]
EXAM NO. 2551
Prom to Power
Maintainer - Group B
Transit Authority
Test Held Jan. 20, 1973
Candidates who wish to file protests against these answers must do so before Feb. 28, 1973. Protest must be in writing, together with the evidence upon which such protests are based. Of the 192 applicants, 198 took the test.


EXAM NO. 2266
Patrolman
Housing Authority Police Dept.
Test Held Jan. 20, 1973
These key answers are published now for information only. No protests or appeals will be accepted after this date.


Final Key Answers
Prom to Mechanic, Transit Authority, Exam No. 1389 — Test held March 11, 1972. No changes were made from the tentative key answers to this test, which was taken by 1,084 candidates. No items were protested.

From tests taken, Manhattan, Exam No. 1931 — Test held April 11, 1972. Two of the 20 candidates taking the test, protected six items; one was changed, as follows: Question 39, from A to D.

A Pint of Prevention... Donate Blood Today
Call UN 1-7200

100 Jobs
(Continued from Page 6)
Training and experience evaluation.

Waterfront Construction Inspector, Exam 2271 ($3,500)
Required: five years' experience in construction and repair of docks, piers or buildings, including one year as a construction engineer or supervisor, or an equivalent combination of education and experience. Age of 21 required by time of appointment. Training and experience evaluation.

Extend TA Helper Lists
The City Civil Service Commission has extended for one year the eligible lists for transit electrical helper series, exam 1749, groups 1 through 7. The lists, which are normally valid only for one year, will be in existence for a total of two years past their date of establishment, which ranged between February and November, 1973.

378 Cops Laundered
The New York City Police Department last week honored 378 police officers for their meritorious conduct performed in the line of duty. They were awarded Excelencia Police Duty, which counts one quarter point toward promotion.

Case Aide Key
Key answers to the Feb. 3 City exam for case aide exam number 200, 2007, will appear in the Leader issue of Feb. 20. A total of 1,177 applicants were called to the test at Peter Stuyvesant High School.

General Entrance Key
Key answers to the general entrance series exam, held Jan. 27, will be published in the Feb. 12 issue of The Leader. More than 11,000 candidates were called to take the exam, 2007, at six city locations.

Police Aide Key
Key answers to the Feb. 3 exam for police administrative aide will appear in the Feb. 20 edition of The Leader. More than 5,000 candidates were called to take the exam, 2581, held at three city locations.

Personnel's Max Salas Retires After 33 Years
Max Salas, assistant personnel director for personnel relations of the City Dept. of Personnel, is retiring on Feb. 28 after 33 years of City service. A testimonial dinner will be given in his honor on Feb. 27 at Tavern-on-the-Green Restaurant in Central Park. Interested persons may contact Charles Foy, Room 415, 228 Church St., Manhattan. Phone: 566-8712.

A recipient of the Mayor's award for professional achievement in 1964, Salas began as a clerk G-1 with the Housing Authority, moving through the ranks competitively to chief of training and administrator of the suggestions program. As head of personnel relations, he initiated several programs to improve agency personnel management. He also serves as president of the Professional Association of Public Executives.

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Name __________________________ Address __________________________ Age ________ 1st 8

LITTLE WONDER USES HOUSE WIRING SYSTEM AS GIANT TV ANTENNA
Tunes in every channel in your area sharp and clear! Replaces unsightly "rabbit ears" and other indoor antennas. Attaches to TV antenna terminals in seconds. Plugs into any electric outlet. Uses no electricity.

"Beautifully executed by Peckinpah, whose mastery of action montage ranks with the best. McQueen is marvelous." — NEWSPAPER

McQueen / MacGraw
THE GETAWAY
A SAM PECKINPAH FILM FROM FIRST ARTISTS
Don't Be Fooled

T HE Permanent State Commission on Public Employee Pensions and Retirement Systems issued its recommendations to the State Legislature last week which, taken altogether, represent one of the most anti-labor proposals to be presented in Albany in decades.

First of all, it would place all new employees (Fire and Police excepted) in State and local government under a new plan that offers lesser benefits than those now enjoyed by persons presently employed. Within a few months, this could create an immediate-on-the-job crisis by having two employees doing the same work but receiving different benefits.

Second, its recommendation that pensions be removed as negotiable items denies public employees a basic right enjoyed by all employees in the private employment sector.

And don't be fooled by arguments that this can be worked out and that presently employed workers will lose nothing. Who says so?

While it is true that today's on-the-job personnel are protected from retirement reduction by the state constitution, there is nothing to keep that constitution from being amended otherwise. Just let all worthy persons of the public square their recommendations become fact and that possibility—a public referendum to be presented in Albany in decades.

The road ahead for the CSEA involves many difficult decisions.

The preceding column to this paper dealt with the financial situation facing the CSEA negotiators as they prepared to take up the November session of the Legislature. The fact that the State budget is not as tight as it was last year, and the possibility of a federal fiscal stimulus act, gives the group some hope that the negotiators will have greater flexibility in building a contract.

Economic studies analyzing the performance of wage and price controls indicate that both wage and price increases have decelerated approximately two percent since controls were initiated. By the end of 1972, wage increases were approaching the 5.5 percent standard. It is generally conceded that specific decelerations of wage increases provide the wage earner a higher standard of living.

More significant was the changed environment in which wage controls are working. The 5.5 percent wage increase standard worked because in large part workers are receiving their self-interest and assured workers that others would not get ahead as much with large wage increases.

This atmosphere may have been changed radically by the current lower income levels.

The CSEA has decided that negotiations must be prepared in the competitive class of the civil service as a police officer or police department of any county, city, town, village . . . prior to Sept. 1, 1965, or who received provisions for permanent appointment on or after Sept. 1, 1965, shall be eligible to resign from any police force or police department and to be appointed as a police officer in the same or any other police force or police department without satisfying the age requirement set forth in paragraph (a) of subdivision (1) of this section at the time of such second or subsequent appointment, provided each such second or subsequent appointment occurs within 30 days of the date of resignation.

SUBDIVISION 1 (a) provides that "No male person shall be eligible for promotion or permanent appointment in the competitive class of the civil service as a police officer of any police force or police department of any county, city, town, village . . . unless he shall satisfy the following basic requirements: (a) He is not less than 20 nor more than 30 years of age; (b) He is of good health, and (c) He passed the physical examination prepared by the New York State Department of Civil Service held under section 68 of the Civil Service Law and should not now be required to take a civil service examination in order to qualify for reelection.

In denying petitioner’s request, the State Supreme Court held that the petitioner relied on the law that was not applicable, and that Section 188-31 had been repealed. The court was, therefore, required to apply Section 188-4 (a) (4) (a) of the State Civil Service Law which provides that "any male person who served in the competitive class of the civil service as a police officer of any police force or police department of any county, city, town, village . . . prior to Sept. 1, 1965, or who received provisions for permanent appointment on or after Sept. 1, 1965, shall be eligible to resign from any police force or police department and to be appointed as a police officer in the same or any other police force or police department without satisfying the age requirement set forth in paragraph (a) of subdivision (1) of this section at the time of such second or subsequent appointment, provided each such second or subsequent appointment occurs within 30 days of the date of resignation."

Budget Comm. Elects New Chairman, President

The Citizen’s Budget Commission has elected William S. Rendahl as its chairman and William O’Connor as its president.

The Citizen’s Budget Commission is a non-profit, non-partisan civic agency established in 1932 to analyze the financial and management of State and local governments.

Rendahl, chairman, and a director of Chemical Bank and of its parent multi-bank holding company, Chemical New York Corp., will assume chairmanship of the commission on April 1.

O’Connor, an attorney, is a trustee of the State University of New York and of the University of the State of New York. He is also a member of the Board of Directors of the American Hospital Association and of the American Bar Association.

The commission’s president, Robert L. O’Connor, is a member of the Democratic party.

The Citizens’ Budget Commission recently voted to increase its operating budget for the fiscal year ending March 31, 1974, from $200,000 to $250,000.

Hooker To Gov Staff

ALBANY — Governor Rockefeller said today that William F. Hooker, Jr., of New York City, has been appointed to the Governor’s staff. Hooker, who has been an associate of the governor's for a year, is an expert on government and politics.

Hooker has been a political consultant to a number of candidates in New York City and has been active in state and national politics.

He is the author of several books on government and politics and has been a contributing editor of The New York Times.

Hooker has also been a member of the Democratic national committee and has served as a member of the New York state Democratic committee.

Hooker was born in New York City and received his B.A. degree from Harvard University in 1956.

He received his J.D. degree from the Harvard Law School in 1959.

Hooker has been a member of the New York bar since 1962.
FROM THE FINEST

BY ROBERT MCKIERNAN
President, Patrolmen's Benevolent Assn.
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Police Are No. 1 In Pensions

The PBA appreciates the Civil Service Leader's invitation to write about the pension issue, because we prefer to be judged on what we say and write, not on what someone else thinks we mean, or says we mean.

We were invited to join with other municipal unions in a joint effort to win the pension gains that the city has agreed to endorse in Albany this year. The PBA declined this invitation.

Instead we prefer to argue our own case.

Frankly, policemen are very unhappy with the pension muddle. We have not had a major pension improvement for over 10 years, while other city workers in less demanding, less hazardous jobs have enjoyed tremendous gains.

TWO YEARS AGO newspaper articles, fueled by a vicious campaign by the Commerce and Industry Association, frightened the public and the politicians with stories of the eventual bankruptcy of existing retirement systems.

Policemen deeply resented being lumped in with everyone else. We have a different retirement system, our own system, that is fiscally and actuarially sound. It is very strong, with $1 billion in it. We are quite capable of funding the 1/4th of the bill and additional pension benefits beyond that too.

The interest yield alone on our fund is more than enough to pay every man on retirement right now. In other words, every month our pension system grows stronger.

Policemen did not cause this pension problem, but we are certainly suffering as a result.

IT IS NO SECRET either that policemen resent being classed with sanitationmen. Somehow the sanitationmen's union got everyone thinking that they are part of "the uniformed services." We don't think so. We have 18 men laying dead in the last two years. This year already we have 10 men wounded and one dead. Thousands of our men are injured every year.

If you want to know the truth, nothing annoys a policeman more than the knowledge that for every ten dollars he wins in contract negotiations, a sanitationman is entitled to nine dollars.

And every time we ask for $20 dollars, city negotiators tell us we can't have it because then they would have to give the sanitationman $18, and the city can't afford it.

"WE KNOW YOU" deserve more," the city negotiators purr. "But we can't give it to you because then we would have to give all the rest the same thing and we can't afford it.

We want to bargain for ourselves. We want to talk for ourselves. If another union wins greater gains and benefits, more power to them. But we do not want to be told continually that we can't have what we deserve because other people less deserving would have to get it too.

Finally, the PBA is gratified that the State Pension Commission agrees that policemen and firefighters deserve a separate, better pension system than all other municipal workers. This principle must be adhered to in whatever new pension legislation Albany eventually adopts.

But we take strong exception to the Pension Commission's proposals to reduce benefits for policemen who join the force after July 1, 1975.

We have a fiscally sound retirement system. We can afford to continue to offer a decent pension to new recruits, and to pay for additional benefits as well. We do not want two classes of cops in this city—one class with a better pension than the other.

Sadil To Farmingdale

ALBANY— John Sadilk of Douglaston, has been named a member of the Council of the Agricultural and Technical College at Farmingdale for a term ending July 1, 1977. Members serve without salary.

Whitney To Exhibit

ALBANY— Ralph R. Whitney, Jr., of Janenville, has been re-appointed to the State Industrial Exhibit Authority for a term ending July 1, 1978. Authority members serve without pay.

This baby won't keep you up nights.

Alas, not every car is born a Volkswagen.

But of the lucky ones that are, it's hard to find a trouble-maker.

Of course, by the time a new Volkswagen comes into the family it's been doted upon by 1,007 inspectors.

So it's not surprising that the skin is blemish-free.

That the steel bottom is sealed tight against annoying moisture.

That what's inside is just as perfect as what's outside. (Many parts are inspected 2 or 3 times.)

And just to give you an extra feeling of security, VWs are covered by an extra year of warranty.*

Not just any warranty.

This one includes four free check-ups by our famous diagnosis system — a system renowned for spotting trouble. Before it's trouble. (A comforting thought.)

But if we find any and it's under warranty, we'll fix it for free. (Another comforting thought.)

As good as our baby is, however, the day will come when you'll decide to part.

But it's consoling to know that after 3 or 4 years it's been known to bring home more dollars than any other economy car.†

Pleasant dreams.

Few things in life work as well as a Volkswagen.

* If an owner maintains and services his vehicle in accordance with the Volkswagen maintenance schedule any factory part found to be defective in material or workmanship within 24 months or 24,000 miles, whichever comes first (except normal wear and tear and service items), will be repaired or replaced by any U.S. or Canadian Volkswagen Dealer. And this will be done free of charge. See your dealer for details. †SOURCE: 1969 Manufacturers' Suggested Retail Prices and 1972 Average Used Car Lot Retail Prices as quoted in NADA Official Used Car Guide, East, Ed., Oct. 1972, Kelley Blue Book, West, Ed., Sept.-Oct. 1972. © Volkswagen of America Inc.

SEE YOUR NEW YORK VOLKSWAGEN DEALER AND FIND OUT WHY THERE ARE OVER 4 MILLION VOLKSWAGENS ON THE AMERICAN ROAD TODAY.
14 Unions Representing Half Million Members Form Pension Coalition

(Continued from Page 1) would create chaos in the public employee systems, set more unrealistic standards, and undermine collective bargaining and slash productivity.

Spokesman for the group was John J. Metz, president of the Sanitation Union. Joining with him at the conference were the chairman of the Civil Service Employees Association, pension committee; Joseph H. Reynolds, Press, public relations director; Victor Oostman, executive director of District Council 1, State, County and Municipal Employees; Ellis G. Van Riper, secretary-treasurer, Local 104, Transport Workers Union of America; John Ziegler, treasurer, Sergeants Benevolent Association, N.Y.C. Police Dept.; Frank Stastko president, Sanitation Officers Assn.; Alfred Mandarino, president, Correction Officers Captains; GiUSEPPE C. Vecchi, president, Local 604, Transport Workers Union of America; Charles Garvey, former member of the New York State Conference of Public Employees Organized; Ernest K. Wagner, first vice-president, NYC Transit Workers' Benevolent Assn.; Ed Lentz, president, Detective Endowment Assn.; Transit Authority Police Dept; and Kenneth J. Nelson, president, Correction Officers Benevolent Assn.

In the Arena

Deflory made it clear that the unions will "enter the political arena" to protect their members.

He said that the coalition formed by the unions is the New York One Million members and retirees. Unions throughout the State have been calling on the New York State Conference of Public Employees Organized to "act to protect more than 50 percent of all new employees who areblack or of Spanish-speaking background. Telling them they will reduce contributions for the same job is gross and inflamatory discrimination.

Not to be confused with the special Delegates Meeting scheduled for the Sheraton Inn Towne in downtown Albany, the Conference meeting will be held at the Sheraton Inn Towne in downtown Albany.

Conference president Wagner also named five people to the nominating committee for the Conference (regional) officers. Capital District officers serve for two-year terms and are to be appointed by DeLury for terms expiring June 30th (or payment of a kind that will provide the worker with the cost of the pension.)

Date of the next Conference meeting was moved up to March 19 in order to be given the regularly scheduled state-wide Delegates Meeting scheduled for the same week. The March Delegates Meeting not to be confused with the special Delegates Meeting in early February. The Conference meeting will be held at the Sheraton Inn Towne in downtown Albany.

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Summary of State Pension Proposals

A new, uniform pension law that would cover all public employees in New York State hired after July 1, 1975, was proposed last week by the New York State Commission on Public Employee Pension and Retirement Systems, in a report to the Governor and Legislature.

The report recommends that all new public employees in the state, including elected officials — whether employed by the state or local governments or school districts or other public agencies — be covered by the same plan of benefits. A separate formula with earlier retirement covers police and firemen.

Under the present arrangement there are several different plans under eight retirement systems or administrative structures. Five of these independent retirement systems would continue to operate; they would all have to pay exactly the same benefits to new employees under the Commission's plan.

Since every New York public employee is covered by a constitutional guarantee against diminution of existing retirement benefits and an additional constitutional guarantee prohibiting state and city taxation of pension payments, present employees would not be covered by the new plan unless they chose to transfer to it.

The new plan would provide the 80 percent of average salary at retirement for new employees, in initial years, reduced to 60 percent of average salary at retirement, and further reduced to 40 percent of average salary at retirement — the final average salary which is equivalent to a lesser percentage.

The chief benefit for the police and firemen would be an additional death benefit for state employees, a death benefit for active employees, and an annuity for active employees.

The Commission also recommends that all taxpayer payments to union annuity funds, which provide additional retirement income to certain public employees, be specifically prohibited by law.

The Commission was set up by act of the State Legislature in 1973 and charged with studying the state's retirement laws.
Four State promotional exams, for Labor Department positions at grades G-18 to G-23, have been scheduled for receipt of applications until March 5 or 12 the State Civil Service Commission announced last week. The exams are open only to employees of the Department of Labor.

Three vacancies—one each in Albany, Binghamton, and Syracuse—exist for employment specialists (counseling). G-18 Applicants for the April 14 exam must have one year's experience as an employment counselor, or in a position at G-16 or higher, and either a master's degree in counseling or related field, or 30 graduate hours in counseling-related courses.

For applications and more information, contact your Personnel Office or the N.Y. State Department of Civil Service at the address listed in answer 12 under "Where To Apply." Candidates for promotion to senior employment examiner must apply by March 12. They must have six months as an employment examiner in a position at G-16 or higher, and either a master's degree in counseling or related field, or 30 graduate hours in counseling-related courses. Application deadline is March 5. There are presently three vacancies in Albany.

SAVE A WATT!
Haber Asks Legislature To Hike Managers' Pay

City Councilman Kenneth Haber last week introduced legislation to mandate minimum salary increases for career civil servants in the City's managerial-executive pay plan. Haber estimated that the bill could cover more than 2,000 career civil servants in the middle-management category.

The Brooklyn lawmaker said his bill would tie the salary increases for managing and executive employees to those negotiated by unions representing organized employees in the same departments.

"Many of these middle-management people have been waiting a year, and some of them two years, for a promised raise," Haber said. "The Mayor's office has pegged their raises to the fate of the increases being considered for Lindsay's top people. That is a mistake—their salaries should be linked with those of their subordinates."

Jackson New Westchester Warden

Norwood E. Jackson of White Plains has been appointed Warden of the Westchester County Department of Correction, it was announced recently by Robert J. Wright, Westchester County Commissioner of Correction. Warden Jackson is the first black person to hold this position in the state. The appointment was made to fill the position left vacant by the retirement of Warden William O'Brien and the appointment of Warden Edwin G. Michaelian, the City's Managerial-Executive pay plan.

The increases would go into effect each July 1 without further departmental approval. In all cases lacking union representation, increases granted for comparable work in other departments would be the same as those granted in the New York City public service.

The Board of Education has established administrative staff in preparing and conducting competitive examinations for about 60,000 teaching, administrative, and supervisory positions in the New York City public service. Applications will be received by the Dept. of Personnel, Room 209, 259 Church St., Manhattan, between Feb. 7 and March 27. Salary is $35,435, one of the highest salaries in the competitive civil service.

The increases would go into effect each July 1 without further departmental approval. In all cases lacking union representation, increases granted for comparable work in other departments would be the same as those granted in the New York City public service. Requirements for eligibility are: a) a B.A. degree; b) 60 semester hours of graduate study, at least 90 of which must have been in school administration and supervision; and an approved internship under the supervision of a school administrator, and four years of experience in the field of education.


The Board of Education has announced that it will hold a competitive examination for the position of Bureau of Education examiner. The examination will be held on April 7, 1973, at 9:30 a.m. at 259 Church St., Manhattan. The salary for the position is $35,435, which is one of the highest salaries in the competitive civil service.

For eligibility for the position, applicants must meet the following requirements:

- Be a U.S. citizen
- Have a college degree
- Have at least 5 years of experience in the field of education
- Meet the passing score on the examination

The examination will consist of written and practical tests, and applicants must pass both to be eligible for the position. The deadline for applications is March 27, 1973.

Know Your Blood Pressure Twice a Day! Anywhere!

- Instant pressure check anywhere, any time of day or night
- Saves on medical bills
- Saves time, worry, tension
- Easy to use

Professional Blood Pressure Machine Pays for Itself Many Times Over!

Compact unit in zippered case travels where you go. No more waiting for appointments, wasted hours in doctor's office. No more exorbitant medical bills to keep tabs on. Keep up with your own blood pressure! Now, take your own pressure at night or day, at home or away, accurately, scientifically. Precision made American type sphygmomanometer with a life-size pressure gauge is simple to use. Just wrap plastic cuff around arm and squeeze bulb. Let's you check "warning sign" fluctuations on your own. Proven in hundreds of thousands of cases. Comes with complete, zippered case. One-year warranty.

Blood Pressure Machine (272254) ... Only $15.95

If you don't have one, Professional Stethoscope (24/258) available for only $4.95.
Schoonmaker Retires From Commission

CORNWALL ON HUDSON—John F. Schoonmaker, a former president of the Orange County chapter of the Civil Service Employees Assn., retired last month as a commissioner of the New York State Board of Pardons, of which he had served for more than 10 years. Schoonmaker, employed in civil service in county and state government totaled 30 years.

Schoonmaker was appointed to the Pardons Board in May 1963 by Gov. Nelson A. Rockefeller and he served continuously with the department since that time. Prior to his appointment he had been director of the Orange County Probation Department since 1947 and, for four years prior to that, was a criminal investigator in the Office of the Orange County District Attorney. During World War II he served for two years in the Pacific Theater as a criminal investigator in the office of the Provost Marshal General.

Schoonmaker is a former mayor of the City of Port Jervis, a former director of the County Mental Health Board, Mental Health Assn. and Council of Community Services; a past president of the New York State Council of Correctional Administrators; and, when appointed to the Board, was first vice-president of the New York State County Officials Assn.

In attendance at a pre-retirement dinner honoring him in December were all present and several former members of the Pardons Board.

ST. LAWRENCE RETIREES ORGANIZE — Calling themselves the “Friends of St. Lawrence,” a group of retired employees of St. Lawrence State Hospital in Ogdensburg (with service to the State collectively totaling 375 years) has submitted a request to the Secretary of State for incorporation as a non-profit group whose goal would be to help patients of the hospital live more comfortably beyond the existing limitations of the State-run facility by, for example, supplying goods currently unavailable because of limited funds; purchasing television sets for wards with elderly patients, etc. Members of the retiree group and members of the hospital administration who will assist the “Friends,” pictured from left are: (standing) Daniel Hereng, personnel director; Robert Kinch; Mrs. Kinch; Carl Dowdall, temporary chairman of the group; William Marshall, personnel director; and, (seated) Margaret Putney; Marion Raymo; William O’Connell, former member of the Board of Visitors, serving as the group’s legal advisor, and Irene Cunningham.

Rochester Retirees To Meet Feb. 20

ROCHESTER—The Rochester Area Retirees chapter has scheduled its next meeting for Feb. 28 at the Old World Inn in Newark, according to Al Gallant, chapter president. The meeting will be open to anyone interested in the group’s activities.

A representative of Travelers Insurance will discuss the Travelers Insurance program and how it can benefit the retiree. Chapter president Claude Rowell has promised “an interesting meeting for all retired public employees who attend.”

Honor Former White Plains Unit Leader

Robert Doherty, former president of the White Plains unit of the Civil Service Employees Assn. was honored by 183 city employees and officials at a retirement dinner recently.

Doherty was president from 1969 to 1972 and was also an active representative to the Westchester County chapter of CSEA. During his 12 years of employment with the City of White Plains, he was secretary to the real estate commission and the parking authority.

In a brief speech, Doherty thanked the members of the Association and expressed his gratitude to the White Plains city administration and staff for their cooperation and fair and equitable treatment while he was employed by the City.

Mayor Richard B. Nesdy and City Councilmen and their wives were among those attending the dinner. Dr. Theodore C. Wenzl, statewide CSEA president could not attend, but forwarded an award which was presented to Doherty by Stanley Boguski, president of the White Plains unit, for Doherty’s commendable service. Seymour Katz was master of ceremonies.

Doherty plans to keep active during his retirement years by working with the local chapter of the American Association of Retired Persons.

Give Long-Service Awards To 43 In Audit & Control

ALBANY—Forty-three career civil service workers, all employees of the Department of Audit and Control, were honored at a luncheon last month at the Ambassador Restaurant here.

Awards for long service were presented to:

- Mrs. Dowdall, Irene Holmes, Dr. Helen Hanes, Dr. Lee Hanes, hospital administrator who will assist the “Friends,” pictured from left are: (standing) Daniel Hereng, personnel director; Robert Kinch; Mrs. Kinch; Carl Dowdall, temporary chairman of the group; William Marshall, personnel director; and, (seated) Margaret Putney; Marion Raymo; William O’Connell, former member of the Board of Visitors, serving as the group’s legal advisor, and Irene Cunningham.

- Robert Doherty, former president of the White Plains unit of CSEA, standing left, was given an award by statewide CSEA president Dr. Theodore C. Wenzl as a token of appreciation of the work performed by Doherty for CSEA. The award was presented at a retirement dinner for Doherty by Stanley Boguski, current White Plains unit president.

- Nancy C. Pietrak, James Terry, all of Albany; Joseph Bank, Schenectady; Willis Hake, Delmar; Francis Marchand, Waterford; Robert Peckard, East Greenbush; David E. Shermann, Brook-lyn; William Sullivan, Troy, and Mary Torey, Watervliet.

- 30 Years: George King, Frank Marvin, Myra Wells, all of Albany; William Dennis, Loudonville; Jerome Poogel, Huntington Station; Florence Mara, Rensselaer; Howard Notlik, Latham, and Wil-bert H. Ebertman, Brooklyn.

- 25 Years: Margaret Palbon, Paul Lawton, Paul Mackworth, Isabel A. Poole, Matthias T. Remmert, all of Albany; Mildred Row, Bieun Casella, both of Schenectady; Angelina Canzitl, Edward J. McGlynn, Rebecca C. Southwelt, of Rensselaer; Leo E. Dervisik, Fort Edward; Michael Giron, Ravena; Anne M. Murphy, Valatie; Marion D. Murphy, Queens; Benjamin W. Murray, Port Jervis; John C. Haaf, Delmar; Carolyn F. Warren, Saratoga Springs; Erwin Willigroth, Hampton Manor, and Frederick Wolf, Watervliet.

Irving Retirees on Same Day from Social Services

ALBANY — Mr. and Mrs. Arthur Irving, with combined State service of over 50 years, have retired from the New York State Department of Social Services Central Office.

Mary Irving started in the then Social Welfare Department; in February 1932 and retired on Jan. 10, 1973, the same date as her husband, who had ten years of State service, most recently in Social Services. Mrs. Irving was supervisor of the demogra- phy unit for several years.

The Irvings were presented a gift by the retired employees at their home in Watervliet.

White Plains Unit Leader

Robert Doherty, former president of the White Plains unit of CSEA, standing left, was given an award by statewide CSEA president Dr. Theodore C. Wenzl as a token of appreciation of the work performed by Doherty for CSEA. The award was presented at a retirement dinner for Doherty by Stanley Boguski, current White Plains unit president.
“DENTALLY SPEAKING!”

by MANNING V. ISAACS

Vice President, Group Relations

Provided as a Dental Service to Readers of the
by GROUP HEALTH INCORPORATED

EDITORIAL NOTE: This issue’s column is mainly concerned with correcting inaccuracies in the answers to questions which were not caught for the issue of Jan. 23. We hope that the correct answers which follow will set the record straight and eliminate any confusion that still exists. The answers to the first three questions in this column are corrections. The remaining questions and answers deal with items of general (other than New York State) interest.

Q. BOTH MY HUSBAND AND I ARE NEW YORK STATE EMPLOYEES. MUST I DECLINE COVERAGE?

A. When both husband and wife are eligible State employees, recent liberalized procedures permit either spouse to elect Family coverage. However, the other spouse must decline coverage. The spouse who elects to become the enrollee must include all eligible dependents under that Family Contract.

Q. ARE SEASONAL EMPLOYEES ELIGIBLE FOR COVERAGE UNDER THIS PROGRAM?

A. Yes, provided they meet the same eligibility requirements as all other State employees, including the six-month period of employment. The coverage becomes effective on the first day of the month following the month during which this six-month period has been satisfied.

Q. I AM DIVORCED FROM MY HUSBAND WHO IS ALSO A STATE EMPLOYEE. WE HAVE CHILDREN. WHICH ONE OF US MUST ENROLL FOR FAMILY COVERAGE?

A. Either spouse may enroll for Family coverage; however, the other spouse must decline coverage or enroll for Individual coverage.

Q. IF MY DENTIST USES A CAST CROWN ON A TOOTH AS A SPLINT FOR A PERIODONTIC CONDITION WILL I RECEIVE PAYMENT?

A. No you will not. The GHI Dental Contract excludes cast crowns when used in splints for periodontic conditions.

Q. I KNOW YOU HAVE EXPLAINED THIS ONCE BEFORE BUT WOULD YOU PLEASE REPEAT GHI DENTAL’S BASIC BENEFITS?

A. Our basic benefits comprise: Consultations; specialist treatments for gum care; examinations and charting; X-rays; crowns on front and back teeth; fillings on normal size and can be pulled from the mouth with comparative ease; while a complicated extraction is a removal of a tooth that is broken or deformed and or has enlarged roots that may require some bone removal, surgery into and suturing of the gum. However, GHI Dental recognizes that your dentist is best qualified to keep the state of the particular tooth to be removed and able to demonstrate this by X-rays attached to the submitted claim. If we need additional information upon receipt of the submitted claim, our Professional Relations Department will contact the dentist. Our Schedule of Benefits for a routine extraction is $6.00 per tooth. A complicated (surgical) extraction involving the procedures outlined above, would be paid according to an allowance of $15.00 per tooth.

Editor’s Note: Mr. Isaacs cannot accept telephone questions. Please write to him in care of THE LEADER.
MENANDS — The Capital District Conference is in the process of deciding on a site for its regional office, Conference president Ernest K. Wagner informed delegates at their bi-monthly meeting last week. The regional office is part of the localizing efforts mandated by statewide delegates when they approved Phase I of the restructuring report a year ago.

Delegates also discussed the special statewide Delegate Meeting on restructuring announced for Feb. 22 in Chancellor's Hall, State Education Building in Albany. Field representative James Cooney paraded questions from the floor on some of the details to be worked out in order for the changes in the CSEA Constitution and Bylaws to be put into smooth operating order in time for the election of statewide CSEA officers and delegates next fall. A major factor to be determined is whether all regional officers of just the regional president will be elected by regionwide vote of all members. (The regional president also automatically becomes one of the five statewide vice-presidents, ranking just below the statewide president and the statewide executive vice-president.)

Cooney also told the delegates that the dues checkoff represents one of the most serious challenges ever faced by CSEA. This subject, too, will be taken up at the special Feb. 22 Delegate Meeting. He pointed out that the three-month billings will be $11.37 per person. Insurance deductions will continue to be made by the State, but inclusion in the insurance coverage requires being a member in good standing in CSEA, so it is important.

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(Continued on Page 8)