Ken Pace of the Ft. Stanwix chapter, Civil Service Employees Assn., swam out and pulled her to shore. He then administered mouth-to-mouth resuscitation. “She revived in about two minutes,” Mr. Pace recalled. He said he learned how to administer such aid in a course at a mass informational picketing session on Tuesday, Aug. 17, at 6 p.m. at the County Office Building, New Hempstead Road, New City.

The county workers will be joined on the picket line by fellow CSEA members from state institutions throughout the county. Union leaders said they are united in their belief that issues in Rockland affect both state and local employees.

Flaumenbaum: Lawsuit Possible If Nassau Salary Boost Denied

(From Leader Correspondent)

MINOLA—The Nassau County chapter, Civil Service Employees Assn., gave a two-hour long presentation of financial analysis, law and moral obligation in a legislative hearing last week before the Nassau Board of Supervisors on an imposed contract.

Later, following published press reports of a statement by the leader of the Board that indicated a leaning toward a wage freeze, chapter president Irving Flaumenbaum raised the possibility of a lawsuit.

The CSEA presentation showed not only that the employees were losing ground to inflation but, with testimony for the CSEA by municipal fiscal expert Horace Z. Kramer, that the county could afford a wage increase. Mr. Kramer is the former chairman of the Nassau Board of Assessors.

Mr. Kramer—in a presentation illustrated with 36 charts—showed that a 6.6 percent wage increase would cost the average homeowner in Nassau only $1.35 per month after tax deductions.

“I cannot believe,” he testified, “that this honorable Board would agree that an increased tax is beyond the fiscal capacity of the average Nassau family.”

Mr. Flaumenbaum revealed that the CSEA is studying the possibility of a legal suit after the leader of the Board, Hempstead Town Presiding Supervisor Frank Purrell, was quoted in the local press as saying that: “We may have to face a wage freeze.”

Mr. Flaumenbaum, who is also leader of the CSEA Long Island Region I and a union vice-president, reacted angrily.

“If that quotation is correct,” he declared, “it indicates that the Board did not listen to the facts and if the Board did not listen to the facts, we may have to seek a judge who will.”

Region I CSEA attorney Richard M. Gahn, who also presented testimony in the legislative hearing, said the question of a

Broome Wage Hike Computation Change Still Benefits County

BINGHAMTON—Several Broome County employees may have an extra $100 due them under the terms of the contract because of error made in computing salary levels.

Under the terms of the pay an across-the-board increase of $500 to all employees earning $5,000 or more and $450 to those earning less.

However, as the unit newsletter News and Views pointed out recently, “This would be a fairly straightforward procedure except in the case of an employee who has a longevity increment attached to his or her salary.”

In the past, the article said, when the county computed a per-century salary increase, it removed the increment, computed the raise on the balance of the salary, then added the salary increase and the increment back together.

Pose Security Unit Challenge

ALBANY—The Civil Service Employees Assn. is presently circulating petitions to bring about a representation election in the state Security
Visual Arts Slot Opens

ALBANY—The State Civil Service Department has announced filing for audio visual training and production specialist (Exam No. 27-619). The filing deadline is Aug. 18 for the $8,436 job.

Applicants must have an associate degree in electronics or a related field and two years specialized experience. An additional two years experience will substitute for the associate degree.

The opening is at the teaching academy of the department of Correctional Services.

For further information, contact the office of the State Civil Service Department, State Office Campus, Albany, N.Y.

DIRECTOR LIST

ALBANY—A director, rehabilitation testing division, eligible list, resulting from open competitive exam 27-572, was established July 21 by the State Civil Service Department. The list contains nine names.

Veterans Administration Information Service

Call (202) 384-2741
Washington, D.C. 20480

CIVIL SERVICE LEADER

America's Leading Weekly For Civil Service Personnel
Published Each Friday

Advertising Office: 11 Warren St., New York, N.Y. 10007

Business and Editorial Office: 11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail at the Post Office at Newark, N.J., under the Act of March 3, 1879. Additional entry at New York, N.Y. 10007. Copyright assigned to American Civil Service Information Service, Inc., 1936. Subscription Price 99.00 Per Year, Individual Copy, 50c.

Published in Albany, N.Y. The State Civil Service Department, Bureau of Information.

RANGER FACED DISMISSAL

Daniel Singer, of Northville, a state forest ranger for the past 12 years, may face dismissal from the Department of Environmental Conservation because of his refusal to carry sidearms. In a story appearing in the Albany Times Union, Mr. Singer described himself as "not of a gentle guy, that's why I took the ranger job to begin with. I'm from New York City and I was looking to get away from the violence. I don't want to be put into a situation where I might have to shoot someone." Mr. Singer is currently facing disciplinary charges stemming from his refusal to re-enter the Northampton State Campground area to supervise rival groups of aggressive teenagers. It was a crazy war situation and two guys had been stabbed, Mr. Singer said. "One of the guys had struck out at me and I told my boss I didn't want to go back." Recently, forest rangers were given the option of carrying state-supplied .357 magnum revolvers.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.

OREGON PUBLIC PAY LAGS

Oregon state employee salaries have not arrived at parity with similar jobs in the private sector nor are they equal to five other similar jobs in the private sector.
 Werkshep Sites
Set Bus Driver Workshop Sites

ALBANY—Edward Perroti, chairman of the Civil Service Employees Assn.'s statewide non-teaching school employees committee, has announced the sites for a series of meetings to be held starting this month to inform school bus drivers of recent amendments to the New York State Traffic and Vehicle Law and the Transportation Law.

The meeting locations in Western Region VI (Buffalo) are Thursday, Aug. 19, at the Clarifier Lodge, 473 Hamilton St., Canandaigua, at 7 p.m.; Friday, Aug. 26, at the Dudley Motor Hotel, 331 Main St., Salamanca, at 8 p.m.; and Saturday, Aug. 28, at the Regency Motel, Thursday Exit 56, Bradford, at 10:30 a.m.

In Central Region V, the meeting locations are Thursday, Aug. 26, at the Holiday Inn West, Vestal Parkway, Route 421, Vestal, at 7 p.m.; Friday, Aug. 27 at the Midtown Plaza Auditorium, 700 East Water St., Syracuse, at 7 p.m.; and Saturday, Aug. 28, at the Holiday Inn, 309 Washington St., Watertown, at 6 p.m.

Sites for meetings to be held in Albany Region IV, Southern Region I and Long Island Region I are to be announced. No meetings will be held in New York City Region II.

Sunmount DC Picnic
TUPPER LAKE—Joseph I. LaLonde, president of the Sunmount Developmental Center chapter 431, CSEA, said the group will hold its annual picnic Saturday, Aug. 28. The picnic will be held at Little Wolf Beach. Tupper Lake, will begin at 12 p.m.

Nassau CSEA Calendar
Information for the Calendar may be submitted directly to THE LEADER. It should include, the date, time, place, address and city for the function. The address is: CSEA, 11 Warren St., New York, N.Y. 10007. Attn.: CSEA Calendar.

AUGUST

13—SUNY Stony Brook chapter "Night at Jones Beach."
14—SUNY at Buffalo chapter 602 picnic, Oppenheimer Park.
18—New York City Metropolitan Retired chapter 910 meeting: 1 p.m., Room 5980, Two World Trade Center, Manhattan.
18—Executive committee meeting, Osmond E. Hack Developmental Center chapter 100, 110 John St., Manhasset.
18, 25—Office of General Services, chapter 660 clambake, Krause's Halfmoon Beach.
21—Sunmount Developmental Center chapter 431 picnic: 12 p.m., Little Wolf Beach, Tupper Lake.
22—Long Island chapter council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.
22—Albany District DOT Good Will Assn.'s "Night at the Races": 7:30 p.m., Empire Follies, Albany.
22—Town of Orangeburg unit meeting: 8 p.m., Old Greenbush School.
25—Seneca Developmental Center picnic: noon-10 p.m., Flandreau Grove, 4665 Seneca St., West Seneca.
26—New York City chapter executive board meeting: 5:15 p.m., La Salle Bank, 151 E. 7th St., New York.
26—Syracuse Area Retirees chapter meeting: 130 p.m., Riarian's Restaurant, Market Street, Auburn.
27—Syracuse chapter Motor Vehicles chapter 674 clambake, Krause's Halfmoon Beach.
30—Department of Labor chapter 670 steak roast/clam steam: 6 p.m., Thistle Club, Liverpool.
30—Rockchester Area Retirees chapter meeting: 12 p.m., Community House, Driving Park Circle, Newark.

SEPTEMBER

1—Broome County unit "Meet The Candidates Night": Fountains Pavilion, Johnson City.

Nassau CSEA Calendar
Information for the Calendar may be submitted directly to THE LEADER. It should include, the date, time, place, address and city for the function. The address is: CSEA, 11 Warren St., New York, N.Y. 10007. Attn.: CSEA Calendar.

AUGUST

13—SUNY Stony Brook chapter "Night at Jones Beach."
14—SUNY at Buffalo chapter 602 picnic, Oppenheimer Park.
18—New York City Metropolitan Retired chapter 910 meeting: 1 p.m., Room 5980, Two World Trade Center, Manhattan.
18—Executive committee meeting, Osmond E. Hack Developmental Center chapter 100, 110 John St., Manhasset.
18, 25—Office of General Services, chapter 660 clambake, Krause's Halfmoon Beach.
21—Sunmount Developmental Center chapter 431 picnic: 12 p.m., Little Wolf Beach, Tupper Lake.
22—Long Island chapter council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.
22—Albany District DOT Good Will Assn.'s "Night at the Races": 7:30 p.m., Empire Follies, Albany.
22—Town of Orangeburg unit meeting: 8 p.m., Old Greenbush School.
25—Seneca Developmental Center picnic: noon-10 p.m., Flandreau Grove, 4665 Seneca St., West Seneca.
26—New York City chapter executive board meeting: 5:15 p.m., La Salle Bank, 151 E. 7th St., New York.
26—Syracuse Area Retirees chapter meeting: 130 p.m., Riarian's Restaurant, Market Street, Auburn.
27—Syracuse chapter Motor Vehicles chapter 674 clambake, Krause's Halfmoon Beach.
30—Department of Labor chapter 670 steak roast/clam steam: 6 p.m., Thistle Club, Liverpool.
30—Rockchester Area Retirees chapter meeting: 12 p.m., Community House, Driving Park Circle, Newark.

SEPTEMBER

1—Broome County unit "Meet The Candidates Night": Fountains Pavilion, Johnson City.

Civil Service Leader Friday, August 12, 1976

CSEA Wins Reinstatement
For 3 Cohoes Employees

ALBANY—Three City of Cohoes Department of Public Works employees, represented by attorneys for the Civil Service Employees Assn., have been returned to their jobs with back pay and fringe benefits following their suspension in April.

A State Supreme Court judge upheld the men's contention that Cohoes Commissioners of Public Works Arthur Rossomann violated provisions of the employment contract between the city and the CSEA when he summarily suspended Walter E. Kelley, Thomas Herbert and Frank Cumbhe for allegedly sitting in a DPW truck and not attending to assigned duties.

Kelley also appealed Thomas Connell, the men's supervisor who is also president of the Cohoes DPW unit of CSEA, but reinstated him to his job four days later.

The employees contended, and the court agreed, that they were suspended before being informed in writing of the charges against them; therefore, they were unable to respond to the charges.

The reinstatement were distributed to the men the day following the incident. Cohoes Commissioners had instructed them that a hearing would take place "pursuant to Section 75 of the Civil Service Law."

The judge, DeForest Pitt of Troy, ruled that Mr. Rossomann's refusal to hold a hearing was "inappropriate," as the work contract did not provide for such a hearing procedure of that nature.

The city's failure to respond within 90 days to the complaint filed by the men—another violation of their employment contract—forced the city to the contract the hearing to the person the requested award," according to the court.

Marjorie Karos, an attorney with the CSEA law firm of Roemer and Peckham in Albany, acted as counsel for the men.

Quick Decision
Seen In Nassau Increment Suit

MINEOLA—A decision is expected shortly in a lawsuit brought by the Nassau County chapter of the Civil Service Employees Assn.'s Nassau County chapter against the county charging branch of contract.

The action was brought by the CSEA after Nassau County Executive Ralph G. Casa unilaterally decided to withhold pay raises from employees who earn $25,000 annually or more.

The suit is to be held in Nassau Supreme Court, here. Richard Gaba, CSEA Long Island Region I attorney, and assistant Long Island legislative columnist, will present the union's position before the court.

Mr. Flaumenbaum, president of CSEA's Nassau chapter chapter, expressed confidence in the chancellor's position.

"We don't permit the county to violate the conditions of our contract," the Nassau leader declared. "We'll shoot them down every time they try."

Mr. Flaumenbaum is also head of CSEA's Long Island Region I and a union vice-president.

Mr. Casa withdrew the increment plan, which was put into effect first of the year, in January of 1975 and 1976. The case was first brought to the Public Employment Relations Board which ruled in favor of the CSEA position, after CSEA charged the county with a breach of contract.

Mr. Casa is also head of the Nassau County executive board, and since he is a full-time official of the Board, he is precluded from participating in the case.
Prevent cavities!

It's too bad that science can't invent a magic lollipop which would prevent cavities and tooth decay simply by eating it. It'll never happen.

Dental research has come a long way in the past quarter century, but the same old rules still apply. Good daily dental care, a healthy diet and regular visits to a dentist. Sure — dental care can be expensive, and too many people want to visit their dentist until they're having trouble. That's where we come in. Our dental plans put the emphasis on prevention — not only for children, but for the entire family.

A sound dental plan — at a reasonable price — is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all — we're the ones who invented pre-paid health insurance.

Blue Cross and Blue Shield Plans of New York State

PA BOARD

ALBANY—Joseph F. Cullman, chairman and chief executive officer of Phillip Morris, Inc., has been named to the board of the Port of New York and New Jersey Authority by Gov. Hugh L. Carey. Mr. Cullman, of New York City, was named to a term expiring July 1, 1982. The appointment requires Senate confirmation.

SAVE A WATT

State Slates Six Promos

ALBANY—The State Civil Service Department has announced six competitive promotion exams for Oct. 16, including accountant, clerk, and engineering titles. Filling deadline is Sept. 6.

Candidates for principal accountant (corporate search) (Exam No. 35-954) need one year's service in a clerical or technical position at Grade 7 or higher. All qualified in the Department of State can apply. There is one vacancy in Albany.

One year's service as a motor equipment mechanic qualifies you for motor equipment test mechanic at the G-13 level. Applicants must be employees of the office of general services. There is presently one vacancy for the job. A performance test will be given (No. 38-149).

Senior accountant (state accounts) (No. 28-975) at the G-18 level is open to qualified employees of the Audit and Control Department. To qualify, three months' service as assistant accountant or assistant state accounts auditor is necessary. One year's such service is required for appointment from the eligible list. One vacancy exists in Albany.

Associate accountant (state systems) (No. 35-965) is open to audit and comptroller department employees who have one year's senior accountant (state systems) experience. There are three vacancies in Albany for the G-23 level job.

Employees of the Environmental Conservation Department with one year's engineering experience at the G-23 level or higher can apply for associate air pollution control engineer at the G-27 level (No. 28-970).

An oral test will be held during September for director of environmental conservation law enforcement at the G-30 level (No. 29-149). It is open to environmental conservation employees with four years' service as chief environmental conservation officer, G-29.

Contact your personnel or business office or the State Civil Service Department in New York, Albany or Buffalo. Mailed completed forms to the department at State Office Building Campus, Albany, N.Y.

CSEA Field Service Aide Position Open

ALBANY—Men or women interested in serving members of local chapters and units of the Civil Service Employees Assn. may apply for the position of field service assistant, now open in the Plattsburgh Southern Region III office of CSEA.

The job, which has a starting salary of $12,475, requires residence in the Plattsburgh area, a car and driver's license and physical exam.

Applicants must have the ability to organize, develop and assist chapters and units with programs and activities beneficial to members. The position includes aiding members with employment problems, organizing new chapters, operating membership and enrollment contracts, maintaining personnel files and conditions of employment including writing work contracts, promoting and creating new chapters where possible, and arranging for and attending chapter and regional meetings. Minimum requirements are a high school diploma and two years' experience in a job involving contact with the public. A bachelor's degree or specialized training in labor relations may be substituted for experience.

Those interested in applying for the position must write to Thomas B. Whitney, CSEA, 31 Elk St., Albany, N.Y. 12227 by Aug. 30.

PA BOARD

ALBANY—Joseph F. Cullman, chairman and chief executive officer of Phillip Morris, Inc., has been named to the board of the Port of New York and New Jersey Authority by Gov. Hugh L. Carey. Mr. Cullman, of New York City, was named to a term expiring July 1, 1982. The appointment requires Senate confirmation.
How To Make Your Voice Heard

MANHATTAN — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationery bearing a personal or business letterhead, the article suggested, with a signature at the typed name at the end of the letter. A return address should be contained in the letter, not just on the envelope.

Identify the subject clearly and state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience — how the issue would affect you, your family or job — is your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his position on issues in his or her reply. As a constituent, you're entitled to know.

Consider the facet of timing. Try to write when a bill is still in committee and the legislator can be more reasonable than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:


Mr. or Mrs. President:

Senator Doe, New York State Senate, Albany, N.Y. 12215.

Dear Senator Doe:

Hon. John Doe, House of Representatives, Washington, D.C. 20215. Dear Mr. Doe:

Hon. Hugh L. Carey, Governor of New York, Executive Chambers, Albany, N.Y. 12224. Dear Governor Carey:

Hon. John Doe, New York State Senate, Albany, N.Y. 12215. Dear Senator Doe:

Hon. John Doe, New York State Assembly, Albany, N.Y. 12210. Dear Assemblyman:

APPOINT DOW

ALBANY—Gov. Hugh L. Carey has announced the appointment of former Congressman John G. Dow of Newburgh, as assistant director of the Manpower Secretariat in the New York State Department of Labor.

Mr. Dow served in Congress from 1964 to 1968 and again from 1973 to 1977. Before his election, he served in several civic and governmental positions including Civil Defense director, County Mental Health Drive Chairman, and a member of the Bonding Board of Appeals.

The position carries a salary of $29,000 a year. The Manpower Secretariat is responsible for the approval and distribution of federal community employment training funds to help the jobless.

Cite Weisz On Retirement

BROOKLYN — Despite the battles he has sometimes had to fight in the state corrections system, Jack Weisz is thankful for his 39 years as a parole officer.

At his recent retirement dinner, held on the night of his 69th birthday, the president of New York Parole District chapter 359, Civil Service Employees Assn., thanked friends "for teaching how to put my thoughts together and how to express my thought through writing and speaking."

He cited Adelle Grand, a Human Rights Commission attorney, for working long hours with him "to see that someone's day of justice in court is seen."

About 130 people attended the dinner at the Brooklyn Navy Yard Officers' Club. During after-dinner speeches, CSEA vice-president and New York Region president Solomon Bendet said Mr. Weisz "has kept serving the union" after retirement. Mr. Bendet criticized a room policy by CSEA's Western Region VI (Buffalo) to seek a rule change barring retirees from holding statewide posts in other than retiree chapters.

"If Jack Weisz wants to keep helping people without being paid, he should be able to," Mr. Bendet said.

Suffolk Sets Five Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for five open-competitive titles.

Three of the examinations will only consider training and experience. They are for assistant program director (Exm No. 19-259), which pays $11,600; program director—exceptional children (No. 16-260), which pays $19,100; and migrant worker affairs coordinator (No. 16-261), which pays $13,154.

Filing for these jobs closes Aug. 25. The two other jobs are assistants to the health department (No. 19-260), which pays $13,154, and real estate agent (No. 19-264), paying $14,764. Filing for these jobs closes Aug. 20, a written test will be given Sept. 18.

Further information and applications may be obtained from Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11788. The telephone number is (516) 787-2288.
CIVIL SERVICE LEADER

AMERICA’S LARGEST WEEKLY FOR PUBLIC EMPLOYEES

MEMBER AUDIT BUREAU OF CIRCULATIONS

LEADER PUBLICATIONS, INC.
PUBLISHING OFFICE: 11 Warren Street, New York, N.Y. 10007
PUBLISHER: Louis A. White
BRONX OFFICE: 406 164th Street, Bronx, N.Y. 10456
FERRY TELEPHONE: 722-0810

MEMBER AMERICAN ASSOCIATION OF PUBLISHERS

Marvin Bixley, Editor
Herald-Types: Charles O’Hall
City Editor: John Bernestein
Associate Editor
H. M. Moget, Business Manager

ADVERTISING REPRESENTATIVES:
KINGSTON—W. Don Krug—508 Washington Ave. (914) 382-2627

FRIDAY, AUGUST 13, 1976

Mischief In Nassau

THE adjective "unreal" springs immediately to mind when considering the attitude of Nassau County officialdom toward county workers.

The attitude in question is this: Nassau employees have been without a contract since Jan. 1. In attempting to resolve this situation, the Nassau Civil Service Employees Assn., which represents the 14,000 county workers plus another 8,000 workers by villages, towns, school districts and other governmental entities, has resorted to mediation, impasse proceedings and the employment of fact-finders. None of these remedies has worked and we feel the blame should properly be placed at the door of the county.

Now the matter of a contract — and a wage increase for Nassau workers — is before the county’s Board of Supervisors as mandated by the Taylor Law. The Board can impose a one-year contract on the employees. A decision on the issue is expected shortly.

During fact-finding, two of the fact-finders, including the impartial panel chairman, said a 6.5 percent wage increase for employees was entirely justified. However, the position of Nassau County Executive Ralph G. Caso is that the county cannot afford any boost. This assertion, we think, was successfully blown out of the water by the CSEA officers, including Nassau chapter president Irving Flasenberg, at a Board legislative hearing last week.

Mr. Caso was previously quoted as saying that Nassau taxpayers cannot afford the tax increase required to give county employees a raise. However, Horace Z. Kramer, an expert in municipal fiscal affairs, in testimony before the Board declared that the 6.5 percent boost would cost the average Nassau County family about $1.85 a month after taxes.

We think that the best comment to emerge from the whole imbroglio was this one delivered by Mr. Flasenberg: "Mr. Caso talks about the taxpayers," the CSEA chiefdom declared. "Who the hell are these people here?" he asked, indicating CSEA members attending the hearing. "They're all taxpayers. The county is using us to subsidize the other taxpayers."

So true. Mr. Caso appears to be using the hoary plot of placing public sector workers in a vacuum to achieve some measure of political mileage. The impression he seems to want is that, somehow, these workers do not pay taxes, do not suffer the ravages of inflation, do not need to eat, house and clothe themselves and their families and are immune from financial problems. This premise, of course, is absurd.

Mr. Flasenberg has said that if Nassau authorities decide to freeze employee salaries, a lawsuit appears to be at least a fair possibility. We feel that there are substantial grounds for such a suit.

The situation, of course, has the most immediate impact on Nassau employees. However, the Nassau chapter is the largest entity comprising four standing units — the PBA, the PBA, the PBA and the PBA — in the CSEA. If a pattern of mischief is set in Nassau, with the employer giving nothing and the employee expected to take it, can any public sector worker in any section of the state be a free agent?

We think not.

Questions & Answers

Q. I lost my Medicare card. How can I get another one?

A. Ask the people in the social security office right away to get you a new one. You will need this card whenever you receive medical services.

(Continued on Page 1)

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C. and chairman of the Nassau County Bar Association Labor Law Committee.

Arbitration Dispute

The County Executive of Nassau County instituted a proceeding pursuant to CPLR, Article 78, to review the portion of the award of a public arbitration panel made after a hearing that directed Nassau County to provide a general wage increase of 9.5 percent to all members of the bargaining unit, the Patrolmen’s Benevolent Asn. The County sought review of this determination of the arbitration panel, claiming that it was not based on substantial evidence. The facts of the case are as follows:

IN OCTOBER 1974, negotiations commenced between Nassau County and the PBA for the contract covering the 1975 calendar year. The major issue was the PBA’s request for general salary increase. When no agreement was reached, an impasse was deemed to exist. Mediation followed without success, and thereafter the process of fact-finding was undertaken. The fact-finders’ report concluded that a general increase of 8.5 percent was warranted. In reaching the 8.5 percent figure, the report took into consideration the rise in the consumer price index, the percentage increase granted to Nassau County Civil Service Employees Assn. members, and a comparison between the salary of Nassau County police officers and Suffolk County police officers.

THE FACT-FINDERS’ recommendations were rejected by both parties. Pursuant to Section 209 of the Civil Service Law, the salary issue was referred to a three-member public arbitration panel. The panel, appointed by the County, one member by the PBA, and one member appointed jointly by the County and the PBA, held hearings on July 16 and 17, 1975, during which no minutes were taken. The panel awarded the same 8.5 percent increase as had been recommended by the fact-finder. The County then sought to vacate the award through an Article 78 proceeding, alleging the panel’s decision was not based on substantial evidence.

THE COUNTY argued the panel failed to consider the financial ability of the County to pay the increase, thus violating the standards an arbitration panel must follow, as prescribed by the 1974 amendments to Section 209 of the Civil Service Law. The Supreme Court, Special Term, held that the absence of a written record and the failure of the panel to consider the County’s ability to pay made the determination reviewable. The matter was remanded to the arbitration panel for the hearing on the award on a written record and the submission of evidence relevant to the question of ability to pay.

AT THESE HEARINGS, the PBA presented a well-organized and sophisticated argument on this issue. Factors the PBA pointed out the panel to consider in determining the County’s ability to pay were: constitutional limitations on tax and debt, percentage tax collection, per capita income of Nassau residents, per capita assessed valuation in Nassau County, increases in retail sales which generate more sales tax, nature of the communities in the County, economic (Continued on Page 7)
Jim Leagen, supervisor: "Probably, even though I was forced to do the job by the circumstances, I’ve learned a lot about the frustrations of government—how hard it is to make it work. I’m getting to know on a personal basis what bureaucracy really means, to some people, civil service means security, but I don’t really feel secure, you know where the office in which you’re working is going. It’s possible to foresee a day when that office will be eliminated; our office could be eliminated. It was set up in 1973 through political decision. It could be eliminated by political decision."

Victor Batorey, assistant for quality control: "No. I decided to do that so that the place in which I wanted to develop was in scholarship; you have to teach. There were no teaching jobs. I took a job in civil service. A lot of people are not conscious of other interests in life. There are artists, writers—even a singer in this office. This job is quite fulfilling as far as their lives. I consider myself a scholar. I still look forward to teaching a job."

Laurel Werner, receptionist: "Yes, I would try to get more education in order to get a better job within civil service. I could then do the jobs other people are doing and make a higher salary. I feel civil service remains fair. People come to this desk, unemployed, looking for work. The daily experience helps me to look at life properly. I hope to study Spanish at night because I feel I could be more helpful as a bilingual receptionist."

New Correction Aide Appointed

In C. R. Rhall, a Manhattan attorney, has been appointed trial commissioner of the New York City Department of Correction, the Commissioner of Civil Service, John G. Devine, announced last week.

He was City Assistant Corporation Counsel from 1960-1970 and has been the governor for District 11 (3.N.Y.-Conn.) of the American Judges Association since 1974.

Mr. Rhall, a graduate of Brooklyn Law School, received a master’s degree in public administration from NYU and a master of science degree from LIU.

Civil Service Law & You

(Continued from Page 6)

trends and employment rates, and the impact of the increase on taxpayers. The County’s evidence would support their claim that they could not pay an 8.5 percent increase tended to establish that the County was faced with a budget deficit, that its residents were already heavily taxed, and based on projections that the County was going to have to assume huge increases in welfare costs.

THE COURT concluded after these hearings that, although the influence of the court is limited, the evidence was offered, that the board did not disregard the standards of work, it did not take into account the large amount of data available to it. The court held that the determination was based on inadequate data and therefore upheld the panel’s final determination that the PBA’s claims were without merit. The court found that the panel’s decision to grant an increase was arbitrary and capricious, and that the panel’s conclusion was arbitrary and capricious, and that the panel’s conclusion

(To Be Continued)

"Buy Backs" (2)

Editor, The Leader:

While reading the July 9, 1979 edition of The Leader, I noticed the letter to the editor from Martin Gold which was headlined "Of Buy Backs.

I agree with him that veteranG

Curr

1 percent in the east. Rubinstein d
enjoyed and cherished beliefs along the way. One is that Catholics are now more sympathetic to, or better yet, more economic viewpoint than the center of white Protestant

American Catholics appear to have changed fundamentally their attitudes toward the use of national funds. They are less concerned about both to socioeconomic welfare and to racial policy. Rub

since 1950. Rubinstein showed a trust of political and social change and the anti-Negro feeling that was long associated with Republicans. He might well rendered great service in this regard. He might well be remembered by future generations.

(Continued from last week)

Editors, the New York City Employees Retirement System and the State Employees Retirement System:

Thus, the court upheld the panel’s decision to grant an increase in the 90 percent increase to the employees, continue to do so. Within two years if present plans are followed through, New York City will be in the middle of the Social Security System.

What does this mean in prac
tical terms for the employee?

First it will mean that if an employee leaves his city job, he may be able to continue to accumulate the 40 quarters he needs for coverage. No other system he will probably both lose his privileges inherent in social security—Medicare privileges, survivor benefits, and protection in case of death or disability.

In the immediate term, the city will save $41,500 dollars and a

more proportionate amount on those earning less. The employee may retire at 65 and a half on their contributions, roughly $1500 dollars a month.

Employees who began their service prior to July 1 are not affected by this legislation.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees’ Retirement System and the State Employees Retirement System.

The Leader or the New York State Employees’ Retirement System for more information and assistance in how to obtain the funds.

Following is a listing of those individuals whose membership was terminated prior to retirement and who have not filed a claim for benefits before or after August 31, 1979.

(Continued from Page 6)

(Continued from last week)

Editors, the New York City Employees Retirement System and the State Employees Retirement System:

Thus, the court upheld the panel’s decision to grant an increase in the 90 percent increase to the employees, continue to do so. Within two years if present plans are followed through, New York City will be in the middle of the Social Security System.

What does this mean in prac
tical terms for the employee?

First it will mean that if an employee leaves his city job, he may be able to continue to accumulate the 40 quarters he needs for coverage. No other system he will probably both lose his privileges inherent in social security—Medicare privileges, survivor benefits, and protection in case of death or disability.

In the immediate term, the city will save $41,500 dollars and a

4 percent in the east. Rubinstein developed the Catholic tradition of cherished beliefs along the way. One is that Catholics are now more sympathetic to, or better yet, more economic viewpoint than the center of white Protestant

American Catholics appear to have changed fundamentally their attitudes toward the use of national funds. They are less concerned about both to socioeconomic welfare and to racial policy. Rub

since 1950. Rubinstein showed a trust of political and social change and the anti-Negro feeling that was long associated with Republicans. He might well rendered great service in this regard. He might well be remembered by future generations.

(Continued from last week)

Editors, the New York City Employees Retirement System and the State Employees Retirement System:

Thus, the court upheld the panel’s decision to grant an increase in the 90 percent increase to the employees, continue to do so. Within two years if present plans are followed through, New York City will be in the middle of the Social Security System.

What does this mean in prac
tical terms for the employee?

First it will mean that if an employee leaves his city job, he may be able to continue to accumulate the 40 quarters he needs for coverage. No other system he will probably both lose his privileges inherent in social security—Medicare privileges, survivor benefits, and protection in case of death or disability.

In the immediate term, the city will save $41,500 dollars and a

4 percent in the east. Rubinstein developed the Catholic tradition of cherished beliefs along the way. One is that Catholics are now more sympathetic to, or better yet, more economic viewpoint than the center of white Protestant

American Catholics appear to have changed fundamentally their attitudes toward the use of national funds. They are less concerned about both to socioeconomic welfare and to racial policy. Rub

since 1950. Rubinstein showed a trust of political and social change and the anti-Negro feeling that was long associated with Republicans. He might well rendered great service in this regard. He might well be remembered by future generations.
On the day before ballots went in the mail for Ulster County employees to choose their bargaining agent, the Civil Service Employees Assn. held a rally.

CSEA, which retained its position as bargaining agent for Ulster employees against a previous challenge two years ago by the Service Employees International Union, again called upon its members to preserve their independence by turning back this latest challenge from the AFL-CIO union.

Ulster chapter 856 president Thomas Phillips presided over the rally at which he and other chapter officers answered questions from employees about benefits they have gained as members of CSEA. They also refuted sundry charges that the rival union had made in its effort to win over the employees.

Mr. Phillips and the other officers are themselves symbols of the democratic way in which CSEA functions. Their slate was elected a year ago in a clean sweep against the previous officeholders.

“If you want to change things,” Mr. Phillips said, “it is all possible within the structure of our union. I wish those people who signed the SEIU petition would show as much interest toward CSEA in its efforts to help the employees.”

Results of the CSEA-SEIU election are scheduled to be tabulated by the Public Employment Relations Board on Friday, Aug. 13.

Ulster Employees Prepare For Election To Determine Their Bargaining Agent

Ulster County employees turned out for question-and-answer session in Kingston prior to the mailing of ballots for employees to make choice of whether to retain Civil Service Employees Assn. as their bargaining agent. Ballots are to be returned to the Public Employment Relations Board by Friday, Aug. 13, and results will presumably be tabulated in time for next week's edition of The Leader.
The 11 Non-Voting Members Of CSEA Board

By MARVIN BAXLEY

The only non-elected members of the Civil Service Employees Assn. Board of Directors are the standing committee chairmen, who do not have the right to vote during Board discussions.

The chairmen, as well as the committee members, are appointed by and serve at the pleasure of the president. They may speak at Board meetings, but only on subjects that are pertinent to their committees. Their major work is done outside the Board meetings.

There are 11 standing committee chairmen: insurance, legal, revision of constitution and by-laws, retirees, convention, political and legislative action, grievance, pension, salary, restructuring and education.

Voting members of the Board are permitted to serve as standing committee chairmen. The voting members are the state and local officers and members of the State and the County Divisions.

The II Non-Voting Members Of CSEA Board

The only non-elected members of the CSEA Board are the standing committee chairmen, who do not have the right to vote during Board discussions.

Voting members of the Board are permitted to serve as standing committee chairmen. The voting members are the state and local officers and members of the State and the County Divisions.

3-Year Auburn Pact Has 18% Increase

AUBURN—A spokesman for the Civil Service Employees Assn. announced a settlement has been ratified by both parties in contract negotiations between the City of Auburn School District and the CSEA. The union represents the Auburn School custodial, bus drivers and maintenance employees.

Ron Smith, CSEA field representative and negotiator for the employees, said the three-year contract became effective July 1.

"In light of the current economic circumstances, we feel the new contract offers fair and equitable benefits that employes can live with," Mr. Smith said.

The new contract includes a 13 percent wage increase plus increment for the first year, 6 percent increment for the second year, and 4 percent plus increment for the third year.

To Picket In Rockland

(Continued from Page 1)

Land chapter president John Mauro.

Rockland County employees have been working without a contract since Jan. 1. The county workers overwhelmingly rejected the county's "final offer" on a contract last May, and asked for binding arbitration as a solution to the deadlock.

"The employees firmly believed that an independent, neutral third party would be able to fairly resolve the problem to the satisfaction of all concerned," Mr. Mauro said. However, the county legislators turned thumbs down on the request for a neutral arbitration of the contract problem.

Now the union is awaiting a fact-finder's report from the State Public Employment Relations Board. Meanwhile, the employees are trying to keep the situation in the public eye and remind people of their plight while trying to force the legislators to move from what they feel is an intransigent position.

To help achieve this goal, CSEA leaders plan to appear on a local radio program, "MRK, Not Here." on Thursday, Aug. 19 at 12:30 p.m. from the WRKL-AM studios in Mt. Ivy. Explaining the union's position and answering questions will be Rockland unit president Paty Spicci, Mr. Mauro: CSEA Southern Region III supervisor Thomas J. Luposello, and field representative Larry Bondon. Moderator Betsy Ramsey will permit listeners to telephone the station during the hour-and-a-half broadcast to ask questions of the union leaders.

"We intend to continue informing our members, the legislators and the general public on our exact position and the dire economic situation faced by county workers," Mr. Mauro said.

"That's why it is vital that every county employee be on that informational picket line at 4 p.m. on Aug. 19. We must make it absolutely clear that the employees stand united."

Security Unit

(Continued from Page 1)

The CSEA currently represents the Institutional, Operational, Administrative, and the Professional, Scientific and Technical Bargaining Units.

If 30 percent of the members of the Unit sign the petitions, the State Public Employment Relations Board is obliged to conduct a representation election. The CSEA is seeking to meet this requirement by the end of this month.

Executive and County Executive committees. Standing committees are required by the union by-laws to meet at least four times a year.

Membership of these committees shall not be less than 7 nor more than 11 persons, and they must include representation from each of the six regions and from both the State and the County Divisions.

Some of the committees, such as legal and revision of constitution and by-laws, are required by the nature of their responsibilities, to meet consistently to handle the press of business. Others, such as convention and salary, work intensively during particular periods to maintain a more relaxed pace between.

Current makeup of the 11 standing committees are required by the nature of their responsibilities, to meet consistently to handle the press of business. Others, such as convention and salary, work intensively during particular periods to maintain a more relaxed pace between.

Current makeup of the 11 standing committees reflect four local government employees, five state employees and two retirees.

The II Non-Voting Members Of CSEA Board

The only non-elected members of the CSEA Board are the standing committee chairmen, who do not have the right to vote during Board discussions.

Voting members of the Board are permitted to serve as standing committee chairmen. The voting members are the state and local officers and members of the State and the County Divisions.

The II Non-Voting Members Of CSEA Board

The only non-elected members of the CSEA Board are the standing committee chairmen, who do not have the right to vote during Board discussions.

Voting members of the Board are permitted to serve as standing committee chairmen. The voting members are the state and local officers and members of the State and the County Divisions.
ALBANY — "Lulu" was back in town and she was greeted with mixed emotions by State Assembly legislators.

"Lulu"—short-hand for months paid to legislators as reimbursement for funds spent in lieu of expenses—has been around the Albany scene for at least three generations. The funds are distributed to legislators, usually those holding chairmanships or party leadership roles, to compensate them for their extra responsibilities and out-of-pocket expenses.

The payments have come under fire by critics both in and out of legislative chambers. The Civil Service Commission and the New York Public Interest Research Group, among others, have gone to court in recent months in an effort to show the payments illegal. The suits allege that the payments are used to cover costs that would otherwise be the legislators' own. The payments are illegal, they say, because the legislators have not actually incurred the expenses.

The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.

In announcing the "lulu" package, Assembly Speaker Stanley Steingut did not use the term "lulu" or "stipend." Instead, the payments were referred to as "allowances.

To some legislators, "lulu's" are the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule. The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.

In announcing the "lulu" package, Assembly Speaker Stanley Steingut did not use the term "lulu" or "stipend." Instead, the payments were referred to as "allowances.

To some legislators, "lulu's" are the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule. The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.

In announcing the "lulu" package, Assembly Speaker Stanley Steingut did not use the term "lulu" or "stipend." Instead, the payments were referred to as "allowances.

To some legislators, "lulu's" are the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule. The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.

In announcing the "lulu" package, Assembly Speaker Stanley Steingut did not use the term "lulu" or "stipend." Instead, the payments were referred to as "allowances.

To some legislators, "lulu's" are the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule. The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.

In announcing the "lulu" package, Assembly Speaker Stanley Steingut did not use the term "lulu" or "stipend." Instead, the payments were referred to as "allowances.

To some legislators, "lulu's" are the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule. The payments are large. They are the third largest block of funds paid to legislators by the state, and the New York Public Interest Research Group estimates that $3.5 million was paid to legislators in the 50 states. This year, the Assembly's "lulu" tariff will be $492.50 and will be based on the state's 1974 salary schedule.
Set Rockland OCs, Promo

NEW CITY—The Rockland County Personnel Office has announced filing for 10 open competitive examinations and one promotional examination to be held Sept. 18. Filing for these positions closes Aug. 18.

The office also announced filling until Aug. 30 for three open competitive titles and one promotional title for which candidates will be selected in September on training and experience.

The Sept. 18 open competitive exams are for assistant fire safety inspector (Exam 64-097), assistant public health engineer and engineer (trainee) (Exams 64-169 and 64-403); fire inspector (Exam 64-015); fire safety inspector (Exam 64-003); housing assistant (Exam 64-295); land acquisition agent (Exam 64-292); maintenance supervisor (several) (Exam 64-146); reception supervisor (Exam 63-630); and senior X-ray technician (Exam 63-897).

The promotional exam that day is open only to Rockland Community College employees and is for senior clerk (Exam 73-061).

The open competitive titles with training and experience qualifications are: social services (Exam 64-041); senior special education teacher (Exam 64-173); and special education teacher (Exam 64-094). The promotional title is for senior special education teacher (Exam 74-928) and is open only to Rockland County Community Mental Health Center employees.

Contact Rockland County Personnel Office, County Office Building, New City, telephone (914) 628-0500.

Lulu's Back And Assembly's Got Her!

NASSAU POLICE MINEOLA—The Nassau County Civil Service Commission announced that the list contains 45 names.

MAINE POLICE

FIGHT FIRE WITH FIRE ON WARD'S ISLAND

When the administration at Manhattan Psychiatric Center issued a manual concerning employee work behavior without consulting the employee union, protest was made. CSEA cited Chapter president James Fields, kneeling, prepares to set fire to manuals held by, from right, Dorothy Miller, Ramiro Santel, Ernest Hampton, Debra Blaze, Ronald Edwards, Carlos Osorio and Samuel Brown. Manhattan's BC is located on Ward's Island, beneath the Triborough Bridge that connects Manhattan, the Bronx and Queens.

INSPECTOR LIST

ALBANY—A motor vehicle inspector eligible list, resulting from open competitive exam 24-388, was established July 14 by the State Civil Service Department. The list contains 75 names.

TAX INVESTIGATOR

ALBANY—An earnest tax investigator eligible list, resulting from open competitive exam 24-384, was established July 21 by the State Civil Service Department. The list contains 55 names.

CITY SERVICE LEADER, Friday, August 13, 1976

Full Employment Is the Key To Prosperity.
Buy U.S. Made Products.
3 EnCon Staffers Win Largest Idea $ Award

ALBANY—A $12,000 award—the biggest ever made in the state employee suggestion program—has been approved by the State Civil Service Commission, Victor S. Ba-}

...
Second Retirement — Frank Biggers, of Unandele, is congratulated by Thomas Gargiolo, left, president of the Women County Department of Recreation and Parks unit, Civil Service Employees Assn. who also presented him with a gift from the unit. The occasion was Mr. Biggers's retirement. Department Commissioner Edmund A. Ocker, right, presented Mr. Biggers with a citation for his years of service as co-workers surprised the retiree with a coffee-and-cake reception in his honor. For Mr. Biggers, it was a "second time around" retirement. He had retired from the Consolidated Edison Co. 14 years ago. A trip to Europe is one of his plans for the future.

First Retiree for SBPC

South Beach—The first member of the Civil Service Employees Assn. to retire from South Beach Psychiatric Center was feted recently by co-workers and friends at the Carriage House, Staten Island. Evelyn Gargiolo, a former member of the South Richmond Service of South Beach, was one of the original signers of the petition to establish a CSEA chapter at the facility. She joined the staff in 1965, the year the Carriage House, the former branch of the Lower Manhattan after-care office in 1989 and served there for 15 years. Mrs. Gargiolo has been with the South Richmond Service since its inception in 1948. The total staff then numbered 11; the service now has about 120 employees. Mrs. Gargiolo said she plans to devote some of her retirement time to volunteer work.

NAME JUDGE MEAD

ALBANY—Gov. Hugh L. Carey has announced the appointment of Anne F. Mead, of Suffolk County, as a member of the Public Service Commission. Ms. Mead, a lawyer and a judge of Suffolk County District Court, will be a consumer representative on the seven-member board.

Pass your copy of The Leader on to a non-member.

Rochester Area Retirees Meet

NEWARK—A meeting of the Rochester Area Retirees chapter, Civil Service Employees Assn., has been set for Tuesday, Aug. 31. Guest speaker will be Robert Lattimer, president of CSEA Western Region VI (Buffalo). The meeting will be at noon at the Community House, Driving Park Circle, Newark.

Ready to Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

* Protect present retirement benefits.
* Provide permanent cost-of-living supplement.
* Federal income tax exemption of $5,000 for retirement income.
* Reduction of utilities and transportation for seniors.
* Attainment of potential 80,000 retiree membership

Send the coupon below for membership information.

<table>
<thead>
<tr>
<th>Retiree Division</th>
<th>CSEA Civil Service Employees Assn.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>33 Elk St.</td>
</tr>
<tr>
<td></td>
<td>Albany, N.Y. 12207</td>
</tr>
</tbody>
</table>

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

Name: ____________________________

Street: __________________________

Apt. __________________________

City: ____________________________

State: __________________________

Zip: ____________________________

Date of Retirement: ______________

ALFRED DINNER — The Cornell Country Club was the scene recently of a farewell dinner tendered to retiring staffs of the Alfred State University of New York chapter, Civil Service Employees Assn. Above, from left, are Robert Lattimer, president of CSEA Western Region VI, Alfred Packham, Herbert Mayo, Vivian Rowe, Lillian Dickinson, and Annette Harding, CSEA chapter president.
CSEA STRENGTH
IN UNITY
MEMBERSHIP DRIVE
JUNE 1-NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT
HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with $5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially— to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.